

WOMEN IN INTERCOLLEGIATE SPORT

A LONGITUDINAL, NATIONAL STUDY THIRTY ONE YEAR UPDATE

1977 - 2008

We hope you will enjoy having a copy of the latest update from our longitudinal national survey, now in its 31st year.

Among many other things, the 2008 data show the highest ever participation by women in our nation's intercollegiate athletics programs. On the other hand, the data also continue to show a depressed representation of women as head coaches both of women's teams and of men's teams.

Among the administrative ranks however, more females (both as a percentage and as an absolute number) serve as athletics directors than at any time since the mid 1970s. Indeed, more women hold positions within the administrative ranks, at all levels, than any time since the mid 1970s.

Thanks for your continued interest in the status of women in intercollegiate athletics. If you have any questions, please don't hesitate to contact us at Acosta/Carpenter, Post Office Box 42, West Brookfield, MA 01585. Our email contact is: womeninsport@charter.net.

You might also find it useful to contact either the National Association for Girls and Women in Sport (NAGWS) at 703-476-3450 (nagws.org) or the National Association of Collegiate Women Athletic Administrators at 910-793-8244 (nacwaa.org).

Feel free to make copies of the summary, but please make sure to cite us and to leave the copyright notice intact. Thanks.

Sincerely,

Linda Jean Carpenter, Ph.D., J.D.
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R. Vivian Acosta, Ph.D.
Professor Emerita, Brooklyn College

Electronic copies are available in PDF format on the web at: www.acostacarpenter.ORG

THIS PROJECT HAS BEEN GRACIOUSLY FUNDED THROUGH THE YEARS BY
SMITH COLLEGE'S PROJECT ON WOMEN AND SOCIAL CHANGE &
BROOKLYN COLLEGE OF THE CITY UNIVERSITY OF NEW YORK

Contents

Executive Summary

- Page 1 Overview - Narrative
Page 2,3 Overview - Bullets

Participation

- Page 1 Number of Women's Teams per School
Number of Women's Teams in Nation
Number of New Teams in Last 10 Years
- Page 2 Graph - Growth in Number of Women's Teams Per School
Number of Women's Teams Per School By Division
Growth in Number of Women's Teams per School in Past 12 years
- Page 3 Number of Women's Teams Per School By Division from 1991 to 2008
Most Popular Sports By Percentage and Rank from 1977 to 2008
- Page 4 Graph - Dozen Most Popular Sports
Top Five Sports In Each Division
- Page 5 Percentage of Schools Which Offer Each Sport, from 1992 to 2008
- Page 6 Percentage of Schools Which Offer Each Sport, from 1977 to 1991
- Page 7 Percentage of Schools Which Offer Each Sport In Division 1, from 1992-2008
- Page 8 Percentage of Schools Which Offer Each Sport In Division 2, from 1992-2008
- Page 9 Percentage of Schools Which Offer Each Sport In Division 3. from 1992-2008
- Page 10, 11 **Commentary - Participation**

Coaches

- Page 1 Percentage of Female Head Coaches - All Divisions, All Sports
Percentage of All Head Coaches (Men's and Women's Teams) Who are Female
- Page 2 Percentage of Female Coaches, All Divisions 1977 to 2008
Percentage of Female Coaches by Division, 1984 to 2008
- Page 3 Percentage of Female Coaches, By Sport, All Divisions, 1991 to 2008
- Page 4 Percentage of Female Coaches, By Sport, All Divisions, 1978 to 1990
- Page 5 Percentage of Female Coaches, By Sport, Division 1, 1992 to 2008
- Page 6 Percentage of Female Coaches, By Sport, Division 2, 1992 to 2008
- Page 7 Percentage of Female Coaches, By Sport, Division 3, 1992 to 2008
- Page 8 Overall Percentage of Female Coaches in 2008, By Division
Impact of the Sex of the Athletic Director Upon the Selection of a Male or Female Coach, By Division
- * Male Athletic Director with No Female Anywhere in the Administrative Structure
 - * Male Athletic Director with At Least One Female Somewhere in the Administrative Structure
 - * Female Athletic Director
- Page 9 Impact of Male versus Female Athletic Director on the Percentage of Female Coaches, by Selected Sports and by Division, 2002 to 2008
- Page 10 **Commentary - Coaching**

Assistant Coaches

- Page 1 Paid Assistant Coaches - Average Number Per School and By Division, Males and Females
Graph - Paid Assistant Coaches - Average Number Per School Males and Females from 1998 to 2008
- Page 2 Paid Assistant Coaches - Percentage Who Are Female By Division
Paid Assistant Coaches - Average Number of Females Per School and By Division
- Page 3 Paid Assistant Coaches - Number of Females Overall and By Division, From 1996 to 2008
Graph - Paid Assistant Coaches - Number of Females In Nation, From 1996 to 2008
- Page 4 Unpaid Assistant Coaches - Number Who are Female Overall and By Division
Unpaid Assistant Coaches - Percentage Who Are Female, By Division, 1999 to 2006
Unpaid Compared to Paid Assistant Coaches - Number Who are Female in Nation
- Page 5 ***Commentary - Assistant Coaching***

Administration

- Page 1 Percentage of Female Athletic Directors, All Divisions, and By Divisions, Spanning 1972 to 2008
Number of Female Athletic Directors, All Divisions, and By Divisions, Spanning 1998 to 2008
- Page 2 Percentage of Totally Lacking Any Female Administrator
All Divisions, and By Divisions, Spanning 1984 to 2008
- Page 3 Structural Information
Ten Most Common Administrative Structures, by Percent, 2008
Four Most Common Administrative Structures, by Percent, 2006
Four Most Common Administrative Structures, by Percent, 2004
- Page 4 Average Number of Athletic Administrators (Both Male and Female) per School, All Divisions, and By Divisions, Spanning 1988 to 2006
Absolute Number of Administrative Jobs Held by Males and Held by Females, All Divisions and By Division, and Percent held by Females.
- Page 5 Average Number of Female Administrators, All Divisions and By Divisions, 1988 to 2008
Graph - Average Number of Female Administrators, All Divisions and By Divisions, 1988 to 2008
- Page 6 ***Commentary - Administration***

Athletic Training & Sports Information Director

- Page 1 Percentage of Schools With a Full Time Athletic Trainer
Percentage of Schools with a Female Head Athletic Trainer
- Page 2 Percentage of Schools With a Full Time Sports Information Director
Percentage of Schools With a Full Time Female Sports Information Director
- Page 3 ***Commentary - Athletic Training & Sports Information Director***

WOMEN IN INTERCOLLEGIATE SPORT

A LONGITUDINAL, NATIONAL STUDY THIRTY ONE YEAR UPDATE

EXECUTIVE SUMMARY 1977 - 2008

HIGHEST EVER PARTICIPATION BY FEMALE ATHLETES

Highest ever number of women's teams: **9101 teams**, 8.65 per school.

Five most frequently offered sports for women are, in order: (1)Basketball, 98.8% of schools have a team, (2)Volleyball, 95.7%, (3)Soccer, 92.0%, (4)Cross Country, 90.8%, (5)Softball, 89.2%.

REPRESENTATION OF FEMALES AS COACHES OF WOMEN'S TEAMS REMAINS LOW

42.8% of women's teams are coached by a female head coach.

57.2% of women's teams are coached by a male head coach.

2 to 3 % of men's teams are coached by a female head coach.

20.6% of all teams (men's and women's) are coached by a female head coach.

When Title IX was enacted in 1972, over 90% of the head coaches for women's teams and about 2% of the coaches of men's teams were females.

HIGHEST EVER NUMBER OF PAID ASSISTANT COACHES OF WOMEN'S TEAMS

Of the 11,058 paid assistant coaches of women's teams 6308 (57.1%) are female.

HIGHEST REPRESENTATION OF FEMALE ATH. DIRECTORS SINCE MID 70S

21.3% of athletics directors are females. This represents a significant increase from 18.6% in 2006. In 1972 when Title IX was enacted, females served as athletics directors in over 90% of programs for women.

Division III schools have the highest percentage of female athletics directors at 33.7%

Some schools have no female, at any level, in the athletics administrative structures. The percentage of schools totally lacking a female voice has dropped from 14.5% in 2006 to 11.6 in 2008.

The most common administrative structure is composed of three administrators: a male athletics director and one female assistant/associate and one male assistant/associate.

ONLY 27.3% OF HEAD ATHLETIC TRAINERS ARE FEMALES

97.7% of NCAA schools have a full time athletic trainer.

ONLY 11.3% OF HEAD SPORTS INFORMATION DIRECTORS ARE FEMALES

98.3% of NCAA schools have a full time sports information director.

HIGHEST EVER NUMBER OF FEMALES EMPLOYED IN INTERCOLLEGIATE ATHLETICS

14,742 females are employed in intercollegiate athletics (athletics directors, asst/assoc ADs, head coaches of men's or women's teams, paid assistant coaches, head athletic trainers & SIDs).

Electronic copies are available in PDF format on the web at: [www. acostacarpenter.ORG](http://www.acostacarpenter.ORG)

Feel free to make copies of the summary but please be sure to cite us and to leave the copyright notice intact. If you have any questions, please don't hesitate to contact us at Acosta/Carpenter, PO. Box 42, West Brookfield, MA 01585, phone 508-867-9962, email: womeninsport@charter.net. For information about Title IX, you might find our recent book, *Title IX*, published by Human Kinetics, ISBN 0-7360-4239-3, useful.

R. Vivian A costa and Linda Jean Carpenter

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WOMEN IN INTERCOLLEGIATE SPORT

A LONGITUDINAL, NATIONAL STUDY THIRTY ONE YEAR UPDATE

● **“BULLETS”** **1977 - 2008**

● In 2008 :

Participation

9101 women's intercollegiate teams is highest ever
8.65 women's teams per school is highest ever
Basketball is the most popular sport, followed by volleyball and soccer

Coaches

3895 female head coaches of women's teams
42.8% of women's teams are coached by females
57.2% of women's teams are coached by males
The percentage of female coaches of women's teams is second lowest in history
2 to 3% of men's teams are coached by females
97 to 98% of men's teams are coached by males
20.6% of all teams (men's and women's) are coached by females
79.4% of all teams (men's and women's) are coached by males
Less than half of women's teams are coached by a female
There are 197 more female coaches of women's teams than two years ago
There are 887 more female coaches of women's teams than a decade ago
When the athletics director is a female, more female coaches are likely
When the athletics director is a male, fewer female coaches are likely
In 1972, more than 90% of women's teams had a female coach

Assistant Coaches

11,058 paid assistant coaches of women's teams
10.5 is the average number of paid assistant coaches for women's teams per school
6308 female paid assistant coaches
57.1% of paid assistant coaches of women's teams are females
Division 1 has the most paid assistant female coaches of women's teams at 2870
88.5% of assistant coaches of women's teams are paid.
There are 838 more paid assistant coaches of women's teams than two years ago
There are 2735 more paid assist. coaches of women's teams than 12 years ago

Administration

21.3% of athletics directors are female
78.7% of athletics directors are male
The percent of female athletics directors is the highest since the mid 1970s
There are 224 female athletics directors; there are 830 male athletics directors
Division 1 has the fewest female athletics directors at 29
Division 3 has the most female athletics directors at 142

