

2022 NFHCA ANNUAL SURVEY DIVISION I RESULTS



The Annual Survey is a yearly collection of salary and demographic information from the collegiate members of the National Field Hockey Coaches Association (NFHCA). The results of the Annual Survey are intended to provide NFHCA members with helpful information that may be used as a professional resource. Data will also be used to analyze field hockey coach demographic trends over time.

Considerations

Information collected in this survey includes coach **age**, **gender**, **tenure**, **salary**, **contract type**, **employment status**, and **provided benefits**.

Important terms are: **floor** — the lowest reported salary, **ceiling** — the highest reported salary, **mean** — the arithmetic average of a set of values, **median** — the middle value in a set of values, **tenure** — the length of time, in years, in a coaching career or at an institution, and **Rating Percentage Index (RPI)** — a quantity used to rank sports teams based upon a team's wins and losses and its strength of schedule.

Not every coach answered every question, therefore percentages presented in these results were calculated based on the number of responses in each category, not the total number of survey respondents. Presented data is compiled through voluntary reporting by NCAA field hockey head coaches.

Data was collected between January 1, 2022 and February 24, 2022.

Overview

Out of 79 eligible NCAA Division I institutions that sponsor field hockey, 71 (90 percent) participated in the 2022 NFHCA Annual Survey.

Fifty-six percent of respondents (40) represent private institutions and 44 percent (31) represent public institutions. All conferences and NCAA regions are represented.

Key Takeaways

The three most influential variables explaining higher Division I head coach salary were, in descending order of importance: higher RPI, a multiyear contract, and more years in coaching. These factors explain about 61 percent of head coach salary.

Gender did not have an impact on head coach salary, nor did working a public or private institution.

Head coaches with a multiyear contract earned a significantly higher salary than other types of contracts. Head coaches with a multiyear contract also reported a significantly greater number of benefits.

A greater RPI was positively related to a higher head coach salary.

Division I head coaches reported significantly more benefits and higher salary than Division II or Division III head coaches. Division I coaches were significantly older than head coaches in other divisions and reported a longer time in coaching and at their current institutions than head coaches in Division II or Division III.

2022 NFHCA ANNUAL SURVEY — DIVISION I

HEAD COACH RESULTS

This year, it was reported that 70 of 71 head coach respondents (99 percent) were full-time employees of their institution.

The vast majority of Division I head coaches (69, 97 percent) reported that they did not have additional job responsibilities or titles at their institution.

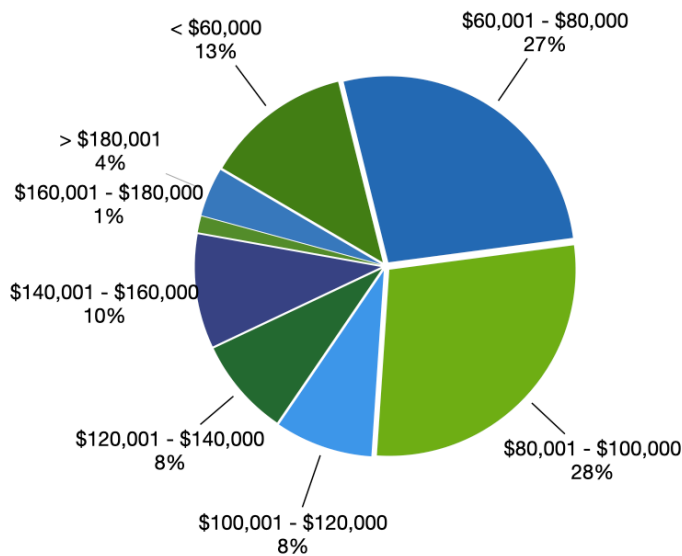
Sixty head coaches (85 percent) identified themselves as female and 11 (15 percent) identified themselves as male. It was reported in the 2020 Annual Survey that 84 percent of head coaches identified as female and in the 2018 Salary Survey, 85 percent identified as female.

Salaries

The lowest reported Division I full-time head coach annual salary was \$40,150 and the highest was \$205,000.

