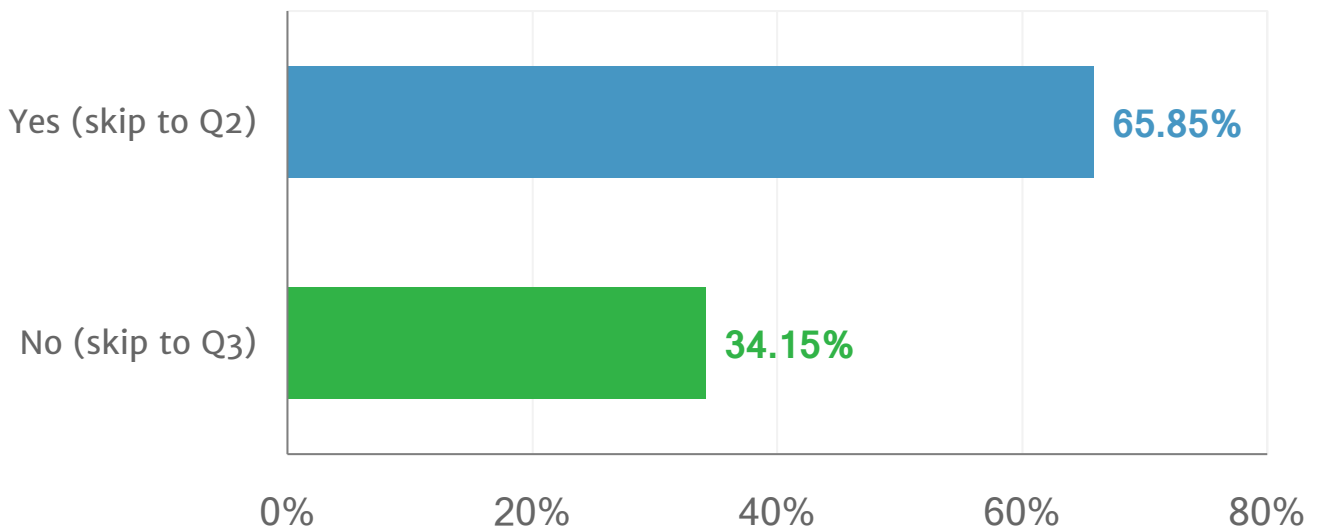


Survey Results:

Division II Collegiate Athletic Director Coaching Recruitment Survey

Q1

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



Responses

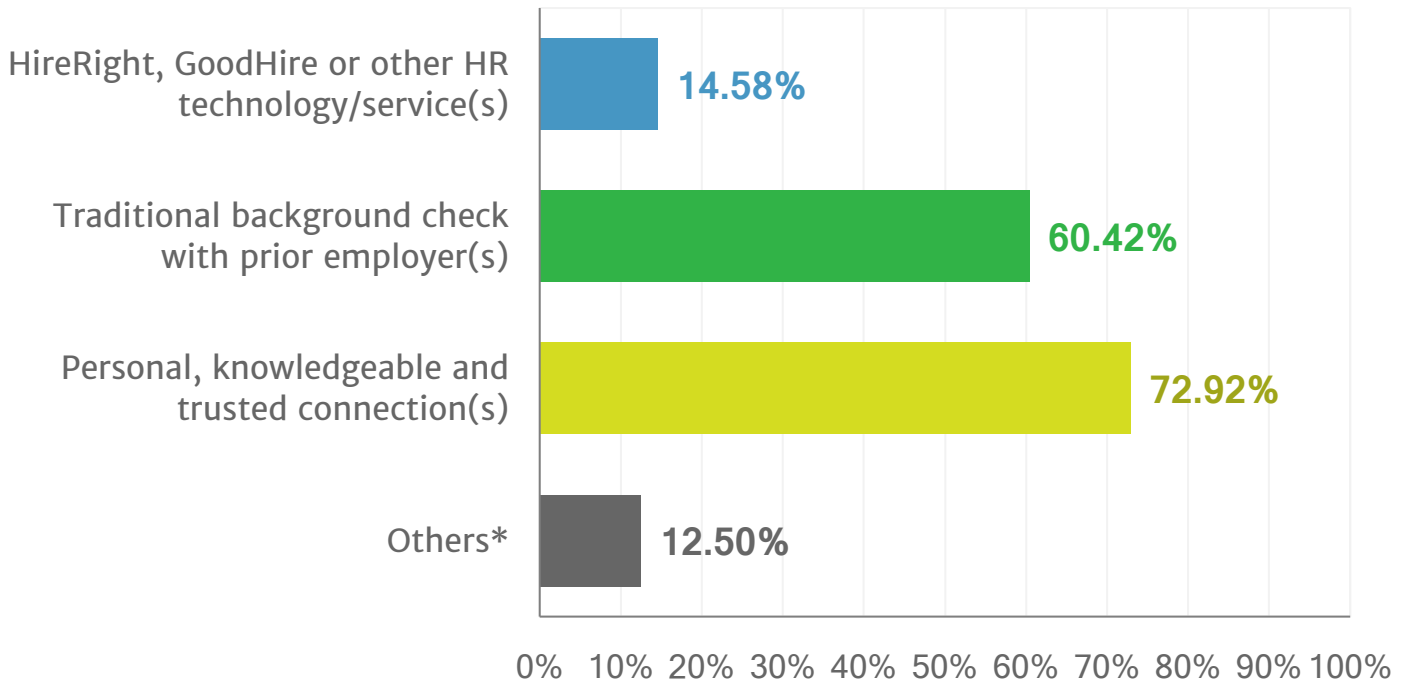


Survey Results:

Division II Collegiate Athletic Director Coaching Recruitment Survey

Q2

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



Responses



Answer Choices

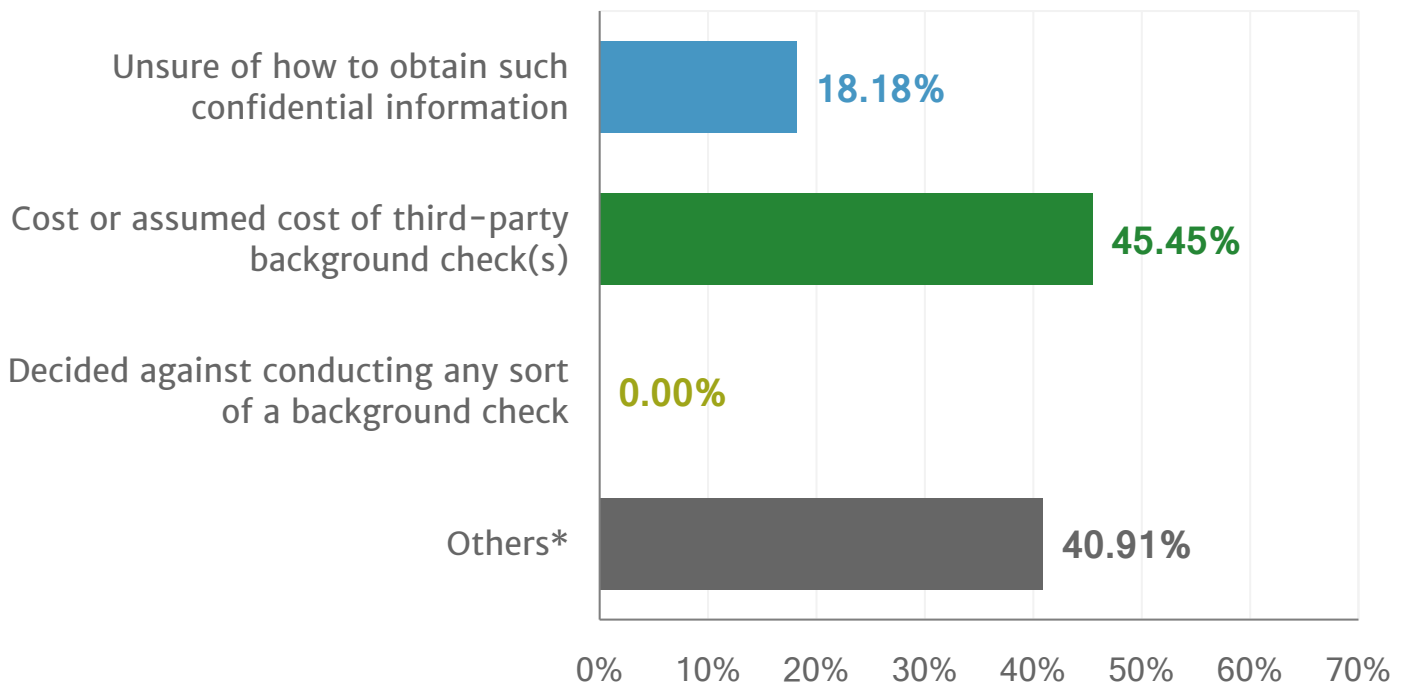
HireRight, GoodHire or other HR technology/service(s)	14.58%
Traditional background check with prior employer(s)	60.42%
Personal, knowledgeable and trusted connection(s)	72.92%
Other*	12.50%

Survey Results:

Division II Collegiate Athletic Director Coaching Recruitment Survey

Q3

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



Responses



Answer Choices

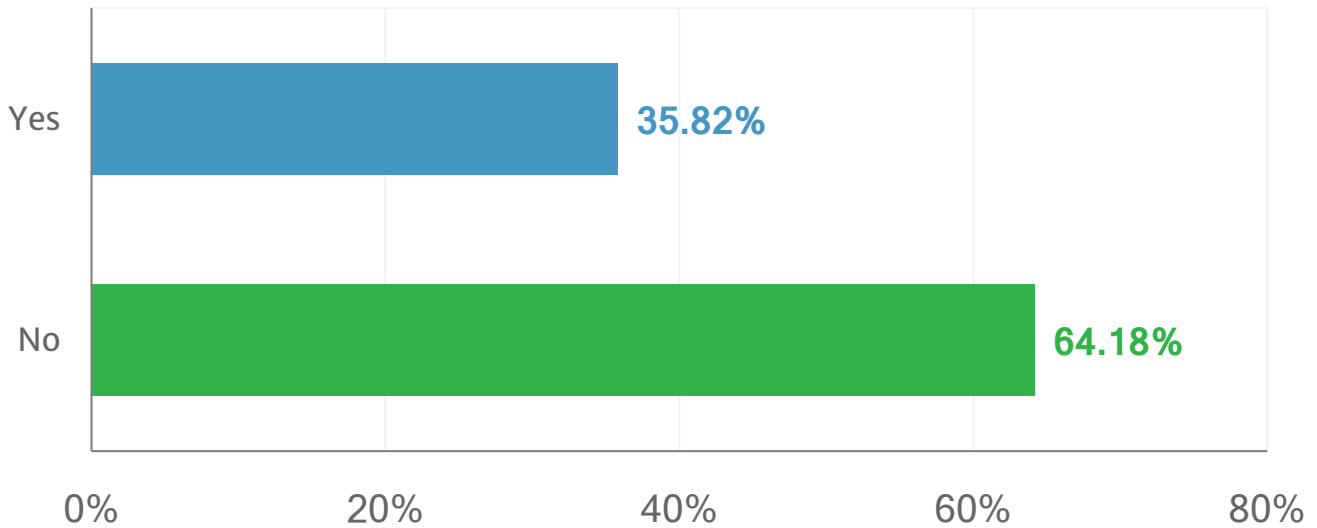
Unsure of how to obtain such confidential information	18.18%
Cost or assumed cost of third-party background check(s)	45.45%
Decided against conducting any sort of a background check	0.00%
Other*	40.91%

Survey Results:

Division II Collegiate Athletic Director Coaching Recruitment Survey

Q4

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



Responses

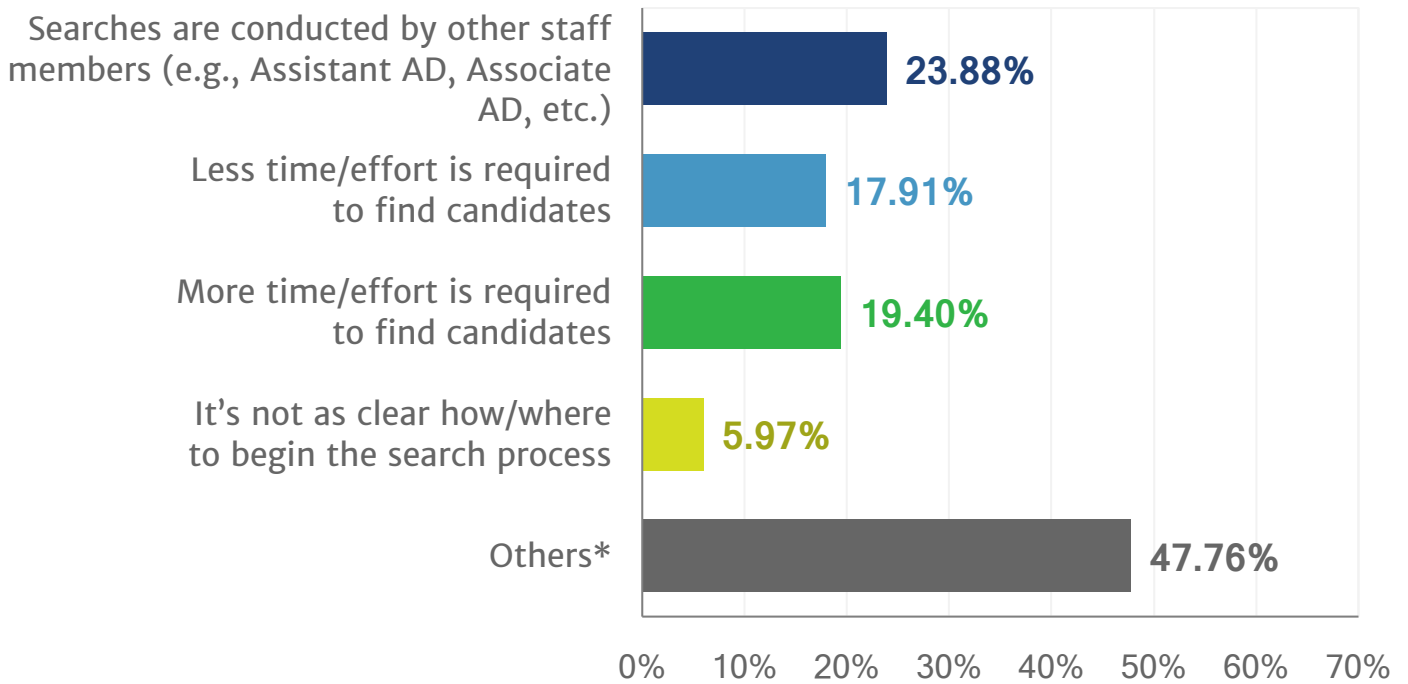


Survey Results:

Division II Collegiate Athletic Director Coaching Recruitment Survey

Q5

How does the hiring process for coaches in your Olympic sports programs differ from your football and basketball programs? Check all that apply.



Responses



Answer Choices

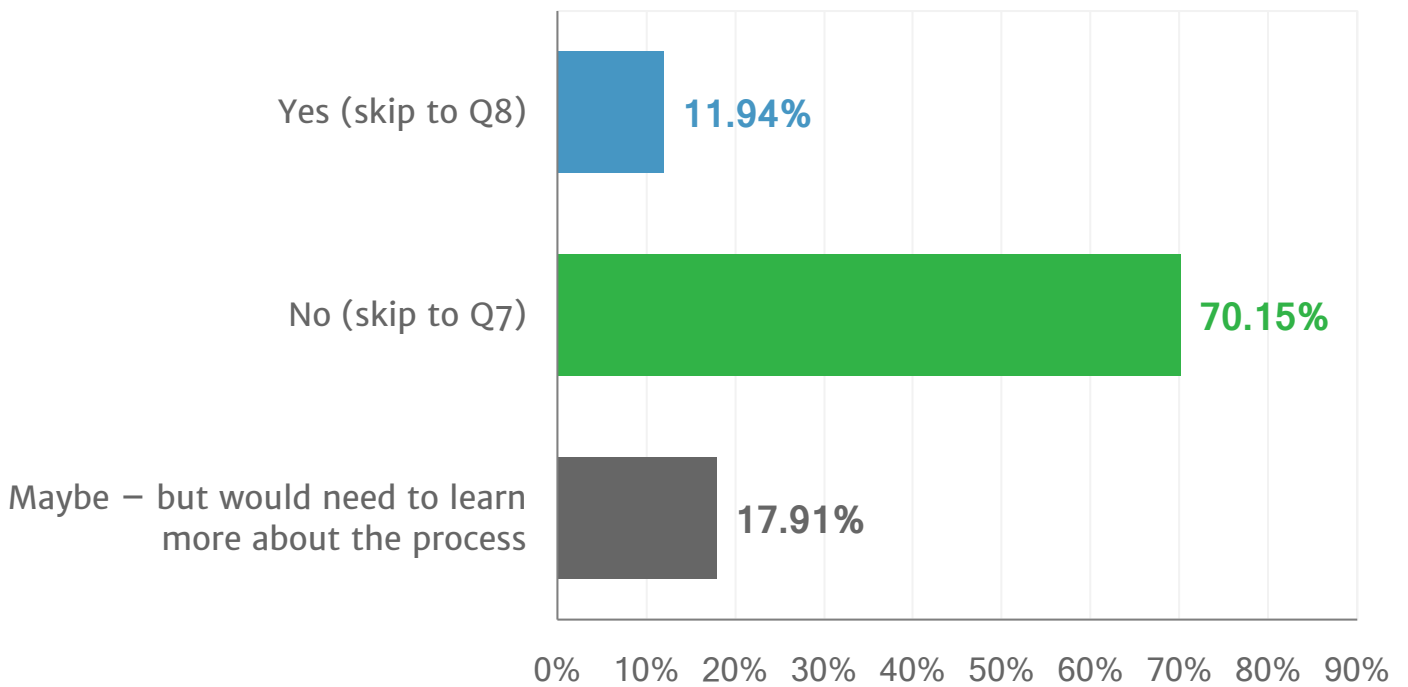
Searches are conducted by other staff members (e.g., Assistant AD, Associate AD, etc.)	23.88%
Less time/effort is required to find candidates	17.91%
More time/effort is required to find candidates	19.40%
It's not as clear how/where to begin the search process	5.97%
Other*	47.76%

Survey Results:

Division II Collegiate Athletic Director Coaching Recruitment Survey

Q6

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



Responses



Answer Choices

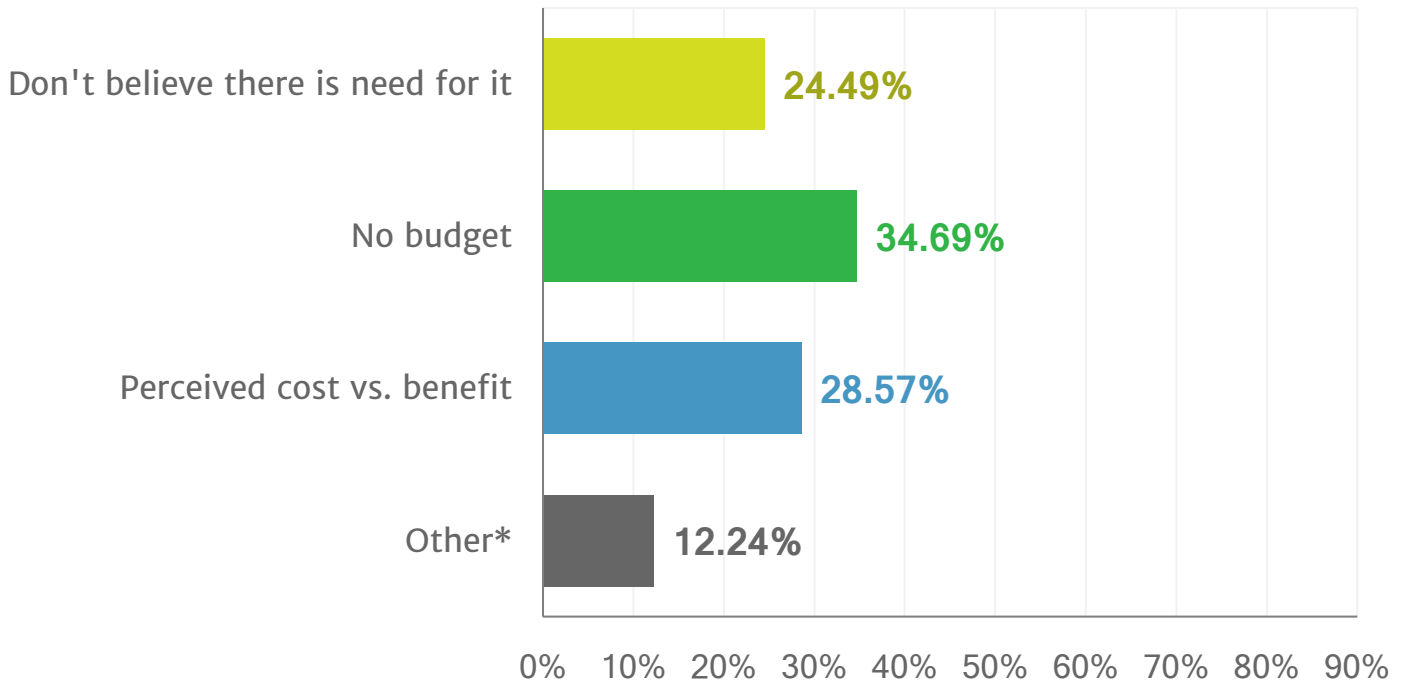
✓	11.94%
✗	70.15%
Maybe – but would need to learn more about the process	17.91%

Survey Results:

Division II Collegiate Athletic Director Coaching Recruitment Survey

Q7

If you answered “No,” tell us why.