The number of female athletics directors is the highest since the mid 1970s
A third of Division 3 athletics directors are females
11.6% of athletics programs have NO female anywhere in the administration
Fewer programs than ever lack a female voice somewhere in the administration
Administrations of 3 people with male AD is most popular structure
3.7 is the average number of administrators per school
Division 1 averages the largest administrative staffs with 5.61 people each
1.34 is the average number of female administrators per campus
There are more female administrators than ever before
3941 is the total number of jobs in administration
There are 394 more administrative jobs in administration than two years ago
The size of administrative staffs grew by about 11% in the last two years
670 more administrative jobs are held by females than two years ago
276 fewer administrative jobs are held by males than two years ago
1914 is the number of administrative jobs held by females
2027 is the number of administrative jobs held by males
48.6% of administrative jobs are held by females
51.4% of administrative jobs are held by males
There are 394 more administrative jobs held by females than two years ago
There are 961 more administrative jobs held by females than a decade ago
There are 470 more administrative jobs held by males than a decade ago

Athletic Trainers

Almost all schools have an athletic trainer
27.3% of head athletic trainers are females
72.7% of head athletics trainers are males
Division 1 has the highest percentage of athletic trainers
Division 1 has the smallest percentage of female athletics trainers

Sports Information Directors

Almost all schools have a sports information director
11.3% of sports information directors are females
88.7% of sports information directors are males
Division 1 has the highest percentage of sports information directors
Division 1 has the smallest percentage of female sports information directors

Athletics Job Market for Females

14,742 female professionals are employed within intercollegiate athletics
4095 females are employed as coaches within intercollegiate athletics
6308 females are employed as assistant coaches within women's athletics
224 females are employed as athletics directors within intercollegiate athletics
3717 females are employed as assistant or associate athletics directors
281 female head athletics directors are employed in intercollegiate athletics
117 female head sports information directors are employed in I/C athletics



“Out Of's” ---- (In order for ‘out of’s’ to be created, exact numbers have been rounded up or down. See the main body of the report for exact numbers and percentages)

In 2008 :

9 out of 10 coaches for women's teams in 1972 was a female
Less than 1 out of 2 coaches for women's teams in 2008 is a female
98 out of 100 coaches of men's teams are males
6 out of 10 paid assistant coaches of women's teams are females
1 out of 5 head coaches of NCAA teams (male or female teams) is a female
9 out of 10 assistant coaches for women's teams are paid
1 out of 5 athletics directors is a female
9 out of 10 athletics programs have at least one female on the administrative staff
1 out of 5 head athletic trainers is female
1 out of 10 head sports information directors is female
3 out of 10 females employed in intercollegiate athletics are employed as head coaches

PARTICIPATION OPPORTUNITIES FOR FEMALE ATHLETES

2008

Number of Women's Teams Is Highest Ever

Number of Teams Per School

Year	All Divisions Teams
2008	8.65 teams per school
2006	8.45
2005	-----
2004	8.32
2003	8.23
2002	8.35
2001	8.23
2000	8.14
1999	7.93
1998	7.71
1997	7.51
1996	7.53
1995	7.27
1994	7.22
1993	7.02
1992	7.09
1991	7.00
1990	7.24
1989	7.19
1988	7.31
1987	7.24
1986	7.15
1985	6.99
1984	6.90
1983	6.25
1982	6.59
1981	6.46
1980	6.48
1979	6.25
1978	5.61 (Title IX's Compliance date)
1970	2.50 (Two years before enactment)

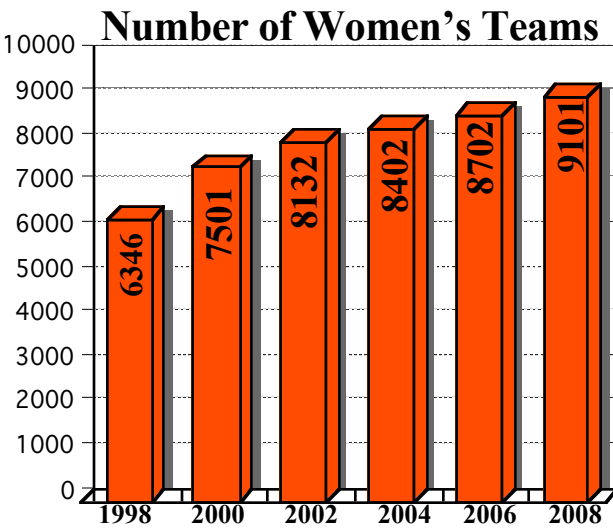


Number of Women's Teams

In 2008, there are **9101*** varsity women's intercollegiate NCAA teams (all divisions).

2008= 9101 teams
 2006= 8702 teams
 2004 = 8402 teams
 2002 = 8132 teams
 2000 = 7501 teams
 1998 = 6346 teams

2755 new women's teams
 have been created in the last decade
 from 1998 to 2008.

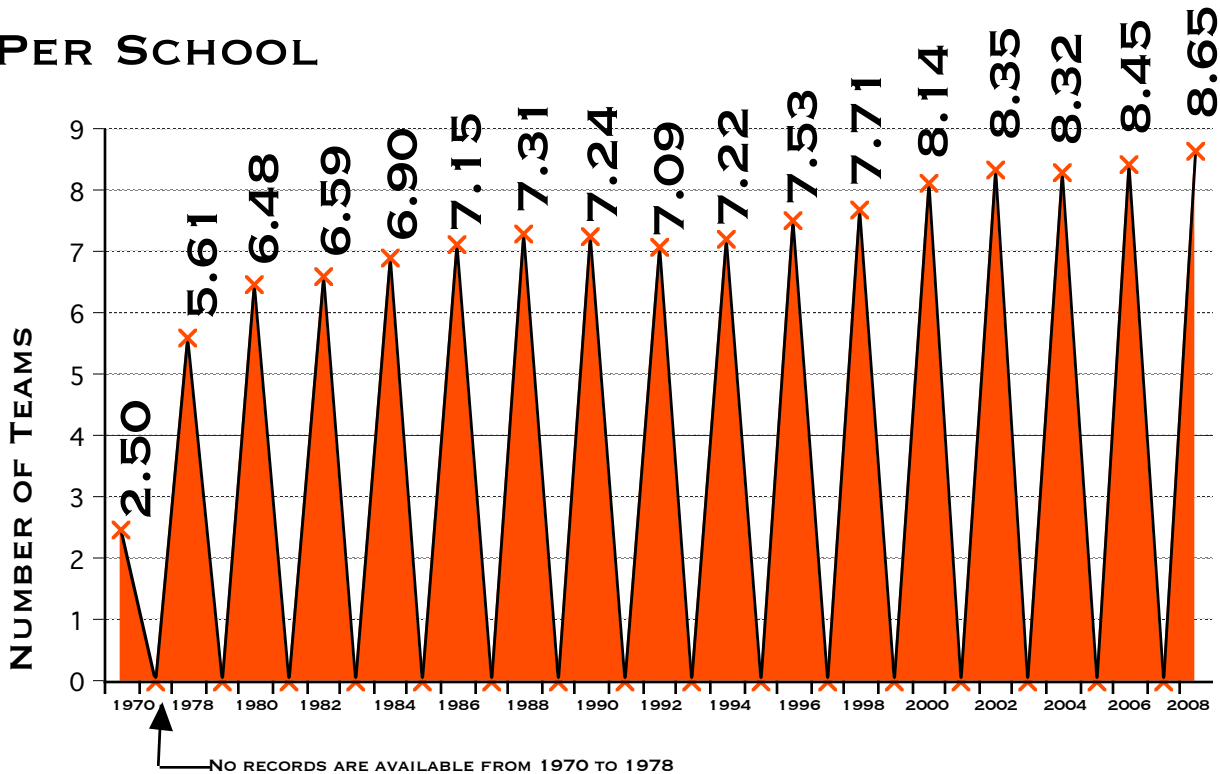


*Note: Hurricanes Katrina and Rita displaced the teams of some institution which otherwise would have been functioning in the 2005-2006 academic year.

PARTICIPATION OPPORTUNITIES FOR FEMALE ATHLETES

2008

GROWTH IN NUMBER OF WOMEN'S TEAMS PER SCHOOL



2008

Division 1 **9.54** teams per school

Division 2 **7.28** teams per school

Division 3 **8.78** teams per school

GROWTH DURING TWELVE YEARS FROM 1996 TO 2008

Division 1 **added** an average of **1.21** teams per school

Division 2 **added** an average of **1.21** teams per school

Division 3 **added** an average of **1.03** teams per school

PARTICIPATION OPPORTUNITIES FOR FEMALE ATHLETES

2008

AVERAGE NUMBER OF WOMEN'S TEAMS PER SCHOOL BY DIVISION

	<u>2008</u>	<u>'06</u>	<u>'04</u>	<u>'03</u>	<u>'02</u>	<u>01</u>	<u>00</u>	<u>99</u>	<u>98</u>	<u>97</u>	<u>96</u>	<u>95</u>	<u>94</u>	<u>93</u>	<u>92</u>	<u>91</u>
Div. I	9.54	9.42	9.26	9.20	9.36	9.24	8.87	8.73	8.59	8.45	8.33	7.99	7.89	7.66	7.68	7.56
Div. II	7.28	7.16	6.90	6.81	6.94	6.77	6.62	6.44	6.38	6.17	6.07	5.83	5.81	5.68	5.74	5.76
Div. III	8.78	8.49	8.51	8.39	8.42	8.33	8.45	8.15	7.88	7.64	7.75	7.67	7.65	7.43	7.42	7.30

MOST POPULAR SPORTS IN 2008

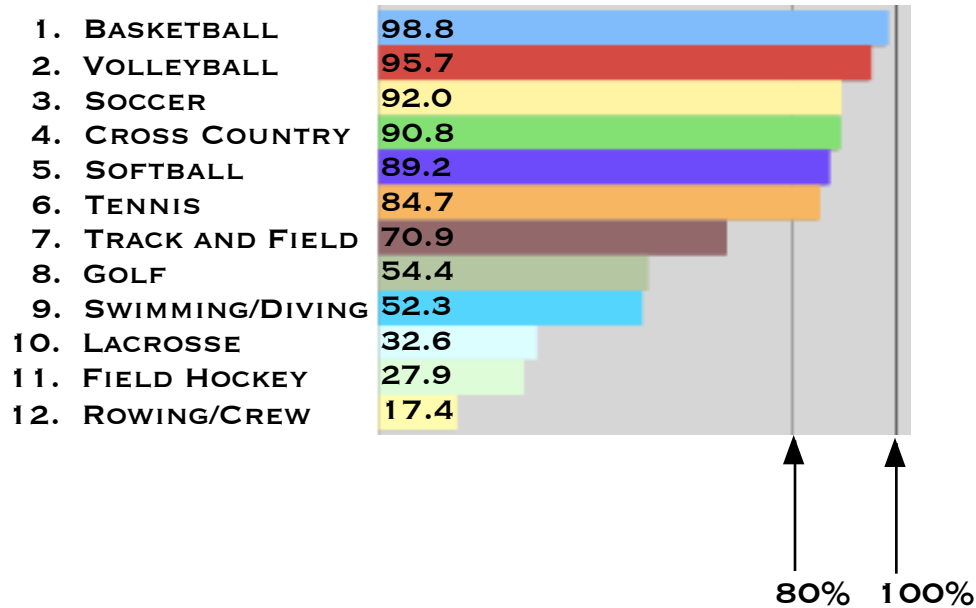
(Most Frequently Found Sports in Women's Intercollegiate Programs)

