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# TITLE IX'S IMPACT UPON COLLEGIATE COACHING: THE UNFORTUNATE UNINTENDED CONSEQUENCES OF TITLE IX

HELEN A. "NELLIE" DREW\*

Economists have long known about “the law of unintended consequences,”<sup>1</sup> a phenomenon that occurs when actions such as legislation have ramifications that are not anticipated. Ironically, Title IX,<sup>2</sup> which spurred tremendous development in the growth of sports programs for girls and women,<sup>3</sup> has been a prime example of the law of unintended consequences in the arena of coaching opportunities for women. This article will explore the paradoxical loss of opportunity for women coaches amid the exponential growth of women’s athletic programs. Next, the current state of college coaching demographics will be explored, comparing it to opportunities for women in professional sports leagues. The role of collegiate women administrators will be considered in light of the landmark 2021 Women’s Basketball Tournament debacle. Finally, recommendations will be proposed to remedy the unfortunate, unintended, but deleterious impact of Title IX upon collegiate coaching opportunities for women.

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1. Rob Norton, *Unintended Consequences*, LIBR. ECON. & LIBERTY, <https://www.sas.upenn.edu/~haroldfs/540/handouts/french/unintconseq.html> (last visited Dec. 30, 2022).

2. 20 U.S.C. §§ 1681-1688 (2022).

3. See, e.g., Ken Reed, *Title IX at 50: Time to Celebrate and Rededicate*, LEAGUE FANS (June 23, 2022), <https://www.leagueoffans.org/2022/06/23/title-ix-at-50-time-to-celebrate-and-rededicate/> (indicating that in 1971-1972, 32,000 women participated in intercollegiate athletics, with this number increasing to 224,000 by 2019-2020).

## I. THE PARADOX

Title IX did not have an immediate impact upon athletic opportunities for women. This was due in large measure to protracted political struggles over the development of regulations by the Department of Health, Education & Welfare<sup>4</sup> and the Supreme Court's decision in *Grove City College v. Bell*, holding that Title IX only applied to the financial aid office of any institution receiving federal funds—thereby exempting the athletic department.<sup>5</sup> The passage of the Civil Rights Restoration Act<sup>6</sup> over President Ronald Reagan's veto in 1987 finally made it incumbent upon educational institutions to comply with Title IX's mandate of equality of opportunity for girls and women. The subsequent Supreme Court holding in 1992<sup>7</sup> allowing students to sue for monetary damages under Title IX gave further impetus to compliance efforts.

In 1971-1972, approximately 32,000 women athletes participated in intercollegiate athletics.<sup>8</sup> Their coaches were overwhelmingly female—at ninety percent.<sup>9</sup> These statistics precede the incorporation of women's athletics into the NCAA, which presaged a dramatic turning point in the demographics of collegiate coaching.

In the early years of women's collegiate athletics, The Association for Intercollegiate Athletics for Women (AIAW) hosted “play days” and similar events that deemphasized elite athleticism and competition in favor of more traditional notions of feminine camaraderie and companionship.<sup>10</sup> Scholarships and recruiting were forbidden, and every effort was made to distinguish women's athletics from the many challenges faced by men's NCAA programs at that time.<sup>11</sup> This approach eventually was rejected with the advent of Title IX and by 1973, the AIAW allowed athletic scholarships—which were essentially controlled by male athletic directors.<sup>12</sup>

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4. *History of Title IX*, WOMEN'S SPORTS FOUND. (Aug. 13, 2019), <https://www.womenssportsfoundation.org/advocacy/history-of-title-ix/>.

5. *Grove City Coll. v. Bell*, 465 U.S. 555, 572-74 (1984).

6. Civil Rights Restoration Act of 1987, Pub. L. No. 100-259, 102 Stat. 28 (1988).

7. *Franklin v. Gwinnett Cnty. Schs.*, 503 U.S. 60, 75 (1992).

8. Reed, *supra* note 3.

9. Don Sabo et al., *Beyond X's & O's: Gender Bias and Coaches of Women's College Sports* WOMEN'S SPORTS FOUND. 1 (June 2016), <https://www.womenssportsfoundation.org/wp-content/uploads/2016/08/beyond-xs-osexecutive-summary-for-web.pdf>.

10. RICHARD O. DAVIES, *SPORTS IN AMERICAN LIFE: A HISTORY* 310 (2d ed. 2012).

11. *Id.*

12. *Id.*

Over the course of time, and especially following the passage of the Civil Rights Restoration Act in 1987,<sup>13</sup> women's collegiate athletic programs grew exponentially.<sup>14</sup> The 32,000 female athletes from 1971-1972<sup>15</sup> burgeoned to 224,000 by 2019-2020.<sup>16</sup> The number of NCAA championship sports teams available to women grew from the initial 4,279 in 1981-1982<sup>17</sup> to 10,682 by 2019-2020.<sup>18</sup>

Still, gross inequities continued in multiple areas. The United States General Accounting Office (GAO) issued a report entitled *Intercollegiate Athletics: Status of Efforts to Promote Gender Equity* in October 1996.<sup>19</sup> In the cover letter to the report, Director Carlotta C. Joyner lamented that with roughly equal percentages of female and male enrollees on college campuses in 1992, TWENTY YEARS after the passage of Title IX, only about thirty percent of all student athletes were women.<sup>20</sup> Moreover, those women received approximately twenty-three percent of athletic operating budgets.<sup>21</sup> Perhaps most striking, however, was the information compiled by the GAO separately regarding athletic department personnel compensation. As of 1992, every Division I institution of the 259 respondents had 100% male athletic directors, head football coaches and head basketball coaches—with the only exception being a single female athletic director.<sup>22</sup>

Women were most frequently employed as head of women's programs or as head women's basketball coaches.<sup>23</sup> While the latter category would seem to be an area of potential success, given the growth in women's programs overall, thirty-eight percent of the women's head basketball coaches in 1992

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13. Civil Rights Restoration Act of 1987, Pub. L. No. 100-259, 102 Stat. 28 (1988).

14. Reed, *supra* note 3.

15. *Id.*

16. *Id.*

17. *NCAA Sports Sponsorship and Participation Rates Report (1956-57 through 2020-21)*, NCAA 93 (Jan. 6, 2022), [https://ncaaorg.s3.amazonaws.com/research/sportpart/2021RES\\_SportsSponsorshipParticipationRatesReport.pdf](https://ncaaorg.s3.amazonaws.com/research/sportpart/2021RES_SportsSponsorshipParticipationRatesReport.pdf); see also Kay Hawes, *NCAA Celebrates 20 Years of Women's Championships*, SANTA CLARA BRONCOS (Sept. 10, 2001), <https://www.santaclarabroncos.com/general/2001-02/releases/092001aab.html>.

18. *NCAA Sports Sponsorship and Participation Rates Report*, *supra* note 17.

19. *Intercollegiate Athletics: Status of Efforts to Promote Gender Equity*, U.S. GEN. ACCT. OFF. (Oct. 1996), <https://www.govinfo.gov/content/pkg/GAOREPORTS-HEHS-97-10/pdf/GAOREPORTS-HEHS-97-10.pdf>.

20. *Id.* at 1.

