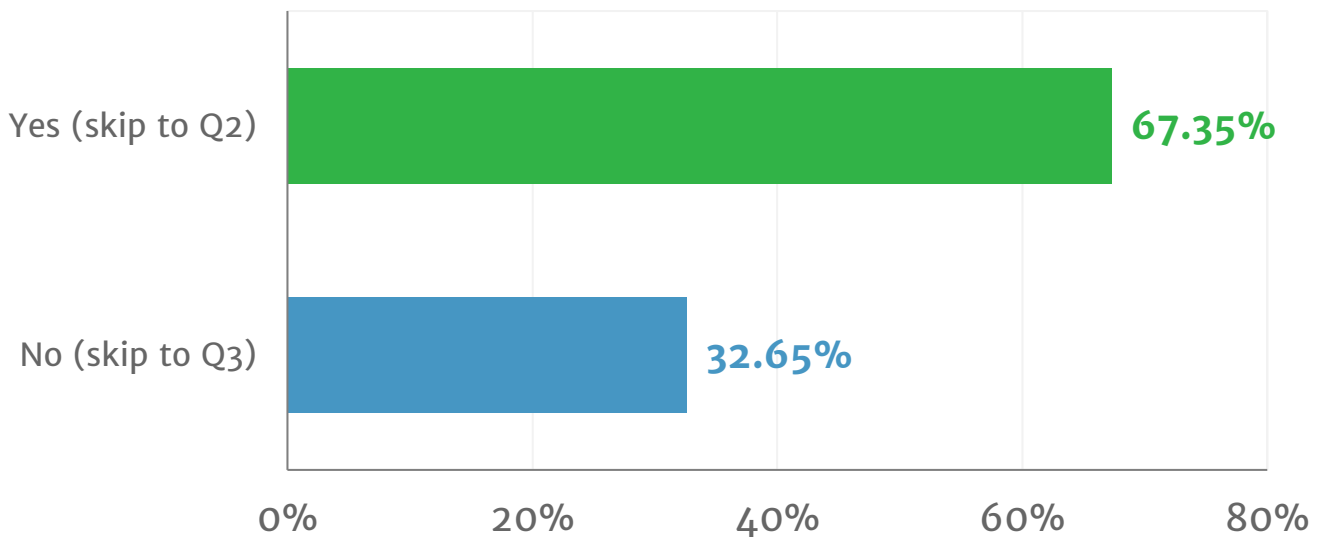


Survey Results: DI Collegiate Athletic Director Coaching Recruitment

Q1

NCAA Best Hiring Practices recommends that athletic departments conduct background checks of all possible short-list candidates. In your experience as AD, have you been able to uncover issues coaching candidates may have had at prior schools?