Rank in <u>2008</u>	% offering sport	Rank in 2006	Rank in 2004	Rank in 2002	Rank in 1977
1. Basketball	98.8	1 98.4	1 98.3	1 98.8	1 90.4
2. Volleyball	95.7	2 95.2	2 94.6	2 95.4	2 80.1
3. Soccer	92.0	3 89.4	4 88.6	3 87.9	20 2.8
4. Cross Country	90.8	4 89.2	3 88.8	5 86.5	8 29.4
5. Softball	89.2	5 87.1	5 86.4	6 86.2	4 48.4
6. Tennis	84.7	6 85.1	6 85.2	4 87.7	3 80.0
7. Track & Field	70.9	7 67.4	7 67.4	7 67.5	5 46.1
8. Golf	54.4	8 52.2	8tie 48.7	9 48.4	10 19.9
9. Swimming	52.3	9 50.9	9tie 48.7	8 52.0	6 41.0
10. Lacrosse	32.6	10 30.6	10 28.5	11 26.7	11 13.0
11. Field Hockey	27.9	11 28.0	11 28.2	10 27.0	7 36.3
12. Crew/Rowing	17.4	12 15.2	12 14.0	12 16.2	13 6.9
13. Gymnastics	10.7	14 9.5	13 11.0	13 12.0	9 25.9
14. Ice Hockey	9.4	13 9.7	14 8.8	14 8.5	24 1.3
15. Water Polo	6.7	Tie16 5.9	15 6.5	15 6.0	-- --
16. Fencing	5.2 Tie	Tie15 5.9	17 4.6	16 5.8	12 9.8
17. Riding/Equest.	5.2 Tie	19 3.6	19 3.6	19 3.6	23 2.0
18. Skiing	4.3	17 5.7	16 5.8	17 5.0	16 3.6
19. Squash	4.2	Tie20 3.4	18 3.8	21 3.1	21tie 2.3
20. Sailing	3.2 Tie	18 3.8	21 3.2	20 3.1	21tie 2.3
21. Bowling	3.2 Tie	22 3.2	20 3.3	22 2.6	17 3.4
22. Riflery	2.8	Tie21 3.4	22 2.8	18 3.8	15 3.8
23. Synchro Swim	1.2	23 1.3	23 0.5	23 1.0	18 3.3
24. Badminton	0.2	24 0.4	24 0.3	25 0.1	14 5.9
25. Archery	0.1	25 0.2	25 0.2	24 0.5	19 3.0

PARTICIPATION OPPORTUNITIES FOR FEMALE ATHLETES

2008

DOZEN MOST POPULAR SPORTS ALL DIVISIONS COMBINED



Soccer, now in third place, was in fourth place four years ago with 88.6% of schools offering it to their female athletes. In 1977, soccer was the 20th most popular sport with only 2.8% of schools offering it. Over the years, soccer has consistently been the sport with the strongest growth pattern. In Divisions 1 and 3, soccer is in second place behind only basketball in popularity of offering.

All of the top ten sports increased their percentage offering in the past two years.

It is important to note, that changes in ranking among sports not widely offered take place with but a few schools adding or dropping a sport. On the other hand, when a sport among the most popular changes its rank, a much larger number of schools is needed to either add or drop it in order to affect its rank.

TOP FIVE SPORTS IN EACH DIVISION

RANKING	DIVISION I	DIVISION II	DIVISION III
1.	Basketball 98.5%	Basketball 99.4%	Basketball 98.8%
2.	<i>Soccer</i> 96.9%	Volleyball 96.9%	<i>Soccer</i> 96.0% Tie
3.	<i>Tennis</i> 95.9%	Softball 91.2%	Volleyball 96.0% Tie
Tie 4.	Volleyball 94.4%	Cross Coun. 89.9%	Softball 91.5%
Tie 5.	Cross Country 94.4%	<i>Soccer</i> 79.9%	Cross Coun. 88.3%

Basketball is the most popular sport in all divisions. Tennis is in the top five only in Division 1.

PARTICIPATION OPPORTUNITIES FOR FEMALE ATHLETES

2008

ALL DIVISIONS 1991 TO 2008

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

PERCENTAGE OF SCHOOLS WHICH OFFER EACH SPORT

	2008	2006	04	03	02	01	00	99	98	97	96	95	94	93	92	91
Archery	0.1	0.2	0.2	0.2	0.5	0.5	0.3	0.2	0.2	0.2	0.5	0.6	0.5	0.5	0.5	0.3
Badminton	0.2	0.4	0.3	0.3	0.1	0.1	0.5	0.5	0.2	0.2	0.3	0.3	0.7	0.5	0.9	0.9
Basketball	98.8	98.4	98.3	97.9	98.8	98.6	99.6	98.0	98.2	98.3	98.3	97.5	97.8	97.8	97.2	97.1
Bowling	3.2	3.2	3.3	3.2	2.6	2.2	1.4	1.2	0.9	0.8	0.5	0.3	0.3	0.8	0.5	0.3
Crew/Rowing	17.4	15.2	14.0	13.9	16.2	15.7	15.6	14.6	12.4	11.2	11.7	10.4	10.4	10.4	5.6	8.6
Cross Country	90.8	89.2	88.8	87.9	86.5	85.0	87.8	86.2	86.0	83.1	85.2	83.0	82.6	79.9	80.1	69.0
Fencing	5.2	5.9	4.6	4.6	5.8	5.8	5.1	5.1	5.5	5.2	4.6	4.3	4.6	4.8	7.0	7.2
Field Hockey	27.9	28.0	28.2	27.8	27.0	26.7	27.4	26.7	26.6	26.0	27.1	26.9	28.2	28.0	28.1	28.9
Golf	54.4	52.2	48.7	46.4	48.6	46.8	43.4	40.6	35.1	31.9	30.4	26.7	26.1	22.9	24.0	22.9
Gymnastics	10.7	9.5	11.0	11.0	12.0	12.0	11.7	11.9	10.3	10.1	11.2	11.1	10.8	10.9	11.5	11.3
Ice Hockey	9.4	9.7	8.8	8.7	8.5	7.9	6.8	5.8	4.6	3.6	2.8	2.6	2.4	2.2	2.4	2.7
Lacrosse	32.6	30.6	28.5	27.6	26.7	26.2	26.0	24.1	21.7	20.5	20.9	18.7	17.1	16.6	16.0	16.1
Riding/Equest.	5.2	3.6	3.6	3.3	3.6	3.6	3.9	3.7	3.2	3.0	2.8	2.6	3.4	3.2	2.4	2.2
Riflery	2.8	3.4	2.8	3.0	3.8	3.9	3.6	3.6	3.2	3.2	4.2	4.0	2.6	2.2	2.2	2.4
Sailing	3.2	3.8	3.2	3.3	3.1	2.7	2.9	2.9	2.4	2.6	3.5	3.5	3.9	3.9	3.8	3.6
Skiing	4.3	5.7	5.8	6.0	5.0	4.8	4.6	4.6	4.2	4.1	4.6	4.9	4.9	5.2	5.7	5.6
Soccer	92.0	89.4	88.6	87.5	87.9	86.0	84.0	81.6	78.5	75.8	68.9	61.8	55.5	49.7	45.8	44.4
Softball	89.2	87.1	86.4	85.5	86.2	85.0	82.5	79.8	81.2	79.0	77.0	74.5	75.9	74.2	72.4	70.6
Squash	4.2	3.4	3.8	3.8	3.1	3.1	3.2	3.1	3.6	3.6	3.4	3.4	3.6	3.6	3.9	3.6
Swim/Dive	52.3	50.9	48.7	47.9	52.0	51.5	52.9	51.2	45.7	44.7	48.1	47.4	48.6	47.8	51.1	51.1
Synch. Swim	1.2	1.3	0.5	0.5	1.0	1.2	1.4	1.4	0.9	0.9	0.8	0.8	0.7	0.5	1.2	1.4
Tennis	84.7	85.1	85.2	84.2	87.7	86.7	87.8	84.7	88.0	86.6	87.8	86.4	85.3	82.9	85.8	85.0
Track & Field	70.9	67.4	67.4	67.2	67.5	67.7	68.1	67.2	64.9	64.0	65.8	63.7	65.0	63.3	66.4	64.3
Volleyball	95.7	95.2	94.6	93.8	85.4	94.7	95.2	94.2	93.5	92.1	92.4	90.9	91.5	90.6	91.1	89.1
Water Polo	6.7	5.9	6.5	6.0	6.0	5.3	-	-	-	-	-	-	-	-	-	-

PARTICIPATION OPPORTUNITIES FOR FEMALE ATHLETES

2008

ALL DIVISIONS

1978 TO 1990

(TOO MUCH DATA FOR ONE PAGE)

PERCENTAGE OF SCHOOLS WHICH OFFER EACH SPORT

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

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PARTICIPATION OPPORTUNITIES FOR FEMALE ATHLETES

2008

→ **DIVISION I**
1992 TO 2008

PERCENTAGE OF SCHOOLS WHICH OFFER EACH SPORT

	<u>2008</u>	<u>2006</u>	<u>2004</u>	<u>2002</u>	<u>2000</u>	<u>1998</u>	<u>1996</u>	<u>1994</u>	<u>1992</u>
Archery	0.5	0.5	0.5	1.0	1.0	0.9	0.2	0.5	1.0
Badminton	0.1	0.1	0.0	0.0	0.4	0.0	0.0	0.0	0.0
Basketball	98.5	98.9	98.6	99.9	98.1	98.1	98.1	98.1	98.0
Bowling	4.2	6.0	5.8	5.4	3.8	1.9	0.0	0.0	1.0
Crew/Rowing	30.7	23.5	24.2	27.2	26.1	20.7	18.1	13.0	12.6
Cross Country	94.4	93.4	95.2	96.0	95.7	92.5	95.8	96.4	93.0
Fencing	10.4	11.5	9.2	10.4	7.1	8.5	7.0	6.8	11.1
Field Hockey	28.6	30.1	25.1	25.7	23.7	25.4	22.8	25.0	26.8
Golf	71.4	68.3	71.0	69.8	62.6	57.3	51.6	45.3	41.1
Gymnastics	25.0	24.0	24.2	24.8	23.2	21.1	25.4	24.0	24.7
Ice Hockey	9.9	11.5	6.3	8.4	6.6	5.6	3.3	3.6	3.5
Lacrosse	30.2	28.4	23.2	24.3	21.3	20.7	18.6	12.0	14.1
Riding/Equest.	5.7	3.8	3.9	2.5	1.9	2.3	0.9	1.0	0.5
Riflery	6.3	8.2	7.7	8.4	7.6	7.5	9.3	5.7	2.5
Sailing	4.2	5.5	3.9	4.5	4.3	4.2	4.2	5.2	4.0
Skiing	4.2	7.7	5.8	5.0	5.2	3.8	5.1	4.2	4.0
Soccer	96.9	90.2	92.3	90.0	87.7	83.1	67.4	46.9	31.8
Softball	84.4	80.9	78.7	80.2	73.5	74.2	67.4	46.9	31.8
Squash	4.2	2.2	3.9	2.0	1.9	3.8	1.9	2.6	3.5
Swim/Dive	57.8	61.2	60.9	61.4	61.1	54.9	56.3	58.3	61.6
Synch. Swim	2.1	1.6	0.5	2.0	1.9	1.4	1.4	0.5	0.5
Tennis	95.9	94.0	94.7	95.5	94.8	95.3	95.8	92.7	92.9
Track & Field	88.0	86.3	86.0	86.1	82.9	82.1	85.1	83.9	83.3
Volleyball	94.4	95.1	96.1	96.0	94.8	94.4	95.3	93.8	91.4
Water Polo	9.9	8.7	8.7	9.9	-	-	-	-	-