21. *Id.*

22. *Intercollegiate Athletics: Compensation Varies for Selected Personnel in Athletic Departments*, U.S. GEN. ACCT. OFF. 30, 33 (Aug. 1992), <https://www.gao.gov/assets/hrd-92-121.pdf>.

23. *Id.* at 8.

were male<sup>24</sup>—a stunning decrease of over fifty-two percent from 1971-1972, despite the addition of over 6,400 more women's championship sports teams.

This overt discrimination in opportunity had a significant monetary impact. The 100% male head football coaches earned the highest average compensation at \$114,759, while the position with the most women — women's basketball coaches—earned an average salary of \$44,996.<sup>25</sup> Moreover, the average salary for men's basketball coaches was \$100,180—meaning that head coaches for women's basketball earned an average of forty-one percent of the total compensation paid to head coaches for men's basketball.<sup>26</sup> A similar survey of women's Division I basketball head coaches in 1994 found that head coaches of women's programs generally received about fifty-nine percent of the salary of their male colleagues coaching men's programs.<sup>27</sup> The same study found that seventy percent of male coaches of a men's program had a contract for three or more years, with only eight percent serving without a contract.<sup>28</sup> By contrast, fifty-one percent of the women's coaches had a contract for three or fewer years, and a stunning twenty-five percent served without any contract at all.<sup>29</sup> Clearly, women coaches were at a significant disadvantage both in terms of compensation and job security.

A continuing longitudinal study of gender equity in collegiate athletics revealed that by 2014, with the highest then to date number of employment opportunities for females in athletics and an average of 8.83 women's teams per school, only 43.4% of head coaches of women's teams were female.<sup>30</sup> Not surprisingly, 97-98% of the men's team coaches were male, meaning that only one out of every four and a half teams, male or female, was coached by a woman.<sup>31</sup> Perhaps most importantly, however, the study found that with 2,080 new head coaching opportunities added for women's teams between 2000 and 2014, approximately 2/3 of those positions went to males.<sup>32</sup>

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24. *Id.*

25. *Id.* at 10.

26. *Id.*

27. *Intercollegiate Athletics: Status of Efforts to Promote Gender Equity*, *supra* note 19, at 14, 33.

28. *Id.* at 33.

29. *Id.*

30. R. Vivian Acosta & Linda Jean Carpenter, *Women in Intercollegiate Sport: A Longitudinal, National Study, Thirty-Seven Year Update, 1977-2014*, at A (2014), <http://www.acostacarpenter.org/2014%20Status%20of%20Women%20in%20Intercollegiate%20Sport%20-37%20Year%20Update%20-%201977-2014%20.pdf>.

31. *Id.* at B.

32. *Id.*

The statistics for administrative positions, and athletic director, in particular, are even more stark. By 2012, only 22.3% of ALL athletic directors were female, with significant discrepancies depending upon the level of competition.<sup>33</sup> Division I had the fewest female athletic directors, while Division III had the most.<sup>34</sup> Incredibly, 11.3% of athletic departments in 2012 had NO female representation!<sup>35</sup> Notably, and in parallel with the head coaching trend, while 1,185 more administrative positions were added by 2012—FORTY YEARS POST TITLE IX—918, or over seventy-seven percent of these new opportunities went to men.<sup>36</sup>

Clearly, between 1972 and 2014, Title IX actually had a significant disparate impact upon the number of opportunities for female coaches and administrators, despite the tremendous growth in opportunity for female collegiate athletes. As noted by Acosta and Carpenter, the drop in percentage of female coaches for women's programs from ninety percent in 1972 to 58.2% in 1978 and ultimately to 43.4% by 2014 occurred as women's coaches began to receive compensation.<sup>37</sup> Prior to Title IX, many women's coaches served as physical education teachers, carrying multiple responsibilities, one of which was coaching a women's team.<sup>38</sup>

The longitudinal study had one encouraging statistic. As of 2014, with 13,222 paid assistant coaches in women's programs, 56.7% were held by women.<sup>39</sup> Similar percentages can be found in the unpaid assistant coaches' ranks.<sup>40</sup> This development not only provides important female role models for women's teams but also serves as a training ground for potential future female head coaches and athletic directors. The optimism is countered, however, by data indicating that the athletic "C suite" remained predominantly male, with men holding 73.8% of all administrative jobs.<sup>41</sup>

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33. *Id.* at B-C.

34. *Id.* at C.

35. *Id.*

36. *Id.*

37. *Id.* at 18. The authors also note the strong correlation between the presence of a female athletic director and an increased number of female head coaches across institutions.

38. *Id.*

39. *Id.* at 29.

40. *Id.*

41. *Id.* at 36.

## II. THE CURRENT STATE OF COLLEGE COACHING DEMOGRAPHICS

There is no doubt that women's collegiate sports have increased in prominence in the five decades since the passage of Title IX. Recent research conducted by one of the authors of this paper in 2022 determined that revenues for women's basketball alone across ten high-profile conferences<sup>42</sup> rose from as low as five percent of total basketball program revenue in 2003<sup>43</sup> to as much as 41.51% in 2019.<sup>44</sup> Predictably, as coaching women's sports has become a more attractive employment option over the past fifty years, more men have sought and obtained head coaching positions. The percentage of female coaches in DI basketball women's programs varies substantially across conferences, from a high of eighty-six percent in the Big 10 to a low of fifty percent in the Big 12.<sup>45</sup> This data is consistent with that compiled in the *2020-2021 Women in College Coaching Report Card* by the Tucker Center for Research on Girls and Women in Sport, which found that the overall average percentage of female head coaches of all women's DI teams to be approximately forty-two percent,<sup>46</sup> but with substantial variation across institutions and conferences.<sup>47</sup> Significantly, the Report Card concluded that with an abysmal annual 0.3% increase in female coach representation, "we will not reach 50% of women head coaches in this report for another 22 years and will not reach pre-Title IX levels (90%) of head coaches of women's intercollegiate teams for 143 years."<sup>48</sup> This, of course, presumes that an annual increase will continue to occur. Given the fact that 100% of the men's basketball head coaches AND assistant men's basketball coaches in the ten conferences surveyed were male,<sup>49</sup> it is not anticipated that there will be any significant increase in opportunity for female coaches in men's programs in the immediate future.

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42. The conferences surveyed were the AAC, ACC, Big 12, Big 10, C USA, MAC, MWC, PAC-12, SEC and SBC.

43. See Apps. M, N, & O (The Big 10 had 5.54% total revenue earned by women's basketball).

44. *Id.* The SBC had the closest to an equal split in total revenue earned between the men's and women's teams with 58.49% relative to 41.51% men's versus women's, respectively.

45. See App. D.

46. Nicole M. LaVoi & Hannah Silva-Breen, *2020-2021 Women in College Coaching Report Card* 6 (2021), [https://www.cehd.umn.edu/tuckercenter/library/docs/research/WCCRC-Head-Coaches\\_All-NCAA-D-I-Head-Coaches\\_2020-21.pdf](https://www.cehd.umn.edu/tuckercenter/library/docs/research/WCCRC-Head-Coaches_All-NCAA-D-I-Head-Coaches_2020-21.pdf).