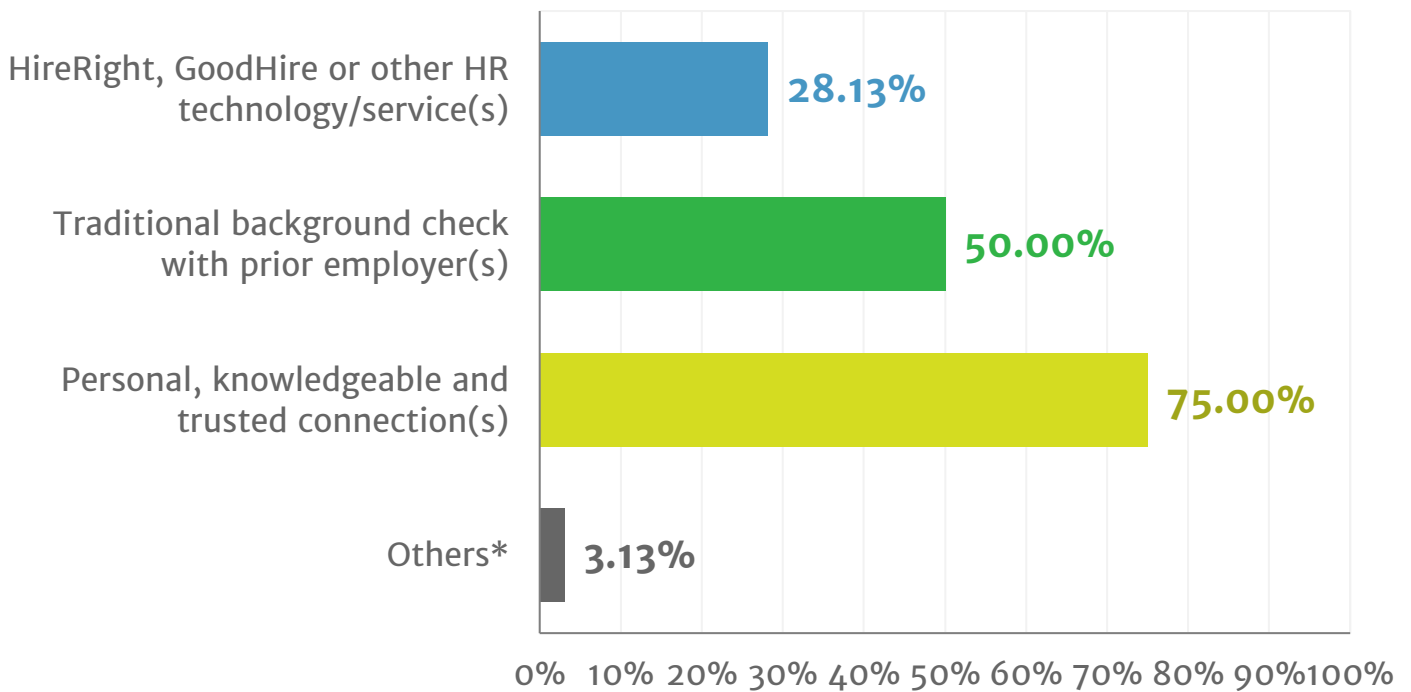
Responses



Survey Results: DI Collegiate Athletic Director Coaching Recruitment

Q2

If you answered “Yes” to Q1, how did you obtain this information? Check all that apply.



Responses



Answer Choices

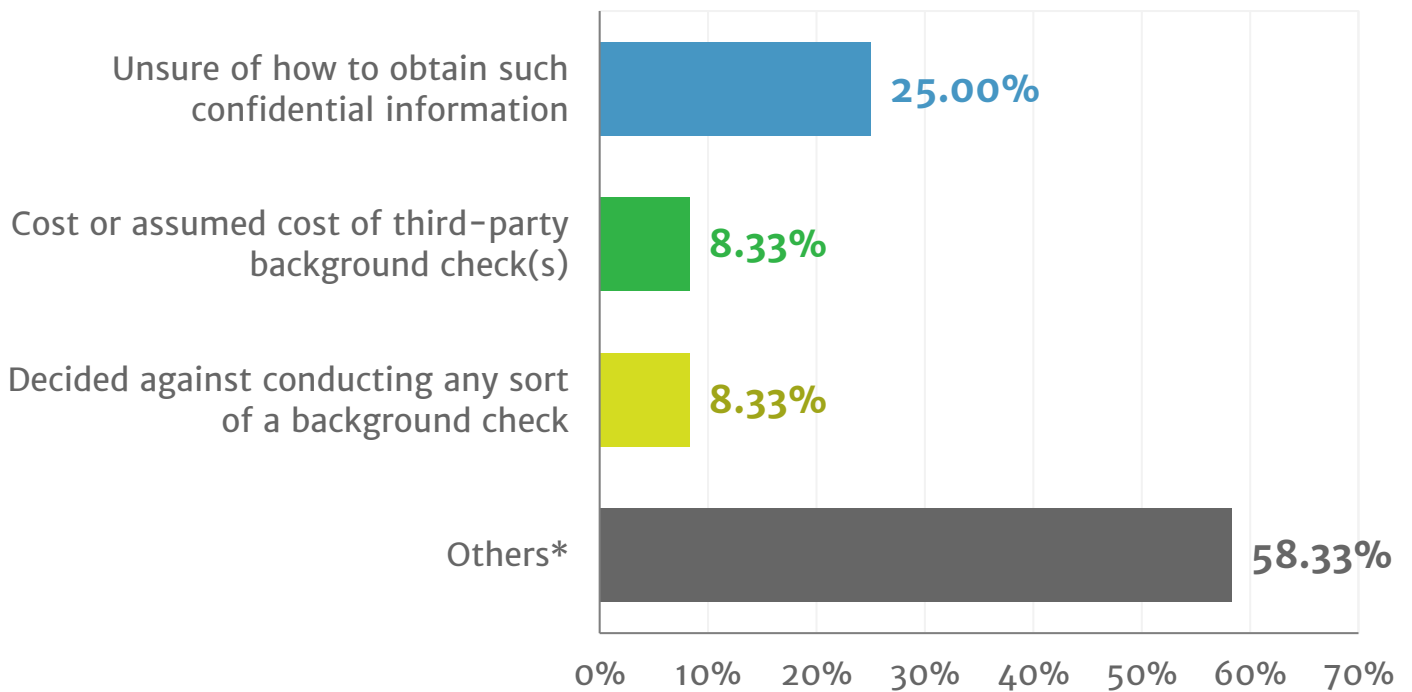
HireRight, GoodHire or other HR technology/service(s)	28.13%
Traditional background check with prior employer(s)	50.00%
Personal, knowledgeable and trusted connection(s)	75.00%
Other*	3.13%

Survey Results:

DI Collegiate Athletic Director Coaching Recruitment

Q3

If you answered “No” to Q1, what challenges have you had obtaining this information?