In the 2020 Annual Survey, the average reported Division I head coach annual salary was \$97,927, in the 2021 survey the average was \$95,645. This year, the average reported Division I head coach annual salary was \$99,275.

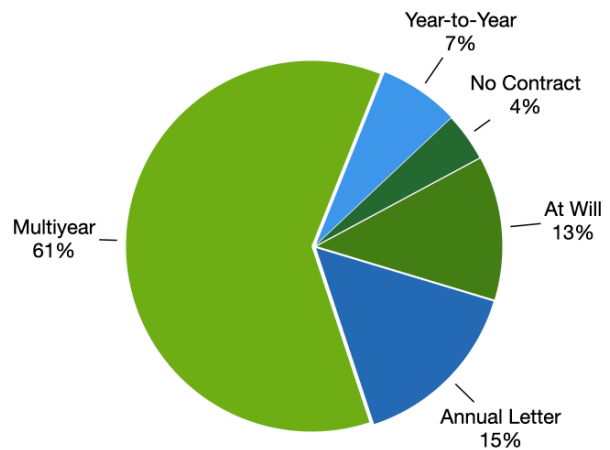
Salary Ranges of Full-Time Division I Head Coaches



Contract Type

Division I head coaches with multiyear contracts made significantly more money than any other contract type. No other significant differences between contract types existed.

Types of Contracts Awarded to Division I Head Coaches



Average full-time head coach salary by contract type

No Contract	—	\$69,667
Annual Letter	—	\$71,377
At Will	—	\$76,485
Year-to-Year	—	\$84,000
Multiyear	—	\$113,651

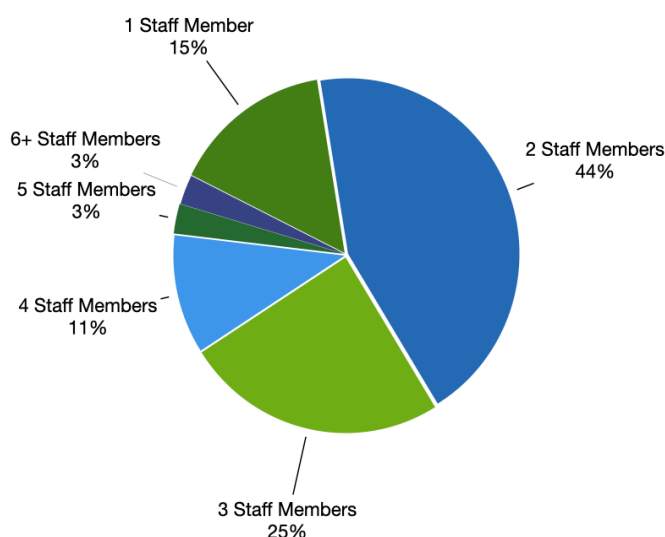
2022 NFHCA ANNUAL SURVEY — DIVISION I

HEAD COACH RESULTS

Coaching Staff Size

On average, head coaches who reported supervising between three and six staff members made \$122,429. Those who supervised between one and two staff members made, on average, \$84,390.

Number of Staff Members Supervised by Division I Head Coaches



Age

Older coaches, on average, made higher salaries.

Average full-time head coach salary by age

< 30	\$68,643
31-40	\$87,818
41-50	\$97,325
51-60	\$115,662
> 60	\$156,250

Tenure

Both tenure in coaching and tenure at current institution were related to higher salary.

The most head coaches (26, 36 percent) reported being employed at their institutions for five years or less.

Average full-time head coach salary by tenure in coaching

0-10 years	\$71,185
11-20 years	\$97,371
21-30 years	\$105,518
> 31 years	\$125,153

Average full-time head coach salary by tenure at current institution

0-5 years	\$77,911
6-10 years	\$102,181
11-15 years	\$119,644
16-20 years	\$96,946
21-25 years	\$112,116
> 26 years	\$124,090

Rating Percentage Index

On average, a higher RPI ranking was related to a higher salary.

Average full-time head coach salary by RPI ranking

1-20	\$133,254
21-40	\$99,422
41-60	\$93,412
61-79	\$65,526

*Based on final 2021 NCAA RPI rankings.