47. *Id.* at 8. The highest percentage of female coaches found was 85.7% at Florida A&M, with three institutions having no female head coaches of women's programs. See also App. B.

48. *Id.* at 14.

49. See App. S.

The gender disparity in collegiate coaching positions is also reflected in compensation. The average salary of the head coach of a women's DI basketball program in 2021-2022 was around \$750,000, while the average salary of the head coach of a men's DI basketball program was around \$3,100,000—a staggering 400% difference.<sup>50</sup> While it is encouraging that the average salary for a women's basketball coach is indeed increasing, it should not be a surprise that in this skewed marketplace, male head coaches of women's basketball programs earn on average more than their female counterparts—by approximately \$61,500!<sup>51</sup> Moreover, the SEC, the Big 10, the ACC, and the Big 12 all paid over \$30 million MORE in total compensation to coaches of the men's basketball programs relative to the women's.<sup>52</sup> Given the demographics of the coaches for the respective programs, the economic impact on female coaches is clear. Notably, a recent USA Today survey of the top-paid coaches of women's basketball programs found that seven of the top fifteen most highly paid coaching contracts publicly available went to women, with the highest being a \$2.9 million total compensation package for legendary Geno Auriemma at the University of Connecticut.<sup>53</sup> Three of the top five compensation packages were also held by men.<sup>54</sup>

### III. COMPARING APPLES TO ORANGES? OPPORTUNITIES FOR WOMEN IN PROFESSIONAL SPORTS LEAGUES

Ironically, although not subject to Title IX, the four major professional U.S. sports leagues are being far more aggressive than the NCAA when it comes to opening doors for women in coaching and administrative positions. While historically each of the NFL, NBA, NHL, and MLB has had very few women in executive and/or coaching roles, recent efforts have begun to effect significant change. In March 2022, the organizational charts of all of the teams across each of these leagues were examined by the authors. Every position with a vice president title or higher was considered to be the front office. The attached Appendix O reflects the percentage of women in front office positions as compared to the percentages of women in specific front office

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50. Lindsay Schnell et al., *'Tip of the Iceberg': Pay For Women's College Basketball Coaches is Skyrocketing. How High Can It Go?*, USA TODAY (Mar. 11, 2022, 10:14 PM), <https://www.usatoday.com/story/sports/ncaaw/2022/03/11/womens-college-basketball-coaches-pay-salary-analysis/9350209002/>.

51. See App. I.

52. See Apps. H & J.

53. Schnell et al., *supra* note 50.

54. *Id.*



roles in data from the Bureau of Labor Statistics on people employed in the United States.<sup>55</sup>

The NFL, which has publicly struggled with efforts to be more inclusive in hiring coaches, has implemented the Rooney Rule, which mandates that at least two minority candidates are interviewed for open head coaching positions, and one minority candidate must be interviewed for open coordinator positions, which historically have been pathways to head coaching opportunities.<sup>56</sup> Similarly, at least one minority or female candidate must be interviewed for open executive positions such as club president.<sup>57</sup> While the Rule has been in place since 2003,<sup>58</sup> the NFL has had difficulty increasing diversity in executive and coaching roles, as exemplified by the current lawsuit brought by former Miami Dolphins Head Coach Brian Flores, who claims he was fired because of racial discrimination.<sup>59</sup>

As of March 2022, the NFL had only 21.11% of women in front-office positions.<sup>60</sup> Recognizing that additional efforts were required to achieve equity, the NFL adopted a requirement that each team hire a “female or a member of an ethnic or racial minority”<sup>61</sup> in an offensive assistant coaching role. For the 2022 season, the NFL will reimburse teams up to \$200,000 for the one-year contracts for these employees.<sup>62</sup> The NFL specified the offensive coaching role because of trends establishing that such positions are typically feeders for head coaching positions.<sup>63</sup> While women comprised twenty-five percent of NFL head office jobs, there were only twelve women coaches across the thirty-two teams’ staffs in 2021-2022.<sup>64</sup> Additional diversity, equity, and inclusion efforts are underway, with clubs submitting their DEI plans for League review.<sup>65</sup> The NFL also sponsors the Women’s Careers in Football

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55. See App. O.

56. *The Rooney Rule*, NFL OPERATIONS, <https://operations.nfl.com/inside-football-ops/diversity-inclusion/the-rooney-rule/> (last visited Dec. 30, 2022).

57. *Id.*

58. *Id.*

59. Erik Ortiz, *The ‘Rooney Rule’ Was Supposed to Solve the NFL’s Hiring Issue. The Numbers Show the Problem Runs Deep*, NBC NEWS (Feb. 4, 2022, 3:33 AM), <https://www.nbcnews.com/news/sports/rooney-rule-was-going-solve-nfls-hiring-issue-numbers-show-problem-run-rcna14569>.

60. See App. O.

61. Ayana Archie, *NFL is Requiring Teams to Hire Women or Minorities as Coaches For 2022 Season*, NPR (Mar. 29, 2022, 5:53 AM), <https://www.npr.org/2022/03/29/1089386609/nfl-diversity-dei-women-minorities-owners-meeting-coaches>.

62. *Id.*

63. *Id.*

64. *Id.*

65. *Id.*

Forum.<sup>66</sup> Since 2017, the Forum has been instrumental in the hiring of over 200 women.<sup>67</sup> Of note, in 2022, the Las Vegas Raiders hired a female president, Sandra Douglass Morgan, who became the first Black woman President of an NFL team.<sup>68</sup>

During the same time frame, the NHL had only 21.84% women in front office positions.<sup>69</sup> During 2022, however, the NHL appointed five female assistant general managers and the first Black general manager in NHL history.<sup>70</sup> Meanwhile, the Washington Capitals appointed the first full-time female assistant NHL coach.<sup>71</sup> The rapid increase in opportunity can be linked in part to an initiative fostered by the hockey coaches themselves—the NHL Coaches’ Association’s Female Coaches Development Program.<sup>72</sup> The NHL Coaches’ Association is a trade association that offers various benefits to its members and provides resources supporting a pipeline of potential recruits for professional coaching positions.<sup>73</sup> The two-year-old Development Program is already yielding significant results.

Similar to the NFL and the NHL, as of March 2022, the MLB had 22.17% females in front office positions.<sup>74</sup> But five years of investment through the Katy Feeney Leadership Symposium for Women have begun to reap rewards.<sup>75</sup> Numerous women have been hired into administrative and coaching positions since 2019, including Kim Ng of the Miami Marlins,<sup>76</sup> the first woman general manager of any major professional sports men’s team in North America. Sara Goodrum made history when the Houston Astros hired her as

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66. Hayley Elwood, *Brandon Staley Reflects on “Being Part of Change” at NFL Women’s Careers in Football Forum*, CHARGERS (Apr. 15, 2022, 10:21 AM), <https://www.chargers.com/news/brandon-staley-sam-rapoport-womens-careers-football-forum-chargers-nfl>.

67. *Id.*

68. Jacob Lev, *Las Vegas Raiders Hire Sandra Douglass Morgan as First Black Female President in NFL History*, CNN (July 7, 2022, 10:06 PM), <https://www.cnn.com/2022/07/07/sport/nfl-raiders-president-first-black-woman-spt/index.html>.

69. *See* App. O.