PARTICIPATION OPPORTUNITIES FOR FEMALE ATHLETES

2008

→ **DIVISION II**
1992 TO 2008

PERCENTAGE OF SCHOOLS WHICH OFFER EACH SPORT

	2008	2006	2004	2002	2000	1998	1996	1994	1992
Archery	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Badminton	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.7
Basketball	99.4	98.6	96.5	98.7	99.4	99.3	97.7	98.3	99.4
Bowling	4.4	3.4	4.7	2.6	0.0	0.6	0.5	0.6	0.0
Crew/Rowing	5.7	6.2	5.2	7.7	6.0	6.8	4.5	5.0	2.7
Cross Country	89.9	88.4	87.7	81.9	81.2	84.2	81.6	75.2	70.7
Fencing	1.9	1.4	0.6	1.0	1.0	0.6	0.6	1.0	0.7
Field Hockey	8.2	11.6	13.4	14.2	12.8	13.6	14.0	11.2	10.8
Golf	52.2	50.0	38.4	38.7	32.2	22.6	15.1	15.5	14.3
Gymnastics	2.5	2.1	4.1	4.5	4.7	5.1	3.4	3.7	5.4
Ice Hockey	3.8	4.1	4.1	4.5	2.7	0.6	0.6	0.0	0.7
Lacrosse	14.5	17.1	15.1	12.9	12.8	8.5	7.3	5.0	4.1
Riding/Equest.	1.3	0.7	1.2	1.9	1.3	2.3	2.2	1.9	0.0
Riflery	0.6	0.0	0.0	0.0	0.6	0.0	0.6	1.2	2.0
Sailing	1.3	0.7	0.6	1.3	0.6	0.6	1.7	1.2	2.0
Skiing	3.8	4.1	4.7	3.9	2.7	3.4	3.4	3.1	5.4
Soccer	79.9	79.5	76.2	77.4	68.5	59.3	50.6	38.5	32.0
Softball	91.2	93.2	90.1	90.3	85.6	87.0	83.2	80.7	78.9
Squash	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Swim/Dive	27.0	27.4	23.8	27.7	24.8	23.2	24.0	23.6	26.5
Synch. Swim	0.6	0.7	0.0	0.0	1.3	0.0	0.0	0.0	0.7
Tennis	73.0	74.4	74.4	74.8	76.5	79.1	77.1	74.5	70.7
Track & Field	61.0	53.4	52.3	52.9	54.4	50.3	46.4	47.8	52.4
Volleyball	96.9	95.2	93.6	94.8	93.3	92.7	91.6	91.9	93.9
Water Polo	5.0	3.4	0.0	1.0	-	-	-	-	-

PARTICIPATION OPPORTUNITIES FOR FEMALE ATHLETES

→ **DIVISION III**
1992 TO 2008

2008

PERCENTAGE OF SCHOOLS WHICH OFFER EACH SPORT

	<u>2008</u>	<u>2006</u>	<u>2004</u>	<u>2002</u>	<u>2000</u>	<u>1998</u>	<u>1996</u>	<u>1994</u>	<u>1992</u>
Archery	0.0	0.0	0.0	0.4	0.0	0.0	0.4	0.0	0.0
Badminton	0.4	0.9	0.8	0.0	0.4	0.4	0.8	1.7	1.7
Basketball	98.8	97.8	99.2	98.7	98.7	98.5	99.4	95.7	95.7
Bowling	1.6	0.9	0.4	0.0	0.0	0.4	0.8	0.4	0.4
Crew/Rowing	14.6	14.4	11.8	12.3	12.9	9.7	11.4	12.0	8.8
Cross Country	88.3	86.5	84.3	81.1	84.7	82.2	78.8	76.4	74.4
Fencing	3.2	4.4	3.5	5.3	5.7	6.3	5.5	5.2	7.6
Field Hockey	40.1	36.7	40.8	36.8	40.4	36.1	40.0	42.5	39.0
Golf	42.5	40.6	37.6	36.0	32.9	25.7	23.1	17.6	15.5
Gymnastics	4.9	2.6	5.1	5.7	5.7	5.2	5.1	4.7	4.2
Ice Hockey	12.6	11.8	14.1	11.4	9.7	6.3	3.9	3.0	2.5
Lacrosse	46.2	41.0	42.0	38.2	39.0	33.5	32.6	29.6	24.8
Riding/Equest.	7.3	5.2	5.1	5.7	7.5	4.5	4.7	6.4	5.5
Riflery	1.6	1.7	0.8	2.2	1.8	1.9	2.4	1.0	2.1
Sailing	3.6	4.4	4.3	3.1	3.1	2.2	4.3	4.7	4.6
Skiing	4.9	5.2	6.7	5.7	5.3	5.2	5.1	6.9	7.1
Soccer	96.0	95.2	94.1	93.0	90.8	87.4	82.7	74.2	66.0
Softball	91.5	88.2	90.2	88.6	89.5	82.8	79.2	79.0	76.1
Squash	6.9	6.6	6.3	6.1	6.6	5.9	7.1	6.9	6.7
Swim/Dive	64.4	57.6	55.7	60.1	63.6	53.2	58.0	57.9	57.6
Synch. Swim	0.8	1.3	0.8	0.8	0.9	1.1	0.7	1.3	2.1
Tennis	83.4	84.7	84.7	89.5	88.6	87.7	88.6	86.7	89.1
Track & Field	63.6	61.1	62.4	61.0	64.0	61.0	63.1	61.4	60.9
Volleyball	96.0	95.2	94.1	95.2	99.5	93.3	90.6	89.3	89.1
Water Polo	5.3	5.2	6.7	4.8	-	-	-	-	-

PARTICIPATION OPPORTUNITIES FOR FEMALE ATHLETES Commentary

2008

What?

In 1970, prior to the 1972 enactment of Title IX, there were only 2.5 women's teams per school. In 2008, there are 8.65.

In 1977/78, the academic year preceding the Title IX mandatory compliance date, the number of varsity sports offered women had grown to 5.61 per school. A decade later, in 1988, the number had grown to 7.31 and another decade later, in 1998, the number had grown to 7.71. At the turn of the century, the growth continued to 8.14 varsity women's teams per campus and, today, in 2008, there is an average of 8.65 women's varsity teams per campus.

Number of Women's Teams/School		
	2008	8.65
	1998	7.71
	1978	5.61
	1970	2.50

The 2008 average of 8.65 is the highest ever and demonstrates without question that the phrase, "If you build it, they will come", applies to women's athletics programs.

Women's 2008 participation is highest in history

The number of schools offering women's athletics programs has also grown over the years. So, it might be helpful to look not only at the average number of teams per school but the absolute number of women's teams offered in NCAA member schools. That number, 9101, is also the highest ever. Indeed, there has been an increase of 399 women's teams in the last two years.

2008	9101 Women's Teams
1998	6346 Women's Teams
Increase of 2755 Women's Teams in Past Decade	

In the decade, the average increase in the number of women's teams per school is well over 2.7 per school. In most locales, the pent-up demand for new women's teams exceeds the number of new teams created.

Under Title IX, a school has three options available with which to demonstrate compliance with the law's requirement for equal opportunity to participate. One of those options is to show a history of upgrading the program of the historically underrepresented sex (female). The measurement of this option is totally subjective but an argument could be made that at least exceeding the average increase in teams over a decade might be a starting place from which to create a yardstick of compliance. In 2008, that would mean that a school created more than 2.7 new teams for women in the past decade.

1968	16,000 female college <u>ATHLETES</u>
2008	9,101 women's collegiate <u>TEAMS</u>

The massive growth in participation is highlighted by a juxtaposition of the number of female **ATHLETES** participating just a few years before Title IX was enacted to the number of intercollegiate **TEAMS** for women currently found in the nation.

Over 180,000 females are intercollegiate athletes

The growth on the college level is, to some degree, paralleled by similar growth on the high school level. Data from the National Federation of State High School Associations show that female athletes are participating in higher numbers than ever before and in 2007 surpass 3 million participants. (See: www.nfsa.org for more high school athletics data) The growth in the number of female

PARTICIPATION OPPORTUNITIES FOR FEMALE ATHLETES Commentary

2008

high school participants has occurred without interfering with the growth of male participants which, according to the National Federation of State High School Associations is higher than anytime in the past 29 years. The same is generally true on the college level: participation levels for both males and females have increased over the years. The popularity of specific sports has changed with changing interests, altered feeder systems, facility and financial concerns, and administrative decisions sometimes based on factors unrelated to a particular sport. Nonetheless, the total participation levels for male athletes and female athletes have increased.

The more than three million high school female athletes, plus all the females who participate on club and community teams, constitutes a significant pool of female athletes with ability and interest which may serve as a feeder system for college athletics programs.

Is there a difference in participation levels between NCAA divisions? Yes. Division 1 offers the most women's teams per school with an average of 9.54. Division 3 follows next with an average of 8.78 while Division 2 trails with 7.28.

Have all NCAA divisions added teams in the last decade? Yes. Both Divisions 1 and 2 have added an average of 1.21 teams per school in the past twelve years. Division 3 has added slightly fewer with an average of 1.03.

The 1.21 and 1.03 figures are a bit misleading however. When the total number of schools offering teams for women in 2008 is considered, compared with the relatively fewer NCAA schools that offered programs for women in 1996, the average number of women's teams per school has increased by about 2.7 from 1996 to 2008 thus providing for a much fuller set of participation opportunities available nationwide for female athletes. The interest and abilities of female college athletes have not been exhausted. Many more teams are needed.

There is room for only 1 out of 17 female high school athletes on current college teams

There are more than 17 times the number of varsity female high school athletes than female college athletes. Not all high school athletes attend college and not all who do attend, carry with them the interest and ability to continue their athletics careers. However, common sense tells us that a significant number may be denied access to

participation opportunities on the college level simply because too few opportunities for female athletes have been created even now in the face of the highest participation levels in history.

Why are participation levels at their highest levels ever?

The massive increase in participation is a function of a number of factors including:

- Second Generation of Title IX Beneficiaries

A generation of females has grown up in a post-Title IX era and has benefitted themselves from participating, and they expect the benefits of sport participation to be available for their daughters as well.

- Lawsuits Supportive of Title IX

A long line of successful Title IX lawsuits dealing with participation and the quality of that participation has encouraged college administrators of good will to comply with the requirements of the federal law known as Title IX. *Franklin v Gwinnett*, a key lawsuit in 1992, affirmed the availability of compensatory and punitive damages. The availability of damages has changed the financial equation considered when an institution is deciding to put more of its budget into its women's athletics program or into its legal defense/attorney budget.

- Societal Acceptance of Females as Athletes

Increased participation and skill development by young women along with society's greater acceptance of female athleticism has made sport a vital part of the lives of many young women and their families.

- Improved and Increased Media Coverage

Greater media time focused on female athleticism rather than solely the male form has helped young women see themselves acceptable in their own eyes, and in society, as athletes, although more needs to be done.

- Advocacy Efforts of Individuals/Organizations

Successful energetic advocacy efforts have increased sport opportunities for girls and women. Among them are:

National Association for Girls and Women in Sport

www.nagws.org

National Association of Collegiate Women Athletic Administrators

www.nacwaa.org

2008

COACHING

PERCENTAGE OF FEMALE HEAD COACHES ALL DIVISION, ALL SPORTS 2008

42.8% OF HEAD COACHES OF WOMEN'S TEAMS ARE FEMALES

2008 42.8% Women coaching women's teams.

2006	42.4%
2004	44.1%
2003	44.0%
2002	44.0%
2001	44.7%
2000	45.6%
1999	46.3%
1998	47.4%
1997	47.4%
1996	47.7%
1995	48.3%
1994	49.4%
1993	48.1%
1992	48.3%
1991	47.7%
1990	47.3%
1989	47.7%
1988	48.3%
1987	48.8%
1986	50.6%
1985	50.7%
1984	53.8%
1983	56.2%
1982	52.4%
1981	54.6%
1980	54.2%
1979	56.1%
1978	58.2%

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

By 1978, the year of mandatory Title IX compliance, the percentage had dropped to 58.25. Some of the large change in the early years from 1972 to 1978 was due to the massive increase in the number of teams offered for women (an increase from 2.5 in 1972 to 5.61 teams per school in 1978).

Today, even though the number of women's teams is at an all time high, the representation of females among the coaching ranks of women's intercollegiate athletics is near its all time low.

