2020-2021

WOMEN IN COLLEGE COACHING

REPORT CARD

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UNIVERSITY OF MINNESOTA
Driven to Discover®

Coaches of Women's Collegiate Teams

A COMPREHENSIVE REPORT OF

NCAA DIVISION-I INSTITUTIONS

2020-21

This longitudinal research series, now in its ninth year (2012–21), is a partnership between the Tucker Center for Research on Girls & Women in Sport at the University of Minnesota—the first research center of its kind in the world—and WeCOACH, the premiere organization dedicated to increasing and retaining the number of women in the coaching profession. In this longitudinal research, we assign a grade to each institution, sport, and conference based on the percentage of women head coaches of women's teams.

In the first benchmark report of this longitudinal research series, *The Decline of Women Coaches in Collegiate Athletics: A Report on Select NCAA Division-I FBS Institutions, 2012–13* (LaVoi, 2013), we detailed the historical decline in the percentage of women head coaches in the years following the passage of Title IX, explained why this research and women coaches matter and how minority status in the workplace can affect individuals, provided rationale for why examining employment patterns in 'big time' collegiate athletics programs was important, and reported the percentage of women in all coaching positions in select NCAA Division-I institutions by sport and conference. Leading up to the 50th anniversary of Title IX in 2022, and the 10th year of this Report Card, research related to the stagnation of women in sport leadership positions is timely and salient.

In the initial years of the report, we primarily examined a sample of 'big time' prominent FBS NCAA Division-I athletic programs. Due to demand and interest in our data, we have widened our scope of research to include NCAA Division-I, II and III programs. All reports are at TuckerCenter.org

Purpose

The purpose of the *Women in College Coaching Report Card* ™ (WCCRC) research series is multifaceted: 1) to document and benchmark the percentage of women coaches of women's teams in collegiate athletics; 2) to provide evidence that will help retain and increase the percentage of women in the coaching profession; 3) to track the effectiveness of initiatives aimed at reversing the stagnation of the percentage of women in coaching; 4) to bring awareness while providing an evidence-based starting point for a national discussion on this important issue; 5) to extend and compliment research on women in sport coaching; and 6) to hold decision makers accountable for who they hire.

Methodology

Documenting and adhering to a rigorous methodology is important for transparency, replication, comparison to other data, and consistency in tracking and reporting over time. For a detailed account of our methodology, coding key, data collection, reliability processes, and how we determined and developed grading criteria, see the 2012–13 report (LaVoi, 2013) which can be downloaded at *TuckerCenter.org*.

For this report, data was collected between October 1st, 2020 and December 1st, 2020, by visiting each institution's athletics website and reviewing the coaching roster/staff for the 2020–21 academic year for each women's NCAA-sponsored and NCAA-emerging sport team listed. Our goal was to achieve 100% accuracy and many efforts were undertaken to verify and ensure reliable data. As with any data, the numbers reported herein may have a small margin of error. To report an error, please contact info@tuckercenter.org.

All individuals listed on the coaching roster as Head Coach, including Interim Head Coaches, were recorded. Diving coaches were coded as Head Coaches. A Director of Sport, common in track & field and swimming & diving, was coded as the Head Coach if no head women's coach was listed in the staff roster or noted specifically within any of the coach biographies. An individual who occupied the Head Coach position for two sports (e.g., Head Coach for track & field and cross country) was coded as two separate coaches.

SAMPLE

The 2020–21 dataset included all head coaches of women's teams ($N = 3617$) at 357 institutions of higher education in all geographic regions of the United States that were current members of 32 NCAA Division–I conferences. Five institutions and 44 teams were added to the sample in 2020–21 due to transition from NCAA D-II to D-I: California Baptist University, Dixie State University, Tarleton State University, Bellarmine University and University of North Alabama. Appendix A summarizes the distribution of schools by conference for 2020–21.

PROGRAMS THAT WERE CUT OR ELIMINATED

During the 2020-21 school year, there were 26 women's sports teams programs cut from the Division-I schools included in the Report Card. Of the 26 teams cut, the sports affected were tennis (10), golf (5), diving (4), swimming (3), and one each of alpine skiing, squash, cross country, and softball. Of the 26 cut programs, six were led by women head coaches and 20 were led by men. A majority of the schools cited budget cuts as the reason for cutting athletic teams. Six of the schools cited the revenue lost specifically related to the COVID-19 pandemic as the reason for cutting athletic teams. The long term impact of the COVID-19 pandemic on women's sports programs remains to be determined.

GRADE CRITERIA

The scale used to assign grades is as follows: A = 70–100%, B = 55–69%, C = 40–54%, D = 25–39%, F = 0–24% of female coaches of women's teams. If rounding up resulted in moving up a grade level, the institution, sport, or conference was placed in the higher grade

bracket. Institutions with the same female coach percentage were ordered alphabetically. For how the grading criteria was developed see past Report Cards.

RACE

The current *Women in College Coaching Report Card* includes analysis of the race of head coaches of women's teams. Our research team had many nuanced discussions about adding race to the WCCRC over the years and we no longer found it helpful or appropriate to exclude this aspect of women's identity. Our work complements and extends the work of Dr. Richard Lapchick and The Institute for Diversity and Ethics in Sport (TIDES) team as well as data collected by the NCAA. Adding race to the WCCRC will help document the percentage and number of coaches of color so we can track hiring and retention trends over time and hold decision makers accountable.

Our methodology for coding race is consistent with how we code gender. When coding gender, we rely on personal pronouns as well as photos within the coach's online biography on the institutional website to accurately assess this variable. When coding race, we also used the coach headshot photo to visually assess how a coach presented. Each coach was coded as either white, Black or African American, Asian, Hispanic or Latino/Latina, American Indian or Alaska Native, or Native Hawaiian or Pacific Islander based on coding instructions from the US Department of Labor. Given this is first year we have collected race data, we felt it important to align our beliefs about the importance and complexity of identity with practice. Therefore we will not capitalize white, but we will capitalize Black and other racial and ethnic identifiers, such as Asian, Hispanic, and Native American in racial, ethnic and cultural contexts. This decision aligns with our goal to use language that is inclusive and respectful and is consistent with industry standards. For a coach whose race our team was uncomfortable or uncertain coding, the coach was e-mailed and provided an opportunity to self-identify.

Visual assessment of race is unarguably an imperfect and problematic methodology. However, in our fight for gender equity, we believe in and strive to be inclusive of intersectionality in our approach to ensure that ALL women are counted and represented in sport leadership positions and in our research. Including race in the WCCRC is a step in the right direction. It is well documented that women of color face multiple oppressions in society and the workplace, and are under-represented in coaching positions which is disproportionate to the racial composition of their student-athletes. We can do better. In order to hold decision makers accountable, hiring and retention data specific to racial demographics over time must be documented and shared.

SEX VS. GENDER

In past reports we have used the term 'sex' when identifying women and men coaches. The terms 'sex' and 'gender' are often used interchangeably both in literature and popular culture. Feminist scholars have argued for decades for a differentiation between the two constructs to better acknowledge the intersectionality and unique sociocultural experiences that intersex, transgender, and non-binary individuals face (Schellenberg & Kaiser, 2018; Ansara & Hegarty, 2014). For example in 1979, Unger argued that 'gender' refers to more than a person's sex and involves

sociocultural traits and human experiences, while the term 'sex' refers to biological mechanisms. In a study examining brain function differences between male and female coaches, using the term 'sex' would be appropriate, while within the scope of the WCCRC we do not examine biological mechanism or variables. Our research is based on the understanding that human experience is intersectional and is influenced by both biological traits (nature) and sociocultural factors (nurture). Therefore, we adjusted our language to reflect our research philosophy, and align with sociocultural shifts.

The fight for trans and non-binary gender identity rights and inclusion is a 'hot', controversial and prevalent issue. Continued use of the term 'sex' to reflect male or female identity, erased the full range possible identities and reinforced discriminatory language and behavior that we strive to eliminate and combat (Ansara & Hegarty, 2014). We believe in inclusivity and fostering a supportive environment in women's sport, and although the phrase 'women's sport' appears to reinforce a gender binary, the culture does not have to follow. To date in our data collection, we have not noted any use of non-binary pronouns within online coaching biographies, such as they/them or explicit mentions of transgender, non-binary, or genderqueer coaches in our sample. In this report and into the future, use of 'gender' instead of 'sex' will be used as we strive to be more inclusive, and open up the space and possibility to capture all coach identities.

Results

HEAD COACHES

A total of 3617 Head Coach positions of women's teams from 357 institutions comprised this sample. A small percentage of positions remained unfilled (0.28%, $n = 10$) at the time of data collection (October 2020 – December 2020), the position was eliminated (0.08%, $n = 3$) or the program was eliminated (0.72%, $n = 26$) resulting in a final sample of 3578 head coaches for analysis. Women held less than half (1527 of 3578, 42.7%) of the head coaching positions across 32 Division–I conferences which is *slightly higher* (0.4%) than in 2019–20 (See Table 1).

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

Year	Schools	Female		Male		Total Coaches
	N	%	n	%	n	N
2017–18 Head Coaches	349	41.7	1463	58.3	2049	3512
2018–19 Head Coaches	351	42.1	1491	57.9	2050	3541
2019–20 Head Coaches	352	42.3	1501	57.8	2054	3555
2020–21 Head Coaches	357	42.7	1527	57.3	2051	3578

COACH TURNOVER

Head coach occupational position turnover is a target of opportunity to increase the percentage of women head coaches. In the 2020-21 academic year, of the existing head coach positions, 8.0% (287 of 3578) turned over this past year, a decrease from the 12% turnover evidenced last year. See Table 2 for the gender composition of the former coach-new coach dyad (e.g., if a male coach was replaced by a female, that was coded as male-female). For the *first time* in nine years, a minority of positional vacancies (142 of 287, 49.5%) were filled by men, an improvement from 2019-20 when 52.7% of vacant positions were filled by men. However, that is still 142 missed opportunities to hire a woman and increase the number and percentage of women head coaches.

TABLE 2. HEAD COACH TURNOVER AND GENDER PAIR OF OUTGOING AND INCOMING COACH BY NUMBER AND PERCENTAGE FOR DIVISION-I HEAD COACHES 2020-2021.

Gender Pair of Coach Change	%	n
male-male	30.3%	87
female-male	19.2%	55
total males hired	*49.5%*	*142*
female-female	27.5%	79
male-female	23.0%	66
total females hired	*50.5%*	*145*
total turnover	*8.0%*	*287*

BY SPORT

The percentage of women head coaches in 27 sports varied greatly (See Table 3). Lacrosse (89.6%) and field hockey (83.3%) had a large majority of female Head Coaches. Emerging NCAA sports of rugby and equestrian received A grades and provided positive examples of hiring women at the outset of program building and development. Not a single sport improved their letter grade from 2019–20, while triathlon (50.0%), beach volleyball (39.3%), and wrestling (0.0%) all moved down a letter grade. Diving, fencing, water polo, cross country, track & field, and swimming remained sports comprised of a large majority of male head coaches. Table 4 indicates the number and percentage of head coaches by sport and gender for all NCAA sponsored and emerging D–I sports.

