



Female Coaches & Economic Inequality

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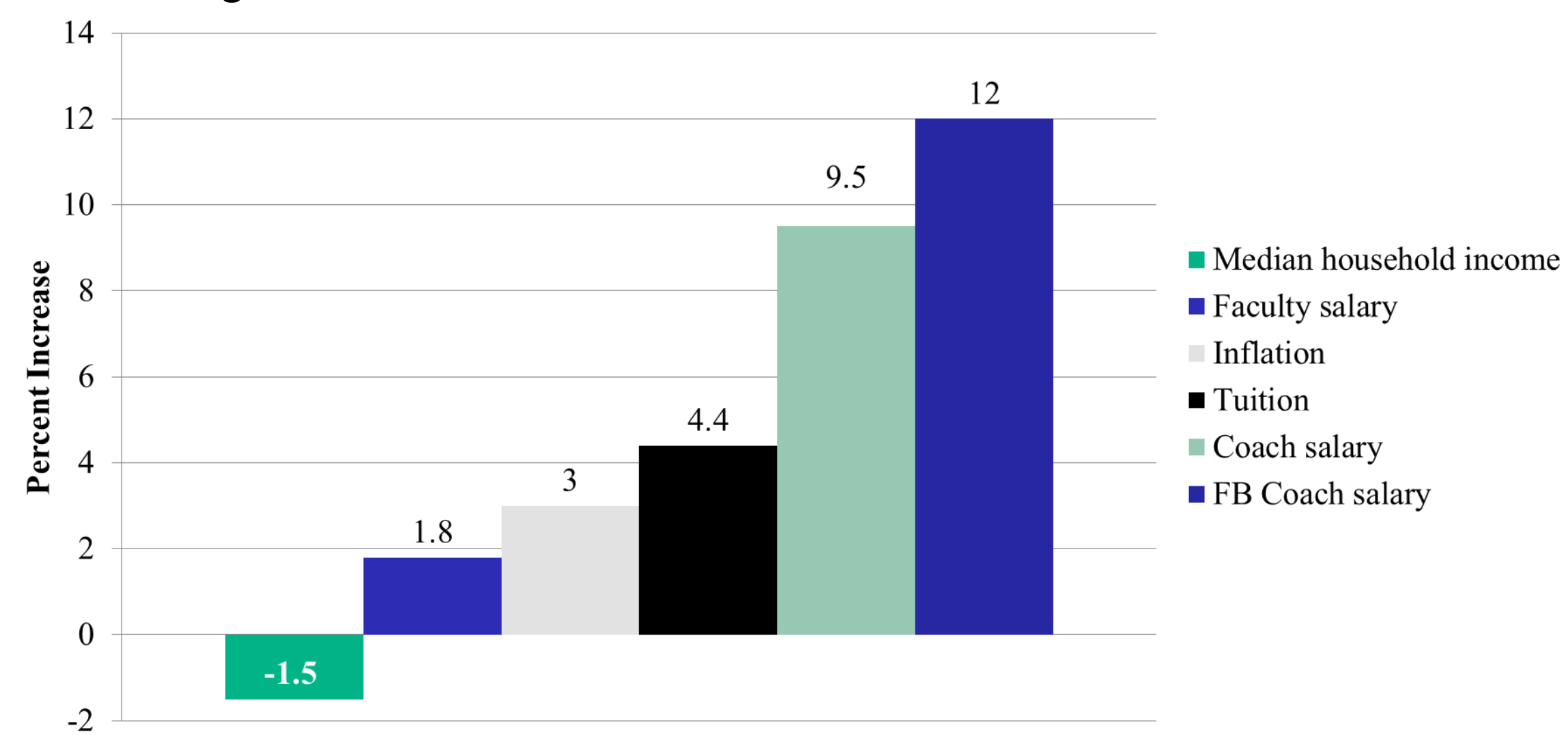
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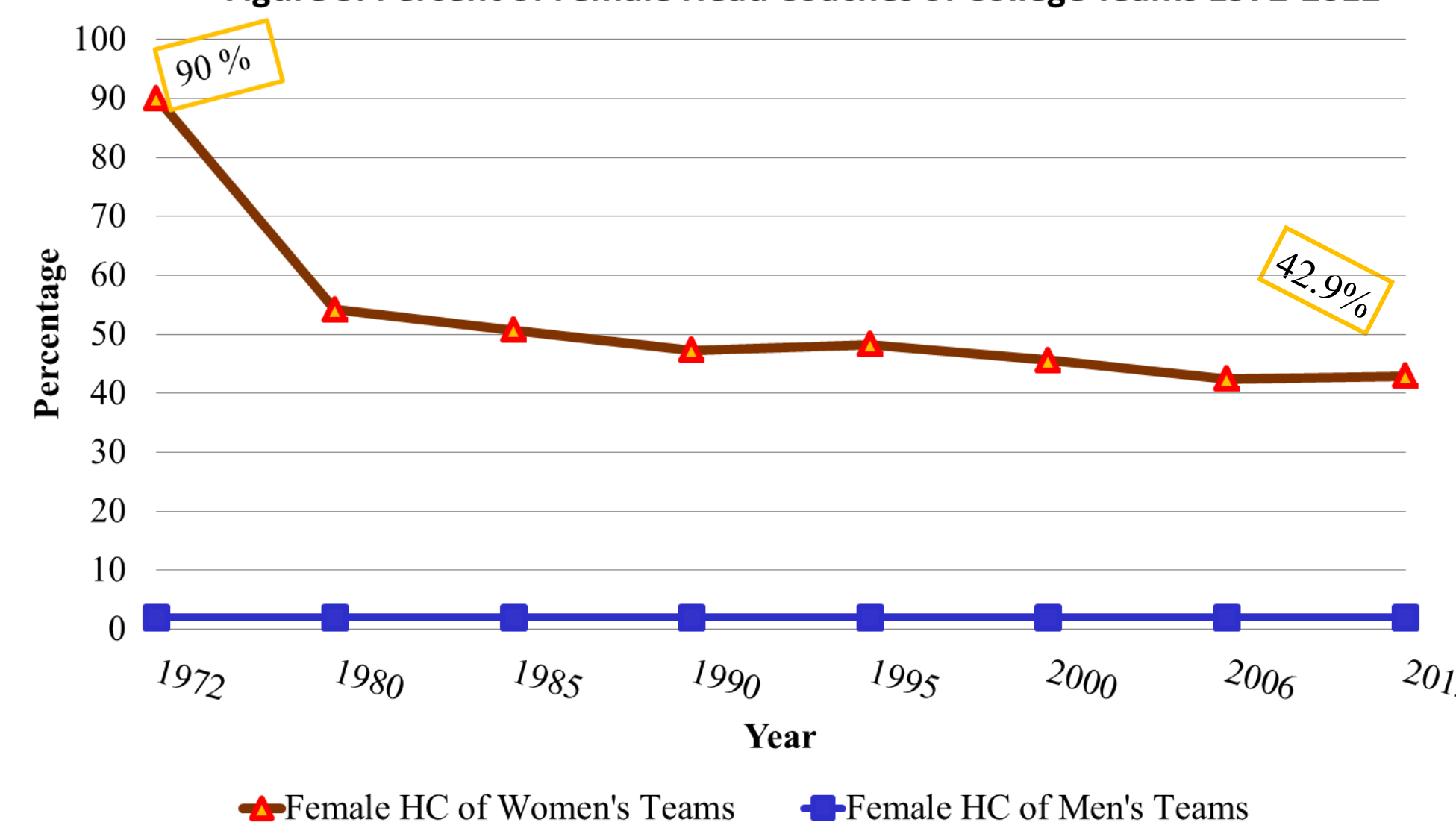
Coaching at the intercollegiate level can be highly lucrative. Despite a weak economy and reduced federal and state budgetary allocations to higher education, coach salaries have risen dramatically in comparison to inflation and faculty salaries [see Figure 1].