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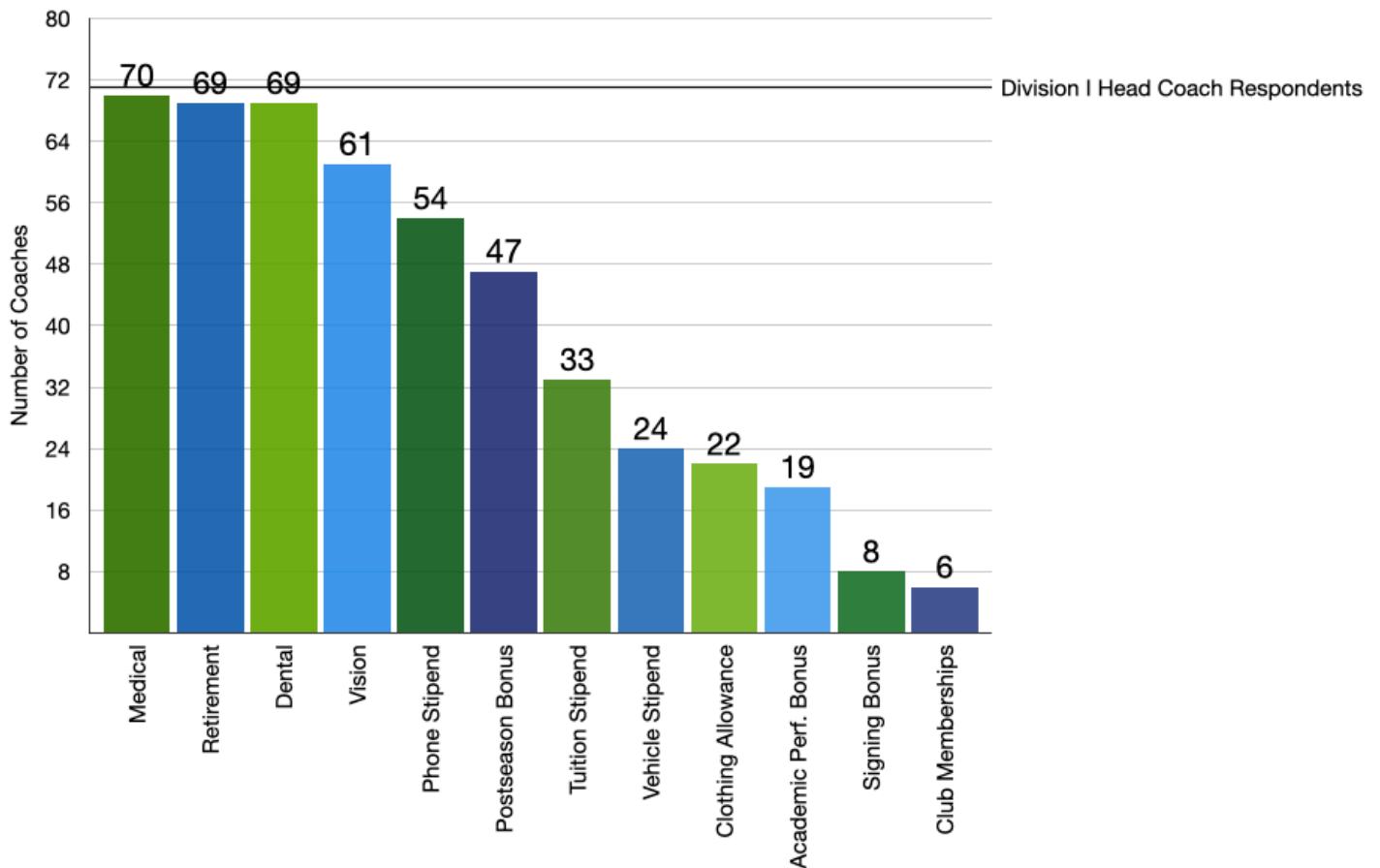
HEAD COACH RESULTS

Benefits

Medical, dental, and retirement were the most widely reported benefits by Division I head coaches. Club memberships (e.g., country club) and a signing bonus were the least reported benefits.

All respondents (71) reported some kind of benefit.