Additionally, the representation of females among the ranks of head coaches for MEN's teams remains between 2 and 3%. where it has been since before the passage of Title IX.

When we look at intercollegiate coaching as an entire workplace unit, we find that only 20.6% of intercollegiate athletics teams have a female head coach. Another way to say the same thing is to say that 79.4% of ALL intercollegiate teams are coached by males. Typically, the men's teams coached by women are 'individual' sports such as tennis, swimming and track.

Percent of ALL HEAD COACHES	2008 = 20.6%
(men's and women's team)	2006 = 17.7%
who are FEMALES	2004 = 18.8%

1972 90.0%+ Women coaching women's teams.

2008

COACHING

PERCENTAGE & NUMBER OF FEMALE COACHES

ALL DIVISIONS 2008 AND 1977 NOW AND THEN

	<u>2008</u>	<u>1977</u>
Archery	0.0%	83.4%
Badminton	0.0%	75.0%
Basketball	59.1%	79.4%
Bowling	36.8%	42.9%
Crew/Rowing	42.3%	11.9%
Cross Country	19.2%	35.2%
Fencing	16.1%	51.7%
Field Hockey	95.2%	99.1%
Golf	38.8%	54.6%
Gymnastics	57.8%	69.7%
Ice Hockey	30.4%	37.5%
Lacrosse	84.6%	90.7%
Riding	80.0%	75.0%
Riflery	17.6%	17.4%
Sailing	10.5%	7.1%
Skiing	7.7%	22.7%
Soccer	33.1%	29.4%
Softball	64.7%	83.5%
Squash	36.0%	71.4%
Swim/Diving	24.3%	53.6%
Synch. Swim	100.0%	85.0%
Tennis	29.8%	72.9%
Track and Field	18.0%	52.3%
Volleyball	55.0%	86.6%
Water Polo	15.0%	-----

PERCENTAGE OF FEMALE COACHES BY DIVISION

Year	Division I	Division II	Division III
2008	44.4	33.5	46.6
2006	43.9	36.2	44.4
2004	44.9	39.4	46.0
2003	45.5	39.4	45.2
2002	45.1	38.9	45.6
2001	45.4	39.7	46.8
2000	46.0	39.4	48.4
1999	46.5	40.0	49.5
1998	46.2	41.7	50.7
1997	46.7	42.3	50.8
1996	47.5	41.9	51.3
1995	47.7	43.2	51.3
1994	46.9	45.4	53.6
1993	45.5	44.1	52.3
1992	46.6	42.3	52.6
1991	45.9	42.1	51.7
1990	44.2	44.0	51.8
1989	-----	-----	-----
1988	43.8	45.7	53.3
1987	-----	-----	-----
1986	45.5	46.8	57.2
1985	-----	-----	-----
1984	49.9	52.2	58.8

NUMBER OF FEMALE HEAD COACHES

Year	# Female	Change
2008	3895	+197
2006	3698	- 7
2004	3705	+127
2002	3578	+158
2000	3420	+412
1998	3008	

2008

COACHING

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PERCENTAGE OF FEMALE COACHES 1991 TO 2008

(SEE NEXT PAGE FOR 1978 TO 1990 DATA)

(TOO MUCH DATA FOR ONE PAGE)

ALL DIVISIONS

	2008	2006	<u>04</u>	<u>03</u>	<u>02</u>	<u>01</u>	<u>00</u>	<u>99</u>	<u>98</u>	<u>97</u>	<u>96</u>	<u>95</u>	<u>94</u>	<u>93</u>	<u>92</u>	<u>91</u>
Archery	0.0	0.0	0.0	0.0	33.3	33.3	50.0	0.0	0.0	0.0	66.6	50.0	33.3	33.3	33.3	50.0
Badminton	0.0	0.0	50.0	0.0	0.0	0.0	66.6	66.6	100.0	100.0	50.0	50.0	75.0	66.6	80.0	80.0
Basketball	59.1	60.8	60.7	60.5	62.5	63.1	63.3	65.4	64.6	65.2	64.3	63.9	64.6	62.8	63.5	60.7
Bowling	36.8	50.0	33.3	30.0	33.3	30.8	50.0	71.4	50.0	60.0	33.3	33.3	0.0	0.0	0.0	0.0
Crew/Rowing	42.3	40.0	41.6	40.9	37.9	38.0	30.4	32.6	35.4	36.5	38.1	39.7	52.5	49.2	44.0	46.0
Cross Country	19.2	19.5	22.0	21.7	21.3	21.2	19.4	19.9	21.3	20.7	21.5	22.7	21.3	17.3	20.1	20.3
Fencing	16.1	24.2	10.3	10.3	26.5	29.4	23.3	20.0	27.8	23.5	33.3	35.7	25.9	28.6	31.7	35.7
Field Hockey	95.2	94.2	96.6	95.5	96.8	97.4	99.4	98.7	97.1	97.6	97.2	97.1	97.0	98.2	97.0	97.0
Golf	38.8	36.8	41.7	42.9	39.2	40.5	48.6	49.0	46.3	45.2	50.2	53.8	47.1	47.0	45.7	47.8
Gymnastics	57.8	43.3	38.6	41.4	44.3	45.7	55.1	55.7	47.1	45.2	41.1	41.7	41.3	45.3	52.2	53.0
Ice Hockey	30.4	35.2	28.6	29.1	40.0	41.3	47.5	52.9	36.6	50.0	44.4	47.1	35.7	38.5	21.4	18.0
Lacrosse	84.6	82.5	86.2	85.7	85.9	85.6	83.7	83.1	86.0	85.2	92.6	92.6	93.0	94.8	95.7	91.5
Riding/Equest	80.6	90.0	82.6	81.0	81.0	81.0	78.3	77.3	81.0	80.0	83.3	88.2	85.0	24.2	100.0	100.0
Riflery	17.6	26.3	16.7	15.8	27.3	30.4	23.8	19.0	14.3	14.3	14.8	15.4	6.6	7.7	7.7	7.1
Sailing	10.5	14.3	5.0	9.5	11.1	12.5	0.0	0.0	0.0	0.0	4.3	4.3	0.0	0.0	8.3	4.8
Skiing	7.7	9.4	21.6	18.4	6.9	10.7	1.0	14.8	7.1	3.7	13.3	12.9	13.7	9.7	21.2	18.2
Soccer	33.1	29.9	30.1	29.4	30.7	33.4	34.0	32.5	31.9	33.1	34.0	32.7	32.9	29.9	25.8	23.5
Softball	64.7	61.3	64.8	63.8	65.1	66.8	65.4	66.3	64.3	65.2	65.0	63.4	66.7	65.3	63.7	61.5
Squash	36.0	26.3	12.5	12.5	33.3	33.3	31.6	27.8	41.6	45.8	40.9	50.0	61.9	61.9	52.2	57.1
Swim/Dive	24.3	25.7	25.6	26.3	23.0	22.9	25.7	25.9	33.9	33.7	29.2	28.7	28.1	25.4	28.2	26.8
Synch. Swim	100.0	100.0	100.0	100.0	100.0	100.0	62.5	62.5	100.0	100.0	100.0	100.0	100.0	100.0	71.4	75.0
Tennis	29.8	33.3	34.6	36.5	34.5	34.7	36.7	39.8	41.2	40.9	42.5	43.4	48.2	49.4	48.0	47.1
Track/Field	18.0	19.4	19.7	20.0	19.0	18.7	20.1	18.5	18.7	16.4	18.5	20.6	21.0	17.8	20.4	21.3
Volleyball	55.0	53.5	59.5	59.0	57.3	57.6	59.6	62.1	67.4	67.8	66.3	67.9	70.0	68.4	68.7	69.1
Water Polo	15.0	6.1	22.0	15.8	25.7	29.0	-	-	-	-	-	-	-	-	-	-

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

PERCENTAGE OF FEMALE COACHES 1978 TO 1990

(SEE PREVIOUS PAGE FOR 1991 TO 2008 DATA)

(TOO MUCH DATA FOR ONE PAGE)

ALL DIVISIONS

	<u>1990</u>	<u>89</u>	<u>88</u>	<u>87</u>	<u>86</u>	<u>85</u>	<u>84</u>	<u>83</u>	<u>82</u>	<u>81</u>	<u>80</u>	<u>79</u>	<u>78</u>	1 9 7 8 T O 1 9 9 0
Archery	80.0	80.0	66.6	71.4	60.0	80.0	77.7	83.3	58.3	60.0	76.5	75.0	83.4	
Badminton	50.0	33.3	66.7	71.4	66.6	75.0	57.1	62.5	70.8	72.4	72.7	73.0	75.0	
Basketball	59.9	60.0	58.5	59.9	61.0	62.7	64.9	66.6	71.2	73.7	76.5	77.7	79.4	
Bowling	0.0	0.0	11.1	9.1	16.7	16.7	28.6	35.7	47.4	45.5	40.9	36.4	42.9	
Crew/Rowing	39.1	34.9	27.0	21.0	22.0	29.1	23.5	26.9	26.6	29.4	18.2	19.1	11.9	
Cross Country	20.6	20.0	19.5	18.7	21.8	21.1	19.7	22.4	21.6	22.0	25.0	29.9	35.2	
Fencing	28.9	28.9	30.8	33.3	32.7	35.2	37.2	40.7	34.7	35.4	37.3	46.6	51.7	
Field Hockey	97.8	97.3	96.2	96.8	97.1	93.8	98.2	96.2	99.6	98.3	98.3	97.4	99.1	
Golf	41.1	45.4	41.3	37.5	44.1	37.5	39.7	40.4	48.9	49.6	46.3	55.1	54.6	
Gymnastics	57.5	59.8	53.7	55.6	55.7	55.4	59.1	60.1	67.3	68.7	66.6	68.0	69.7	
Ice Hockey	12.5	0.0	0.0	0.0	46.7	37.5	9.5	11.1	21.1	26.4	18.2	11.1	37.5	
Lacrosse	95.1	94.2	95.2	95.1	89.0	90.1	95.0	93.9	96.9	96.7	100.0	100.0	90.7	
Riding/Equest.	85.7	85.7	100.0	100.0	81.2	78.6	89.5	94.4	93.8	93.4	73.7	73.4	75.0	
Riflery	12.5	18.3	13.3	5.6	16.0	12.0	4.8	0.0	0.0	7.7	19.0	10.0	17.4	
Sailing	12.5	4.3	5.3	5.6	5.9	6.2	15.0	19.0	22.2	31.3	8.3	13.3	7.1	
Skiing	21.9	18.8	18.2	15.2	48.6	7.7	13.8	13.5	15.8	16.7	25.0	25.0	22.7	
Soccer	23.1	23.9	23.0	24.1	30.7	23.9	26.8	30.6	33.0	27.7	28.0	35.7	29.4	
Softball	63.8	64.6	67.2	67.5	68.0	64.9	68.6	70.9	74.6	75.8	82.9	83.1	83.5	
Squash	68.2	72.1	66.7	70.6	60.0	50.0	40.0	53.3	63.2	61.2	53.0	73.3	71.4	
Swim/Dive	26.4	24.4	26.3	25.7	30.0	31.2	33.2	35.0	36.5	41.4	44.8	50.9	53.6	
Synch. Swim	100.0	100.0	100.0	100.0	100.0	100.0	72.7	90.0	100.0	95.3	95.0	90.0	85.0	
Tennis	49.8	52.2	52.2	54.9	54.8	56.9	59.7	61.5	65.3	66.1	68.9	71.6	72.9	
Track & Field	19.6	21.6	21.6	20.8	23.1	24.1	26.8	30.6	33.7	34.8	43.1	46.5	52.3	
Volleyball	68.4	71.0	71.0	70.2	71.3	72.0	75.5	76.7	74.8	78.0	83.7	83.6	86.6	
Water Polo	-	-	-	-	-	-	-	-	-	-	-	-	-	