Figure 1. Percent Increase in Cost from 2010-2011



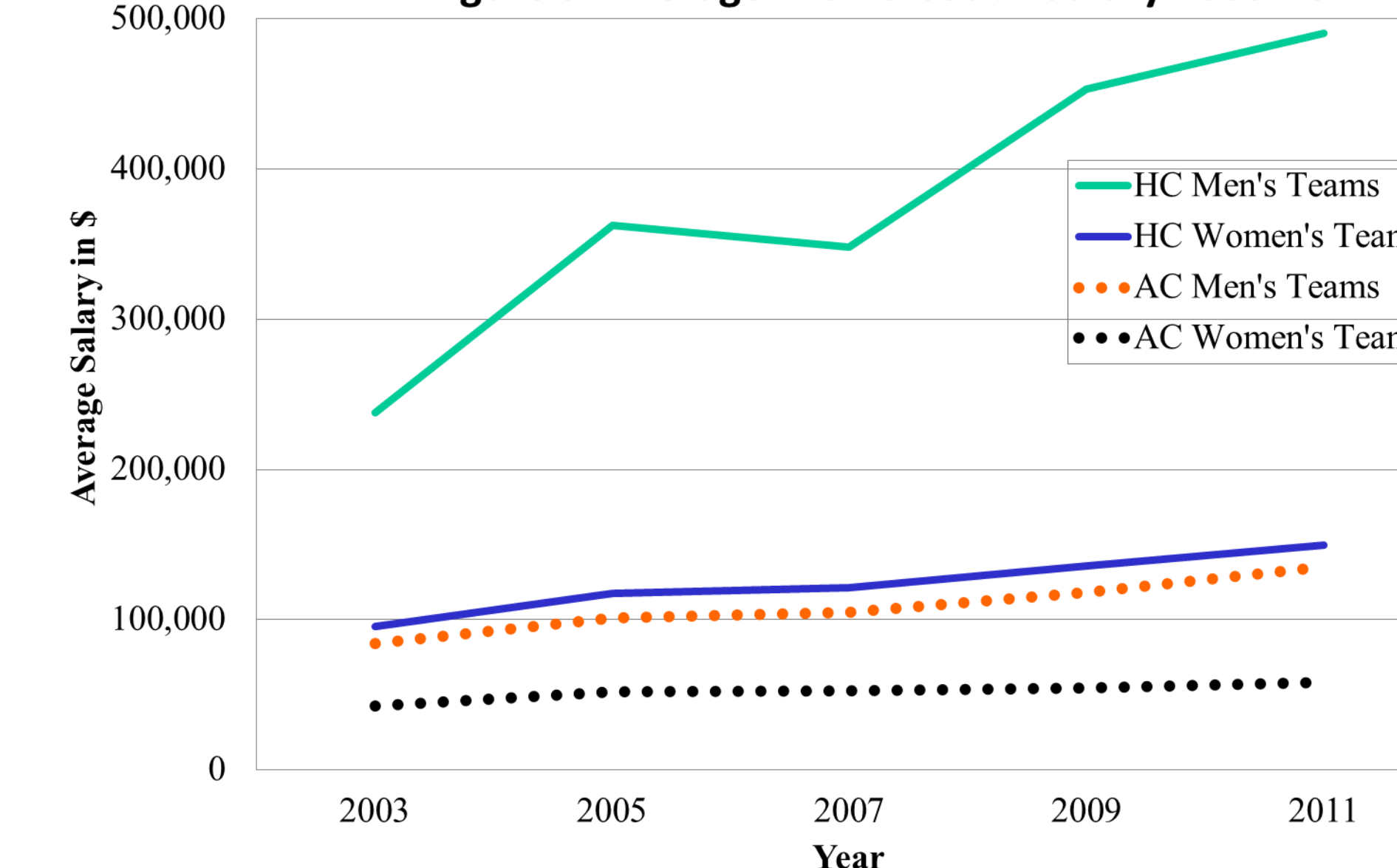
Females are under-represented as head coaches in college sport, female head coaches (FHC) of women's teams have declined over the last 40 years to a near all-time low (42.9%), and entrée to lucrative coaching positions of men's teams has remained extremely stable and limited (~2%) [see Figure 3] (Acosta & Carpenter, 2012), resulting in economic inequality for women within college coaching.