TABLE 3. GRADE BY SPORT FOR PERCENTAGE OF WOMEN D–I HEAD COACHES FOR 2020–21

Grade	%	Sport
A	100–70	Lacrosse (-89.6%), Rugby (87.5%)*, Equestrian (85.0%)**, Field Hockey (83.3%)
B	69–55	Softball (+68.9%), Basketball (+64.3%), Golf (-61.9%), Gymnastics (59.0%)
C	54–40	Bowling (+51.4%), Triathlon (↓50.0%)*, Volleyball (+47.9%), Rowing (-41.6%)
D	39–25	Tennis (+39.5%), Beach Volleyball (↓39.3%), Rifle (38.9%)**, Ice Hockey (38.5%), Water Polo (+30.3%), Soccer (-27.9%)
F	24–0	Nordic Skiing (+22.2%)*, Diving (+21.9%), Swimming (+20.5%) Track & Field (-18.4%), Fencing (+17.9%), Cross Country (+17.7%), Squash (+11.1%)*, Alpine Skiing (-0.0%)*, Wrestling (↓0.0%)*

*Offered by ten or fewer schools; **Offered by twenty or fewer schools; Sport decreased (-) or increased (+) percentage of women head coaches; moved down ↓ or up ↑ a grade from 2019-20 to 2020-21.

TABLE 4. HEAD COACH NUMBER AND PERCENTAGE ALPHABETICALLY BY SPORT AND GENDER FOR DIVISION-I WOMEN'S TEAMS 2020-21

	Head Coaches				
Sport	**Female**		**Male**		
	%	**n**	**%**	**n**	**N**
Alpine Skiing*	0.0%	0	100.0%	9	9
Basketball	64.3%	229	35.7%	127	356
Beach Volleyball	39.3%	24	60.7%	37	61
Bowling	51.4%	18	48.6%	17	35
Cross Country	17.7%	63	82.3%	292	355
Diving	21.9%	37	78.1%	132	169
Equestrian**	85.0%	17	15.0%	3	20
Fencing	17.9%	5	82.1%	23	28
Field Hockey	83.3%	65	16.7%	13	78
Golf	61.9%	164	38.1%	101	265
Gymnastics	59.0%	36	41.0%	25	61
Ice Hockey	38.5%	10	61.5%	16	26
Lacrosse	89.6%	103	10.4%	12	115
Nordic Skiing*	22.2%	2	77.8%	7	9
Rifle**	38.9%	7	61.1	11	18
Rowing	41.6%	37	58.4%	52	89
Rugby*	87.5%	7	12.5%	1	8
Soccer	27.9%	95	72.1%	246	341
Softball	68.9%	208	31.1%	94	302
Squash*	11.1%	1	88.9%	8	9
Swimming	20.5%	40	79.5%	155	195
Tennis	39.5%	120	60.5%	184	304
Track & Field	18.4%	64	81.6%	283	347
Triathlon*	50.0%	2	50.0%	2	4
Volleyball	47.9%	163	52.1%	177	340
Water Polo	30.3%	10	69.7%	23	33
Wrestling*	0.0%	0	100.0%	1	1
Total	*42.7%*	*1527*	*57.3%*	*2051*	*3578*

*Offered by ten or fewer schools; **Offered by twenty or fewer schools

BY INSTITUTION

The range for the percentage of women head coaches by institution also varied dramatically, consistent with past Report Cards. Two institutions *at the time of data collection* (Florida A&M and University of Cincinnati) had 80% or higher women head coaches, while three institutions (Oklahoma State, Texas Rio Grande Valley, and University of Evansville) had 0% women head coaches-ZERO. See Appendix B for a full list of grades by institution for the percentage of women head coaches. Based on the percentage of women head coaches, 20 of 357 (5.6%) institutions received an A grade (70% or more women head coaches, and up from 18 in 2019-20!) for being above average compared to peer institutions. Seventy-one institutions (19.9%) received a B grade, 111 institutions (31.1%) received a C, and 111 institutions (31.1%) received a D. Forty-four institutions (12.3%) received a failing grade of F (24% or less women head coaches), making the number of F grades two times the number of A grades. Nearly two-thirds of institutions (63.0%, n = 225) had 50% or fewer women head coaches.

BY CONFERENCE

The Ivy League evidenced the highest percentage (55.1%) while the Horizon League had the lowest percentage (26.7%) of women head coaches (See Table 5). **The Ivy League (+2.7%) improved from a C grade to a B grade from 2019-20. This is the first time in nine years a conference has earned above a C grade!!** The ASUN, MAAC, and Conference USA improved from a D grade to a C grade. No conference earned a lower grade from 2019-20. The Big Ten led the Power 5 conferences, and was second overall. The number of head coaches by conference and gender are in Table 6. See Appendix A for institutional composition of each conference.

TABLE 5. GRADE BY CONFERENCE FOR PERCENTAGE OF NCAA D-I WOMEN HEAD COACHES 2020-21

Grade	%	Conference
A	100–70	
B	69–55	Ivy League (↑55.1%)
C	54–40	Big 10 (+52.5%), Mid-American (+51.2%), Big West (+50.5%), Ohio Valley (+48.5%), Mountain West (47.9%), Northeast (-47.3%), Colonial (-47.2%), American (-47.1%), Atlantic 10 (-45.8%), Missouri Valley (-45.7%), Patriot League (+45.5%), America East (-43.6%), ACC (43.1%), ASUN (↑43.0%), Pac 12 (-42.4%), Sun Belt (42.2%), MAAC (↑41.2%), Big South (-41.1%), SWAC (-40.5%), Conference USA (↑39.8%)*
D	39–25	SEC (+39.1%), WCC (+38.8%), Big East (-38.7%), Southland (+38.5%), Mid-Eastern (+35.5%), Big Sky (-35.1%),WAC (+34.6%), Southern (-34.1%), The Summit League (+32.5%), Big 12 (28.3%), Horizon League (-27.6%),
F	24–0	

Conference decreased (-) or increased (+) percentage of women head coaches; moved down ↓ or up ↑ a grade from 2019-20 to 2020-21

TABLE 6. GRADE, NUMBER AND PERCENTAGE OF NCAA D-I WOMEN HEAD COACHES BY CONFERENCE FOR 2020-21

Conference	Grade	Female %	n	Male %	n	N	Conference	Grade	Female %	n	Male %	n	N
Ivy League	B	55.1	76	44.9	62	138	Sun Belt	C	42.2	43	57.8	59	102
Big 10	C	52.5	96	47.5	87	183	MAAC	C	41.2	49	58.8	70	119
Mid-American	C	51.2	62	48.8	59	121	Big South	C	41.1	37	58.9	53	90
Big West	C	50.5	51	49.5	50	101	SWAC	C	40.5	32	59.5	47	79
Ohio Valley	C	48.5	47	51.5	50	97	Conference USA	C	39.8	51	60.2	77	128
Mountain West	C	47.9	57	52.1	62	119	SEC	D	39.1	61	60.9	95	156
Northeast	C	47.3	61	52.7	68	129	WCC	D	38.8	38	61.2	60	98
CAA	C	47.2	51	52.8	57	108	Big East	D	38.7	41	61.3	65	106
AAC	C	47.1	48	52.9	54	102	Southland	D	38.5	42	61.5	67	109
Atlantic 10	C	45.8	66	54.2	78	144	Mid-Eastern	D	35.5	33	64.5	60	93
Missouri Valley	C	45.7	42	54.3	50	92	Big Sky	D	35.1	33	64.9	61	94
Patriot League	C	45.5	55	54.5	66	121	WAC	D	34.6	27	65.4	51	78
America East	C	43.6	41	56.4	53	94	Southern	D	34.1	28	65.9	54	82
ACC	C	43.1	75	56.9	99	174	Summit League	D	32.5	26	67.5	54	80
ASUN	C	43.0	37	57.0	49	86	Big 12	D	28.3	28	71.7	71	99
Pac 12	C	42.4	64	57.6	87	151	Horizon League	D	27.6	29	72.4	76	105

Select Seven NCAA Division-I Results

In past years of the *Women in College Coaching Report Card* we produced an additional report which documented the seven select NCAA Division-I prominent conferences we call the 'Select 7': American Athletic Conference (AAC), Atlantic Coast Conference (ACC), Big 12, Big East, Big Ten, Pacific-12 (Pac-12), and Southeastern Conference (SEC). We made the decision to incorporate this data into the current report rather than develop a standalone report. However, we have collected data on these seven select conferences since the 2012-2013 academic year. Therefore this data is important to document sustained stagnation and or progress.

ERRATUM
Wichita State entered the AAC in July, 2017 but was missed from our Select 7 data set until this year. The current 2020-2021 Select 7 results reflects the addition of Wichita State.

SELECT 7 PERCENTAGE OF HEAD COACHES
A total of 978 Head Coach positions of women's teams from 87 institutions comprised this sample. A small percentage of positions remained unfilled (0.51%, n = 5), were eliminated (0.10%, n = 1) or the program was cut (0.31%, n = 3) at the time of data collection (October 2020 – January 2021) resulting in a final sample of 969 for analysis. Women held 413 of the 969 (42.6%) head coaching positions across the seven Division–I conferences (See Table 7), which is slightly higher (0.3%) than the percentage of women Head Coaches of women's teams in 2019–2020.

TABLE 7. PERCENTAGE OF DIVISION−I WOMEN HEAD COACHES FOR SELECT SEVEN NCAA-DIVISION I WOMEN'S TEAMS

Year	Schools	Female		Male		Total Coaches
	N	%	n	%	n	N
2012-13	76	40.2	356	59.8	530	886
2013-14	76	39.6	352	60.4	536	888
2014-15	86	40.2	390	59.8	579	969
2015-16	86	41.1	397	58.9	570	967
2016-17	86	41.2	397	58.8	567	964
2017-18	86	41.6	404	58.4	567	964
2018-19	86	41.8	406	58.2	565	971
2019-20	86	42.3	410	57.7	560	970
2020-21	87	42.5	413	57.5	558	971

SELECT 7 HEAD COACH TURNOVER

Head coach turnover is a key target of opportunity to increase the percentage of women head coaches. In the 2020-21 academic year, of the existing head coaches, 5.6% (54 of 969) experienced occupational turnover this year, a significant decrease from the 10.5% turnover in 2019-20. See Table 8 for the gender composition of the former coach-new coach hired dyad. Men were hired a majority of the time (53.7%). A male replaced a male head coach 18 times and replaced a female 11 times, representing 29 missed opportunities to increase the number of female head coaches. For full data and analysis on head coach turnover patterns of women's teams in the Select 7 conferences, see Silva-Breen & LaVoi (forthcoming).