2008

COACHING

PERCENTAGE OF FEMALE COACHES

→ **DIVISION 1**
1992 TO 2008

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

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

2008

COACHING

PERCENTAGE OF FEMALE COACHES

→ **DIVISION II**
1992 TO 2008

	2008	<u>2006</u>	<u>2004</u>	<u>2002</u>	<u>2000</u>	<u>1998</u>	<u>1996</u>	<u>1994</u>	<u>1992</u>
Archery	0.0	0.0	0.0	00.0	50.0	0.0	0.0	0.0	0.0
Badminton	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	50.0
Basketball	47.5	47.2	50.6	55.6	54.7	59.5	58.0	53.1	51.4
Bowling	14.3	20.0	12.5	25.0	54.7	100.0	0.0	0.0	0.0
Crew/Rowing	22.2	44.4	33.3	33.3	33.3	33.3	12.5	37.5	50.0
Cross Country	14.0	17.8	23.2	19.7	17.4	15.4	14.4	23.1	17.3
Fencing	33.3	50.0	0.0	0.0	50.0	0.0	0.0	50.0	0.0
Field Hockey	92.3	94.1	100.0	100.0	100.0	95.8	100.0	94.4	93.8
Golf	28.9	28.8	31.8	30.0	20.8	25.5	40.7	32.0	23.8
Gymnastics	50.0	33.3	28.6	42.9	28.6	44.4	33.3	50.0	37.5
Ice Hockey	16.7	33.3	0.0	28.6	25.0	100.0	0.0	0.0	0.0
Lacrosse	60.9	60.0	76.9	80.0	68.4	80.0	92.3	87.5	100.0
Riding/Equest.	100.0	100.0	100.0	66.7	100.0	75.0	100.0	100.0	0.0
Riflery	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Sailing	0.0	0.0	0.0	0.0	0.0	0.0	33.3	0.0	33.3
Skiing	0.0	0.0	12.5	0.0	0.0	0.0	0.0	0.0	37.5
Soccer	20.5	17.2	21.4	15.8	22.5	20.6	20.9	16.1	6.4
Softball	57.9	52.2	58.7	62.1	57.9	60.4	56.4	60.0	55.2
Squash	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Swim/Dive	16.3	25.0	24.4	27.9	37.8	40.0	27.9	31.6	23.1
Synch. Swim	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Tennis	21.6	33.9	30.5	26.7	28.9	30.5	30.4	41.7	38.5
Track & Field	13.4	10.3	14.4	14.6	13.6	8.9	12.1	15.6	18.2
Volleyball	49.0	55.4	58.4	54.4	58.3	64.6	62.8	73.0	71.7
Water Polo	0.0	20.0	16.7	0.0	-	-	-	-	-

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

2008

COACHING

PERCENTAGE OF FEMALE COACHES

→ **DIVISION III**
1992 TO 2008

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

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

2008

COACHING

IMPACT OF MALE VERSUS FEMALE ATHLETIC DIRECTOR ON THE PERCENTAGE OF FEMALE COACHES

OVERALL PERCENTAGE OF FEMALE COACHES IN 2008 = 42.8
 DIVISION I = 44.4
 DIVISION II = 33.5
 DIVISION III = 46.6

PERCENTAGE OF FEMALE COACHES WHEN ATHLETICS DIRECTOR IS **MALE AND THERE ARE NO FEMALES ANYWHERE IN THE ADMINISTRATION:**

Any Female

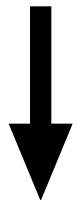
	<u>Division I</u>	<u>Division II</u>	<u>Division III</u>
2008	30.6	29.7	45.8
2006	38.5	31.6	36.7
2004	44.9	39.4	46.0
2002	45.1	38.9	45.6



PERCENTAGE OF FEMALE COACHES WHEN ATHLETICS DIRECTOR IS **MALE**

Male AD

	<u>Division I</u>	<u>Division II</u>	<u>Division III</u>
2008	43.9	32.2	45.2
2006	43.3	34.8	44.2
2004	44.5	37.8	45.9
2002	44.4	37.8	44.4



PERCENTAGE OF FEMALE COACHES WHEN ATHLETICS DIRECTOR IS **FEMALE**

Female AD

	<u>Division I</u>	<u>Division II</u>	<u>Division III</u>
2008	50.0	38.9	49.3
2006	48.5	42.6	45.0
2004	49.4	47.7	46.3
2002	53.4	45.5	48.6



Percentage of female coaches

2008

COACHING

IMPACT OF MALE VERSUS FEMALE ATHLETIC DIRECTOR ON THE PERCENTAGE OF FEMALE COACHES BY SELECTED SPORTS

Percentage of Female Coaches

	% female coaches regardless of AD gender	<u>Division I</u>				<u>Division II</u>				<u>Division III</u>				
		2008	2006	2004	2002	2008	2006	2004	2002	2008	2006	2004	2002	2002
Basketball	64.1													
Male AD		63.6	67.1	68.8	67.8	43.4	42.0	46.6	51.2	61.3	65.1	62.2	63.6	
Female AD		68.8	88.2	77.8	82.4	74.1	65.5	72.0	79.2	64.2	56.9	54.4	58.3	
Golf	55.1													
Male AD		53.6	47.5	51.5	49.6	27.5	29.0	31.6	28.6	25.0	31.9	36.1	26.7	
Female AD		69.2	45.4	69.2	75.0	35.7	27.3	33.3	50.0	27.3	20.8	16.7	18.2	
Soccer	34.4													
Male AD		34.1	36.2	33.3	33.7	19.6	15.8	17.6	17.2	37.1	30.1	32.0	38.5	
Female AD		37.5	25.0	35.3	50.0	24.0	23.8	39.1	9.5	42.3	40.0	32.3	26.8	
Softball	67.9													
Male AD		69.5	69.1	72.1	72.1	56.3	51.8	56.6	60.2	65.6	62.7	62.3	60.8	
Female AD		50.0	58.3	62.5	73.3	65.4	54.2	69.2	72.7	68.1	61.2	69.8	63.0	
Swim/Dive	17.9													
Male AD		17.3	14.9	18.1	15.0	18.4	31.3	29.4	31.6	28.7	34.8	29.4	21.4	
Female AD		25.0	27.3	10.0	27.3	0.0	0.1	0.0	0.0	34.5	32.6	42.5	43.6	
Tennis	32.1													
Male AD		29.8	30.3	30.9	20.8	20.4	31.9	31.2	27.8	31.4	32.6	38.1	36.5	
Female AD		56.3	47.1	55.6	40.0	26.1	44.4	26.3	21.1	33.3	38.0	39.3	37.5	
Track/Field	22.1													
Male AD		21.0	25.9	60.4	20.8	11.8	7.8	9.5	12.5	16.2	15.6	19.5	12.3	
Female AD		33.3	33.3	58.8	40.0	25.0	21.4	37.5	30.0	19.6	19.4	11.1	33.3	
Volleyball	50.5													
Male AD		49.7	49.7	60.4	55.6	49.6	54.0	59.4	54.5	64.0	56.1	61.5	61.6	
Female AD		61.5	64.7	58.8	37.5	46.4	61.5	53.6	54.2	60.5	48.1	54.1	63.8	

2008

COACHING

COMMENTARY

Access to female role models in positions of decision making and leadership is particularly important to females. Females have fewer such role models in their lives than do their male counterparts. Intercollegiate athletics is a very intense and challenging enterprise for the participant and having female role models available within such an enterprise is even more useful.

57.2% of head coaches of women's teams are males.

The percentage of female head coaches for women's teams in 2008 (42.8%) is lower than at anytime in history except for 2006 (42.4%).

When Title IX was enacted, more than 90% of women's teams were coached by females.

The % of female coaches of women's teams remains near its lowest in history.

From an employment standpoint, perhaps a look at the entire field of intercollegiate coaching will provide a better perspective. When head coaching positions for both men's teams and women's teams are considered as the 'universe' of jobs rather than only women's teams, we find that only one out of five coaches (20.6%) is a female.

One out of five coaches (of women's and men's teams) is a female.

Another way to look at the 'universe' of intercollegiate coaching jobs is to say that in 2008, 79.4% of all intercollegiate head coaches are males. So, even though over the years there has been a massive growth in participation for female athletes, there has been a concomitant massive decrease in the representation of females as coaches.

Does the presence of females coaches differ by division? Yes.

Basketball, the most frequently offered sport for women, has 59.1% female coaches. Division 1 and 3 have the highest percentage of female coaches, but less than half of Division 2's women's basketball coaches are female.

Only a third (33.3%) of the coaches of the third most popular sport, soccer, are female. Similar to basketball, Division 2 has the lowest percentage of female soccer coaches. Indeed, for all of the five most popular sports for women, Division 2 has the lowest percentage of female coaches.

Does the sex of the athletics director have an impact on the percentage of female coaches? Yes.

For instance, in Division 1 programs with no female administrator at any level, 30.6% of the coaches of women's teams are females compared to 43.9% in programs with a male AD but also having at least one female serving as an assistant or associate AD. The percentage of female coaches increases even more when the AD is a female (50% female coaches of women's teams in Division 1).

If we look at specific sports, the numbers appear to parallel the overall numbers for the impact of the gender of the AD. For instance, 61.3% of women's basketball coaches in Division 1 are females in programs where the AD is a male and 64.2% when the AD is a female.

Why do the 2008 figures seem to show a rise in females as administrators yet a consistently low representation as coaches?

No one knows the answer. However, questions which might help us find the answer are:

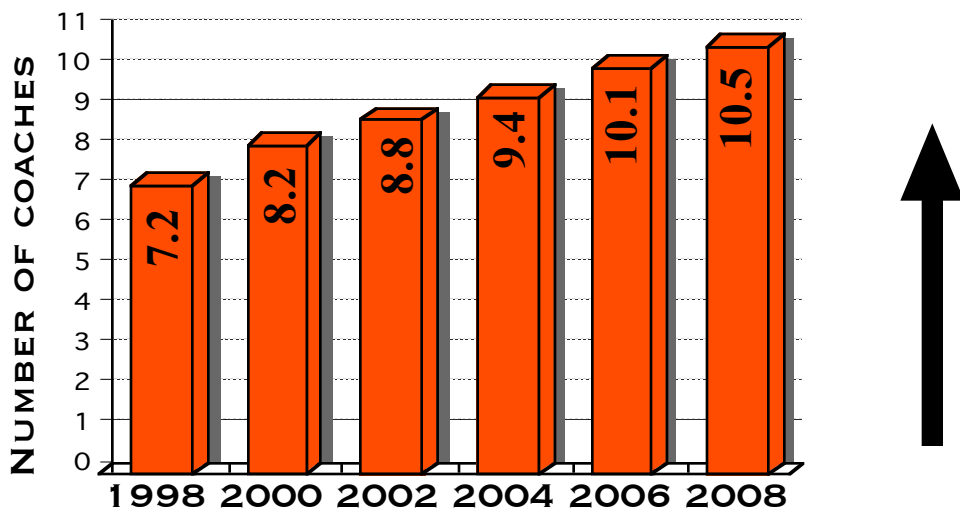
- Is coaching still more of a male domain while administration is more gender neutral?
- Compared to administration, is the 24/7 intensity of coaching more of a barrier when the pay is also lower and the harassment greater for females than for males?
- Is recruitment of female coaches less aggressive than recruitment of male coaches by male ADs?