Figure 3. Percent of Female Head Coaches of College Teams 1972-2012



Salaries for coaches of men's teams are rising faster than salaries for coaches of women's teams (EADA, 2012) resulting in widening economic inequalities. [See Figure 5]

Figure 5. Average BIG 10 Coach Salary 2003-2011

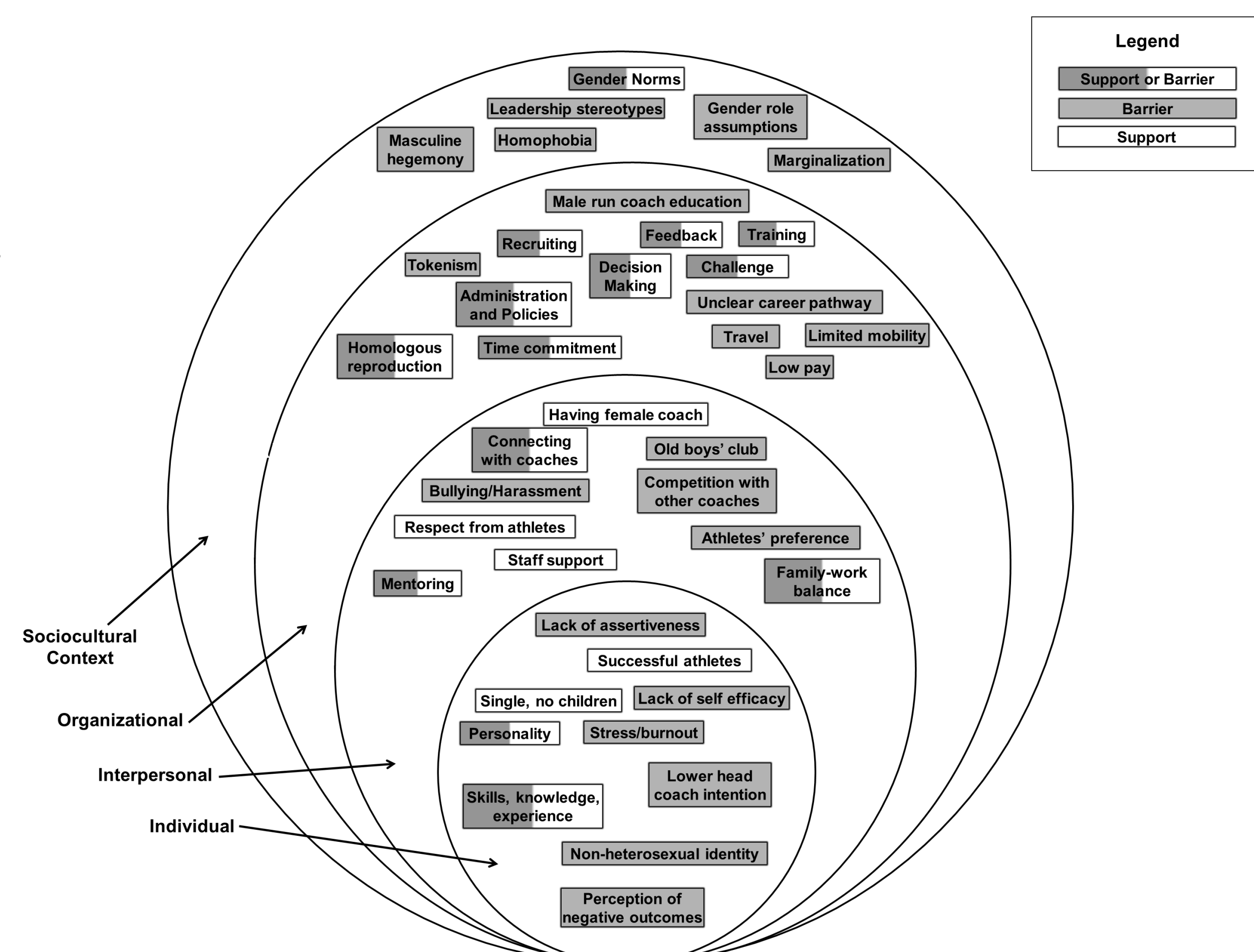


Urban Meyer (L), Head Football Coach at Ohio State (\$4.3 million) and Connie Yori (R), Head Women's Basketball Coach at Nebraska (\$673,200) are the highest paid coaches of a men's and women's team in the BIG 10.