TABLE 8 . HEAD COACH TURNOVER AND GENDER PAIR OF OUTGOING AND INCOMING COACH BY NUMBER AND PERCENTAGE FOR SELECT 7 HEAD COACHES 2020-2021.

Gender Pair of Coach Change	%	n
male-male	33.3	18
female-male	20.4	11
total males hired	*53.7*	*29*
female-female	20.4	11
male-female	25.9	14
total females hired	*46.3*	*25*
total turnover	*5.6*	*54*

WOMEN COACHES OF COLOR

HEAD COACHES

Of the 3578 Head Coach positions of women's teams from 357 institutions, a small percentage of coaches' race could not be discerned (0.30%, n = 11) despite multiple verification methods, resulting in a final sample of 3567 for analysis. White coaches held 2986 of the 3567 (83.7%) head coaching positions across 32 Division–I conferences (See Tables 9 and 10), and women of color were dramatically under-represented (See Tables 9 and 11).

TABLE 9. PERCENTAGE OF NCAA D-I HEAD COACHES FOR WOMEN'S TEAMS BY GENDER AND RACE

Race	Female		Male		Total	
	%	n	%	n	%	N
White/Caucasian	35.7	1275	48.0	1711	83.7	2986
Black or African American	5.2	184	6.3	225	11.5	409
Asian	0.7	26	1.0	36	1.7	62
Hispanic or Latino/Latina	0.8	27	1.9	69	2.7	96
Native American or Alaska Native	0.1	2	0.1	2	0.1	4
Native Hawaiian or Pacific Islander	0.2	6	0.1	4	0.3	10

TABLE 10. PERCENTAGE OF NCAA D-I HEAD COACHES FOR WOMEN'S TEAMS BY RACE COLLAPSED

Race	Total Coaches	
	%	N
White/Caucasian	83.7	2986
BIPOC	16.3	581
Total	100	3567

TABLE 11. PERCENTAGE OF DIVISION–I HEAD COACHES BY GENDER AND RACE

Gender	BIPOC		White/Caucasian		Total
	%	n	%	n	N
Female Head Coaches	16.1	245	83.9	1275	1520
Male Head Coaches	16.4	336	83.6	1711	2047

BY SPORT

The percentage of BIPOC Head Coaches in 27 sports varied from bowling (35.5%) and track & field (30.8%) which had 30%+ of BIPOC head coaches, to ice hockey, nordic skiing, rugby, squash, triathlon, and wrestling where no (0%) coaches were coded as BIPOC. Table 13 indicates the number and percentage of head coaches by sport and race. The five top sports where BIPOC women were represented as head coaches were: basketball (n=73, 29.8%), volleyball (n=43, 17.6%), track and field (n=29, 11.8%), tennis (n=23, 9.4%), and softball (n=17, 6.9%).

No sport evidenced a majority of BIPOC coaches. Based on the NCAA participation data, female student-athletes in all sports are not seeing coaches who look like them, and this is particularly true for BIPOC females. Same identity athletic role models matter to increase the accrual of positive psychosocial, health, and developmental assets for girls and women.

BY INSTITUTION

Six institutions *at the time of data collection* (Alabama A&M, Southern University at Baton Rouge, South Carolina State, Alcorn State, Mississippi Valley State, and University of New Orleans) had 100%, while 108 institutions had 0% BIPOC head coaches. See Appendix C for a full list of the percentage of BIPOC head coaches by institution. Most institutions (75.9%, n = 271) had 25% or fewer BIPOC head coaches.

HISTORICALLY BLACK COLLEGES AND UNIVERSITIES

When considering the percentage of BIPOC head coaches by institution, many Black or African American head coaches were employed at Historically Black Colleges and Universities (HBCUs). Table 12 shows close to one-third (n=117, 28.6%) of Black head coaches, both men and women, were employed at HBCUs, whereas nearly all white coaches (98.7%) were employed by non-HBCUs which are also referred to as Predominantly white Colleges and Universities (PWCUs). Additional research is warranted to determine barriers and supports for BIPOC coaches at all institutions.

TABLE 12. NUMBER AND PERCENTAGE OF NCAA D-I BIPOC HEAD COACHES FOR WOMEN'S TEAMS BY RACE AND HBCU VERSUS NON-HBCU CONFERENCE FOR 2020-21

Race	HBCU		Non-HBCU		
	%	n	%	n	N
Black or African American	28.6	117	71.4	292	409
Hispanic or Latino/Latina	8.3	8	91.7	88	96
Asian	3.2	2	96.8	60	62
White/Caucasian	1.3	40	98.7	2946	2986
Native American or Alaska Native	0.0	0	100.0	4	4
Native Hawaiian or Pacific Islander	0.0	0	100.0	10	10

TABLE 13. NUMBER AND PERCENTAGE OF NCAA D-I BIPOC HEAD COACHES FOR WOMEN'S TEAMS BY SPORT FOR 2020-21

Sport	Head Coaches				
	BIPOC		White		
	%	n	%	n	N
Bowling	35.3	12	64.7	22	34
Track	30.8	107	69.2	240	347
Basketball	28.1	100	71.9	256	356
Fencing	25.0	7	75.0	21	28
Cross Country	22.0	78	78.0	277	355
Volleyball	20.6	70	79.4	269	339
Tennis	19.9	60	80.1	242	302
Beach Volleyball	14.8	9	85.2	52	61
Soccer	11.8	40	88.2	299	339
Gymnastics	11.5	7	88.5	54	61
Alpine Skiing	11.1	1	88.9	8	9
Rifle	11.1	2	88.9	16	18
Softball	10.3	31	89.7	269	299
Water Polo	9.1	3	90.9	30	33
Diving	8.4	14	91.6	153	167
Lacrosse	6.1	7	93.9	107	114
Golf	5.3	14	94.7	251	265
Field Hockey	5.1	4	94.9	74	78
Swimming	5.1	10	94.9	185	195
Equestrian	5.0	1	95.0	19	20
Rowing	3.4	3	96.6	86	89
Ice Hockey	0.0	0	100.0	26	26
Nordic Skiing	0.0	0	100.0	9	9
Rugby	0.0	0	100.0	8	8
Squash	0.0	0	100.0	9	9
Triathlon	0.0	0	100.0	4	4
Wrestling	0.0	0	100.0	1	1

BY CONFERENCE

The Southwestern Athletic Conference (SWAC, a conference made up of Historically Black Colleges and Universities {HBCUs}) evidenced the highest percentage (91.0%) while the Summit League had the lowest percentage (6.3%) of BIPOC head coaches (See Table 14). Interestingly, the Ivy League, which led all conferences with the highest percentage of women head coaches, is near the bottom for inclusion of BIPOC coaches. The five top conferences where BIPOC women coaches were employed included: SWAC (n=29, 11.8%), Mid-Eastern (n=25, 10.2%), CAA (n=13, 5.3%), American (n=12, 4.9%), Big West (n=11T, 4.5%), Conference USA (n=11T, 4.5%), and Mountain West (n=11T, 4.5%).

TABLE 14. NUMBER AND PERCENTAGE OF NCAA D-I BIPOC HEAD COACHES FOR WOMEN'S TEAMS BY CONFERENCE FOR 2020-21

Conference	BIPOC %	BIPOC n	White %	White n	Total N
SWAC	91.0	71	9.0	7	78
Mid-Eastern	68.8	64	31.2	29	93
AAC	22.8	23	77.2	78	101
Big West	22.0	22	78.0	78	100
Sun Belt	18.6	19	81.4	83	102
WAC	16.9	13	83.1	64	77
CAA	16.8	18	83.2	89	107
ACC	16.7	29	83.3	145	174
Big South	16.7	15	83.3	75	90
Pac 12	16.6	25	83.4	126	151
Conference USA	16.4	21	83.6	107	128
West Coast	16.3	16	83.7	82	98
Ohio Valley	14.4	14	85.6	83	97
Big 12	14.1	14	85.9	85	99
Southland	14.1	12	85.9	73	85
Northeast	14.0	18	86.0	111	129

Conference	BIPOC %	BIPOC n	White %	White n	Total N
Mid-American	12.4	15	87.6	106	121
SEC	12.2	19	87.8	137	156
MAAC	11.0	13	89.0	105	118
Southern	11.0	9	89.0	73	82
Big Ten	10.9	20	89.1	163	183
Missouri Valley	10.9	10	89.1	82	92
America East	10.8	10	89.2	83	93
Patriot	10.7	13	89.3	108	121
Horizon League	10.5	11	89.5	94	105
ASUN	10.5	9	89.5	77	86
Mountain West	10.1	12	89.9	107	119
Big East	9.4	10	90.6	96	106
Big Sky	8.5	8	91.5	86	94
Atlantic 10	8.5	12	91.5	130	142
Ivy League	8.0	11	92.0	126	137
Summit League	6.3	5	93.8	75	80

Summary

The goal of the *Women in College Coaching Report Card* is to document the percentage of women collegiate head coaches over time and complement and extend the excellent work in this area conducted by our colleagues. Data matters.

Data in this 2021 report and over the last nine years of the WCCRC documents longitudinal patterns of percentages of women head coaches within NCAA Division-I athletics, and carries on the tradition started by Drs. Vivian Acosta and Linda Carpenter in the 1970s through 2012 (see acostacarpenter.org). The data indicates the percentage of women head coaches of NCAA D-I women's teams is slightly higher from last year (+0.4%). The good news is that the data is headed in the right direction—UP! The bad news is that the percentage of women coaches is not increasing in any statistically significant way, and remains remarkably stagnant. ***At this rate of increasing an average .3% a year, we will not reach 50% of women head coaches in this report for another 22 years and will not reach pre-Title IX levels (90%) of head coaches of women's intercollegiate teams for 143 years.*** This data provides further documentation to hold decision makers accountable, creates dialogue and awareness, focuses collective and collaborative efforts, and provides a road map for where to dedicate resources. Athletic directors need to take every individual coaching change seriously. The data tells the story. Efforts to combat gender and racial bias in the occupational landscape of sport coaching must continue.

This year was the first we collected racial identity. While a large body of literature exists about women in sport coaching, a small percentage of it is dedicated solely to women of color. Existing data indicates that women of color face stereotyping, discrimination, limited opportunity for career advancement, both gender and racial bias in hiring, as well as being underrepresented, othered, marginalized, held to a higher standard than their white counterparts, and forced to face multiple oppressions within sport-related institutions. One study documented that women of color held coaching positions for less time (3 years on average) and on average it took one year longer to reach a head coaching position than their white male peers (Larsen & Clayton, 2019). Hollomon (2016) noted women of color often do not apply for sport leadership positions due to perceived barriers. Our data reinforced existing knowledge on the occupational landscape for women coaches of color. The experiences of women of color and the scarcity of same identity role models and mentors also likely influences the experience, development and performance of female student-athletes of color. Future research into the experiences of women coaches of color is needed and warranted so that support systems can be developed and implemented.

