

The Glass Ceiling on the Playing Fields Report Card III

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Abstract The study evaluates, grades, scores and ranks 114 colleges in Division 1-A according to the number of female head coaches and assistant coaches of women's teams and the number of head coaches and assistant coaches of men's teams for the 2006–2007 academic/athletic year. The Report Card is the sum total of the college's score on the four criteria. Central Florida University was rated highest for the third consecutive year.

Keywords Glass ceiling · Women's sports · Gender equity · Report card · Equity in athletics disclosure act · Intercollegiate athletics · Athletic conferences

The Central Florida Knights repeated as the national champions on the third annual *The Glass Ceiling on The Playing Fields—A Report Card*. The Knights of Conference USA were the only school of 114 Division 1-A colleges to receive an A+ on the scorecard.

Central Florida received a combined score of 185.5 on the four criteria in the study: percentage of women who are head and assistant coaches of men's and women's teams. The Report Card is the sum total of the college's score on the four criteria. (An example of the computation for my school, Penn State, is contained in the Methodology at the end.)

The 114 colleges included in the study were from the 11 major Division 1-A conferences. They were evaluated according to the degree of commitment to their hiring of women coaches for their intercollegiate sports programs for the 2006–2007

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academic/athletic year. The Report Card was based on the criteria utilized by the *Chronicle of Higher Education* in its study on “gender equity” in 2008. All of the statistics were obtained from the *Chronicle’s* study, according to data submitted to the U.S. Department of Education, as required by the Equity in Athletics Disclosure Act of 1994.

The colleges were graded on a scale of A to F–.

Distribution of Grades

Grade	Scale	# of schools 2005–2006	# of schools 2006–2007
A	Above 135	11	9
B	120–134.9	20	16
C	105–119.9	38	34
D	90–104.9	22	31
F	80–89.9	12	9
F–	below 80	12	15
		115	114

It should be noted that the number of colleges with an A, B, or C grade declined from 2005–2006, whereas the schools with a D or F– grade actually increased. It appears that the glass ceiling for women coaches is still very prevalent and real.

The Top Ten

There were nine schools that received an A grade (a score of 135 or higher). Central Florida not only three-peated as national champions; the Knights were also the only school to receive an A+ grade (a score of 150 or higher) on all 3 years of the study. The scores, grade and rank for all of the colleges is attached (Table 1).

The other three-peaters in the Top Ten in the study were the UAB Blazers, the Vanderbilt Commodores, and the Northwestern Wildcats. The Texas Longhorns and the Memphis Tigers were repeaters in the Top Ten. Whereas, the Miami (Florida) Hurricane and the Buffalo Bulls returned after missing the Top Ten in the 2005–2006 season. The Cincinnati Bearcats and the Illinois Fighting Illini were newcomers to the Top Ten.

There were also four schools who narrowly missed the Top Ten. These were the Penn State Nittany Lions, Southern Mississippi Golden Eagles, Connecticut Huskies, and Bowling Green Falcons. Thus, there were 14 schools with an A or B+ grade. The discouraging note is that this is actually a decrease from the initial year of the study, 2004–2005, when there were actually 15 schools with an A grade and three more with a B+.