Responses


Answer Choices

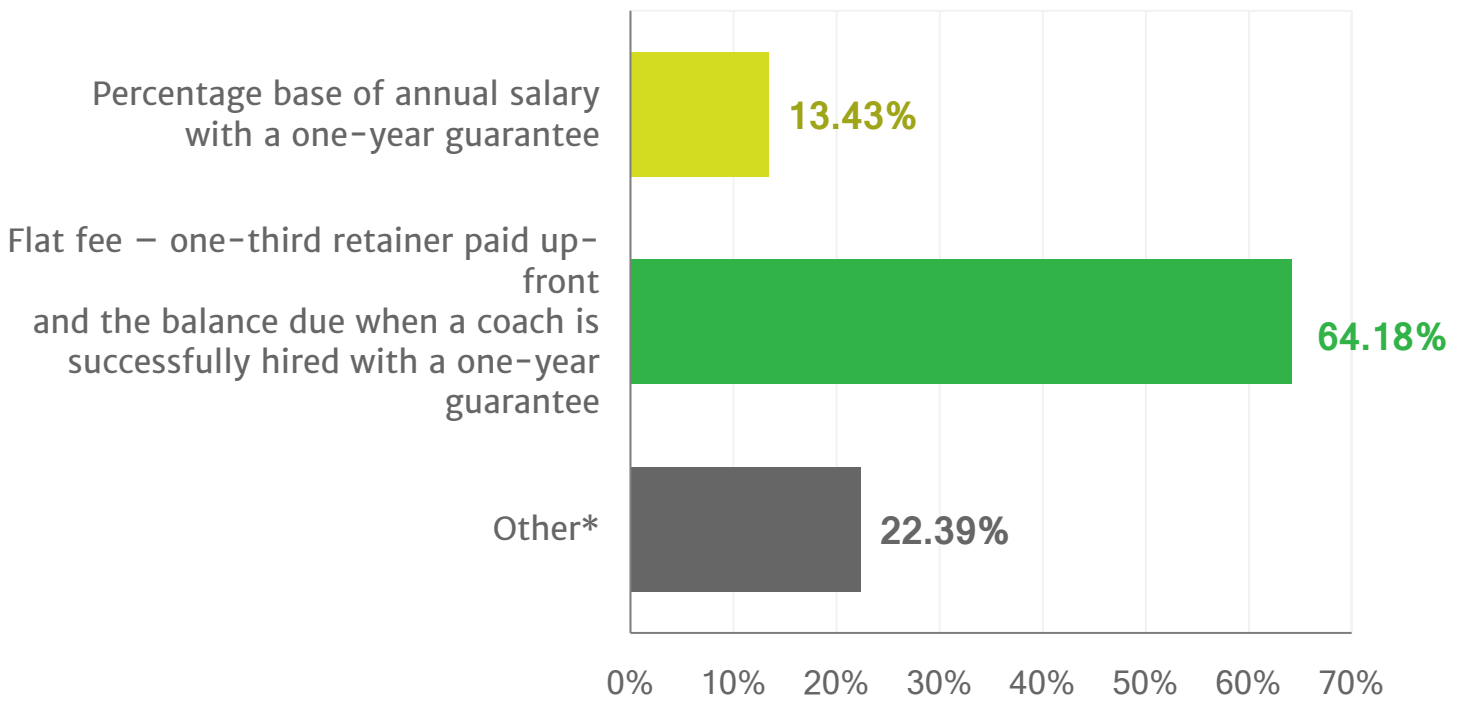
Don't believe there is need for it	24.49%
No budget	34.69%
Perceived cost vs. benefit	28.57%
Other*	12.24%

Survey Results:

Division II Collegiate Athletic Director Coaching Recruitment Survey

Q8

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



Responses



Answer Choices

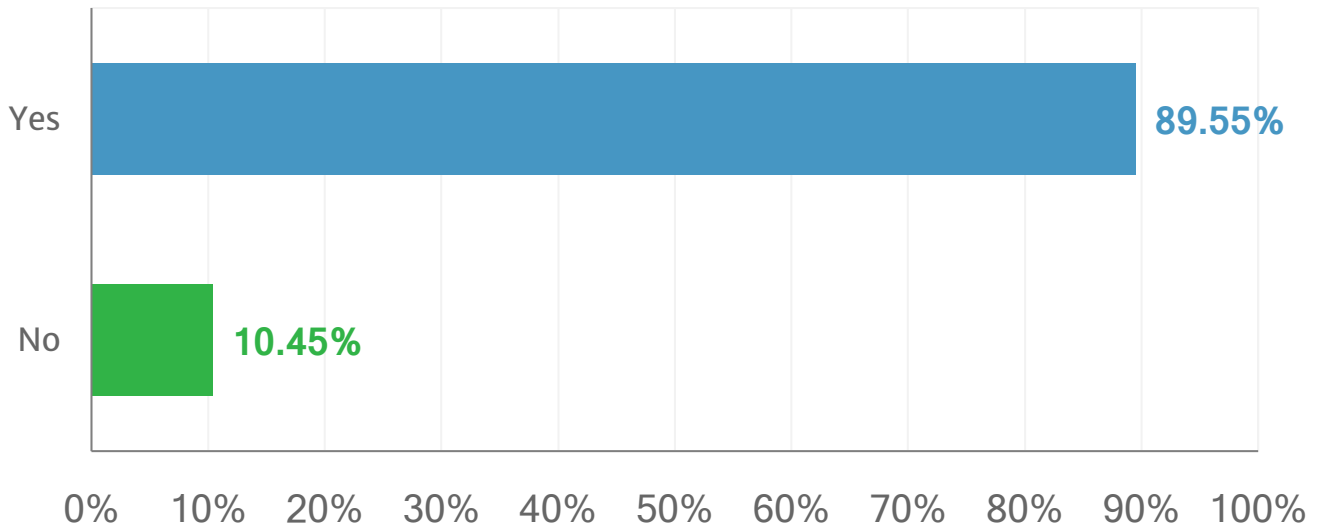
Percentage base of annual salary with a one-year guarantee	13.43%
Flat fee – one-third retainer paid up-front and the balance due when a coach is successfully hired with a one-year guarantee	64.18%
Other	22.39%

Survey Results:

Division II Collegiate Athletic Director Coaching Recruitment Survey

Q9

The 2016 annual report card from The Institute for Diversity and Ethics in Sport (TIDES) reveals that women held only 35 percent of the head coaching jobs of women's teams in Division II. Do you agree that there is a need to find more qualified female coaches to lead your women's teams?