Responses



Answer Choices

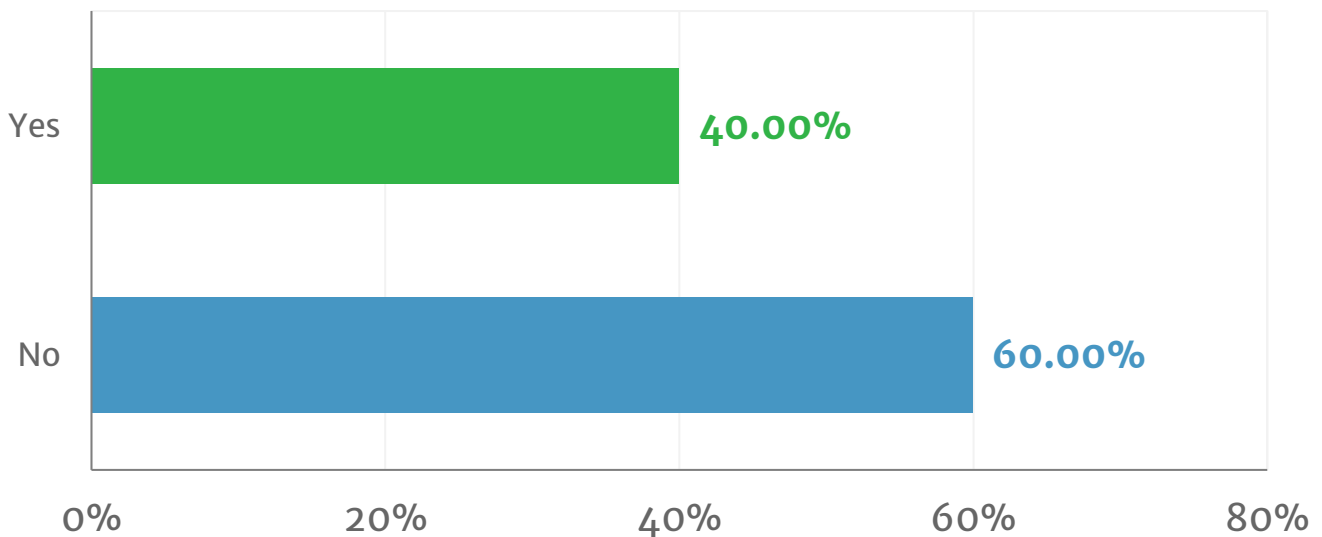
Unsure of how to obtain such confidential information	25.00%
Cost or assumed cost of third-party background check(s)	8.33%
Decided against conducting any sort of a background check	8.33%
Other*	58.33%

Survey Results:

DI Collegiate Athletic Director Coaching Recruitment

Q4

Olympic sports are very important, but, as a rule, coaches for these sports don't get as closely examined as coaches for the revenue sports programs like football and basketball. Do you agree with this statement?