As with prior reports and in other NCAA Divisions, the percentage of women head coaches by institution, sport and conference *varied greatly*. While some intercollegiate workplaces employ a majority of women head coaches for their women's teams and should be celebrated and recognized, room for improvement for institutions and sports with failing grades is evident. Some caveats about *Report Card* grades are warranted. First, the institutional grade is reflective of one piece of the workplace; an above-average grade may not accurately reflect or guarantee a positive or healthy workplace climate for women, but it is a good general indicator. Additionally, ADs new

to an institution, inherit a grade and it is neither fair nor productive to blame that person for a below average grade; conversely, some ADs inherit an above average grade. Relatedly, some ADs are committed to hiring women, offer women the job but are turned down. Additional research is needed as to *why* women accept or decline job offers, what factors influence their decision, and how intersectional identities impact decision making. For example, we interviewed a subsample of coaches from the WCCRC who explicitly named a same-sex partner in their online coaching biography family narrative (LaVoi & Glassford, 2021). These women have survived and thrived in the male-dominated, sexist, homophobic landscape of intercollegiate sport and cited courage, family cohesiveness, mentorship, and institutional climate and leadership as key supports in helping them (lesbian coaches) navigate the occupational landscape and stay in coaching. Similar research on supports for women with various intersectional identities, especially women of color, is needed.

How the report card is making a difference

The WCCRC data can be, and is, used by institutions, athletics administrators, advocates, allies, conference commissioners, and sport coaching associations to advocate for women coaches, track progress or decline in comparison to peer institutions, evaluate the effectiveness of strategies aimed at increasing the percentage of women coaches, develop programming, and hold institutions and decision makers accountable in creating a gender-balanced workforce—especially for women's teams. Stakeholders across the US and around the globe have shared the numerous ways in which our reports are being used for social change, ways we could have never anticipated at its inception.

Targets of opportunity for change

It is clear that a coaching position vacancy or occupational turnover provides the biggest target of opportunity to hire women. There are a four ways to realize the opportunity to increase the percentage of women coaches and to move up a grade level:

- Impact is greatest when a woman is hired in a position previously occupied by a man.
- Hire a woman head coach when an institution adds a new sport.
- Replace an outgoing woman with another woman coach.
- Change in Athletic Director leadership. Based on the previous Select 7 Division-I Report Cards, the institutions with the greatest rate of coach turnover from year-to-year are often institutions with a new Athletic Director.

Within our data, evidence exists over an AD's leadership tenure (a majority whom are male) if the institutional grade improves, is sustained, or declines. Over eight years, ADs have had over 650+ opportunities to hire women to coach women's teams, and did so less than half the time (LaVoi & Boucher, forthcoming). Some AD had 15+ opportunities over eight years to hire women. Some of them have rarely done so. Two ADs had 17 opportunities to hire women, and did so 47% and 56% of the time. Conversely, two ADs had 15 opportunities to hire women and did so 27% and 21% of the time. While we don't make public or provide names of individual ADs or publish their hiring trends of head coaches of women's teams, we do collect it! Interestingly, some institutions have hired all women over eight years with different ADs at the helm. The *Report Card* data provides a visible mechanism of accountability. Additional indepth case study research that builds on the

knowledge that LaVoi & Wasend (2018) gathered from A-grade ADs, pertaining to organizational culture of athletic departments that value and support women, is warranted. Particularly, data is needed to illuminate the organizational culture, policies, and practices of F-grade institutions... and sports!

Addressing Systemic Change

However, simply "adding more women" or hiring more women as suggested above, is only part of the solution. The greatest target of opportunity to create positive and sustainable social change is to confront the systemic biases that permeate collegiate athletics. Women coaches—no matter the sport, institution, or level of competition—face a complex and multi-level (individual, interpersonal, organizational, societal) set of barriers and bias (Hollomon, 2016; LaVoi, 2016; Sabo et al., 2016). The numerous and complex barriers women coaches experience are well documented in the academic literature (for a full review see *Women in Sports Coaching,* edited by LaVoi, 2016) as well as in many other scholarly works and research reports. Systemic inequalities and gender and racial bias within the context of sport are prevalent. Bias, whether it is conscious or unconscious/implicit, results in unequal treatment, evaluation, perception, and interpretation that can result in overt, gross, or micro-level aggressions due to attitudes based on the gender of an employee or group of employees—in the case of this report, women coaches. The social construction of what it means "to coach" and the stereotypical behaviors and ideologies linked with coaching, are associated with men and masculinity (assertive, tough, confident, powerful). When women coaches "coach", they are often unfairly and negatively evaluated, perceived, and interpreted compared to their male counterparts—by Athletic Directors, media, peers, parents, and athletes. One trend to watch is the increasing prevalence of student athletes alleging coach mistreatment or abuse, which may have gender, race, and age biases that disadvantage women.

Based on the data, female coaches perceive gender bias very differently and feel it is more pervasive than do their male counterparts; foremost, women coaches perceive it exists, while a majority of their male colleagues do not (Sabo et al., 2016). The prevalent and systemic bias in college athletics creates an unpleasant workplace climate for many women and is one reason why women do not enter the coaching profession, are often silenced for speaking out against it, or are driven out by those in power when they call attention to injustice or discrimination. The failure to address bias, and structural and systemic inequalities are likely reasons that dramatic and statistically significant upward change in the percentage of women head coaches fails to occur. It is simply not possible that as each new generation of females becomes increasingly involved in and shaped by their sport experience, they simultaneously become less interested, less passionate, and less qualified to enter the coaching profession. *We can do better*.

Conclusion

Together, the Tucker Center for Research on Girls & Women in Sport at the University of Minnesota and WeCOACH—along with other organizations, groups and individuals—are striving to create systems change, increase the percentage of women college coaches, generate awareness,

continue a national dialogue, and recruit, support and retain women in the coaching profession. Our vision is that more young women (and men) have female coaches as role models and coaching becomes a more gender-balanced profession. Women who aspire to coach should have legitimate opportunities to enter the workforce, experience a supportive, inclusive and positive work climate when they do, and be paid accordingly and fairly for their expertise. Our efforts aspire to the tagline from the Wellesley Centers for Women: "A world that is good for women is good for everyone™."

All reports, current and past, are available at *www.TuckerCenter.org.*

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APPENDIX A
NCAA DIVISION I CONFERENCE COMPOSITION 2020-21

America East Conference

Binghamton University
New Jersey Institute of Technology
Stony Brook University
University at Albany - State
  University of New York

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

University of New Hampshire,
  Durham
University of Vermont

American Athletics Conference (American)

East Carolina University
Southern Methodist University
Temple University
Tulane University

University of Central Florida
University of Cincinnati
University of Houston
University of Memphis

University of South Florida
University of Tulsa
Wichita State University

Atlantic 10 Conference

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

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

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

Atlantic Coast Conference (ACC)

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

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

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

Atlantic Sun Conference (ASUN)

Bellarmine University
Florida Gulf Coast University
Jacksonville University
Kennesaw State University

Liberty University
Lipscomb University
Stetson University
University of North Alabama

University of North Florida

Big 10 Conference

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

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

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

Big 12 Conference

Baylor University
Iowa State University
Kansas State University
Oklahoma State University

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

University of Texas at Austin
West Virginia University

Big East Conference

Butler University
Creighton University
DePaul University
Georgetown University

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

University of Connecticut
Villanova University
Xavier University

Big Sky Conference

California State University,
    Sacramento
Eastern Washington University
Idaho State University

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

University of Idaho
University of Montana
University of Northern Colorado
Weber State University

Big South Conference

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

Longwood University
Presbyterian College
Radford University
University of North Carolina at
    Asheville

University of South Carolina -
    Upstate
Winthrop University

Big West Conference

California Polytechnic State
    University
California State University,
    Bakersfield
California State University,
    Fullerton

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

University of California, Riverside
University of California, Santa
    Barbara
University of California, San Diego
University of Hawaii at Manoa

Colonial Athletic Association (Colonial)

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

Hofstra University
James Madison University
Northeastern University
Towson University

University of Delaware
University of North Carolina,
Wilmington

Conference USA

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

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

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

Horizon League

Cleveland State University
University of Detroit Mercy
University of Wisconsin - Green
    Bay
Indiana University - Purdue
    University, Fort Wayne

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

Robert Morris University
University of Illinois at Chicago
Wright State University
Youngstown State University

Ivy League

Brown University
Columbia University
Cornell University

Dartmouth College
Harvard University
Princeton University

University of Pennsylvania
Yale University

Metro Atlantic Athletic Conference (MAAC)

Canisius College
Fairfield University
Iona College
Manhattan College

Marist College
Monmouth University
Niagara University
Quinnipiac University

Rider University
Saint Peter's University
Siena College

Mid-American Conference

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

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

University of Akron
University of Toledo
Western Michigan University

Mid-Eastern Athletic Conference

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

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

South Carolina State University
University of Maryland Eastern
    Shore

Missouri Valley Conference

Bradley University
Drake University
Illinois State University
Indiana State University

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

University of Northern Iowa
Valparaiso University

Mountain West Conference

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

Colorado State University
San Diego State University
San Jose State University
University of Nevada, Reno

University of Nevada, Las Vegas
University of New Mexico
University of Wyoming
Utah State University

Northeast Conference

Bryant University
Central Connecticut State
    University
Fairleigh Dickinson University

Long Island University - Brooklyn
Mount St. Mary's University
Merrimack College
Sacred Heart University

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

Ohio Valley Conference

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

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

Tennessee State University
Tennessee Technological
   University
University of Tennessee at Martin

Pacific-12 Conference (Pac 12)

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

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

University of Utah
University of Washington
Washington State University

Patriot League

American University
Boston University
Bucknell University
Colgate University

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

United State Military Academy
United States Naval Academy

Southeastern Conference (SEC)

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

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

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

Southern Conference

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

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

Western Carolina University
Wofford College

Southland Conference

Abilene Christian University
Houston Baptist University
Lamar University
McNeese State University

Nicholls State University
Northwestern State University
Sam Houston State University
Southeastern Louisiana University
Stephen F. Austin State University

Texas A&M University - Corpus
   Christi
University of Central Arkansas
University of the Incarnate Word
University of New Orleans

Summit League

North Dakota State University
Oral Roberts University
South Dakota State University
University of Denver

University of Missouri - Kansas
   City
University of Nebraska, Omaha
University of North Dakota

University of South Dakota
Western Illinois University

Sun Belt Conference

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

Texas State University
Troy University
University of Arkansas at Little
    Rock

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

Southwestern Athletic Conference (SWAC)