Table 1 Score, grade and rank for all colleges

Grade A			Grade C (cont'd.)			Grade D (cont'd.)		
Rank	College	Score	Rank	College	Score	Rank	College	Score
A+	1 Central Florida	-185.5	41	Clemson	-110.9	83	Maryland	-94.6
	2 Miami (FL)	-145.9	42	Akron	-110.4	84	Indiana	-94.4
A	3 Alabama-Birmingham	-145.3	43	Nevada	-110.2	D-	85 Texas A&M	-94.2
	4 Vanderbilt	-142.5	43	Louisville	-110.2	86	Louisiana Tech	-92.9
	5 Cincinnati	-137.9	45	Louisiana-Lafayette	-110.1	87	Texas Christian	-92.4
	6 Northwestern	-137.1	46	Texas-El Paso	-109.3	88	Georgia	-91.7
A-	7 Buffalo	-136.8	47	Virginia Tech	-109.1	89	Florida Atlantic	-91.6
	8 Texas	-136.4	48	Fresno State	-109.0	90	South Florida	-91.0
	9 Memphis	-135.7	49	Boise State	-108.6	Grade F		
Grade B			50	Mississippi	-108.1	Rank	College	Score
Rank	College	Score	C-	51 San Diego State	-107.6	91	Baylor	-89.6
10	Illinois	-134.9	52	North Carolina State	-106.3	91	Utah State	-89.6
11	Penn State	-134.0	53	Purdue	-106.0	93	Louisiana Monroe	-89.1
B+	11 Southern Mississippi	-134.0	53	Washington State	-106.0	94	Colorado	-84.7
13	Connecticut	-132.8	55	Southern Methodist	-105.9	F	95 Ohio	-84.4
14	Bowling Green	-131.6	56	Florida International	-105.4	96	East Carolina	-83.3
15	Ball State	-127.9	57	Kent State	-105.3	97	Utah	-80.8
B	16 Rutgers	-125.5	57	Wyoming	-105.3	98	Hawaii	-80.5
17	South Carolina	-125.4	59	Auburn	-105.1	99	Arkansas	-80.4
18	UNLV	-123.8	Grade D			100	Missouri	-79.9
18	Central Michigan	-123.8	Rank	College	Score	101	New Mexico State	-77.9
20	Oregon	-122.9	60	Pitt	-104.9	102	Florida	-77.6
21	Michigan State	-121.6	61	West Virginia	-104.3	103	Kentucky	-75.6
22	UCLA	-121.4	62	Kansas	-104.2	103	New Mexico	-75.6
B-	23 Northern Illinois	-121.3	63	Colorado State	-102.5	103	San Jose State	-75.6
24	Washington	-120.4	63	Tulsa	-102.5	106	Brigham Young	-75.1
25	Miami (OH)	-120.3	65	Troy	-102.4	F-	107 Nebraska	-74.9
Grade C			66	Rice	-102.1	108	Arizona	-74.0
Rank	College	Score	67	Alabama	-101.9	109	Boston College	-73.5
26	Iowa	-119.1	68	Virginia	-101.2	110	Arizona State	-73.4
27	Stanford	-117.9	69	Western Michigan	-101.0	111	Houston	-72.4
C+	28 Michigan State	-117.7	70	Syracuse	-100.9	112	Southern California	-66.0
29	Ohio State	-117.5	D+	71 Wisconsin	-100.6	113	Oklahoma State	-64.3
30	Minnesota	-116.7	72	Kansas	-100.4	114	Marshall	-61.7
31	California	-115.7	73	Louisiana State	-100.3			
32	Duke	-114.5	74	Florida State	-100.0			
33	Tennessee	-114.3	75	Notre Dame	-97.1			
34	Eastern Michigan	-114.2	76	Arkansas State	-96.4			
35	Wake Forest	-113.5	77	Middle Tennessee	-95.8			
36	Idaho	-113.4	78	Mississippi State	-95.6			
36	Oregon State	-113.4	D	79 Toledo	-95.3			
38	North Carolina State	-113.1	80	Georgia Tech	-95.2			
C	39 Texas Tech	-112.0	80	North Texas	-95.2			
40	Iowa State	-111.1	82	Oklahoma	-95.1			

The Top Ten, their rank and grades are listed in the following chart:

Rank	College	Grade
1	Central Florida*	A+
2	Miami (FL)	A
3	Alabama-Birmingham*	A
4	Vanderbilt*	A
5	Cincinnati	A–
6	Northwestern*	A–
7	Buffalo	A–
8	Texas√	A–
9	Memphis√	A–
10	Illinois	B+

* 3-peaters; √ repeaters; Miami (FL) and Buffalo returned after a year's absence; Illinois and Cincinnati are newcomers

The Bottom Ten

At the other end of the spectrum, there are the colleges who received an F and an F– grade. There were nine colleges who received an F grade; they scored below 90.0. The F-grade goes to the schools who scored below 80.0. There were 15 in this category.

The dubious distinction goes to those who were in the Bottom Ten. This year it is actually the bottom 12, since there was a three way tie for 103rd position. The Marshall Thundering Herd finished in last place, edging out the Oklahoma State Cowboys and the Southern California (USC) Trojans. The Arizona Wildcats, Houston Cougars, and USC were actually three-peaters in the Bottom Ten. The Arizona State Sun Devils joined Marshall as repeaters in the Bottom Ten. The other members at the bottom of the basement were newcomers: Kentucky Wildcats, New Mexico Lobos, San Jose State Spartans, Brigham Young (BYU) Cougars, Nebraska Cornhuskers, Boston College Eagles, and Oklahoma State.