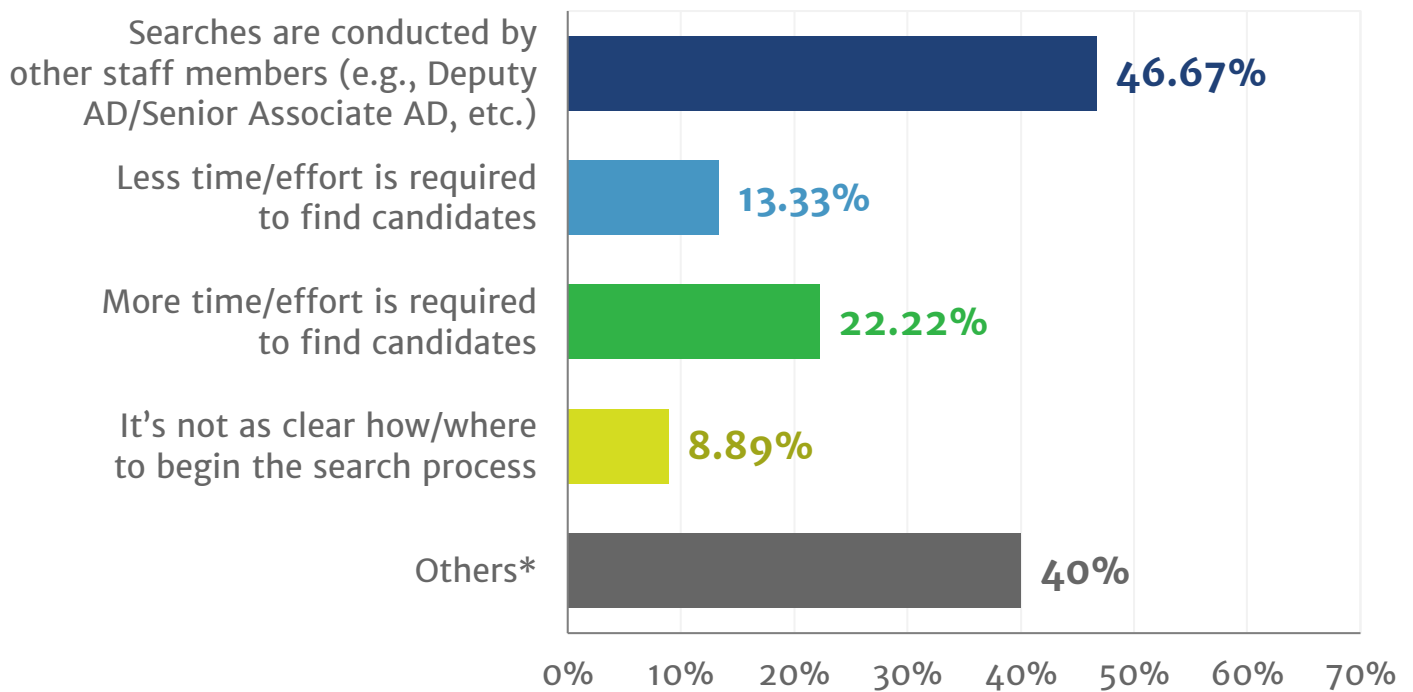
Responses



Survey Results: DI Collegiate Athletic Director Coaching Recruitment

Q5

How does the hiring process for coaches in your Olympic sports programs differ from revenue-producing programs? Check all that apply.



Responses



Answer Choices

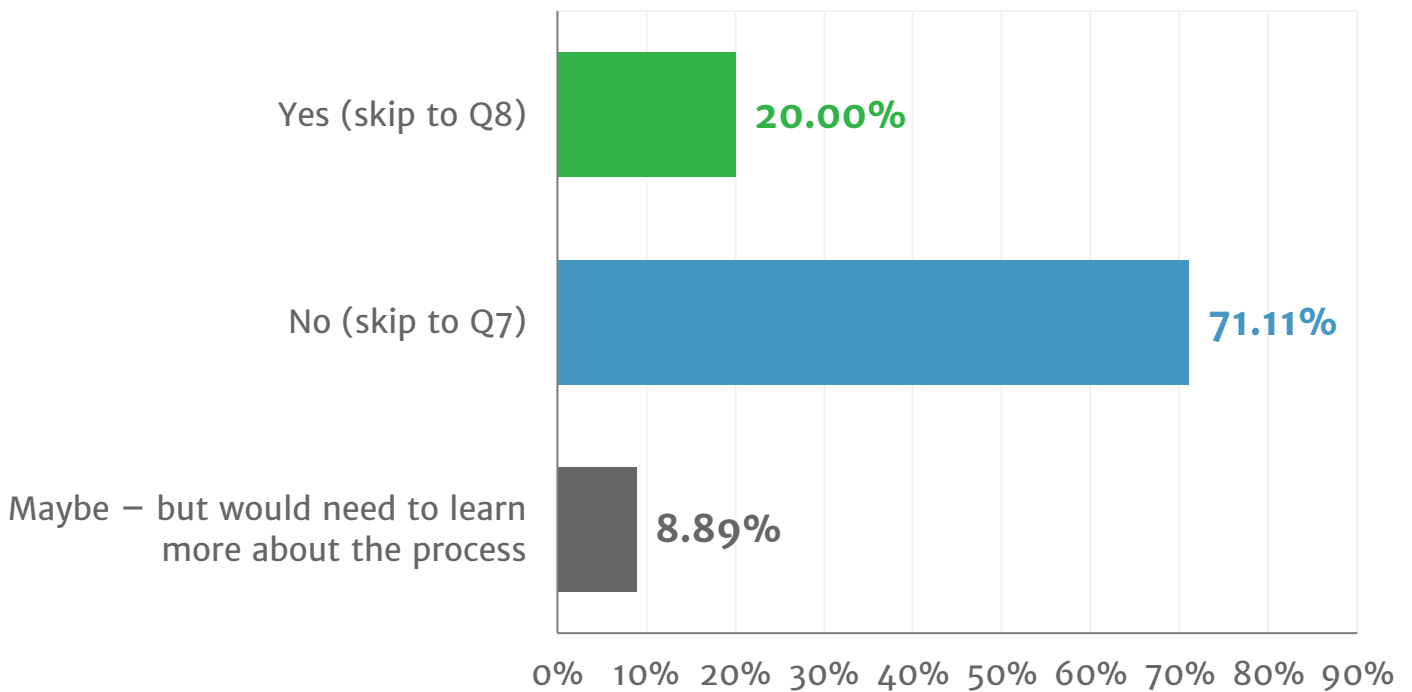
Searches are conducted by other staff members (e.g., Deputy AD/Senior Associate AD, etc.)	46.67%
Less time/effort is required to find candidates	13.33%
More time/effort is required to find candidates	22.22%
It's not as clear how/where to begin the search process	8.89%
Other*	40%

Survey Results:

DI Collegiate Athletic Director Coaching Recruitment

Q6

Would your athletic department consider contracting with an outside firm to lead a confidential search for an Olympic sports program?