Types of Benefits Reported by
Division I Head Coaches



2022 NFHCA ANNUAL SURVEY — DIVISION I

HEAD COACH RESULTS BY CONFERENCE

America East Conference (n = 8)

Salaries

Mean: \$96,475
Median: \$94,000
Floor: \$78,800
Ceiling: \$133,000

Contract Type

No contract: 0
At will: 0
Annual letter: 3
Year-to-year: 1
Multiyear: 4

Big Ten Conference (n = 7)

Salaries

Mean: \$146,286
Median: \$150,000
Floor: \$96,000
Ceiling: \$205,000

Contract Type

No contract: 0
At will: 0
Annual letter: 0
Year-to-year: 0
Multiyear: 7

Atlantic 10 Conference (n = 8)

Salaries

Mean: \$96,475
Median: \$79,500
Floor: \$54,000
Ceiling: \$133,000

Contract Type

No contract: 1
At will: 1
Annual letter: 0
Year-to-year: 0
Multiyear: 6

Colonial Athletic Association (n = 5)

Salaries

Mean: \$89,200
Median: \$80,000
Floor: \$65,000
Ceiling: \$125,000

Contract Type

No contract: 0
At will: 1
Annual letter: 0
Year-to-year: 1
Multiyear: 3

Atlantic Coast Conference (n = 7)

Salaries

Mean: \$155,000
Median: \$155,500
Floor: \$108,000
Ceiling: \$200,000

Contract Type

No contract: 0
At will: 0
Annual letter: 0
Year-to-year: 1
Multiyear: 6

Ivy League (n = 7)

Salaries

Mean: \$107,000
Median: \$105,000
Floor: \$75,000
Ceiling: \$162,000

Contract Type

No contract: 0
At will: 1
Annual letter:
Year-to-year: 0
Multiyear: 6

Big East Conference (n = 7)

Salaries

Mean: \$92,654
Median: \$87,000
Floor: \$62,000
Ceiling: \$130,000

Contract Type

No contract: 1
At will: 1
Annual letter: 0
Year-to-year: 1
Multiyear: 4

Mid-American Conference (n = 7)

Salaries

Mean: \$74,948
Median: \$74,000
Floor: \$55,000
Ceiling: \$95,000

Contract Type

No contract: 0
At will: 1
Annual letter: 2
Year-to-year: 0
Multiyear: 4

2022 NFHCA ANNUAL SURVEY — DIVISION I

HEAD COACH RESULTS BY CONFERENCE

Northeast Conference (n = 7)

Salaries (full-time only)

Mean: \$59,543
Median: \$56,800
Floor: \$52,000
Ceiling: \$75,000

Contract Type

No contract: 1
At will: 2
Annual letter: 2
Year-to-year: 1
Multiyear: 1

Patriot League (n = 6)

Salaries

Mean: \$95,192
Median: \$82,000
Floor: \$40,150
Ceiling: \$153,000

Contract Type

No contract: 0
At will: 1
Annual letter: 3
Year-to-year: 0
Multiyear: 2

2022 NFHCA ANNUAL SURVEY — DIVISION I

ASSISTANT COACH 1 RESULTS

Of the 71 Division I institutions that responded, 68 reported data for an Assistant Coach 1 (AC1). Forty-five (66 percent) were given the title of “assistant coach,” 22 (32 percent) were labeled “associate head coach,” one was a “graduate assistant.”

Of the 68 respondents who reported AC1 gender, 55 (81 percent) were identified as female, 13 (19 percent) were identified as male.

The average age for AC1 at the Division I level was 32 years, with 53 percent (36) reporting that they were 30 years old or younger.

Employment Status

The majority of Division I AC1 (62, 91 percent) were designated as full-time employees. Five AC1 were designated as part-time.