The Bottom Ten, their rank, and grades are listed in the following chart.

Bottom Ten

Rank	College	Score
103	Kentucky	F–
103	New Mexico	F–
103	San Jose State	F–
106	BYU	F–
107	Nebraska	F–
108	Arizona*	F–

continued

Rank	College	Score
109	Boston College	F–
110	Arizona State	F–
111	Houston*	F–
112	USC*	F–
113	Oklahoma State	F–
114	Marshall√	F–

* 3-peaters; √ repeaters

Conference Champions

Special recognition should go to the champions of each conference. Five of the champions were actually three-peaters: the Northwestern Wildcats, Miami (FL) Hurricane, Central Florida Knights, Vanderbilt Commodores, and Idaho Vandals. The Texas Longhorns and Nevada Las Vegas (UNLV) Rebels were repeat champions. The newcomers as conference champions were the Buffalo Bulls, Cincinnati Bearcats, Oregon Ducks, and Louisiana-Lafayette Ragin' Cajuns. Seven of the champions had a grade of A– or higher. See the following chart for the conference champions, their score, grade, and national rank.

Conference	College	Score	Grade	National rank
Big Ten	Northwestern*	137.1	A–	6
ACC	Miami (FL)*	145.9	A	2
MAC	Buffalo	136.8	A–	7
Big East	Cincinnati	137.9	A–	5
C–USA	Central Florida*	185.5	A+	1
PAC–10	Oregon	122.9	B	20
SEC	Vanderbilt*	142.5	A	4
Sunbelt	Louisiana–Lafayette	110.1	C–	45
Big 12	Texas√	136.4	A–	8
Mt. West	UNLV√	123.8	B–	18
WAC	Idaho*	113.4	C	36

* 3-peat champions; √ repeat champions

In contrast to these conference champions, there are the colleges in the bottom of the basement. Four of these colleges were repeaters in the bottom of their conference's basement: the Indiana Hoosiers, South Florida Bulls, Marshall Thundering Herd, and BYU Cougars. However, the only school to reside in their conference's basement for all 3 years of this study are the USC Trojans. The newcomers to their conference's basement were the Boston College Eagles, Ohio

Bobcats, Kentucky Wildcats, Louisiana-Monroe Warhawks, Oklahoma State Cowboys, and San Jose State Spartans.

The conference cellar dwellers with their score, grade, and national rank are listed in the following chart.

Conference Cellar Dwellers

Conference	Team in last place	Score	Grade	National rank
Big Ten	Indiana√	94.4	D–	84
ACC	Boston College	73.5	F–	109
MAC	Ohio	84.4	F	95
Big East	South Florida√	91.0	D–	90
C–USA	Marshall√	61.7	F–	114
PAC–10	USC*	66.0	F–	112
SEC	Kentucky	75.6	F–	103
Sunbelt	Louisiana–Monroe	89.1	F	93
Big 12	Oklahoma State	64.3	F–	113
Mt. West	Brigham Young√	75.1	F–	106
WAC	San Jose State	75.6	F–	103

* 3-peaters in basement; √ repeaters in basement

The Conferences 2006–2007

The Big Ten was the top conference on the Glass Ceiling Report Card III with a score of 119.0 and an average grade of C+. Four of the conference schools finished with an A or B grade and ranked in the top 25 nationally. They were Northwestern (A, 5th), Illinois (B+, 10th), Penn State (B+, 11th), and Michigan State (B–, 21st). This was the third consecutive year that the Big Ten was the national champion. The ACC edged out the Mid-American Conference (MAC) for second place. Both of these conferences had a C+.

The average score of the conferences, plus the average grade and rank of the conferences, is contained in the following chart.

The Conferences 2006–2007

Rank	Conference	Average score	Grade	Previous year's rank
1	Big Ten	119.0	C+	1
2	Atlantic Coast (ACC)	117.8	C+	5
3	Mid-American (MAC)	115.6	C+	2
4	Big East	111.8	C	4
5	Conference USA	111.8	C	3

continued

Rank	Conference	Average score	Grade	Previous year's rank
6	Pacific-10 (PAC-10)	105.5	C–	11
7	Southeastern (SEC)	100.2	D+	6
8	Sunbelt	99.2	D	6
9	Big 12	95.1	D	10
10	Mt. West	94.1	D–	7
11	Western Athletic (WAC)	93.1	D–	9

The Big Ten had the greatest percentage of women's head coaches of women's teams with 86.3%. Interestingly, there were five other conferences that had 50% or more women as head coaches of women's teams. In the 2005–2006 season, the Big Ten and the MAC were the only conferences above 50% in this category.