70. Stephen Whyno, *NHL Takes Big Strides on Women in Hockey Ops Executive Roles*, AP NEWS (July 20, 2022), <https://apnews.com/article/nhl-mlb-sports-hockey-baseball-ce7b5236b4eaf532f3b00cb2a31a5793>.

71. *Id.*

72. Emily Sadler, *“Where Are All the Women?”*, SPORTSNET, <https://www.sportsnet.ca/nhl/longform/inside-the-effort-to-develop-the-first-generation-of-female-nhlcoaches/> (last visited Dec. 30, 2022).

73. *Id.*

74. *See* App. O.

75. Jessica Camerato, *Feeney’s Impact: ‘Katy Paved a Wide Road’*, MLB (Dec. 13, 2021), <https://www.mlb.com/news/katy-feeney-leadership-symposium-2021>.

76. Alyson Footer, *Meet the Women Breaking Barriers Across MLB*, MLB (Mar. 7, 2022), <https://www.mlb.com/news/timeline-of-the-rise-of-women-in-baseball>.

director of player development in 2021.<sup>77</sup> It is fair to say that baseball is quickly becoming a much more open environment for aspiring women.

The NBA overall has had more success integrating women into the ranks of coaches and executives, having the only statistically significant percentage (greater than one percent) of female coaches at 2.81%.<sup>78</sup> Similarly, the NBA has just over twenty-five percent female representation in front office positions,<sup>79</sup> with the Atlanta Hawks having the most women in the front office of any major professional men's sports league in North America (thirty).<sup>80</sup> While one cannot ignore the infamous toxic culture workplace experience of the Dallas Mavericks culminating in massive restructuring in 2018, both owner Mark Cuban and the NBA responded quickly and decisively.<sup>81</sup> It is widely anticipated that the NBA will be the first North American men's professional sports league to have a female head coach.<sup>82</sup> This successful trajectory can be traced to the early introduction in 1988 of an Assistant Coaches program which provides current and former NBA, WNBA and G League players with experience and training, thereby creating a pool of easily accessible talent for future openings.<sup>83</sup>

#### IV. "MARCH MADNESS" LITERALLY IN 2021: THE NCAA'S MOMENT OF TRUTH

Perhaps nothing exemplifies the struggle for women's equality in collegiate athletics more than the iconic TikTok posted by Sedona Prince, an Oregon Ducks women's basketball player, during the women's tournament finals in 2021.<sup>84</sup> Prince's video documenting the shameful disparities in treatment of the women's tournament teams as compared to the men's became

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77. *Id.*

78. See Appendix R.

79. See Appendix O.

80. See Appendix P.

81. Scott Mautz, *Here's How Mark Cuban and the Dallas Mavericks CEO Transformed Their Toxic Culture in 18 Months*, INC. (May 24, 2022), <https://www.inc.com/scott-mautz/heres-how-mark-cuban-dallas-mavericks-ceo-transformed-their-toxic-culture-in-18-months.html>.

82. Thuc Nhi Nguyen, *Players Believe a Woman is Ready to be an NBA Coach, So Why Don't Their Front Offices?*, L.A. TIMES (July 14, 2021, 4:00 AM), <https://www.latimes.com/sports/story/2021-07-14/when-will-the-nba-hire-the-first-female-head-coach>.

83. Bruce Martin, *Assistant Coaches Program Helps Former Players Become Future Coaches*, NBA (Dec. 19, 2020, 3:25 PM), <https://www.nba.com/news/assistant-coaches-program-helps-former-players-become-future-coaches>.

84. Sedona Prince (@sedonerrr), TIKTOK (Mar. 19, 2021), [https://www.tiktok.com/@sedonerrr/video/6941180880127888646?is\\_from\\_webapp=v1&item\\_id=6941180880127888646](https://www.tiktok.com/@sedonerrr/video/6941180880127888646?is_from_webapp=v1&item_id=6941180880127888646).

a debacle as the NCAA scrambled to redress multiple issues ranging from minimal weight equipment to poor food and swag items. The most glaring deficiency, even beyond the lack of sufficient COVID tests, was the labelling. Inexplicably, the women's tournament was forbidden to use the hallowed March Madness trademark. As potential donors such as Dick's Sporting Goods<sup>85</sup> offered to roll up with trucks laden with appropriate weight room equipment and nutritious meals,<sup>86</sup> the NCAA recoiled from a national backlash against blatant sexual discrimination on its biggest stage. Ultimately, the NCAA was forced to hire an independent law firm to complete a two-phase investigation and report on its failings in the 2021 tournament.<sup>87</sup> Some of the narrative from the first phase of the report reflects the experience of NCAA women athletes, coaches and administrators dating back to 1972.

With respect to women's basketball, the NCAA has not lived up to its stated commitment to "diversity, inclusion and gender equity among its student-athletes, coaches and administrators."<sup>88</sup> The main reason for this failure is that

the gender inequities at the NCAA—and specifically within the NCAA Division I basketball championships—stem from the structure and systems of the NCAA itself, which are designed to maximize the value of and support to the Division I Men's Basketball Championship as the primary source of funding for the NCAA and its membership. The NCAA's broadcast agreements, corporate sponsorship contracts, distribution of revenue, organizational structure, and culture all prioritize Division I men's basketball over everything else in ways that create, normalize, and perpetuate gender inequities. At the same time, the NCAA does not have structures or systems in place to identify, prevent, or address

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85. Mary Meisenzahl, *Dick's Sporting Goods Says it Will Provide Equipment to Women's NCAA Tournament After Viral Photos Showed Fitness Room Was Lacking*, BUS. INSIDER INDIA (Mar. 20, 2021), <https://www.businessinsider.in/retail/news/dicks-sporting-goods-says-it-will-provide-equipment-to-womens-ncaa-tournament-after-viral-photos-showed-fitness-room-was-lacking/articleshow/81607116.cms>

86. Marissa Egloff, *March Madness? Will the Sisterhood Receive the Same Resources as the Brotherhood?*, UNIV. BUFF. L. SPORTS & ENT. F. (Mar. 13, 2022), <https://ublawsportsforum.com/2022/03/13/march-madness-will-the-sisterhood-receive-the-same-resources-as-the-brotherhood/>.

87. *NCAA External Gender Equity Review Phase I: Basketball Championships*, KAPLAN HECKER & FINK LLP (Aug. 2, 2021), <https://ncaagenderequityreview.com/>; *NCAA External Gender Equity Review Phase 2*, KAPLAN HECKER & FINK LLP (Oct. 24, 2021), <https://ncaagenderequityreview.com/>.

88. *NCAA External Gender Equity Review Phase I: Basketball Championships*, *supra* note 87, at 2.

those inequities. The results have been cumulative, not only fostering skepticism and distrust about the sincerity of the NCAA's commitment to gender equity, but also limiting the growth of women's basketball and perpetuating a mistaken narrative that women's basketball is destined to be a "money loser" year after year.<sup>89</sup>

The Report noted that the female NCAA administrator primarily responsible for organizing the women's March tournament reported directly to the (male) administrator in charge of the men's March Madness tournament, who himself reported directly to NCAA President Mark Emmert.<sup>90</sup> Even as support for and concomitant viewership of women's basketball is surging with women basketball players enjoying more NIL revenue than any other student athletes except for NCAA football players,<sup>91</sup> the inequities baked into the NCAA's institutional structure and procedures continue to prevent progress toward a more even playing field.