ASSISTANT COACHING \$ PAID 2008

**AVERAGE NUMBER PER SCHOOL
ALL PAID ASSISTANT COACHES FOR WOMEN'S TEAMS
(MALE AND FEMALE)**


<u>Year</u>	<u>All Divisions</u>	<u>Division I</u>	<u>Division II</u>	<u>Division III</u>
2008	10.5	14.3	7.4	9.4
2006	10.1	13.9	7.0	9.0
----	----	----	----	----
2004	9.4	13.2	6.1	8.6
2003	9.3	13.0	5.9	8.4
2002	8.8	12.6	6.2	7.4
2001	8.6	12.4	5.8	7.2
2000	8.2	11.2	5.1	7.5
1999	7.9	11.0	4.8	7.1
1998	7.2	10.5	4.4	6.4

**AVERAGE NUMBER PER SCHOOL
ALL PAID ASSISTANT COACHES FOR WOMEN'S TEAMS
(MALE AND FEMALE)**




ASSISTANT COACHING 2008 \$ PAID

PERCENTAGE OF PAID ASSISTANT COACHES OF WOMEN'S TEAMS WHO ARE FEMALE



<u>Year</u>	<u>All Divisions</u>	<u>Division I</u>	<u>Division II</u>	<u>Division III</u>
2008	57.1	57.1	56.6	57.3
2006	56.7	56.4	56.0	57.5
2004	57.2	56.6	57.2	58.1
2003	56.5	56.4	57.7	56.1
2002	55.5	56.6	52.5	55.5
2001	55.3	57.3	51.1	54.8
2000	58.1	59.1	56.1	57.6
1999	57.7	59.3	52.9	57.5
1998	59.8	62.0	54.5	59.3
1997				
1996	60.5	61.1	60.2	59.9
1995				
1994		62.1		
1993				
1992		59.8		

AVERAGE NUMBER OF FEMALE PAID ASSISTANT COACHES PER SCHOOL



<u>Year</u>	<u>All Divisions</u>	<u>Division I</u>	<u>Division II</u>	<u>Division III</u>
2008	6.0	8.1	4.2	5.4
2006	5.8	7.9	3.9	5.2
2004	5.5	7.5	3.7	5.1
2003	5.4	7.4	3.6	4.8
2002	4.9	7.1	3.2	4.6
2001	4.8	7.1	3.0	4.4
2000	4.8	6.6	2.9	4.3
1999	4.6	6.5	2.5	4.1
1998	4.3	6.5	2.4	3.8

ASSISTANT COACHING \$ PAID

2008

6308 FEMALE ASSISTANTS
+ 4750 MALE ASSISTANTS

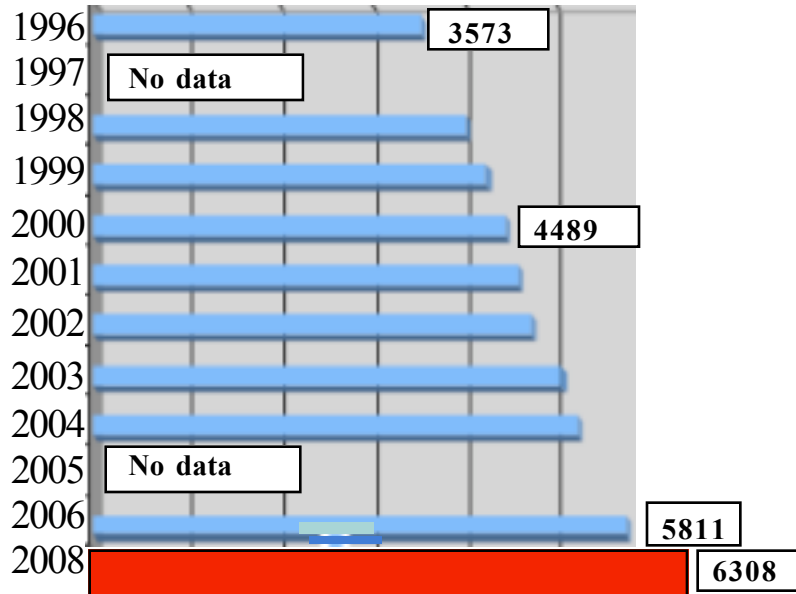
11,058 PAID ASSISTANTS

ABSOLUTE # OF FEMALE PAID ASSISTANT COACHES OF WOMEN'S TEAMS

Year	All Divisions	Division I	Division II	Division III
2008	6308	2870	1166	2272
2006	5811	2626	1084	2048
----	----	----	----	----
2004	5273	2389	939	1948
2003	5096	2360	907	1828
2002	4781	2283	834	1614
2001	4635	2274	764	1549
2000	4489	2098	734	1657
1999	4297	2056	658	1583
1998	4047			
1997				
1996	3573			



ABSOLUTE # OF FEMALE PAID ASSISTANT COACHES



ASSISTANT COACHING

722 FEMALE UNPAID ASSISTANTS

2008



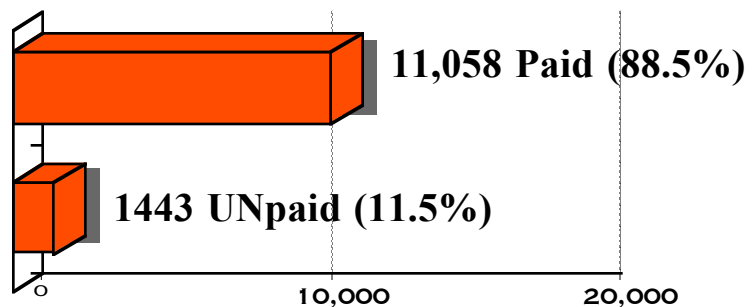
NUMBER OF UNPAID ASSISTANT COACHES WHO ARE FEMALE

<u>Year</u>	<u>All Divisions</u>	<u>Division I</u>	<u>Division II</u>	<u>Division III</u>
2008	722	288	176	258
2006	708	254	186	268

PERCENTAGE OF UNPAID ASSISTANT COACHES WHO ARE FEMALE

<u>Year</u>	<u>All Divisions</u>	<u>Division I</u>	<u>Division II</u>	<u>Division III</u>
2008	50.0	50.4	46.1	52.4
2006	51.3	49.5	52.4	52.3
2004	52.9	54.7	55.9	49.6
2003	48.9	51.3	44.4	49.7
2002	46.4	48.9	42.9	45.9
2001	45.7	56.7	47.6	40.4
2000	53.2	56.7	51.7	49.8
1999	57.7	58.7	41.3	51.0

**NATIONALLY,
NUMBER OF
UNPAID VS. PAID
ASSISTANT COACHES
OF WOMEN'S TEAMS**



ASSISTANT COACHING 2008 COMMENTARY

There are 11,058 paid assistant coaches for women's teams found within NCAA member institutions. This is the highest ever.

Paid Assistant Coaches	
2008	11,058
2006	10,220



**Increase in Paid Asst. Coaches:
838 in 2 years**

The increased presence of paid assistant coaches of women's teams is a positive development. When an institution provides more fully for the needs of its female athletes by hiring assistant coaches, it is also signaling a commitment to developing a stronger program.

**Gender Makeup
of Paid Assistant Coaches
6308 females
4750 males**

**57 % females
43 % males**

The increased presence of paid assistant coaches of women's teams also provides an expanding training ground for the development of future head coaches.

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

The presence of a paid assistant coaching staff also provides the athletes with a deeper coaching staff from which to learn.

Who is obtaining the increasing number of paid assistant coaching jobs: males or females? in 2008 females hold 497 more jobs than in 2006; males hold 341 more jobs than in 2006. In other words, females gained 59.3% of the increase compared to 40.7% for the males.

As might be expected, Division 1, at 14.3 paid assistant coaches per school, has the highest percentage for paid assistant coaches of women's teams. Two years ago, Division 1 had 13.9 per school. When all divisions are combined, the average number per school is 10.5, up from 7.2 a decade ago.

Paid <i>Female</i> Assistant Coaches of Women's Teams	
2008	6308
1996	3573
Increase in a dozen years = 2735	

The number of **UNPAID** assistant coaches for women's teams remained stable over the last two years with the total hovering around 1444. Half of those are females which is also relatively unchanged in the past few years.

It is interesting to note that the increase in the assistant coaching ranks has been marked in the paid category and minimal in the unpaid category. Perhaps this expansion of the PAID ranks is the result of the 'professionalization' of coaching staffs for women's teams and the administrative realization that in order to run a high quality program, professional staff members need to be paid. Unpaid coaches are less likely to be able to provide the same continuity, expertise, experience and accessibility found among paid coaches.

Of the 7030 *female* assistant coaches for women's teams, 6308 were paid and 722 were unpaid.

ADMINISTRATION

2008

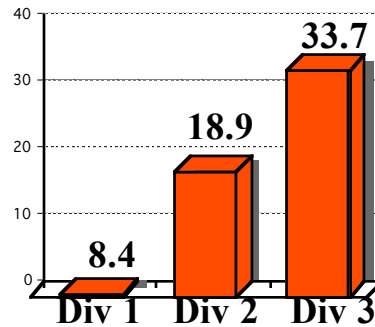
21.3%

OF ATHLETICS DIRECTORS ARE FEMALE

0/0 PERCENTAGE OF FEMALE ATHLETIC DIRECTORS

Year	All Divisions	Division I	Division II	Division III
2008	21.3	8.4	18.9	33.7
2006	18.6	9.3	17.8	26.6
2004	18.5	8.7	16.9	27.5
2002	17.9	8.4	16.1	27.6
2000	17.8	8.5	17.4	25.6
1998	19.4	9.9	18.6	29.4
1996	18.5			
1994	21.0			
1992	16.8			
1990	15.9			
1988	16.1			
1986	15.2			
1984	17.0			
1982	data not available			
1980	20.0			

1972	90.0+			



NUMBER OF FEMALE ATHLETIC DIRECTORS

Year	All Divisions	Division I	Division II	Division III
2008	224	29	53	142
2006	191	31	50	110
2004	188	28	47	113
2002	176	27	41	108
2000	171	27	45	99
1998	188	30	48	110

ADMINISTRATION 2008

11.6%

~~Women~~

OF SCHOOLS TOTALLY LACK ANY FEMALE VOICE IN ADMINISTRATION

PERCENTAGE OF ATHLETIC PROGRAMS TOTALLY LACKING ANY FEMALE ADMINISTRATOR*

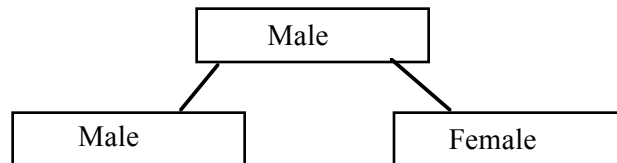
<u>Year</u>	<u>All Divisions</u>	<u>Division I</u>	<u>Division II</u>	<u>Division III</u>
2008	11.6	3.7	20.1	12.6
2006	14.5	3.8	24.0	17.0
2004	17.8	6.3	30.2	18.8
2002	18.8	7.4	31.0	20.6
2000	23.0	13.3	36.2	22.4
1998	20.8	6.6	33.3	23.8
1996	23.9	7.4	38.5	27.5
1994	24.4	9.9	44.7	21.5
1992	27.8	14.6	38.8	31.9
1990	30.3	21.8	39.9	32.8
1988	32.5	25.6	33.3	37.0
1986	31.9	23.4	34.1	38.3
1984	31.6	21.4	36.9	36.9

* These programs lack any female anywhere in the administrative structure. This means there are no assistant and no associate female athletic directors and the head athletic director is a male.