Responses

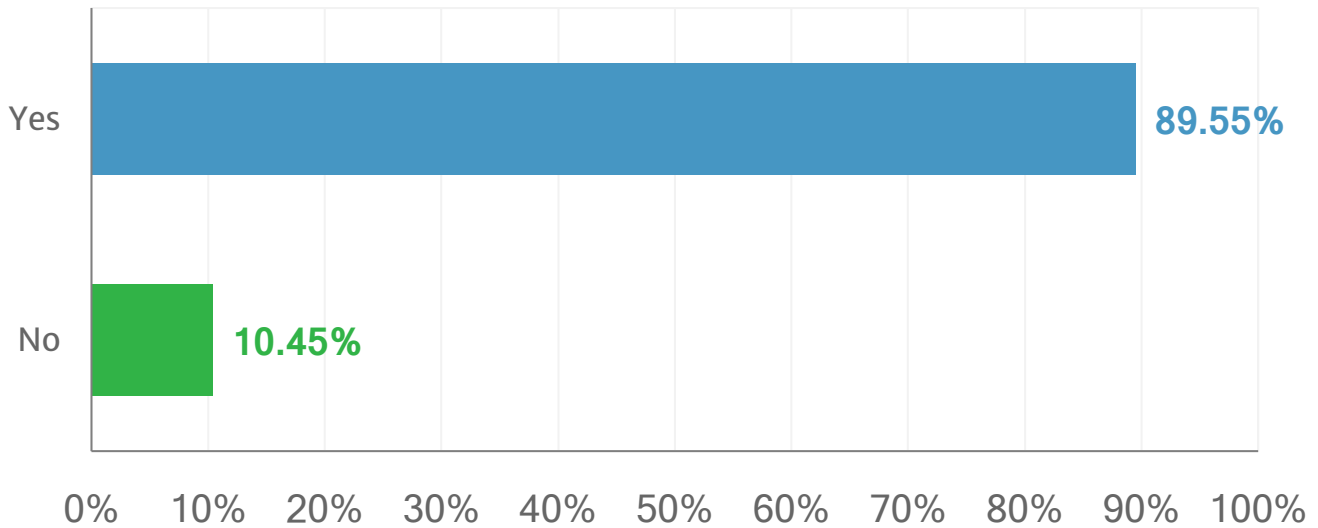


Survey Results:

Division II Collegiate Athletic Director Coaching Recruitment Survey

Q10

The TIDES report card also reveals that for the 2016 season, 88.1 percent of Division II men's coaches were white. On the women's side, whites held 87.5 percent of the Division II positions. Do you agree that there is a need to find more qualified minority coaches to lead your teams?