A year later, only nine of twenty-three recommendations from the Report have been implemented.<sup>92</sup> Most notably, the women's tournament is now allowed to use the March Madness brand, and the women's tournament structure now includes a "First Four" event.<sup>93</sup> Additional staff and an increased budget for the women's tournament will start to remedy the gross financial discrepancies.<sup>94</sup> The inexplicable administrative hierarchy, however, remains unchanged, meaning that the director of the women's tournament is still a subordinate of the director of the men's tournament.<sup>95</sup> A third party has been retained to generate annual reports on gender equity,<sup>96</sup> but as the Report itself cited, the NCAA has frequently compiled such data in the past, only to allow it to gather dust unheeded.<sup>97</sup>

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89. *Id.*

90. *Id.* at 50-51.

91. Emma Baccellieri, *March Madness Faced a Gender Reckoning. Now Everyone Gets a Pasta Station—But What Else?*, SPORTS ILLUSTRATED (Mar. 18, 2022), <https://www.si.com/college/2022/03/18/ncaa-womens-tournament-equity-2022-daily-cover>.

92. *2022 NCAA Championships Gender Equity Assessment*, NCAA 10-11 (July 12, 2022), [https://ncaa.org.s3.amazonaws.com/inclusion/titleix/July2022NCAA\\_GenderEquityAssessmentReport.pdf](https://ncaa.org.s3.amazonaws.com/inclusion/titleix/July2022NCAA_GenderEquityAssessmentReport.pdf).

93. *Id.* at 14.

94. *Id.*

95. *Id.* at 12.

96. *Id.* at 13.

97. *NCAA External Gender Equity Review Phase I: Basketball Championships*, *supra* note 87, at 2.

## V. THE AIAW HAD IT RIGHT ALL ALONG

As noted previously, prior to the passage of Title IX, the AIAW purposely attempted to avoid the many flaws it observed in the NCAA's administration of men's sports.<sup>98</sup> No doubt the women in charge of the AIAW also rightly feared that their priorities—fostering athletic opportunities for participation by women in healthy, supportive (albeit largely noncompetitive) environments would be eclipsed by the entirely male NCAA administration.<sup>99</sup> Fifty years later, many of those fears continue to be realized. The struggles of women to obtain collegiate coaching and administrative positions and the continuing inequities in pay scale illustrate this beyond any doubt. The absolute disaster of the 2021 NCAA Women's Basketball Tournament should serve as a clarion call to reform, well above and beyond the relatively meager steps taken by the NCAA to date. So – what can and should be done?

First, it must be acknowledged that Title IX as it currently stands—even with the extensive number of proposed pages of regulations<sup>100</sup>—is not effective in addressing all of the inequities experienced by women in the collegiate sports industry. This is especially obvious when comparing the experience of women in the four major professional sports leagues which, with albeit belated efforts, have seen significant improvements in far less than a fifty-year time frame. The newly revised NCAA Board of Governors consists of nine members, one of which, a student-athlete, has yet to be named.<sup>101</sup> Four of the Governors are women administrators.<sup>102</sup> That is a step in the right direction, but as long as the NCAA itself as an institution resists being subject to Title IX (while the four major professional sports leagues have embraced voluntary initiatives to address inequities) the status quo is unlikely to change. Rather, the systemic issues identified by the 2021 Gender Equity Report must be confronted head-on. Radical action is required.

The simplest way to achieve greater equity in athletic administration, coaching AND student athlete experience for females is to create a separate administrative structure for women's sports programs. Instead of women

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98. DAVIES, *supra* note 10.

99. *Id.*

100. Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 60 Fed. Reg. 41,390, 41,390-579 (proposed July 12, 2022).

101. David Cobb, *Grant Hill, Georgia President Jere Morehead Among Voting Members in NCAA's Updated Board of Governors*, CBS SPORTS (June 22, 2022, 12:20 PM), <https://www.cbssports.com/college-football/news/grant-hill-georgia-president-jere-morehead-among-voting-members-in-ncaas-updated-board-of-governors/>.

102. *Id.*

competing—and largely failing—to obtain positions as athletic directors, give men’s and women’s programs equal resources and empower their respective administrators with equal authority.<sup>103</sup> While there will probably be initial disparities in program revenue, the increasingly high profile of women’s sports when combined with effective, purposeful administrative support will build out these markets. Sponsors, such as Procter & Gamble,<sup>104</sup> Visa,<sup>105</sup> Adidas<sup>106</sup> and Nike<sup>107</sup> have demonstrated considerable interest in supporting women in sports. As more and more girls and women continue to participate in athletics,<sup>108</sup> the interest in and market for collegiate women’s sports is destined to grow as well.

Fifty years of experience has definitively proven that as long as predominantly male-led administrators continue to control institutional resources inherent, intolerable inequities will persist. Whether these are the result of the law of unintended consequences or intentional discrimination is almost irrelevant. The reality cannot be denied, and it demands action. After five decades, it is long past time to give women a “league of their own.”

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103. The authors recognize that supporters of big-time collegiate football programs will find this concept difficult to accept. But the fact that an inherently discriminatory practice has been adhered to for a lengthy period of time should not justify continued compliance with it. The “logic” that supports athletic programs largely funded by student bodies that are increasingly female yet prioritize men’s sports programs over women’s is inherently flawed. *See, e.g.*, Melanie Hanson, *College Enrollment & Student Demographic Statistics*, EDUC. DATA INITIATIVE (July 26, 2022), <https://educationdata.org/college-enrollment-statistics>.

104. Andrew Das, *U.S. Soccer Sponsor Enters Equal Pay Fight on Women’s Side*, N.Y. TIMES (July 14, 2019), <https://www.nytimes.com/2019/07/14/sports/soccer/uswnt-equal-pay-ad.html>.

105. *Increasing Sponsorship For Women’s Sports Helps Forge an Equal Playing Field*, INT’L WOMEN’S DAY, <https://www.internationalwomensday.com/Missions/14881/Increasing-sponsorship-for-women-s-sports-helps-forge-an-equal-playing-field> (last visited Dec. 30, 2022).

106. *Id.*

107. *Id.*

108. *NCAA Sports Sponsorship and Participation Rates Report (1956-57 through 2020-21)*, *supra* note 17, at 93.

APPENDIX<sup>109</sup>Appendix A<sup>110</sup>

## Division I Women's Basketball Head Coaches

Year	Male	Female
2007-08	36%	64%
2008-09	34%	66%
2009-10	34%	66%
2010-11	36%	64%
2011-12	38%	62%
2012-13	40%	60%
2013-14	41%	59%
2014-15	41%	59%
2015-16	44%	56%

Appendix B<sup>111</sup>

## Division I Women's Basketball Head Coach

Year	Male	Female
2017	41%	60%
2018	41%	6%
2019	38%	62%
2020	38%	62%
2021	36%	64%
2022	30%	70%

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109. For all Title IX data see Marissa Egloff, *Title IX Data*, <https://docs.google.com/spreadsheets/d/1BFoTl0dQXb0utJWBnOu4BtHsX2wCrC3x1fLB14LTEH4/edit#gid=0> (last visited Dec. 30, 2022).