Responses



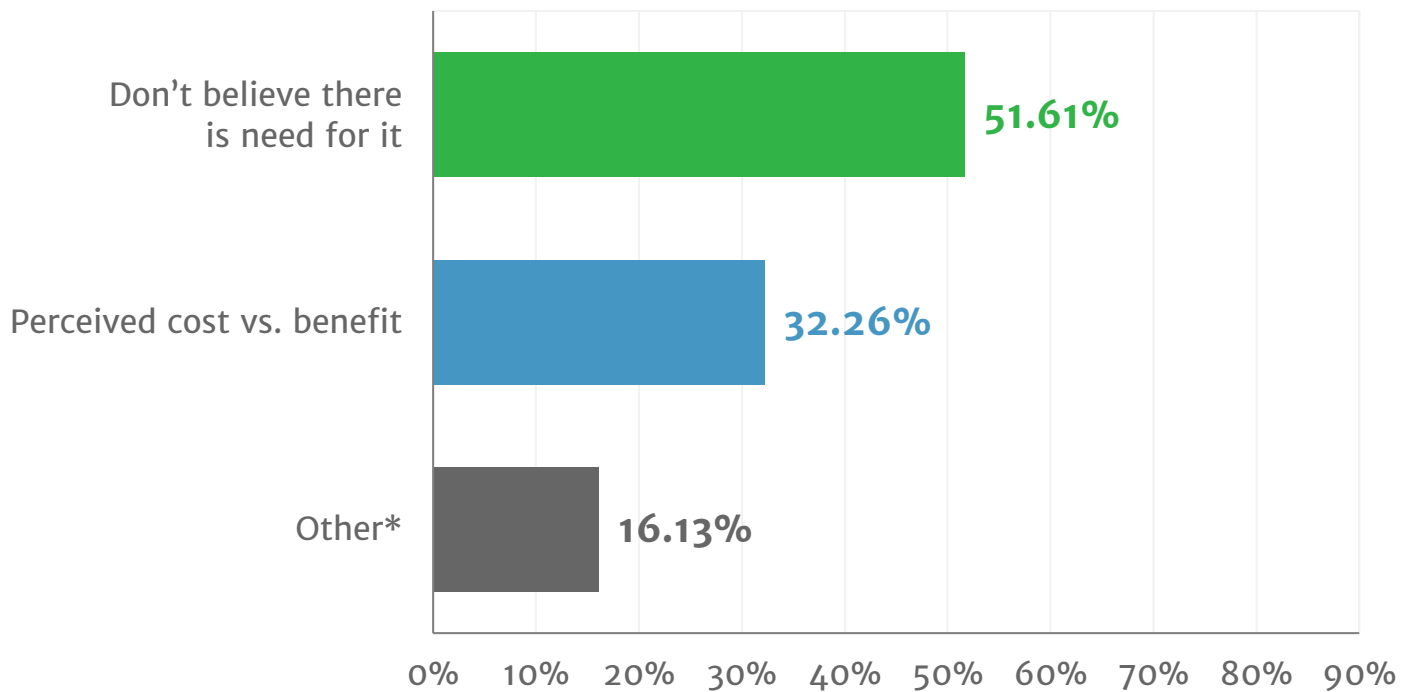
Answer Choices

✓	20.00%
✗	71.11%
Maybe – but would need to learn more about the process	8.89%

Survey Results: DI Collegiate Athletic Director Coaching Recruitment

Q7

If you answered “No,” tell us why.