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

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

Texas Southern University
University of Arkansas at Pine
Bluff

Western Athletic Conference (WAC)

California Baptist University
Chicago State University
Dixie State University
Grand Canyon University

New Mexico State University
Seattle University
Tarleton State University

University of Texas Rio Grande
    Valley
Utah Valley University

West Coast Conference (WCC)

Brigham Young University
Gonzaga University
Loyola Marymount University
Pepperdine University

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

University of Portland
University of San Diego
University of San Francisco

APPENDIX B

GRADE, PERCENTAGE, AND NUMBER OF WOMEN HEAD COACHES BY INSTITUTION 2020-21

School	Grade	Female %	Female n	Male %	Male n	N
Florida A&M	A	85.7%	6	14.3%	1	7
Cincinnati	A	80.0%	8	20.0%	2	10
UCF Central Florida	A	77.8%	7	22.2%	2	9
Saint Joseph's University	A	77.8%	7	22.2%	2	9
Austin Peay State University	A	77.8%	7	22.2%	2	9
Virginia Commonwealth	A	75.0%	6	25.0%	2	8
Quinnipiac University	A	75.0%	9	25.0%	3	12
Nicholls State	A	75.0%	6	25.0%	2	8
Texas Southern	A	75.0%	6	25.0%	2	8
Monmouth University	A	72.7%	8	27.3%	3	11
Tennessee State	A	71.4%	5	28.6%	2	7
Illinios	A	70.0%	7	30.0%	3	10
Oklahoma	A	70.0%	7	30.0%	3	10
University of San Diego	A	70.0%	7	30.0%	3	10
University of Rhode Island	A	70.0%	7	30.0%	3	10
Northeastern University	A	70.0%	7	30.0%	3	10
Central Michigan	A	70.0%	7	30.0%	3	10
University of Toledo	A	70.0%	7	30.0%	3	10
Nevada, Las Vegas	A	70.0%	7	30.0%	3	10
Coastal Carolina	A	70.0%	7	30.0%	3	10
Michigan State	B	69.2%	9	30.8%	4	13
Saint Francis (Pennsylvania)	B	69.2%	9	30.8%	4	13
Mississippi	B	66.7%	6	33.3%	3	9
Tennessee	B	66.7%	8	33.3%	4	12
Brown	B	66.7%	12	33.3%	6	18
Western Michigan	B	66.7%	6	33.3%	3	9
Indiana State	B	66.7%	6	33.3%	3	9
Appalachian State	B	66.7%	6	33.3%	3	9
Princeton	B	64.7%	11	35.3%	6	17
Minnesota	B	64.3%	9	35.7%	5	14
Washington	B	63.6%	7	36.4%	4	11
Bowling Green State	B	63.6%	7	36.4%	4	11
Illinois State	B	63.6%	7	36.4%	4	11
Yale	B	63.2%	12	36.8%	7	19
University of Hartford	B	62.5%	5	37.5%	3	8
Idaho State	B	62.5%	5	37.5%	3	8
Longwood University	B	62.5%	5	37.5%	3	8
California, Davis	B	62.5%	10	37.5%	6	16
Eastern Kentucky	B	62.5%	5	37.5%	3	8
Southeast Missouri State	B	62.5%	5	37.5%	3	8

School	Grade	Female		Male		
		%	n	%	n	N
Houston Baptist University	B	62.5%	5	37.5%	3	8
Alabama A&M	B	62.5%	5	37.5%	3	8
California State, Fresno	B	61.5%	8	38.5%	5	13
San Jose State	B	61.5%	8	38.5%	5	13
Lehigh University	B	61.5%	8	38.5%	5	13
Merrimack College	B	61.5%	8	38.5%	5	13
Miami	B	60.0%	6	40.0%	4	10
Columbia	B	60.0%	9	40.0%	6	15
Pepperdine	B	60.0%	6	40.0%	4	10
California State, Bakersfield	B	60.0%	6	40.0%	4	10
Stetson University	B	60.0%	6	40.0%	4	10
Davidson College	B	60.0%	6	40.0%	4	10
Southern Illinois, Carbondale	B	60.0%	6	40.0%	4	10
New Mexico	B	60.0%	6	40.0%	4	10
Bellarmine University	B	60.0%	6	40.0%	4	10
California (Berkeley)	B	58.8%	10	41.2%	7	17
Ohio State	B	58.8%	10	41.2%	7	17
Northwestern	B	58.3%	7	41.7%	5	12
George Washington University	B	58.3%	7	41.7%	5	12
Lafayette	B	58.3%	7	41.7%	5	12
Rutgers	B	57.1%	8	42.9%	6	14
DePaul	B	57.1%	4	42.9%	3	7
Eastern Washington University	B	57.1%	4	42.9%	3	7
High Point University	B	57.1%	4	42.9%	3	7
Winthrop University	B	57.1%	4	42.9%	3	7
Coppin State	B	57.1%	4	42.9%	3	7
South Carolina State	B	57.1%	4	42.9%	3	7
Bradley	B	57.1%	4	42.9%	3	7
Loyola University Chicago	B	57.1%	4	42.9%	3	7
College of the Holy Cross	B	57.1%	8	42.9%	6	14
Tarleton	B	57.1%	4	42.9%	3	7
Darmouth	B	56.3%	9	43.8%	7	16
Clemson	B	55.6%	5	44.4%	4	9
Washington State	B	55.6%	5	44.4%	4	9
University at Albany	B	55.6%	5	44.4%	4	9
North Carolina Asheville	B	55.6%	5	44.4%	4	9
Old Dominion University	B	55.6%	5	44.4%	4	9
University of Illinois at Chicago	B	55.6%	5	44.4%	4	9
Northern Illinois	B	55.6%	5	44.4%	4	9
Drake	B	55.6%	5	44.4%	4	9
Tennessee at Martin	B	55.6%	5	44.4%	4	9
Wofford College	B	55.6%	5	44.4%	4	9
Prairie View A&M	B	55.6%	5	44.4%	4	9

School	Grade	Female		Male		
		%	n	%	n	N
Florida State*	B	54.5%	6	45.5%	5	11
SMU Southern Methodist*	B	54.5%	6	45.5%	5	11
University of Denver*	B	54.5%	6	45.5%	5	11
California Polytechnic*	B	54.5%	6	45.5%	5	11
Alabama at Birmingham*	B	54.5%	6	45.5%	5	11
Florida Atlantic University*	B	54.5%	6	45.5%	5	11
Florida International*	B	54.5%	6	45.5%	5	11
Bryant University*	B	54.5%	6	45.5%	5	11
Iowa	C	53.8%	7	46.2%	6	13
Villanova	C	53.8%	7	46.2%	6	13
San Diego State	C	53.8%	7	46.2%	6	13
Boston University	C	53.8%	7	46.2%	6	13
Penn State	C	53.3%	8	46.7%	7	15
Colorado	C	50.0%	5	50.0%	5	10
Duke	C	50.0%	7	50.0%	7	14
Georgia Tech	C	50.0%	4	50.0%	4	8
Michigan	C	50.0%	8	50.0%	8	16
South Florida	C	50.0%	4	50.0%	4	8
UCLA	C	50.0%	7	50.0%	7	14
Wake Forest	C	50.0%	4	50.0%	4	8
Xavier	C	50.0%	3	50.0%	3	6
E. Carolina	C	50.0%	4	50.0%	4	8
Harvard	C	50.0%	10	50.0%	10	20
Seattle University	C	50.0%	5	50.0%	5	10
Jacksonville University	C	50.0%	5	50.0%	5	10
Lipscomb University	C	50.0%	4	50.0%	4	8
North Florida	C	50.0%	5	50.0%	5	10
Binghamton University	C	50.0%	5	50.0%	5	10
University of Richmond	C	50.0%	5	50.0%	5	10
University of North Dakota	C	50.0%	4	50.0%	4	8
Weber State University	C	50.0%	4	50.0%	4	8
California, Fullerton	C	50.0%	4	50.0%	4	8
Califoria, Irvine	C	50.0%	4	50.0%	4	8
California, Riverside	C	50.0%	4	50.0%	4	8
Long Beach State University	C	50.0%	5	50.0%	5	10
College of Charleston (South Carolina)	C	50.0%	5	50.0%	5	10
North Carolina at Charlotte	C	50.0%	4	50.0%	4	8
Texas at San Antonio	C	50.0%	4	50.0%	4	8
Valparaiso University	C	50.0%	5	50.0%	5	10
Eastern Michigan	C	50.0%	6	50.0%	6	12
Miami University (Ohio)	C	50.0%	5	50.0%	5	10
Bethune-Cookman	C	50.0%	4	50.0%	4	8

School	Grade	Female		Male		
		%	n	%	n	N
Nevada, Reno	C	50.0%	5	50.0%	5	10
St. Francis College Brooklyn	C	50.0%	5	50.0%	5	10
Belmont University	C	50.0%	4	50.0%	4	8
Loyola, Maryland	C	50.0%	5	50.0%	5	10
North Carolina at Greensboro	C	50.0%	4	50.0%	4	8
Abilene Christian University	C	50.0%	4	50.0%	4	8
University of New Orleans	C	50.0%	3	50.0%	3	6
Texas State	C	50.0%	4	50.0%	4	8
Connecticut	C	46.2%	6	53.8%	7	13
Virginia	C	46.2%	6	53.8%	7	13
Delaware	C	46.2%	6	53.8%	7	13
Towson University	C	46.2%	6	53.8%	7	13
Mount St. Mary's University	C	46.2%	6	53.8%	7	13
Maryland	C	45.5%	5	54.5%	6	11
Wisconsin	C	45.5%	5	54.5%	6	11
Temple	C	45.5%	5	54.5%	6	11
Grand Canyon University	C	45.5%	5	54.5%	6	11
University of Vermont	C	45.5%	5	54.5%	6	11
Duquesne University	C	45.5%	5	54.5%	6	11
North Carolina Wilmington	C	45.5%	5	54.5%	6	11
College of William and Mary	C	45.5%	5	54.5%	6	11
Niagara University	C	45.5%	5	54.5%	6	11
U.S. Air Force Academy	C	45.5%	5	54.5%	6	11
Georgia Southern	C	45.5%	5	54.5%	6	11
Oregon State	C	44.4%	4	55.6%	5	9
Stanford	C	44.4%	8	55.6%	10	18
Seton Hall	C	44.4%	4	55.6%	5	9
Maryland, Baltimore County	C	44.4%	4	55.6%	5	9
University of Dayton	C	44.4%	4	55.6%	5	9
Northern Arizona University	C	44.4%	4	55.6%	5	9
California, Northridge	C	44.4%	4	55.6%	5	9
California, Sana Barbara	C	44.4%	4	55.6%	5	9
Elon University	C	44.4%	4	55.6%	5	9
Hofstra University	C	44.4%	4	55.6%	5	9
Louisiana Tech University	C	44.4%	4	55.6%	5	9
University at Buffalo, the State University of New York	C	44.4%	4	55.6%	5	9
Central Connecticut State	C	44.4%	4	55.6%	5	9
East Tennessee State	C	44.4%	4	55.6%	5	9
Georgia State	C	44.4%	4	55.6%	5	9
Dixie State	C	44.4%	4	55.6%	5	9
North Carolina	C	43.8%	7	56.3%	9	16
U Penn	C	43.8%	7	56.3%	9	16