ADMINISTRATION

2008

STRUCTURAL INFORMATION



TODAY IN 2008:

TEN MOST COMMON ADMINISTRATIVE STRUCTURES

1.	17.45%	3 administrators	Male AD,	1 female asst/assoc and 1 male asst/assoc
2.	12.92%	2 administrators	Male AD,	1 female asst/assoc
3.	12.58%	4 administrators	Male AD,	1 female asst/assoc and 2 male asst/assoc
4.	6.54%	1 administrator	Male AD,	
5.	5.37%	4 administrators	Male AD,	2 female asst/assoc and 1 male asst/assoc
6.	3.86%	5 administrators	Male AD,	1 female asst/assoc and 3 male asst/assoc
TIE 7/8	3.19%	3 administrators	Female AD,	2 female asst/assoc
		2 administrators	Female AD,	1 male asst/assoc
TIE 9/10	2.68%	4 administrators	Female AD,	2 female asst/assoc and 1 male asst/assoc
		2 administrators	Male AD,	1 male asst/assoc

TWO YEARS AGO IN 2006:

FOUR MOST COMMON ADMINISTRATIVE STRUCTURES

1.	18.10%	3 administrators	Male AD,	1 female asst/assoc and 1 male asst/assoc
2.	17.92%	2 administrators	Male AD,	1 female asst/assoc
3.	10.22%	4 administrator	Male AD,	1 female asst/assoc and 2 male asst/assoc
4.	6.09%	2 administrators	Male AD,	0 female asst/assoc and 1 male asst/assoc

FOUR YEARS AGO IN 2004:

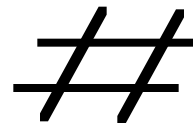
FOUR MOST COMMON ADMINISTRATIVE STRUCTURES

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

ADMINISTRATION

2008

STRUCTURAL INFORMATION



AVERAGE NUMBER OF ATHLETIC ADMINISTRATORS PER SCHOOL (BOTH MALE AND FEMALE)

Year	All Divisions	Division I	Division II	Division III
2008	3.70	5.61	2.86	2.76
2006	3.44	5.26	2.57	2.54
2004	3.32	5.11	2.46	2.44
2002	3.34	5.08	2.52	2.36
2000	3.05	4.31	2.34	2.35
1998	2.67	3.93	2.24	2.02
1996	2.78	4.11	2.18	2.07
1994	2.87	4.38	2.09	2.11
1992	2.70	4.08	2.12	1.90
1990	2.35	3.06	2.05	1.83
1988	2.32	2.77	2.02	2.10

ABSOLUTE NUMBER OF ADMINISTRATIVE JOBS

Year	All Schools	Number Held By Males	Number Held By Females	PERCENT Held By Females
2008	3941	2027 ↓	1914 ↑	48.6 %
2006	3547	2303	1244	35.2 %
2004	3350	1975	1375	41.0 %
2002	3210	2208	1002	31.2 %
2000	2928	1930	998	34.1 %
1998	2510	1557	953	37.9 %
1996	2433	1570	863	35.5 %
1992	2286	1580	704	30.8 %
1990	1874	1274	600	32.0 %
1988	1827	1299	528	28.9 %
1986	1613			

There were 394 additional jobs in administration from 2006 to 2008. In 2008 males hold 276 **fewer** jobs and females hold 670 **more** jobs than in 2006.

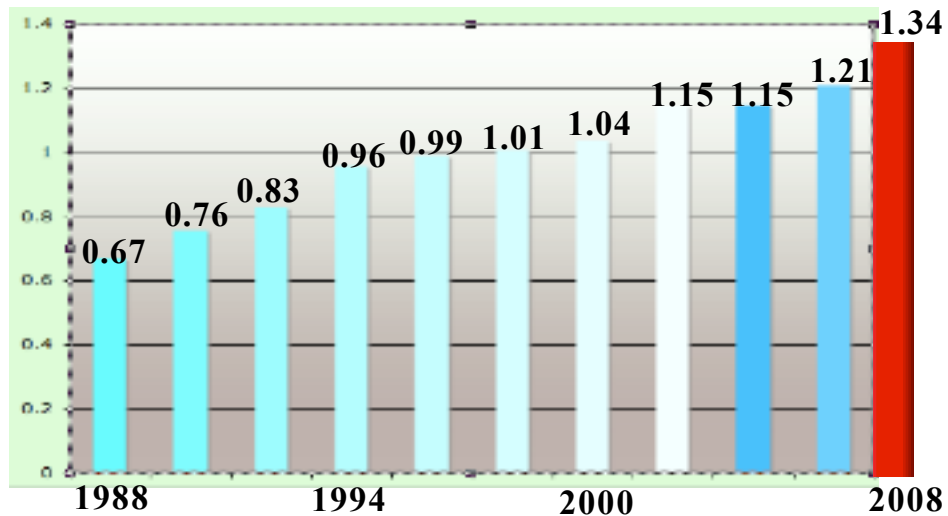
ADMINISTRATION

2008

AVERAGE NUMBER OF FEMALE ADMINISTRATORS

Year	All Divisions	Division I	Division II	Division III
2008	1.34	1.70	1.06	1.24
2006	1.21	1.63	0.91	1.06
2004	1.15	1.55	0.87	1.00
2002	1.15	1.59	0.87	0.95
2000	1.04	1.32	0.77	0.94
1998	1.01	1.35	0.79	0.89
1996	0.99	1.36	0.70	0.86
1994	0.96	0.83	0.76	0.67
1992	0.83	1.10	0.60	0.74
1990	0.76	0.89	0.64	0.71
1988	0.67	0.75	0.54	0.67

AVERAGE NUMBER OF FEMALES WITHIN THE ADMINISTRATIVE STRUCTURE



ADMINISTRATION

2008

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

In 2008, 21.3% of athletic directors are female. The 21.3% figure is the highest representation of females as athletics directors in at least the last 27 years. 224 programs have a female AD, an increase of 32 since 2006

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

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

In 2008, the number of administrative jobs is 3941, an increase of 394 jobs in the last two years. Females hold 1914 (48.6%) of those jobs. Females hold 670 more jobs than two years ago; males hold 276 fewer.

The average size of administrative staffs has grown by more than 60% in the last two decades. Furthermore, because more schools now offer athletics programs, the total number of jobs in athletics administration has more than doubled in the last twenty years from 1613 in 1988 to 3941 in 2008.

Females represent over 57% of the students on campus in 2008. Females represent 48.6% of the athletics administrative staffs yet only 21.3% of the head administrator (athletics director). Both percentages however represent a major increase in the representation of women in these positions in the last two years. Two years ago, females held only 35.2% of administrative jobs and only 18.6% of athletics directors were females.

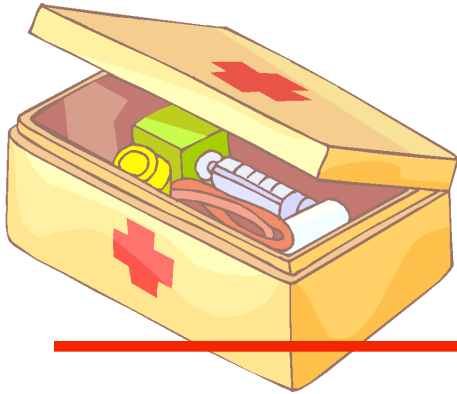
11.6% of athletics programs have NO FEMALE anywhere in their administrative structures.

Over the years of this study, we have been saddened by the percentage of programs which totally lacked any female voice in their administrative structures, which, in the late 1980s approached a third of all programs. However, in 2008 we are heartened by the lowest ever percentage (11.6%) of programs which fail to include any female in their administrative structures.

The opportunity to include females and members of varied ethnic group members in the administrative structures seems advantageous as well as increasingly easy to accomplish. The average number of 3.7 administrators per program is at its highest ever with Division 1 programs leading the way. Division 1 programs average 5.61 members of their administrative staffs. Division 1 programs also average the lowest percentage of programs lacking a female voice. Only 3.7% of Division 1 programs lack a female administrator compared to 20.1% in Division 2 and 12.6 in Division 3.

224 Female Athletics Directors
+ 3717 Female Asst./Assoc Athletics Directors
3941 Female Athletics Administrators

The female voice is more often present than at any time since 1984 but it is often a solitary female voice. Indeed, when looking at all divisions, there are 1.34 females per administration. Division 1 has the most at 1.70; Division 2 has the fewest at 1.06, Division 3 has 1.24. However, all three divisions have increased their numbers in each of the last 6 years. The overall, the average number (for all three divisions combined) of females administrators per school is higher than it has been in the last 20 years at 1.34.



ATHLETIC TRAINING

2008

PERCENTAGE OF SCHOOLS WITH A FULL TIME ATHLETIC TRAINER

Year	All Divisions	Division I	Division II	Division III
2008	97.7	100.0	98.7	95.1
2006	97.5	100.0	97.9	95.2
2004	96.1	99.9	97.7	91.8
2002*	72.2	84.6	70.9	61.2
2000	93.9	96.7	97.3	89.0
1998	92.3	99.5	95.5	84.4

* The odd results for 2002 may have been influenced by a confusion by respondents regarding employed-by-college or out-sourced personnel.

PERCENTAGE OF SCHOOLS WITH A FEMALE HEAD ATHLETIC TRAINER

Year	All Divisions	Division I	Division II	Division III
2008	27.3	15.2	28.0	36.8
2006	27.4	15.3	28.0	37.2
2004	30.0	20.3	29.3	38.9
2002	27.8	15.4	29.1	38.8
2000	25.5	17.6	24.1	34.5
1998	28.6	18.9	27.2	38.8

Almost all schools have an athletic trainer but less than a third have a FEMALE head athletic trainer.



SPORTS INFORMATION DIRECTORS

2008

PERCENTAGE OF SCHOOLS WITH A FULL TIME SPORTS INFORMATION DIRECTOR

Year	All Divisions	Division I	Division II	Division III
2008	98.3	99.0	98.1	98.0
2006	98.0	99.5	97.9	96.9
2004	96.7	99.9	95.9	94.5
2002	87.7	99.5	93.5	73.2
2000	89.5	98.6	94.6	77.6
1998	83.6	100.0	84.7	69.9
1996	82.7	99.1	86.0	66.6
1994	78.3	100.0	79.5	59.7

PERCENTAGE OF SCHOOLS WITH A FEMALE FULL TIME SPORTS INFORMATION DIRECTOR

Year	All Divisions	Division I	Division II	Division III
2008	11.3	8.5	10.3	14.1
2006	12.1	9.3	10.5	15.3
2004	12.2	11.6	9.7	14.5
2002	12.3	10.9	12.4	13.8
2000	9.5	9.6	6.4	11.9
1998	14.8	13.1	12.7	16.5
1996	11.9	12.2	7.1	15.9
1994	13.1	11.5	10.2	18.0

98.3% OF ALL SCHOOLS HAVE A FULL TIME SPORTS INFORMATION DIRECTOR

BUT only:

11.3% OF THE SPORTS INFORMATION DIRECTOR JOBS ARE HELD BY FEMALES.



ATHLETIC TRAINERS &

SPORTS INFORMATION DIRECTORS 2008

COMMENTARY

ATHLETIC TRAINING

Almost all schools have an athletic training but only about 1 out of 4 have a **FEMALE** head athletic trainer.

Most schools include athletic training services within the benefits offered to their athletes. In 2008, 97.7% of all NCAA member institutions have such services available. Division 3 has the lowest percentage of schools offering athletic training services at 95.1.

The representation of females among the ranks of head athletics trainers is substantially lower than what might be expected. About 3 out of 4 head athletics trainers are males. Division 1 has the smallest percentage of female athletic trainers at 15.2 and Division 3 has the highest percentage at 36.8.

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

SPORT INFORMATION DIRECTORS

Almost all schools have a sports information director but only about 1 out of 10 have a **FEMALE SID**. Only 11.3% of head sports information directors are female. The basis for such a low representation of females is unclear. Certainly journalism/communication skills are not gender based but perhaps the selection process is.

Division 1 is the least likely to have a female head SID (8.5%) and Division 3 has the greatest percentage of female head SIDs at 14.1%.