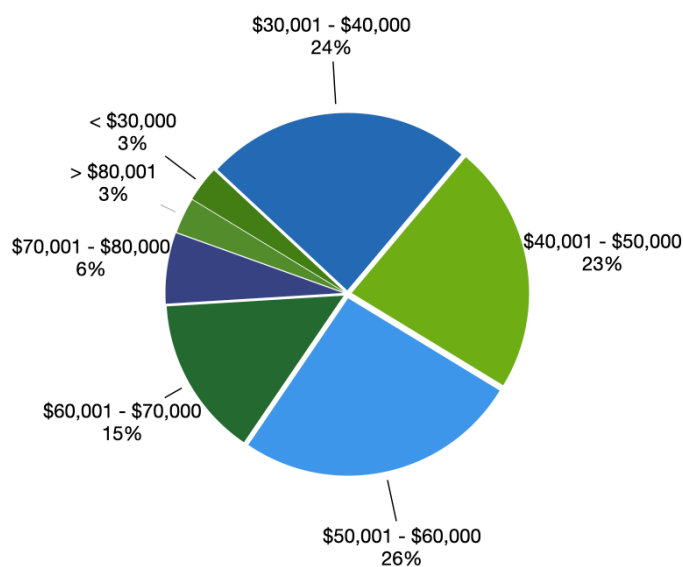
The majority of AC1 salaries — part-time and full-time — (61, 90 percent) were funded solely through their institution. The remainder were funded through a combination of institutional support, fundraising, and camps/clinics.

Salaries

The average full-time AC1 reported salary was \$52,144. This rose from average reported salary of \$49,834 in 2020. The lowest AC1 salary was \$27,000, the highest was \$90,000.

The average part-time salary for AC1 was \$14,403 — this is less than the average part-time pay for Division II AC1.

Salary Range of Full-Time Division I Assistant Coach 1



Tenure and Age

The average age of AC1 was 33 and the average time in years spent at their current institution was five.

On average, AC1 who stayed at their institution for more years, earned more than their peers.

Average full-time AC1 salary by tenure at current institution

0 - 2 years —	\$47,326
3 - 5 years —	\$49,637
6 years or more —	\$65,681

Contract Type

On average, full-time AC1s with multiyear contracts earned the highest salary of the contract types.

Of the five part-time AC1s, two had no contract, two had an annual letter, and one had a year-to-year contract.

Average full-time AC1 salary by contract type

No Contract (7) —	\$44,375
At Will (13) —	\$47,269
Annual Letter (19) —	\$53,179
Year-to-Year (25) —	\$53,792
Multiyear (3) —	\$64,619

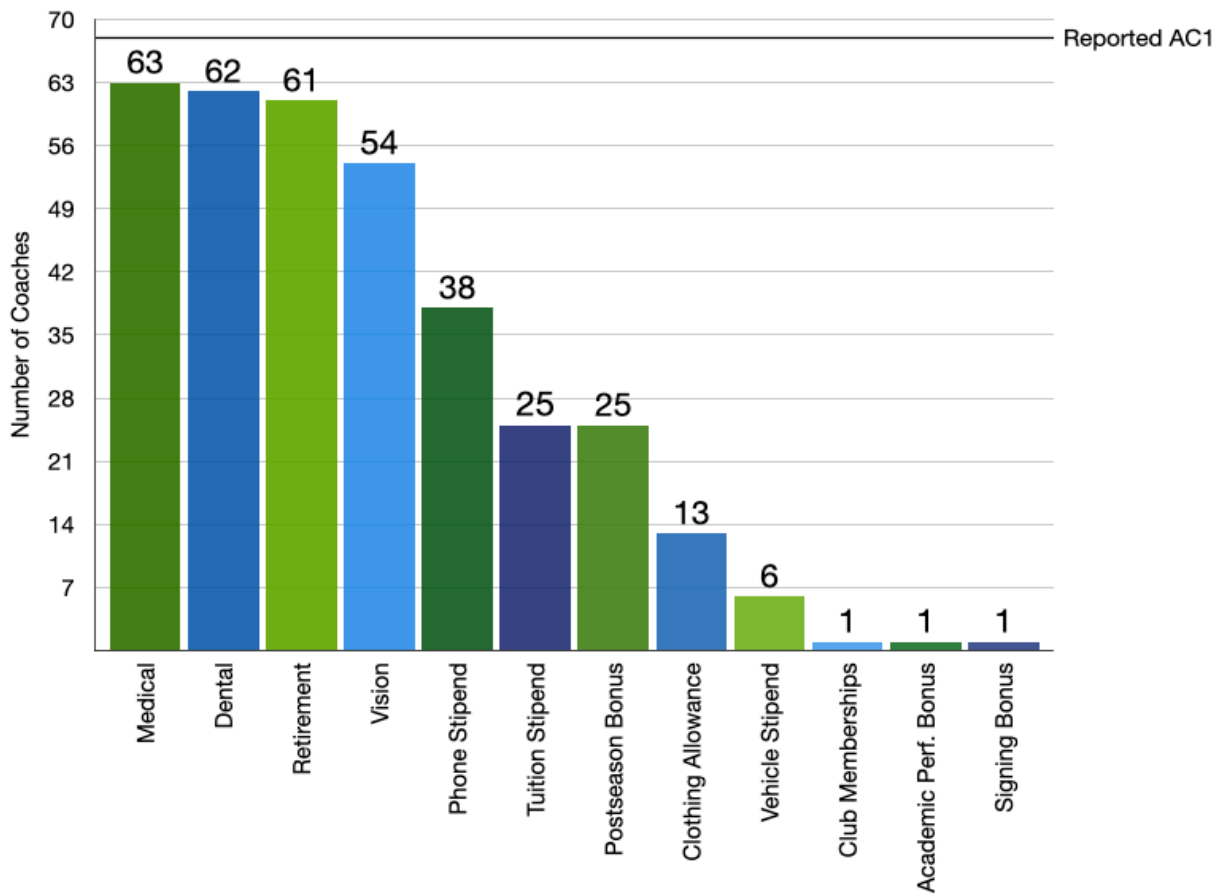
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ASSISTANT COACH 1 RESULTS