School	Grade	Female %	n	Male %	n	N
Nebraska	C	42.9%	6	57.1%	8	14
University of Missouri-kansas City	C	42.9%	3	57.1%	4	7
Massachusetts Lowell	C	42.9%	3	57.1%	4	7
New Hampshire	C	42.9%	6	57.1%	8	14
Rice University	C	42.9%	3	57.1%	4	7
Southern Illinois, Edwardsville	C	42.9%	3	57.1%	4	7
Tennessee Tech	C	42.9%	3	57.1%	4	7
Arkansas, Pine Bluff	C	42.9%	3	57.1%	4	7
Texas at Arlington	C	42.9%	3	57.1%	4	7
Florida	C	41.7%	5	58.3%	7	12
North Carolina State	C	41.7%	5	58.3%	7	12
South Carolina	C	41.7%	5	58.3%	7	12
Texas Christian University	C	41.7%	5	58.3%	7	12
James Madison University	C	41.7%	5	58.3%	7	12
Siena College	C	41.7%	5	58.3%	7	12
Ball State	C	41.7%	5	58.3%	7	12
Boise State	C	41.7%	5	58.3%	7	12
Long Island - Brooklyn Campus	C	41.2%	7	58.8%	10	17
Tulane	C	40.0%	4	60.0%	6	10
New Mexico State University	C	40.0%	4	60.0%	6	10
Stony Brook	C	40.0%	4	60.0%	6	10
Fordham University	C	40.0%	4	60.0%	6	10
Saint Louis University	C	40.0%	4	60.0%	6	10
Drexel University	C	40.0%	4	60.0%	6	10
Marshall University	C	40.0%	4	60.0%	6	10
Oakland University	C	40.0%	4	60.0%	6	10
Wright State	C	40.0%	2	60.0%	3	5
Canisius College	C	40.0%	4	60.0%	6	10
Manhattan College	C	40.0%	4	60.0%	6	10
Rider University	C	40.0%	4	60.0%	6	10
University of Akron	C	40.0%	4	60.0%	6	10
Ohio University	C	40.0%	4	60.0%	6	10
Wagner College	C	40.0%	6	60.0%	9	15
Mercer University	C	40.0%	4	60.0%	6	10
Stephen F. Austin State	C	40.0%	4	60.0%	6	10
Sacred Heart University	D	38.9%	7	61.1%	11	18
Louisville	D	38.5%	5	61.5%	8	13
LSU	D	38.5%	5	61.5%	8	13
Notre Dame	D	38.5%	5	61.5%	8	13
Colgate	D	38.5%	5	61.5%	8	13
Boston College	D	37.5%	6	62.5%	10	16
Mississippi State	D	37.5%	3	62.5%	5	8
Texas Tech	D	37.5%	3	62.5%	5	8

School	Grade	Female		Male		
		%	n	%	n	N
Western Illinois	D	37.5%	3	62.5%	5	8
University of Portland	D	37.5%	3	62.5%	5	8
Portland State	D	37.5%	3	62.5%	5	8
Charleston Southern University	D	37.5%	3	62.5%	5	8
Northern Kentucky University	D	37.5%	3	62.5%	5	8
Utah State	D	37.5%	3	62.5%	5	8
Eastern Illinois	D	37.5%	3	62.5%	5	8
Morehead State	D	37.5%	3	62.5%	5	8
Lamar University	D	37.5%	3	62.5%	5	8
McNeese State	D	37.5%	3	62.5%	5	8
Grambling State	D	37.5%	3	62.5%	5	8
Jackson State	D	37.5%	3	62.5%	5	8
Arkansas at Little Rock	D	37.5%	3	62.5%	5	8
Troy University	D	37.5%	3	62.5%	5	8
Arkansas	D	36.4%	4	63.6%	7	11
Texas A & M	D	36.4%	4	63.6%	7	11
South Dakota State	D	36.4%	4	63.6%	7	11
Brigham Young University	D	36.4%	4	63.6%	7	11
Loyola Marymount	D	36.4%	4	63.6%	7	11
Santa Clara University	D	36.4%	4	63.6%	7	11
Delaware State	D	36.4%	4	63.6%	7	11
U.S. Naval Academy	D	36.4%	4	63.6%	7	11
Bucknell	D	35.7%	5	64.3%	9	14
Cornell	D	35.3%	6	64.7%	11	17
Alabama	D	33.3%	4	66.7%	8	12
Arizona State	D	33.3%	5	66.7%	10	15
Auburn	D	33.3%	4	66.7%	8	12
Georgia	D	33.3%	4	66.7%	8	12
Pittsburgh	D	33.3%	3	66.7%	6	9
Vanderbilt	D	33.3%	3	66.7%	6	9
Georgetown	D	33.3%	4	66.7%	8	12
St John's	D	33.3%	3	66.7%	6	9
Memphis	D	33.3%	3	66.7%	6	9
Tulsa	D	33.3%	3	66.7%	6	9
University of San Francisco	D	33.3%	3	66.7%	6	9
St. Mary's College of California	D	33.3%	3	66.7%	6	9
Kennesaw State University	D	33.3%	3	66.7%	6	9
University of Maine, Orono	D	33.3%	3	66.7%	6	9
Northern Colorado	D	33.3%	3	66.7%	6	9
Gardner - Webb University	D	33.3%	3	66.7%	6	9
Presbyterian College	D	33.3%	3	66.7%	6	9
Radford University	D	33.3%	3	66.7%	6	9

School	Grade	Female		Male		
		%	n	%	n	N
Hawaii, Manoa	D	33.3%	4	66.7%	8	12
Southern Mississippi	D	33.3%	3	66.7%	6	9
Murray State	D	33.3%	3	66.7%	6	9
American University	D	33.3%	3	66.7%	6	9
Furman University	D	33.3%	3	66.7%	6	9
Central Arkansas	D	33.3%	3	66.7%	6	9
Texas A&M - Corpus Christi	D	33.3%	3	66.7%	6	9
Lousiana at Monroe	D	33.3%	3	66.7%	6	9
Indiana	D	30.8%	4	69.2%	9	13
USC	D	30.8%	4	69.2%	9	13
Utah	D	30.8%	4	69.2%	9	13
Oregon	D	30.0%	3	70.0%	7	10
Purdue	D	30.0%	3	70.0%	7	10
Florida Gulf Coast University	D	30.0%	3	70.0%	7	10
Campbell University	D	30.0%	3	70.0%	7	10
Northern Iowa	D	30.0%	3	70.0%	7	10
Fairleigh Dickinson	D	30.0%	3	70.0%	7	10
Marquette	D	28.6%	2	71.4%	5	7
Indiana University-Purdue University, Fort Wayne	D	28.6%	2	71.4%	5	7
Chicago State University	D	28.6%	2	71.4%	5	7
Utah Valley University	D	28.6%	2	71.4%	5	7
South Carolina Upstate	D	28.6%	2	71.4%	5	7
La Salle University	D	28.6%	4	71.4%	10	14
Hampton University	D	28.6%	2	71.4%	5	7
Maryland Eastern Shore	D	28.6%	2	71.4%	5	7
Norfolk State	D	28.6%	2	71.4%	5	7
Wichita State	D	28.6%	2	71.4%	5	7
Alcorn State	D	28.6%	2	71.4%	5	7
Mississippi Valley State	D	28.6%	2	71.4%	5	7
Lousiana at Lafayette	D	28.6%	2	71.4%	5	7
Kansas	D	27.3%	3	72.7%	8	11
Missouri	D	27.3%	3	72.7%	8	11
Syracuse	D	27.3%	3	72.7%	8	11
Virginia Tech	D	27.3%	3	72.7%	8	11
Providence	D	27.3%	3	72.7%	8	11
Butler	D	27.3%	3	72.7%	8	11
George Mason University	D	27.3%	3	72.7%	8	11
Massachusetts, Amherst	D	27.3%	3	72.7%	8	11
Liberty University	D	27.3%	3	72.7%	8	11
Cleveland State	D	27.3%	3	72.7%	8	11
Iona College	D	27.3%	3	72.7%	8	11
University of the Incarnate Word	D	27.3%	3	72.7%	8	11

School	Grade	Female		Male		
		%	n	%	n	N
Kansas State	D	25.0%	2	75.0%	6	8
Kentucky	D	25.0%	3	75.0%	9	12
Creighton	D	25.0%	2	75.0%	6	8
Gonzaga	D	25.0%	2	75.0%	6	8
University of Montana	D	25.0%	2	75.0%	6	8
Montana State - Bozeman	D	25.0%	2	75.0%	6	8
Southern utah University	D	25.0%	2	75.0%	6	8
Middle Tennessee State	D	25.0%	2	75.0%	6	8
Wisconsin-Milwaukee	D	25.0%	2	75.0%	6	8
Fairfield University	D	25.0%	3	75.0%	9	12
Marist College	D	25.0%	3	75.0%	9	12
North Carolina A&T State	D	25.0%	2	75.0%	6	8
U.S. Military Academy	D	25.0%	3	75.0%	9	12
Samford University	D	25.0%	2	75.0%	6	8
Tennessee at Chattanooga	D	25.0%	2	75.0%	6	8
Western Carolina	D	25.0%	2	75.0%	6	8
Northwestern State	D	25.0%	2	75.0%	6	8
South Alabama	D	25.0%	2	75.0%	6	8
University of North Alabama	D	25.0%	2	75.0%	6	8
Baylor	F	22.2%	2	77.8%	7	9
University of Idaho	F	22.2%	2	77.8%	7	9
Wisconsin-Green Bay	F	22.2%	2	77.8%	7	9
Kent State	F	22.2%	2	77.8%	7	9
Robert Morris University	F	22.2%	2	77.8%	7	9
Sam Houston State	F	22.2%	2	77.8%	7	9
Alabama State	F	22.2%	2	77.8%	7	9
Houston	F	20.0%	2	80.0%	8	10
Indiana University-Purdue University, Indianapolis	F	20.0%	2	80.0%	8	10
South Dakota	F	20.0%	2	80.0%	8	10
University of North Texas	F	20.0%	2	80.0%	8	10
Missouri State	F	20.0%	2	80.0%	8	10
Colorado State	F	20.0%	2	80.0%	8	10
Iowa State	F	18.2%	2	81.8%	9	11
Texas	F	18.2%	2	81.8%	9	11
West Virginia	F	18.2%	2	81.8%	9	11
Nebraska Omaha	F	18.2%	2	81.8%	9	11
University of the Pacific	F	18.2%	2	81.8%	9	11
Howard University	F	18.2%	2	81.8%	9	11
Arizona	F	16.7%	2	83.3%	10	12
California State, Sacramento	F	16.7%	2	83.3%	10	12
North Carolina Central	F	16.7%	1	83.3%	5	6
The Citadel	F	16.7%	1	83.3%	5	6