110. *Among Division I Women's Basketball Head Coaches, Women on the Decline While Men Rise*, INFOGRAM, [https://infoqram.com/gender\\_divide\\_in\\_womens\\_ncaa\\_division\\_i\\_head\\_basketball\\_coaches](https://infoqram.com/gender_divide_in_womens_ncaa_division_i_head_basketball_coaches) (last visited Dec. 30, 2022).

111. *NCAA Demographics Database* (Dec. 2022), <https://www.ncaa.org/sports/2018/12/13/ncaa-demographics-database.aspx> (select "Coach and Student-Athlete Demographic by Sport" tab; then search by "Women's Basketball" from the sports field; then select "Division I" from the division field).



Appendix C<sup>112</sup>

## Division I Women's Basketball Assistant Coaches

Year	Male	Female
2012	35%	65%
2021	33%	67%

## Appendix D

## Women's Basketball Head Coach Sex by Division

Division	Head Coach Sex	Percentage
AAC	Female	82%
AAC	Male	18%
ACC	Female	64%
ACC	Male	36%
Big 10	Female	86%
Big 10	Male	14%
Big 12	Female	50%
Big 12	Male	50%
C USA	Female	64%
C USA	Male	36%
MAC	Female	58%
MAC	Male	42%
MWC	Female	55%
MWC	Male	45%
PAC-12	Female	83%
PAC-12	Male	17%
SBC	Female	69%

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112. *Id.*

SBC	Male	31%
SEC	Female	79%
SEC	Male	21%

## Appendix E

## Women's Basketball Assistant Coach Sex By Division

Conference	Percent Male	Percent Female
AAC	25.0%	75.0%
ACC	31.8%	68.2%
Big 10	34.1%	65.9%
Big 12	30.0%	70.0%
C USA	38.1%	61.9%
MAC	31.4%	68.6%
MWC	39.4%	60.6%
PAC-12	30.6%	69.4%
SBC	41.7%	58.3%
SEC	38.1%	61.9%

## Appendix F

## Women's Basketball Head Coach Average Pay

Average of School Pay
\$743,833.49

## Appendix G

## Men's Basketball Head Coach Average Pay

Average of School Pay
\$3,004,593.18

## Appendix H

## Women's Basketball Head Coach Sum of School Pay by Conference

Conference	Sum of School Pay
SEC	\$12,790,261.00
Big Ten	\$9,898,223.00
ACC	\$6,954,405.00
Pac-12	\$6,744,856.00
Big 12	\$6,035,000.00

Big East	\$3,536,660.00
MAC	\$700,276.00
AAC	\$575,000.00
MAAC	\$536,097.00
WCC	\$490,337.00
ASUN	\$320,000.00
Summit	\$315,000.00
(blank)	\$300,019.00
MVC	\$300,000.00
OVC	\$276,708.00
S-Belt	\$262,500.00
Big South	\$216,000.00
Horizon	\$184,335.00
WAC	\$145,000.00
Ivy	
Southern	

## Appendix I

## Women's Basketball Head Coach Salary Male vs. Female Coach

Sex	Average of School Pay
Female	\$721,193.09
Male	\$782,774.96

## Appendix J

## Men's Basketball Head Coach Sum of School Pay by Conference

Conference	Sum of School Pay
SEC	\$51,719,090.00
Big Ten	\$43,614,590.00
ACC	\$40,351,290.00
Big 12	\$39,650,408.00
Pac-12	\$29,300,983.00
Big East	\$17,171,538.00
AAC	\$5,350,000.00
WCC	\$2,139,244.00
ATL 10	\$1,722,950.00
MWC	\$1,400,000.00

WAC	\$643,903.00
MAC	\$406,147.00
MEAC	\$333,125.00
Summit	\$300,000.00
SWAC	\$255,000.00
MAAC	

## Appendix K

## Expenses by Conference for Men's and Women's Basketball in 2003

Conference	Men's Basketball Expense	Women's Basketball Expense
AAC	66.65%	33.35%
ACC	66.82%	33.18%
Big 12	61.22%	38.78%
Big 10	63.63%	36.37%
C USA	57.11%	42.89%
MAC	55.49%	44.51%
MWC	62.58%	37.42%
PAC-12	63.72%	36.28%
SEC	63.98%	36.02%
SBC	58.90%	41.10%

## Appendix L

## Expenses by Conference for Men's and Women's Basketball in 2019

Conference	Men's Basketball Expense	Women's Basketball Expense
AAC	70.38%	29.62%
ACC	69.22%	30.78%
Big 12	65.46%	34.54%
Big 10	66.77%	33.23%
C USA	60.35%	39.65%
MAC	58.68%	41.32%
MWC	63.23%	36.77%
PAC-12	67.58%	32.42%
SEC	68.48%	31.52%
SBC	57.24%	42.76%

Appendix M  
Revenues by Conference for Men's and Women's Basketball in 2003

Conference	Men's Basketball Revenue	Women's Basketball Revenue
AAC	83.35%	16.66%
ACC	94.39%	5.61%
Big 12	84.43%	15.57%
Big 10	94.46%	5.54%
C USA	68.53%	31.47%
MAC	67.06%	32.94%
MWC	85.15%	14.85%
PAC-12	90.76%	9.24%
SEC	90.81%	9.19%
SBC	69.66%	30.34%

Appendix N  
Revenues by Conference for Men's and Women's Basketball in 2019

Conference	Men's Basketball Revenue	Women's Basketball Revenue
AAC	71.71%	28.29%
ACC	86.09%	13.91%
Big 12	82.86%	17.14%
Big 10	91.56%	8.44%
C USA	62.64%	37.36%
MAC	58.87%	41.13%
MWC	69.19%	30.81%
PAC-12	87.90%	12.10%
SEC	87.56%	12.44%
SBC	58.49%	41.51%

Appendix O  
League Total

League	Percentage Females
NHL	21.84%
NFL	21.11%
MLB	22.17%
NBA	25.09%

Appendix P  
Females by Team

Team	Number of Females VP or Higher
ATL Hawks	30
SF Giants	26
NJ Devils	22
JAC Jaguars	21
PHI Sixers	21
WAS Wizards	21
IND Pacers	20
SEA Mariners	19
CLE Cavaliers	19
PHI Flyers	19
PHI Eagles	18
BOS RedSox	17
SD Padres	17
CLT Hornets	16
DAL Mavericks	16
DET Lions	16
NY Yankees	15
BALT Ravens	15
SEA Seahawks	15
LA Chargers	15
ATL Braves	15
LA Dodgers	15
TEX Rangers	15
WAS Nationals	15
CLE Indians	15
NY Mets	14
MINN Wild	14
MIN Vikings	14
MINN Twins	14
SF49ers	14
WAS Capitals	14
MIL Bucks	13
TOR Bluejays	13