Benefits

Of the 68 programs that reported an AC1, 64 reported that they received some kind of benefit. It was reported for the first time since data was collected that an AC1 received a signing bonus.

Types of Benefits Reported by
Division I AC1



2022 NFHCA ANNUAL SURVEY — DIVISION I

ASSISTANT COACH 1 RESULTS BY CONFERENCE

America East Conference (n = 8)

Salaries (full-time only)

Mean: \$55,739
Floor: \$40,000
Ceiling: \$67,000

Contract Type

No contract: 0
At will: 0
Annual letter: 5
Year-to-year: 3
Multiyear: 0

Big Ten Conference (n = 7)

Salaries

Mean: \$70,857
Floor: \$53,000
Ceiling: \$90,000

Contract Type

No contract: 0
At will: 1
Annual letter: 3
Year-to-year: 3
Multiyear: 0

Atlantic 10 Conference (n = 8)

Salaries

Mean: \$42,188
Floor: \$30,000
Ceiling: \$55,000

Contract Type

No contract: 1
At will: 2
Annual letter: 1
Year-to-year: 2
Multiyear: 1

Colonial Athletic Association (n = 4)

Salaries

Mean: \$49,750
Floor: \$42,000
Ceiling: \$67,000

Contract Type

No contract: 0
At will: 1
Annual letter: 1
Year-to-year: 2
Multiyear: 0

Atlantic Coast Conference (n = 5)

Salaries

Mean: \$65,400
Floor: \$53,000
Ceiling: \$77,000

Contract Type

No contract: 1
At will: 1
Annual letter: 0
Year-to-year: 3
Multiyear: 0

Ivy League (n = 7)

Salaries

Mean: \$57,857
Floor: \$39,000
Ceiling: \$84,000

Contract Type

No contract: 0
At will: 1
Annual letter: 1
Year-to-year: 4
Multiyear: 1

Big East Conference (n = 7)

Salaries

Mean: \$51,051
Floor: \$35,000
Ceiling: \$73,856

Contract Type

No contract: 2
At will: 1
Annual letter: 0
Year-to-year: 3
Multiyear: 1

Mid-American Conference (n = 7)

Salaries (full-time only)

Mean: \$40,333
Floor: \$35,000
Ceiling: \$44,000

Contract Type

No contract: 0
At will: 1
Annual letter: 1
Year-to-year: 5
Multiyear: 0

2022 NFHCA ANNUAL SURVEY — DIVISION I

ASSISTANT COACH 1 RESULTS BY CONFERENCE

Northeast Conference (n = 8)