School	Grade	Female		Male		
		%	n	%	n	N
North Dakota State	F	14.3%	1	85.7%	6	7
Oral Roberts	F	14.3%	1	85.7%	6	7
New Jersey Institute of Technology	F	14.3%	1	85.7%	6	7
Morgan State	F	14.3%	1	85.7%	6	7
Savannah State	F	14.3%	1	85.7%	6	7
Virginia Military Institute	F	14.3%	1	85.7%	6	7
Southeastern Louisiana	F	14.3%	1	85.7%	6	7
Western kentucky University	F	12.5%	1	87.5%	7	8
University of Detroit Mercy	F	12.5%	1	87.5%	7	8
Saint Peter's University	F	12.5%	1	87.5%	7	8
Southern University, Baton Rouge	F	12.5%	1	87.5%	7	8
Arkansas State	F	12.5%	1	87.5%	7	8
St. Bonaventure University	F	11.1%	1	88.9%	8	9
Texas at El Paso	F	11.1%	1	88.9%	8	9
Wyoming	F	11.1%	1	88.9%	8	9
Jacksonville State	F	11.1%	1	88.9%	8	9
Calirofnia Baptist	F	10.0%	1	90.0%	9	10
Youngstown State	F	9.1%	1	90.9%	10	11
Oklahoma State	F	0.0%	0	100.0%	8	8
Texas Rio Grande Valley	F	0.0%	0	100.0%	7	7
University of Evansville	F	0.0%	0	100.0%	9	9

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

APPENDIX C

PERCENTAGE AND NUMBER OF BIPOC HEAD COACHES BY INSTITUTION 2020-21

School	BIPOC		White		
	%	n	%	n	N
Alabama A&M	100.0	8	0.0	0	8
Southern University, Baton Rouge	100.0	8	0.0	0	8
Alcorn State	100.0	7	0.0	0	7
Mississippi Valley State	100.0	7	0.0	0	7
South Carolina State	100.0	7	0.0	0	7
University of New Orleans	100.0	5	0.0	0	5
Howard University	90.9	10	9.1	1	11
Prairie View A&M	88.9	8	11.1	1	9
Grambling State	87.5	7	12.5	1	8
Jackson State	87.5	7	12.5	1	8
Arkansas, Pine Bluff	85.7	6	14.3	1	7
Florida A&M	85.7	6	14.3	1	7
Texas Southern	85.7	6	14.3	1	7
Alabama State	77.8	7	22.2	2	9
North Carolina A&T State	75.0	6	25.0	2	8
Chicago State University	71.4	5	28.6	2	7
Coppin State	71.4	5	28.6	2	7
Morgan State	71.4	5	28.6	2	7
Norfolk State	71.4	5	28.6	2	7
Tennessee State	71.4	5	28.6	2	7
North Carolina Central	66.7	4	33.3	2	6
Bethune-Cookman	62.5	5	37.5	3	8
Hampton University	57.1	4	42.9	3	7
Maryland Eastern Shore	57.1	4	42.9	3	7
Savannah State	57.1	4	42.9	3	7
California, Fullerton	50.0	4	50.0	4	8
California, Riverside	50.0	4	50.0	4	8
South Florida	50.0	4	50.0	4	8
Texas State	50.0	4	50.0	4	8
Florida International	45.5	5	54.5	6	11
Georgia State	44.4	4	55.6	5	9
Fairleigh Dickinson, Metropolitan Campus	40.0	4	60.0	6	10
Miami University (Ohio)	40.0	4	60.0	6	10
Nevada, Reno	40.0	4	60.0	6	10
Pepperdine	40.0	4	60.0	6	10
St. Francis College Brooklyn	40.0	4	60.0	6	10
University of North Texas	40.0	4	60.0	6	10
USC	38.5	5	61.5	8	13
Charleston Southern University	37.5	3	62.5	5	8
Georgia Tech	37.5	3	62.5	5	8

	BIPOC		White		
School	**%**	**n**	**%**	**n**	**N**
Gonzaga	37.5	3	62.5	5	8
Lamar University	37.5	3	62.5	5	8
Saint Peter's University	37.5	3	62.5	5	8
Virginia Commonwealth	37.5	3	62.5	5	8
Iona College	36.4	4	63.6	7	11
North Carolina Wilmington	36.4	4	63.6	7	11
Temple	36.4	4	63.6	7	11
Virginia Tech	36.4	4	63.6	7	11
Arizona	33.3	4	66.7	8	12
Kentucky	33.3	4	66.7	8	12
Texas Christian University	33.3	4	66.7	8	12
California State, Bakersfield	33.3	3	66.7	6	9
Houston	33.3	3	66.7	6	9
Northern Colorado	33.3	3	66.7	6	9
Pittsburgh	33.3	3	66.7	6	9
UCF Central Florida	33.3	3	66.7	6	9
Western Michigan	33.3	3	66.7	6	9
Wofford College	33.3	3	66.7	6	9
Fordham University	30.0	3	70.0	7	10
Jacksonville University	30.0	3	70.0	7	10
Nevada, Las Vegas	30.0	3	70.0	7	10
Northeastern University	30.0	3	70.0	7	10
Southern Illinois, Carbondale	30.0	3	70.0	7	10
University of San Diego	30.0	3	70.0	7	10
Long Island - Brooklyn Campus	29.4	5	70.6	12	17
UCLA	28.6	4	71.4	10	14
Southern Illinois, Edwardsville	28.6	2	71.4	5	7
Tarleton	28.6	2	71.4	5	7
University of Missouri-kansas City	28.6	2	71.4	5	7
Cleveland State	27.3	3	72.7	8	11
Delaware State	27.3	3	72.7	8	11
Georgia Southern	27.3	3	72.7	8	11
Loyola Marymount	27.3	3	72.7	8	11
Maryland	27.3	3	72.7	8	11
Massachusetts, Amherst	27.3	3	72.7	8	11
Auburn	25.0	3	75.0	9	12
Georgetown	25.0	3	75.0	9	12
Hawaii, Manoa	25.0	3	75.0	9	12
South Carolina	25.0	3	75.0	9	12
E. Carolina	25.0	2	75.0	6	8
Hofstra University	25.0	2	75.0	6	8
Longwood University	25.0	2	75.0	6	8
Middle Tennessee State	25.0	2	75.0	6	8

School	BIPOC		White		
	%	n	%	n	N
Mississippi State	25.0	2	75.0	6	8
Troy University	25.0	2	75.0	6	8
University of Detroit Mercy	25.0	2	75.0	6	8
Ohio State	23.5	4	76.5	13	17
Delaware	23.1	3	76.9	10	13
Saint Francis (Pennsylvania)	23.1	3	76.9	10	13
San Diego State	23.1	3	76.9	10	13
Towson University	23.1	3	76.9	10	13
Virginia	23.1	3	76.9	10	13
Austin Peay State University	22.2	2	77.8	7	9
California, Northridge	22.2	2	77.8	7	9
California, Sana Barbara	22.2	2	77.8	7	9
Clemson	22.2	2	77.8	7	9
Drake	22.2	2	77.8	7	9
East Tennessee State	22.2	2	77.8	7	9
Maryland, Baltimore County	22.2	2	77.8	7	9
Mississippi	22.2	2	77.8	7	9
Northern Illinois	22.2	2	77.8	7	9
Old Dominion University	22.2	2	77.8	7	9
Texas at El Paso	22.2	2	77.8	7	9
College of the Holy Cross	21.4	3	78.6	11	14
Binghamton University	20.0	2	80.0	8	10
Campbell University	20.0	2	80.0	8	10
Cincinnati	20.0	2	80.0	8	10
Indiana University-Purdue University, Indianapolis	20.0	2	80.0	8	10
Long Beach State University	20.0	2	80.0	8	10
Oakland University	20.0	2	80.0	8	10
Oklahoma	20.0	2	80.0	8	10
Oregon	20.0	2	80.0	8	10
Purdue	20.0	2	80.0	8	10
Seattle University	20.0	2	80.0	8	10
Stetson University	20.0	2	80.0	8	10
Tulane	20.0	2	80.0	8	10
Valparaiso University	20.0	2	80.0	8	10
Wright State	20.0	1	80.0	4	5
Darmouth	18.8	3	81.3	13	16
Alabama at Birmingham	18.2	2	81.8	9	11
Bowling Green State	18.2	2	81.8	9	11
Kansas	18.2	2	81.8	9	11
Niagara University	18.2	2	81.8	9	11
Providence	18.2	2	81.8	9	11
Santa Clara University	18.2	2	81.8	9	11

School	BIPOC		White		
	%	n	%	n	N
Syracuse	18.2	2	81.8	9	11
Texas	18.2	2	81.8	9	11
West Virginia	18.2	2	81.8	9	11
Stanford	16.7	3	83.3	15	18
Florida	16.7	2	83.3	10	12
Utah Valley University	16.7	1	83.3	5	6
Boston University	15.4	2	84.6	11	13
Colgate	15.4	2	84.6	11	13
Indiana	15.4	2	84.6	11	13
Iowa	15.4	2	84.6	11	13
Louisville	15.4	2	84.6	11	13
Notre Dame	15.4	2	84.6	11	13
Utah	15.4	2	84.6	11	13
Duke	14.3	2	85.7	12	14
New Hampshire	14.3	2	85.7	12	14
Rutgers	14.3	2	85.7	12	14
DePaul	14.3	1	85.7	6	7
Eastern Washington University	14.3	1	85.7	6	7
Indiana University-Purdue University, Fort Wayne	14.3	1	85.7	6	7
Lousiana at Lafayette	14.3	1	85.7	6	7
Marquette	14.3	1	85.7	6	7
Massachusetts Lowell	14.3	1	85.7	6	7
Oral Roberts	14.3	1	85.7	6	7
Texas at Arlington	14.3	1	85.7	6	7
Texas Rio Grande Valley	14.3	1	85.7	6	7
Winthrop University	14.3	1	85.7	6	7
Wagner College	13.3	2	86.7	13	15
North Carolina	12.5	2	87.5	14	16
U Penn	12.5	2	87.5	14	16
Abilene Christian University	12.5	1	87.5	7	8
Arkansas State	12.5	1	87.5	7	8
Califoria, Irvine	12.5	1	87.5	7	8
Eastern Illinois	12.5	1	87.5	7	8
Eastern Kentucky	12.5	1	87.5	7	8
Kansas State	12.5	1	87.5	7	8
Lipscomb University	12.5	1	87.5	7	8
McNeese State	12.5	1	87.5	7	8
Nicholls State	12.5	1	87.5	7	8
North Carolina at Charlotte	12.5	1	87.5	7	8
North Carolina at Greensboro	12.5	1	87.5	7	8
Oklahoma State	12.5	1	87.5	7	8
Samford University	12.5	1	87.5	7	8