NO Pelicans	13
SEA Kraken	13
HOU Astros	13
NASH Predators	12
WIN Jets	12
MIA Dolphins	12
LA Rams	12
CHI Bulls	12
OKC Thunder	12
MINN Timberwolves	12
MIL Brewers	12
CIN Reds	12
PHI Phillies	12
UT Jazz	12
LA Clippers	11
NY Giants	11
BUF Sabres	11
CHI WhiteSox	11
DET Pistons	11
SAC Kings	11
MEM Grizzlies	11
TB Buccaneers	11
ORL Magic	11
GB Packers	11
PIT Penguins	11
CHI Blackhawks	11
TEN Titans	10
ANA Ducks	10
STL Blues	10
CLE Browns	10
NY Jets	10
BOS Celtics	10
OAK Athletics	10
NY Islanders	10
TB Lightning	10
CHI Bears	10

KC Royals	10
LA Kings	10
PHX Suns	10
GS Warriors	10
STL Cardinals	10
LA Lakers	9
NO Saints	9
PHX Coyotes	9
HOU Rockets	9
IND Colts	9
CHI Cubs	9
PITT Pirates	9
POR Blazers	8
AZ Dbacks	8
LV Raiders	8
LV Golden Knights	8
MIA Marlins	8
FL Panthers	8
DEN Broncos	8
AZ Cardinals	8
SA Spurs	7
TB Rays	7
BALT Orioles	7
DET Tigers	7
NY Knicks	6
COL Blue Jackets	6
BUFBills	6
VAN Canucks	6
CIN Bengals	5
TOR Maple Leafs	5
COL Rockies	5
DEN Nuggets	5
BKN Nets	5
DAL Cowboys	5
NE Patriots	5
HOU Texans	5



NY Rangers	5
MON Canadiens	5
DAL Stars	5
KC Chiefs	5
PIT Steelers	5
TOR Raptors	4
WAS Football Team	4
MIA Heat	4
OTT Senators	4
ATL Falcons	3
DET Redwings	3
CO Avalanche	3
CAR Hurricanes	3
CAL Flames	3
SJ Sharks	2
CAR Panthers	2
LA Angels	2
BOS Bruins	1
EDM Oilers	1

Appendix Q  
Female CEO/Owners

League	Percentage Female CEO or Owner
MLB	7.14%
NBA	5.00%
NFL	18.42%
NHL	8.11%

Appendix R  
Female Coaches

League	Percentage of Female Coaches
MLB	0.00%
NBA	2.81%
NFL	0.00%
NHL	0.00%

Appendix S<sup>113</sup>  
AAC Men's Basketball Coaches

School	Coaches
University of Cincinnati	Wes Miller Mike Roberts Chad Dollar Andre Morgan
East Carolina University	Michael Schwartz Jake Morton Riley Davis
University of Houston	Kevin Sampson Kellen Sampson Quannas White Hollis Price
University of Memphis	Penny Hardaway Larry Brown Frank Haith Faragi Phillips Shawn Forrest
Southern Methodist University	Rob Lanier Chris Kreider Cliff Warren Josten Crow
Temple University	Aaron McKie Monté Ross Chris Clark Jimmy Fenerty Mark Macon
Tulane University	Ron Hunter Ray McCallum Claude Pardue Kevin Johnson
University of Tulsa	Eric Konkol Duffy Conroy Desmond Haymon Yaphett King
University of Central Florida	Johnny Dawkins Kevin Norris

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113. Coaching staff information was taken from each school's respective websites on August 28, 2022.

	Robbie Laing Mamadou N'Diaye
University of South Florida	Brian Gregory Larry Dixon Louis Rowe Jason Slay
Wichita State University	Isaac Brown Butch Pierre Tyson Waterman Billy Kennedy

## ACC Men's Basketball Coaches

School	Coaches
Boston College	Earl Grant Anthony Goins Corey McCrae Jim Molinari
Clemson University	Brad Brownell Billy Donlon Sean Dixon Dick Bender
Duke University	Jon Scheyer Chris Carrawell Jai Lucas Amile Jefferson
Florida State University	Leonard Hamilton Stan Jones Steve Smith R-Jay Barsh
Georgia Tech University	Josh Pastner Anthony Wilkins Julian Swartz Brian Eskildsen
University of Louisville	Kenny Payne Danny Manning Nolan Smith Josh Jamieson
University of Miami	Jim Larrañaga Bill Courtney DJ Irving Kotie Kimble

North Carolina State University	Kevin Keatts Levi Watkins Kareem Richardson Joel Justus
University of Notre Dame	Mike Brey Anthony Solomon Antoni Wyche Hamlet Tibbs
University of Pittsburg	Jeff Capel Time O'Toole Milan Brown
Syracuse University	Jim Boeheim Adrian Autry Gerry McNamara Allen Griffin
University of North Carolina	Hubert Davis Brad Frederick Jeff Lebo Sean May
Virginia Tech University	Mike Young Christian Webster Mike Jones Kevin Giltner
University of Virginia	Tony Bennett Jason Williford Orlando Vandross Kyle Getter
Wake Forest University	Steve Forbes Jason Shay BJ McKie Brooke Savage Matt Woodley

Big 12 Men's Basketball Coaches

School	Coaches
Baylor University	Scott Drew Alvin Brooks III John Jakus

	Jared Nuness
Iowa State University	T.J. Otzelberger JR Blount Kyle Green Nate Schmidt
University of Kansas	Bill Self Kurtis Townsend Norm Roberts Jeremy Case
Kansas State University	Jerome Tang Ulric Maligi Jareem Dowling Rodney Perry
University of Oklahoma	Porter Moser Matt Brady Emanuel Dildy Ryan Humphrey
Oklahoma State University	Mike Boynton Jr. Terrence Rencher Larry Blunt David Carson
Texas Christian University	Jamie Dixon Tony Benford Duane Broussard Jaime McNeilly
University of Texas	Chris Beard Rodney Terry Brandon Chappell Bob Donewald Jr. Steve McClain
Texas Tech University	Mark Adams Corey Williams Al Pinkins Steve Green
West Virginia	Bob Huggins Larry Harrison Ron Everhart Josh Eilert

## Big 10 Men's Basketball Coaches

School	Coaches
University of Illinois	Brad Underwood Geoff Alexander Tim Anderson Chester Frazier
University of Indiana	Mike Woodson Kenya Hunter Yasir Rosemond Brian Walsh
University of Iowa	Gran McCaffery Sherman Dillard Matt Gatens Courtney Eldridge
University of Maryland	Kevin Willard Tony Skinn David Cox Grant Billmeier
Michigan State University	Tom Izzo Doug Wojcik Mark Montgomery Thomas Kelley
University of Michigan	Juwan Howard Phil Martelli Saddi Washington Howard Eisley
University of Minnesota	Ben Johnson Dave Thorson Jason Kemp Marcus Jenkins
University of Nebraska	Fred Hoiberg Adam Howard Nate Loenser Ernie Zeigler
Northwestern University	Chris Collins Chris Lowery Talor Battle Bryant McIntosh
Ohio State University	Chris Holtman Jake Diebler Jack Owens

	Mike Netti Jake Owens
Penn State University	Micah Shrewberry Adam Fisher Aki Collins Mike Farrelly
Purdue University	Mike Painter Brandon Brantley Terry Johnson Paul Lusk
Rutgers University	Steve Pikiell Karl Hobbs Brandin Knight T.J. Thompson
University of Wisconsin	Greg Gard Joe Krabbenhoft Dean Oliver Sharif Chambliss