Responses

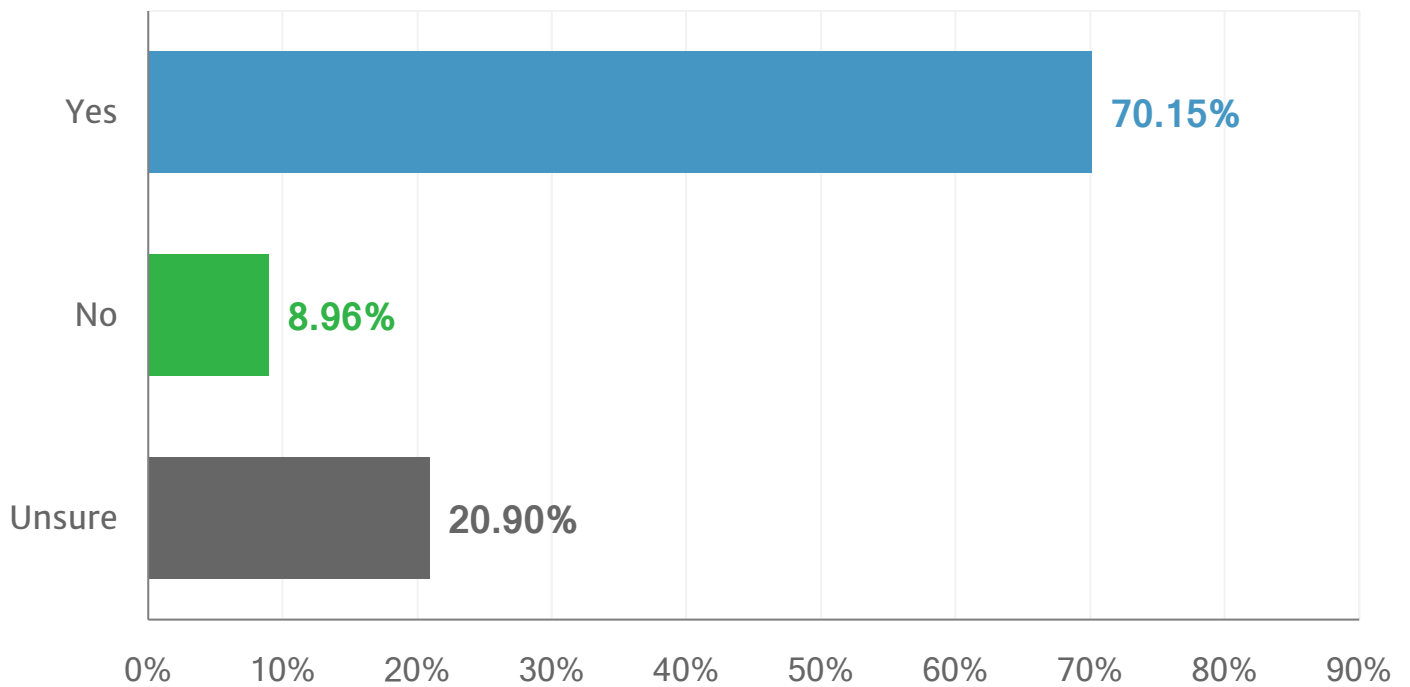


Survey Results:

Division II Collegiate Athletic Director Coaching Recruitment Survey

Q11

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



Responses



Answer Choices

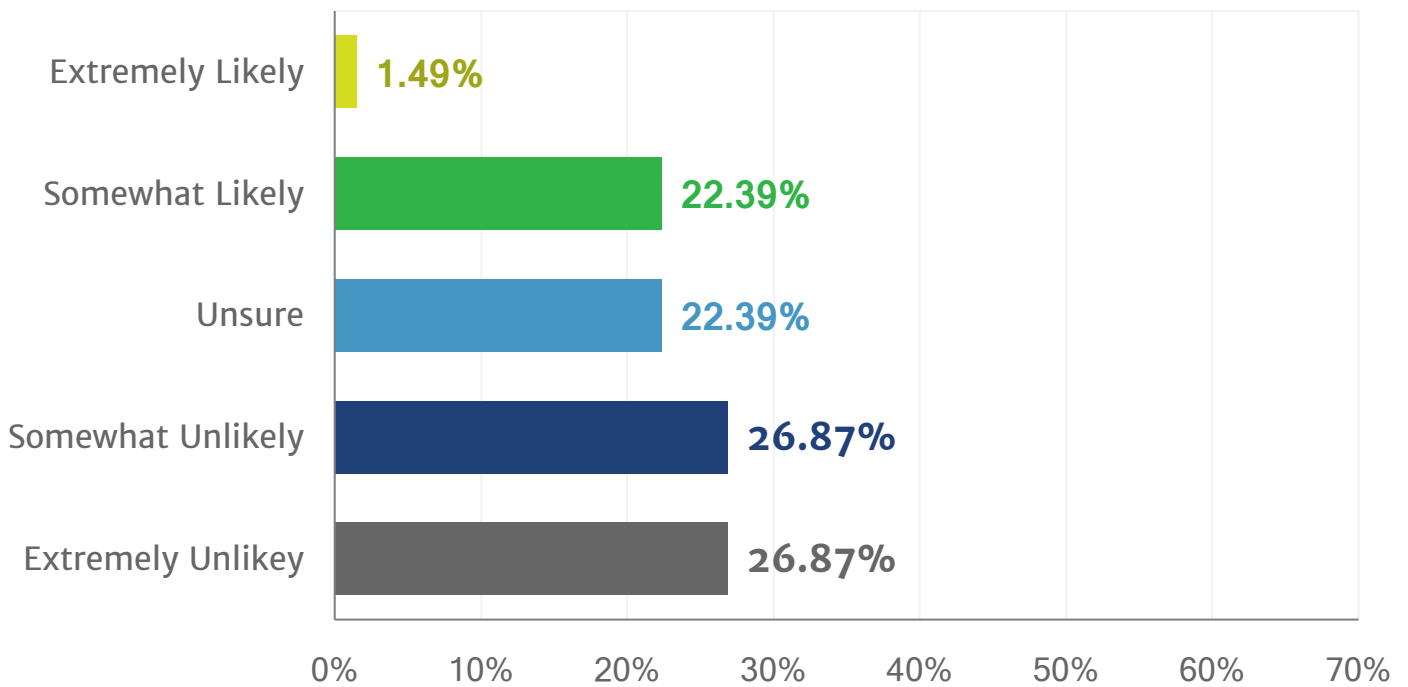
✓	70.15%
✗	8.96%
Unsure	20.90%

Survey Results:

Division II Collegiate Athletic Director Coaching Recruitment Survey

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	1.49%
Somewhat Likely	22.39%
Unsure	22.39%
Somewhat Unlikely	26.87%
Extremely Unlikely	26.87%

Survey Results: Division II Collegiate Athletic Director Coaching Recruitment Survey



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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.