School	BIPOC		White		
	%	n	%	n	N
South Alabama	12.5	1	87.5	7	8
Southeast Missouri State	12.5	1	87.5	7	8
Southern utah University	12.5	1	87.5	7	8
Texas at San Antonio	12.5	1	87.5	7	8
University of Hartford	12.5	1	87.5	7	8
University of Portland	12.5	1	87.5	7	8
Wake Forest	12.5	1	87.5	7	8
Weber State University	12.5	1	87.5	7	8
Brown	11.8	2	88.2	15	17
California (Berkeley)	11.8	2	88.2	15	17
American University	11.1	1	88.9	8	9
Appalachian State	11.1	1	88.9	8	9
Dixie State	11.1	1	88.9	8	9
Elon University	11.1	1	88.9	8	9
Furman University	11.1	1	88.9	8	9
Gardner - Webb University	11.1	1	88.9	8	9
Kennesaw State University	11.1	1	88.9	8	9
Kent State	11.1	1	88.9	8	9
Louisiana Tech University	11.1	1	88.9	8	9
Memphis	11.1	1	88.9	8	9
Murray State	11.1	1	88.9	8	9
North Carolina Asheville	11.1	1	88.9	8	9
Radford University	11.1	1	88.9	8	9
Sam Houston State	11.1	1	88.9	8	9
Seton Hall	11.1	1	88.9	8	9
Southern Mississippi	11.1	1	88.9	8	9
St John's	11.1	1	88.9	8	9
Tennessee at Martin	11.1	1	88.9	8	9
Tulsa	11.1	1	88.9	8	9
University at Albany	11.1	1	88.9	8	9
University at Buffalo, the State University of New York	11.1	1	88.9	8	9
University of Evansville	11.1	1	88.9	8	9
University of Idaho	11.1	1	88.9	8	9
University of Rhode Island	11.1	1	88.9	8	9
Washington State	11.1	1	88.9	8	9
Harvard	10.0	2	90.0	18	20
Coastal Carolina	10.0	1	90.0	9	10
Colorado	10.0	1	90.0	9	10
Drexel University	10.0	1	90.0	9	10
Florida Gulf Coast University	10.0	1	90.0	9	10
Illinios	10.0	1	90.0	9	10
Loyola, Maryland	10.0	1	90.0	9	10

School	BIPOC		White		
	%	n	%	n	N
Mercer University	10.0	1	90.0	9	10
Miami	10.0	1	90.0	9	10
Missouri State	10.0	1	90.0	9	10
New Mexico State University	10.0	1	90.0	9	10
North Florida	10.0	1	90.0	9	10
Northern Iowa	10.0	1	90.0	9	10
Rider University	10.0	1	90.0	9	10
Saint Louis University	10.0	1	90.0	9	10
Butler*	9.1	1	90.9	10	11
College of William and Mary	9.1	1	90.9	10	11
Florida State	9.1	1	90.9	10	11
Nebraska Omaha	9.1	1	90.9	10	11
Quinnipiac University	9.1	1	90.9	10	11
SMU Southern Methodist*	9.1	1	90.9	10	11
U.S. Air Force Academy	9.1	1	90.9	10	11
U.S. Naval Academy	9.1	1	90.9	10	11
University of Denver	9.1	1	90.9	10	11
University of Vermont	9.1	1	90.9	10	11
Wisconsin	9.1	1	90.9	10	11
Ball State	8.3	1	91.7	11	12
California State, Sacramento	8.3	1	91.7	11	12
Eastern Michigan	8.3	1	91.7	11	12
Fairfield University	8.3	1	91.7	11	12
George Washington University	8.3	1	91.7	11	12
Georgia	8.3	1	91.7	11	12
Lafayette	8.3	1	91.7	11	12
Marist College	8.3	1	91.7	11	12
Tennessee	8.3	1	91.7	11	12
U.S. Military Academy	8.3	1	91.7	11	12
California State, Fresno	7.7	1	92.3	12	13
LSU	7.7	1	92.3	12	13
Bucknell	7.1	1	92.9	13	14
Minnesota	7.1	1	92.9	13	14
Nebraska	7.1	1	92.9	13	14
Arizona State	6.7	1	93.3	14	15
Boston College	6.3	1	93.8	15	16
California, Davis	6.3	1	93.8	15	16
Michigan	6.3	1	93.8	15	16
Princeton	5.9	1	94.1	16	17
Yale	5.3	1	94.7	18	19
The Citadel	0.0	0	100.0	6	6
Xavier	0.0	0	100.0	6	6

	BIPOC		White		
School	**%**	**n**	**%**	**n**	**N**
Bradley	0.0	0	100.0	7	7
High Point University	0.0	0	100.0	7	7
Loyola University Chicago	0.0	0	100.0	7	7
New Jersey Institute of Technology	0.0	0	100.0	7	7
North Dakota State	0.0	0	100.0	7	7
Rice University	0.0	0	100.0	7	7
South Carolina Upstate	0.0	0	100.0	7	7
Southeastern Louisiana	0.0	0	100.0	7	7
Tennessee Tech	0.0	0	100.0	7	7
Virginia Military Institute	0.0	0	100.0	7	7
Wichita State	0.0	0	100.0	7	7
Arkansas at Little Rock	0.0	0	100.0	8	8
Belmont University	0.0	0	100.0	8	8
Creighton	0.0	0	100.0	8	8
Houston Baptist University	0.0	0	100.0	8	8
Idaho State	0.0	0	100.0	8	8
Montana State - Bozeman	0.0	0	100.0	8	8
Morehead State	0.0	0	100.0	8	8
Northern Kentucky University	0.0	0	100.0	8	8
Northwestern State	0.0	0	100.0	8	8
Portland State	0.0	0	100.0	8	8
Tennessee at Chattanooga	0.0	0	100.0	8	8
Texas Tech	0.0	0	100.0	8	8
University of Maine, Orono	0.0	0	100.0	8	8
University of Montana	0.0	0	100.0	8	8
University of North Alabama	0.0	0	100.0	8	8
University of North Dakota	0.0	0	100.0	8	8
Utah State	0.0	0	100.0	8	8
Western Carolina	0.0	0	100.0	8	8
Western Illinois	0.0	0	100.0	8	8
Western Kentucky University	0.0	0	100.0	8	8
Wisconsin-Milwaukee	0.0	0	100.0	8	8
Baylor	0.0	0	100.0	9	9
Central Arkansas	0.0	0	100.0	9	9
Central Connecticut State	0.0	0	100.0	9	9
Indiana State	0.0	0	100.0	9	9
Jacksonville State	0.0	0	100.0	9	9
Lousiana at Monroe	0.0	0	100.0	9	9
Northern Arizona University	0.0	0	100.0	9	9
Oregon State	0.0	0	100.0	9	9
Presbyterian College	0.0	0	100.0	9	9
Robert Morris University	0.0	0	100.0	9	9

School	BIPOC		White		
	%	n	%	n	N
Saint Joseph's University	0.0	0	100.0	9	9
St. Bonaventure University	0.0	0	100.0	9	9
St. Mary's College of California	0.0	0	100.0	9	9
Texas A&M - Corpus Christi	0.0	0	100.0	9	9
University of Dayton	0.0	0	100.0	9	9
University of Illinois at Chicago	0.0	0	100.0	9	9
University of San Francisco	0.0	0	100.0	9	9
Vanderbilt	0.0	0	100.0	9	9
Wisconsin-Green Bay	0.0	0	100.0	9	9
Wyoming	0.0	0	100.0	9	9
Bellarmine University	0.0	0	100.0	10	10
Calirofnia Baptist	0.0	0	100.0	10	10
Canisius College	0.0	0	100.0	10	10
Central Michigan	0.0	0	100.0	10	10
College of Charleston (South Carolina)	0.0	0	100.0	10	10
Colorado State	0.0	0	100.0	10	10
Davidson College	0.0	0	100.0	10	10
George Mason University	0.0	0	100.0	10	10
Manhattan College	0.0	0	100.0	10	10
Marshall University	0.0	0	100.0	10	10
New Mexico	0.0	0	100.0	10	10
Ohio University	0.0	0	100.0	10	10
South Dakota	0.0	0	100.0	10	10
Stephen F. Austin State	0.0	0	100.0	10	10
Stony Brook	0.0	0	100.0	10	10
University of Akron	0.0	0	100.0	10	10
University of Richmond	0.0	0	100.0	10	10
University of Toledo	0.0	0	100.0	10	10
Arkansas	0.0	0	100.0	11	11
Brigham Young University	0.0	0	100.0	11	11
Bryant University	0.0	0	100.0	11	11
California Polytechnic	0.0	0	100.0	11	11
Duquesne University	0.0	0	100.0	11	11
Florida Atlantic University	0.0	0	100.0	11	11
Grand Canyon University	0.0	0	100.0	11	11
Illinois State	0.0	0	100.0	11	11
Iowa State	0.0	0	100.0	11	11
Liberty University	0.0	0	100.0	11	11
Missouri	0.0	0	100.0	11	11
Monmouth University	0.0	0	100.0	11	11
South Dakota State	0.0	0	100.0	11	11
Texas A & M	0.0	0	100.0	11	11

	BIPOC		White		
School	%	n	%	n	N
University of the Incarnate Word	0.0	0	100.0	11	11
University of the Pacific	0.0	0	100.0	11	11
Washington	0.0	0	100.0	11	11
Youngstown State	0.0	0	100.0	11	11
Alabama	0.0	0	100.0	12	12
Boise State	0.0	0	100.0	12	12
James Madison University	0.0	0	100.0	12	12
North Carolina State	0.0	0	100.0	12	12
Northwestern	0.0	0	100.0	12	12
Siena College	0.0	0	100.0	12	12
Connecticut	0.0	0	100.0	13	13
Lehigh University	0.0	0	100.0	13	13
Merrimack College	0.0	0	100.0	13	13
Michigan State	0.0	0	100.0	13	13
Mount St. Mary's University	0.0	0	100.0	13	13
San Jose State	0.0	0	100.0	13	13
Villanova	0.0	0	100.0	13	13
La Salle University	0.0	0	100.0	14	14
Columbia	0.0	0	100.0	15	15
Penn State	0.0	0	100.0	15	15
Cornell	0.0	0	100.0	17	17
Sacred Heart University	0.0	0	100.0	18	18