Responses



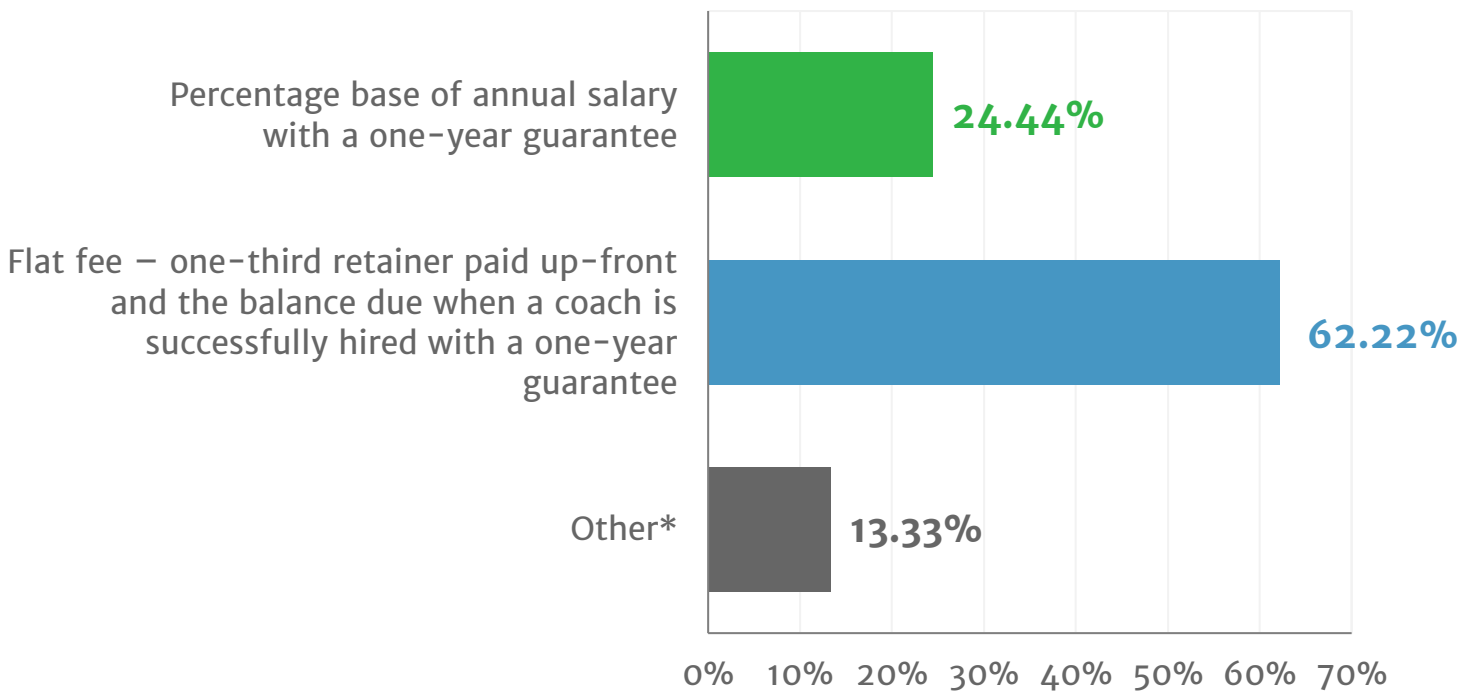
Answer Choices

Don't believe there is need for it	51.61%
Perceived cost vs. benefit	32.26%
Other*	16.13%

Survey Results: DI Collegiate Athletic Director Coaching Recruitment

Q8

What type of fee structure do you think a third-party firm hired to recruit Olympic sports coaches should use?



Responses



Answer Choices

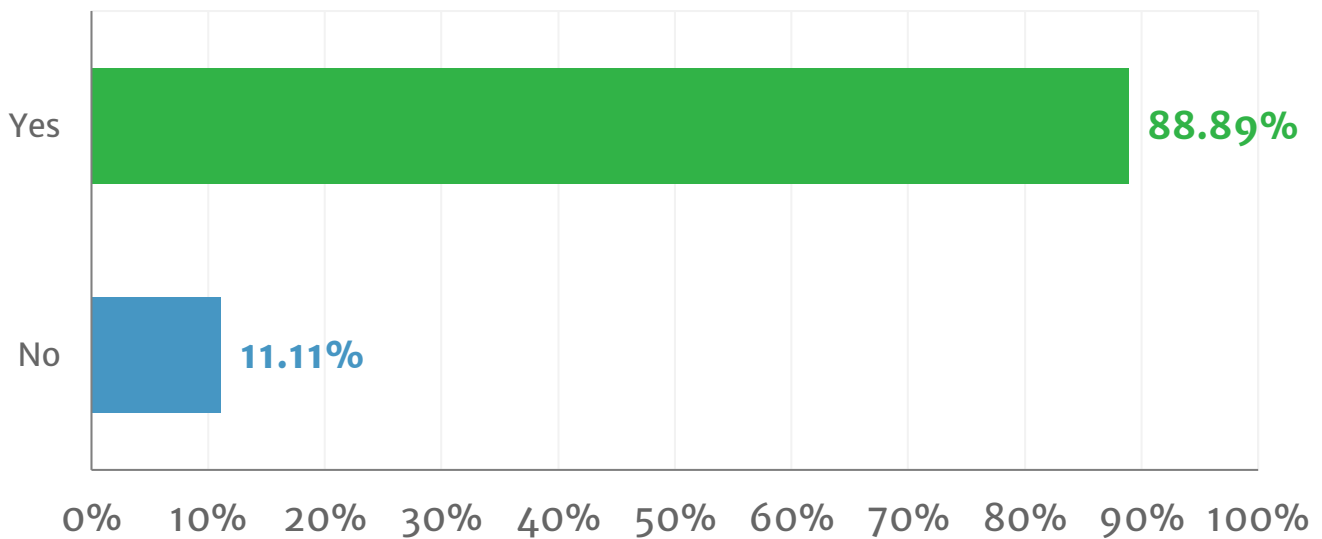
Percentage base of annual salary with a one-year guarantee	24.44%
Flat fee – one-third retainer paid up-front and the balance due when a coach is successfully hired with a one-year guarantee	62.22%
Other	13.33%

Survey Results:

DI Collegiate Athletic Director Coaching Recruitment

Q9

The number of women in head-coaching positions in major NCAA Division I athletics has stagnated, according to a report from the University of Minnesota's Tucker Center for Research on Girls & Women in Sport. Do you agree that there is a need to find more qualified female coaches to lead your women's teams?