## C USA Men's Basketball Coaches

School	Coaches
UNC Charlotte	Ron Sanchez Aaron Fearne Vic Sfera Kevin Smith
Florida Atlantic University	Dusty May Kyle Church Todd Abernethy Drew Williamson
Florida International University	Jeremy Ballard Jesse Bopp Joey Rodriguez Zavier Anderson
Louisiana Tech University	Talvin Hester Winston Hines Aaron Smith Darshawn McClellan
Middle Tennessee State University	Nick McDevitt Wes Long Logan Johnson Eric Wilson

University of North Texas	Grant McCasland Ross Hodge Matt Braeuer Achoki Moikobu
Rice University	Scott Pera Van Green Greg Howell Russ Pennell
University of Alabama at Birmingham	Andy Kennedy Ryan Cross Philip Pearson Terry Parker
University of Texas at El Paso	Joe Golding Jeremey Cox Earl Boykins Bryen Spriggs
University of Texas San Antonio	Steve Henson Mike Peck Scott Thompson Adam Hood
Western Kentucky University	Rick Stansbury Phil Cunningham Martin Cross Marcus Grant

## MAC Men's Basketball Coaches

School	Coaches
The University of Akron	John Groce Dustin Ford Rob Fulford Robby Pridgen
Ball State University	Michael Lewis Lou Gudino Jamal Meeks Ben Botts
Bowling Green State University	Michael Huger Kevin Noon Brandon Watkins Steve Wright
University at Buffalo	Jim Whitesell Jamie Quarles



	Angres Thorpe Brendan Foley
Central Michigan University	Tony Barbee Shane Heirman Marlon Williamson Chris McMillian
Eastern Michigan University	Stan Heath Bob Simon Shawn Trice Drew Denisco
Kent State University	Rob Senderoff Julian Sullinger Randal Holt Jon Fleming
Miami University (Ohio)	Travis Steele Rob Summers Jonathan Holmes Khristian Smith
Northern Illinois University	Rashon Burno Shane Southwell Drew Gladstone Drew Kelly
Ohio University	Jeff Boals Lamar Thornton Kyle Barlow Lee Martin
University of Toledo	Tod Kowalczyk Jeff Massey Justin Ingram Jordan Lauf
Western Michigan University	Dwayne Stephens Jeff Rutter Chris Fowler Manny Dosanjh

## MWC Men's Basketball Coaches

School	Coaches
Air Force Academy	Joe Scott David Metzendorf Jared Czech Lt. Col. Matt McCraw

	Maj Marc Holum Cam Griffin
Boise State University	Leon Rice Mike Burns Tim Duryea Roberto Bergersen
Colorado State University	Niko Medved Ali Farokhmanesh Brian Cooley Sam Jones
Fresno State University	Justin Hutson Keith Brown Nelson Hernandez Vonn Webb
University of Nevada, Reno	Steve Alford Craig Neal Kory Barnett Bil Duany
New Mexico State University	Richard Pitino Isaac Chew Eric Brown Tarvish Felton
San Diego State University	Brian Dutcher David Velasquez Chris Acker JayDee Luster
San José State University	Tim Miles Ben Johnson Damany Hendrix Jeff Strohm
University of Nevada Las Vegas	Kevin Kruger Barrett Peery John Cooper Jamaal Williams
Utah State University	Ryan Odom Nate Dixon Matt Henry Bryce Crawford
University of Wyoming	Jeff Linder Ken DeWeese Shaun Vandiver Sundance Wicks

## PAC-12 Men's Basketball Coaches

School	Coaches
University of Arizona	Tommy Lloyd Jack Murphy Steve Robinson Riccardo Fois
Arizona State University	Bobby Hurley Jermaine Kimbrough George Aramide Brandon Rosenthal
University of California	Mark Fox Andres Francis Chris Harriman Marty Wilson
University of Colorado	Tad Boyle Mike Rohn Bill Grier Rick Ray
University of Oregon	Dana Altman Chuck Martin Armon Gates Mike Mennenga
Oregon State University	Wayne Tinkle Eric Reveno Marlon Stewart Tim Shelton
Stanford University	Jerod Haase Jesse Pruitt Rob Ehsan Brandon Dunson
University of California, Los Angeles	Mick Cronin Darren Savino Rod Palmer Ivo Simović
University of Southern California	Andy Enfield Chris Capko Eric Mobley Jay Morris
University of Utah	Craig Smith Chris Burgess Tim Morris

	DeMario Slocum
University of Washington	Mike Hopkins Will Conroy Wyking Jones Quincy Pondexter
Washington State University	Kyle Smith Jim Shaw John Andrzejek Wayne Hunter

## SEC Men's Basketball Coaches

School	Coaches
University of Alabama	Nate Oats Charlie Henry Bryan Hodgson Antoine Pettway
University of Arkansas	Eric Musselman Gus Argenal Keith Smart Anthony Ruta
Auburn University	Bruce Pearl Wes Flanigan Ira Bowman Steven Pearl
University of Florida	Todd Golden Carlin Hartman Korey McCray Kevin Hovde
University of Georgia	Mike White Antonio Reynolds Dean Erik Pastrana Akeem Miskdeen
University of Kentucky	John Calipari Bruiser Flint Orlando Antigua Chin Coleman K.T Turner
Louisiana State University	Matt McMahon Casey Long Ronnie Hamilton Cody Toppert

Mississippi State University	Chris Jans James Miller David Anwar George Brooks
University of Mississippi	Kermit Davis Win Case Robert Kirby Brock Morris
University of Missouri	Dennis Gates Charlton Young David Nutt Kyle Smithpeters
Texas A&M University	Buzz Williams Devin Johnson Steve Roccaforte Lyle Wolf
University of Tennessee	Rick Barnes Justin Gainey Rod Clark Gregg Polinsky
Vanderbilt University	Jerry Stackhouse Michael Curry Adam Mazarei Andy Fox

## SBC Men's Basketball Coaches

School	Coaches
Appalachian State University	Dustin Kerns Patrick Moynihan Bob Szorc Frank Young
Arkansas State University	Mike Balado Brent Crews Casey Stanley Ian Young
Coastal Carolina University	Cliff Ellis Benny Moss Elwyn McRoy Nima Omidvar
Georgia Southern University	Brian Burg Chris Shumate

	Tim MacAllister Cavel Witter
Georgia State University	Jonas Hayes Danny Peters Jarvis Hayes Allen Payne
University of Arkansas at Little Rock	Darrell Walker Charles Baker Preston Laird Julius Hodge
University of Louisiana at Lafayette	Bob Marlin Derrick Zimmerman Donovan Kates
Texas State University	Terrance Johnson Bennie Seltzer Donte Mathis
Troy University	Scott Cross Kenneth Mangrum Byron Jones Mike Worley
University of Louisiana Monroe	Keith Richard Morris Scott Alex Hausladen Ronnie Dean
University of South Alabama	Richie Riley Rodney Crawford Tyler Parker Orin Bailey Jr.
University of Texas Arlington	Greg Young Royce Johnson Dwight Thorne II Cinco Boone