There were no conferences that reached the benchmark of 60% of women as assistant coaches of women's teams. There were two, Conference USA and the Big Ten, in the 2005–2006 season. The pacesetter was the Big East with 58.3%—closely followed by Conference USA at 58.2% and the Big Ten at 57.8%. Interestingly, in five of the conferences, the average for female assistant coaches of women's teams was actually below 50%. This was an increase of one. The conferences were the Sun Belt (47.9%), Pacific-10 (47.8%), Big 12 (46.6%), SEC (45.6%), and Mountain West (45.1%).

Methodology

The purpose of this study was to develop a Report Card that analyzed how well the major colleges and conferences are doing in providing coaching opportunities for women. The study focused on 114 colleges in the 11 Division 1-A conferences. (Data was not available for all the colleges.) Tulane was not included due to the limited numbers of teams.

The Glass Ceiling Report Card was developed to rank the colleges and their conferences for the 2006–07 academic/sports year. The report card consisted of four categories: the percentage of women who are head coaches of men's teams, assistant coaches of men's teams, head coaches of women's teams, and assistant coaches of women's teams. The total of the four categories is the college's score. All the statistics were derived from the *Chronicle of Higher Education's* study on

Men's teams	Head coaches (1 of 13) = 7.7%
Men's teams	Assistant coaches (4 of 49) = 8.2%
Women's teams	Head coaches (8 of 12) = 66.7%
Women's teams	Assistant coaches (19 of 37) = 51.4%
	TOTAL = 134.0

“gender equity” in 2008 according to data submitted to the U.S. Department of Education, as required by the Equity in Athletics Disclosure Act of 1994.

For instance at my college Penn State, the total score for the Nittany Lions was 134.0, for a B+ Grade and a rank of 11th in the country. This was good for 3rd in the Big Ten—behind the conference champion, Northwestern and runner-up Illinois. The Nittany Lions score per category:

Conclusion

Que Sera Sera ... Whatever will be, will be ... When I was just a little girl, I asked my mother, what will I be? Will I be a shortstop? Will I be a power forward? Here's what she said to me. Yes, you can play those positions, but you cannot be a coach!

Of course, this is a paraphrase of the popular song in 1956 by Doris Day. Although in USA 2008 it is guaranteed by law that this is no country for sex discrimination. However, it also appears to be by practice no country for women coaches.

It is probably time for all of the conferences to adopt a rule similar to one established by the Pacific-10 conference, which adopted a proposal for its members to include females in their searches for coaches and athletic administrators. This “female Rooney Rule,” which is applicable to the NFL’s rule, was named after the President of the Pittsburgh Steelers, which mandates NFL teams to interview at least one minority in their search for a head coach. This “female Rooney Rule” could be implemented by all conferences. If not, then the NCAA could implement the rule.

In the 2006–07 season, there were 3,739 coaches of men’s teams for the 114 colleges in the study (859 head coaches and 2,880 assistants.) For the women’s teams, there were 3,499 total coaches (1,066 head coaches and 2,433 assistants). There were more head coaches of women’s teams than the men’s teams. There were also more assistant coaches for the men’s teams, due to the large number of assistants needed for football teams.

	Total	Men	Women	%	Change from 2005–2006	Change from 2004–2005
Women’s teams 2006–07						
Head coaches	1066	549	517	48.50	(+0.16)	(–0.75)
Assistant coaches	2433	1174	1259	51.75	(–1.74)	(–1.45)
Total coaches	3499	1723	1776	50.76	(–1.12)	(–1.45)
Men’s teams 2006–07						
Head coaches	859	847	12	1.40	(+0.02)	(+0.25)
Assistant coaches	2880	2737	143	4.97	(–0.46)	(–0.92)
Total coaches	3739	3584	155	4.15	(–0.36)	(–0.72)

Author Biography

Charles L. Kennedy is a Senior Instructor of Political Science at Penn State York. He is a former Peace Corps Volunteer, Assistant Secretary of State in West Virginia, Director of the Governor's Action Center in Pennsylvania, and lobbyist for an industrial association in Pennsylvania. He is also an avid fan of men's and women's sports.