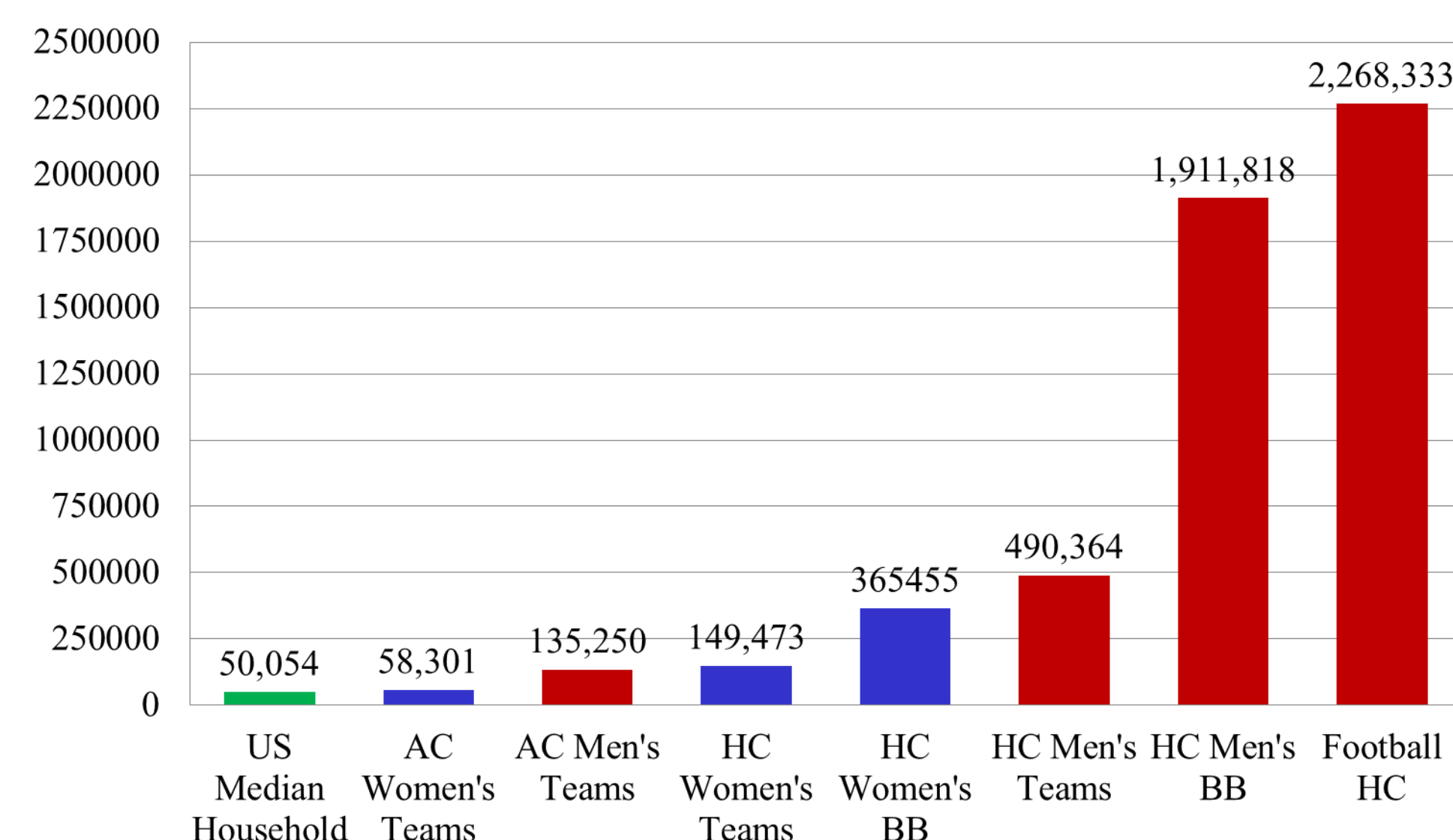
Factors related to the under-representation of females in college coaching are multilevel, complex, and numerous. These barriers prevent some women from applying to coaching jobs, impede career advancement, and/or influence their choices to remain in a potentially lucrative coaching career [see Figure 4]. Many women reported disinterest in coaching or pursuing upward mobility because of limited incentives and low pay (see LaVoi & Dutove, 2012).

