Tracking the Hiring Practices of Male and Female NCAA Women's Head Coaches

### NCAA SOFTBALL

#### Male Head Coach
- One Assistant Coach
  - 35.2% All Male Staff
  - 64.8% All Female Staff
- Two Assistant Coaches
  - 10.3% All Male Staff
  - 38.9% Mixed Staff
  - 50.8% All Female Staff
- Three or More Assistant Coaches
  - 6.1% All Male Staff
  - 23.8% Mostly Male Staff
  - 5.7% Mixed Staff
  - 39.0% Mostly Female Staff
  - 24.8% All Female Staff

#### Female Head Coach
- One Assistant Coach
  - 22.9% All Male Staff
  - 77.1% All Female Staff
- Two Assistant Coaches
  - 8.7% All Male Staff
  - 34.3% Mixed Staff
  - 57.0% All Female Staff
- Three or More Assistant Coaches
  - 1.9% All Male Staff
  - 15.4% Mostly Male Staff
  - 1.9% Mixed Staff
  - 48.7% Mostly Female Staff
  - 32.1% All Female Staff

The data used to investigate the hiring practices of male and female head coaches was obtained through the Department of Education’s Equity in Athletics Disclosure Act. The EADA dataset consisted of coaching staff data from all 935 softball teams reporting at least one assistant coach on staff across all three NCAA Divisions (I, II, III), and thus represented a census (as opposed to a sample) of the gender and number of coaches. Each chart represents either a male or female head coach and the percentage of those coaches who have hired either male or female assistant coaches for up to five different categories: either all male staff, mostly male staff (more than 50% male gender on staff), mixed staff (equal number of each gender on staff), mostly female staff (more than 50% female gender on staff), or all female staff.

Overall, female head softball coaches are hiring a majority of female assistant coaches, regardless of overall staff composition. Male softball head coaches are also hiring a majority of female assistant coaches, but are also hiring a greater number of male assistants when compared to their female counterparts.