Responses

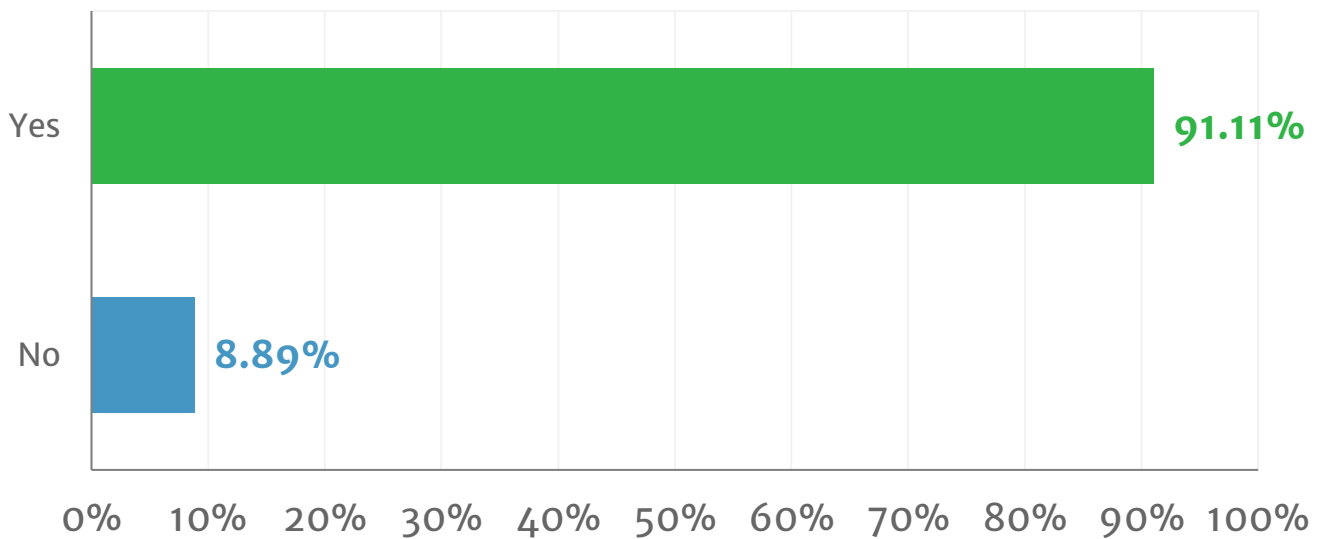


Survey Results:

DI Collegiate Athletic Director Coaching Recruitment

Q10

The most recent report card from The Institute for Diversity and Ethics in Sport (TIDES) reveals that in 2015, hiring for minorities took a marginal step backward from 2014. Do you agree that there is a need to find more qualified minority coaches to lead your teams?



Responses

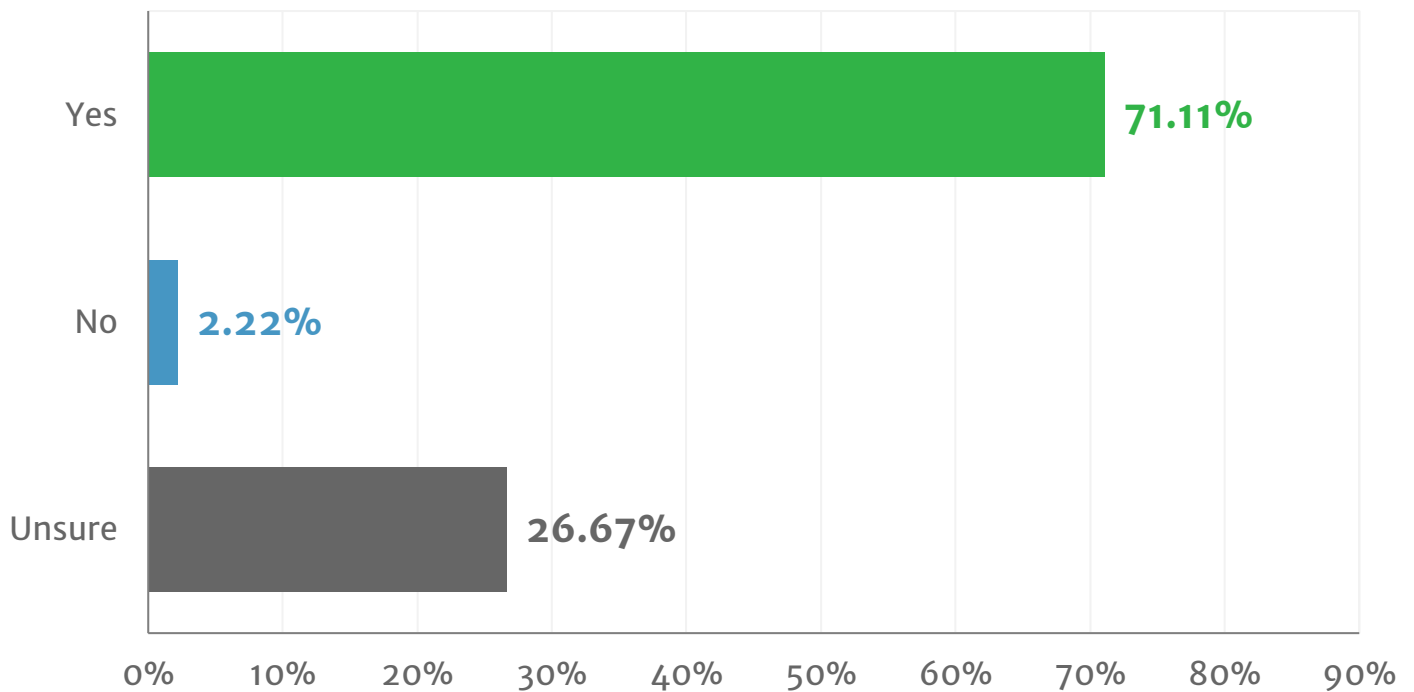


Survey Results:

DI Collegiate Athletic Director Coaching Recruitment

Q11

The NCAA Presidential Pledge promotes diversity and gender equity in intercollegiate athletics. Has your school signed NCAA Presidential Pledge?



Responses



Answer Choices

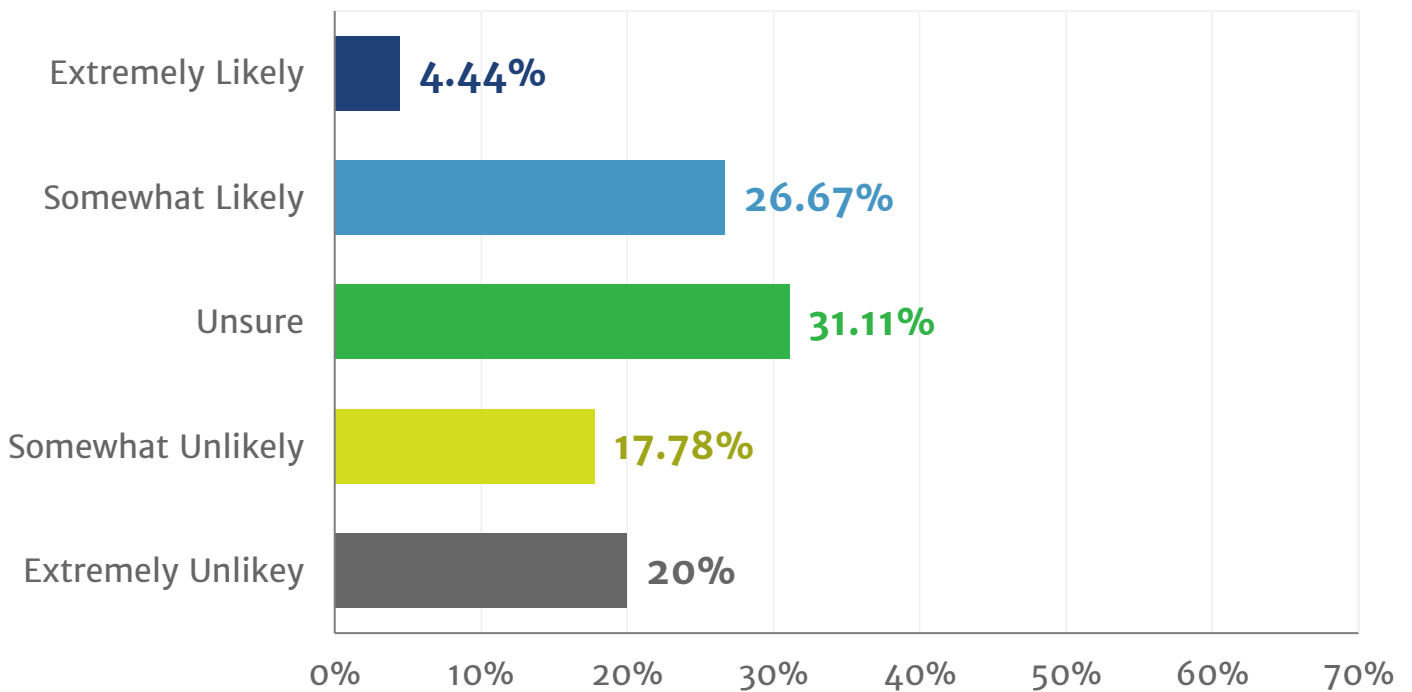
✓	71.11%
✗	2.22%
Unsure	26.67%

Survey Results:

DI Collegiate Athletic Director Coaching Recruitment

Q12

How likely would you be to hire an outside firm if they were able to deliver a pool of diverse, qualified candidates?



Responses



Answer Choices

Extremely Likely	4.44%
Somewhat Likely	26.67%
Unsure	31.11%
Somewhat Unlikely	17.78%
Extremely Unlikely	20.00%

Survey Results: DI Collegiate Athletic Director Coaching Recruitment



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This survey was conducted by Snodgrass Partners, Inc. an Executive Search and Sports Recruitment firm. We understand the business and culture of collegiate athletics. Members of our recruiting team have served as Division I men's and women's head coaches, top-level NCAA athletic administrators, student athletes, parents of student athletes and industry consultants. If you would like to learn more about how we Athletic Directors identify and vet top coaching talent, please contact us.