Figure 4. Ecological Barriers and Supports for Female Coaches (LaVoi & Dutove, 2012)



Many college coaches make considerably more than most U.S. citizens. [see Figure 2; Census, 2012] Coaches of BIG 10 men's teams on average, make considerably more than coaches of women's teams (EADA, 2012). These data illustrate: 1) the large (and rising) amounts of money involved in college coach salaries, 2) economic inequality between coaches of men's and women's teams, 3) the highest paid coaches are men's football and basketball—100% of whom are male, and 4) assistant coaches (AC) of men's teams (majority male) are paid nearly similar salaries to head coaches of women's teams.

Figure 2. 2011 Average Salary for BIG 10 Coaches of Men's & Women's Teams



Do salary disparities exist between male and female head coaches of women's teams who coach the same sport in the same conference?

To answer this question, salary data for BIG 10 coaches* was obtained (See Table 1). Based on the data: 1) 45.6% of BIG 10 head coaches are female, and 2) FHCs of women's teams (\$130,272) on average make slightly more than MHCs of women's teams (\$113,081).

Table 1. Salary for Female and Male BIG 10 Coaches of Women's Teams

Sport	Female Head Coaches %	FHC/Schools Offer N	Avg. Salary all Coaches \$	Avg. Salary FHC \$	Avg. salary MHC \$
SB	100	12 of 12	109,053	109,053	
FH	100	7 of 7	87,983	87,983	
LAX	100	4 of 4	102,502	102,502	
GYM	75	6 of 8	95,601	94,125	104,453
GOLF	75	9 of 12	82,574	82,187	83,476
BB	58	7 of 12	365,455	400,063	312,686
TEN	58	7 of 12	83,108	81,065	85,152
SOC	41.7	5 of 12	101,674	108,431	97,170
ROW	28.6	2 of 7	79,579	77,576	80,380
TF	27.2	3 of 11	110,318	89,000	110,318
VB	25	3 of 12	155,820	125,354	155,820
XC	16.6	2 of 12	81,274	NA	81,274
SWIM	8.3	1 of 12	89,085	76,875	90,441
ICE H	0	0 of 4	121,236		121,236

*Northwestern & Penn State not available

CONCLUSION

College coaching is lucrative for both men and women, yet many women fail to envision coaching as a possible career pathway and face many barriers to access and maintain their coaching careers which can result in impeded and limited economic earning potential. Overall, women are under-represented in all coaching positions, and have limited access to coach men's teams—the most lucrative positions in college sport. Females need to be encouraged to pursue coaching careers and to apply for coaching positions of men's teams. Future analysis should include a bigger sample, years of experience, market, qualifications, and competitive record to determine if economic inequality exists. *References and sources for data available on request.*