Salaries (full-time only)

Mean: \$36,500
Floor: \$27,000
Ceiling: \$40,000

Contract Type

No contract: 3
At will: 3
Annual letter: 0
Year-to-year: 2
Multiyear: 0

Patriot League (n = 6)

Salaries

Mean: \$44,858
Floor: \$34,000
Ceiling: \$60,000

Contract Type

No contract: 0
At will: 2
Annual letter: 2
Year-to-year: 2
Multiyear: 0

Part-Time (n = 5)

Salaries

Mean: \$18,000
Floor: \$5,000
Ceiling: \$40,000

Contract Type

No contract: 2
At will: 0
Annual letter: 2
Year-to-year: 1
Multiyear: 0

2022 NFHCA ANNUAL SURVEY — DIVISION I

ASSISTANT COACH 2 RESULTS

Of the 71 Division I institutions that responded, 57 reported data for an Assistant Coach 2 (AC2). Forty-nine (86 percent) were given the title of “assistant coach,” six were listed as “graduate assistant,” one was labeled a “technical director,” and one was listed as a “volunteer.”

Of the 51 respondents who reported AC2 gender, 39 (76 percent) were identified as female, 12 (24 percent) were identified as male.

The average age for AC2 at the Division I level was 27 years, with 77 percent (40) reporting that they were 30-years-old or younger.

Employment Status

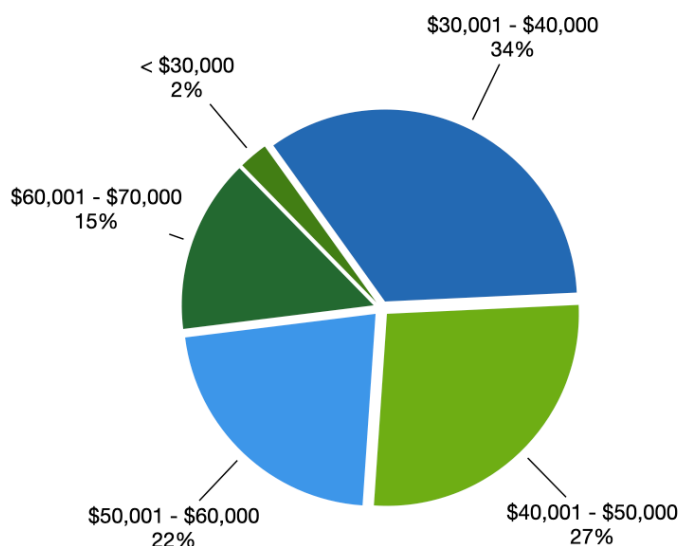
The majority of Division I AC2 were designated as full-time employees (41, 72 percent), eight were labeled as part-time, seven were designated graduate assistants, and one was a volunteer.

Of the 41 full-time AC2, 39 reported that their entire salary was funded institutionally. Of the nine part-time AC2, five salaries were funded entirely by their institution.

Salaries

The average full-time AC2 reported salary was \$47,603. This increased from \$44,791 in 2021. The average part-time salary for AC2 this year was \$29,875, this increased from \$22,700 in 2021.

Salary Range of Full-Time Division I Assistant Coach 2



Contract Type

A plurality of all AC2s (26, 45 percent) were given a year-to-year contract, the second most-common contract was an annual letter (13, 23 percent), third most-common was an at-will contract (11, 19 percent), then no contract (6, 11 percent), and the least-common contract was a multiyear (1, 2 percent).

Average full-time AC2 salary by contract type

At Will (8) —	\$43,188
Annual Letter (7) —	\$46,000
No Contract (2) —	\$46,500
Year-to-Year (23) —	\$49,620
Multiyear (1) —	\$50,000

Tenure

On average, AC2 tenure at current institution was 2.1 years and tenure in coaching was 4.8 years.

Average full-time AC2 salary by tenure at current institution

0 - 2 years —	\$44,046
3 - 5 years —	\$54,045
6 years or more —	\$60,000

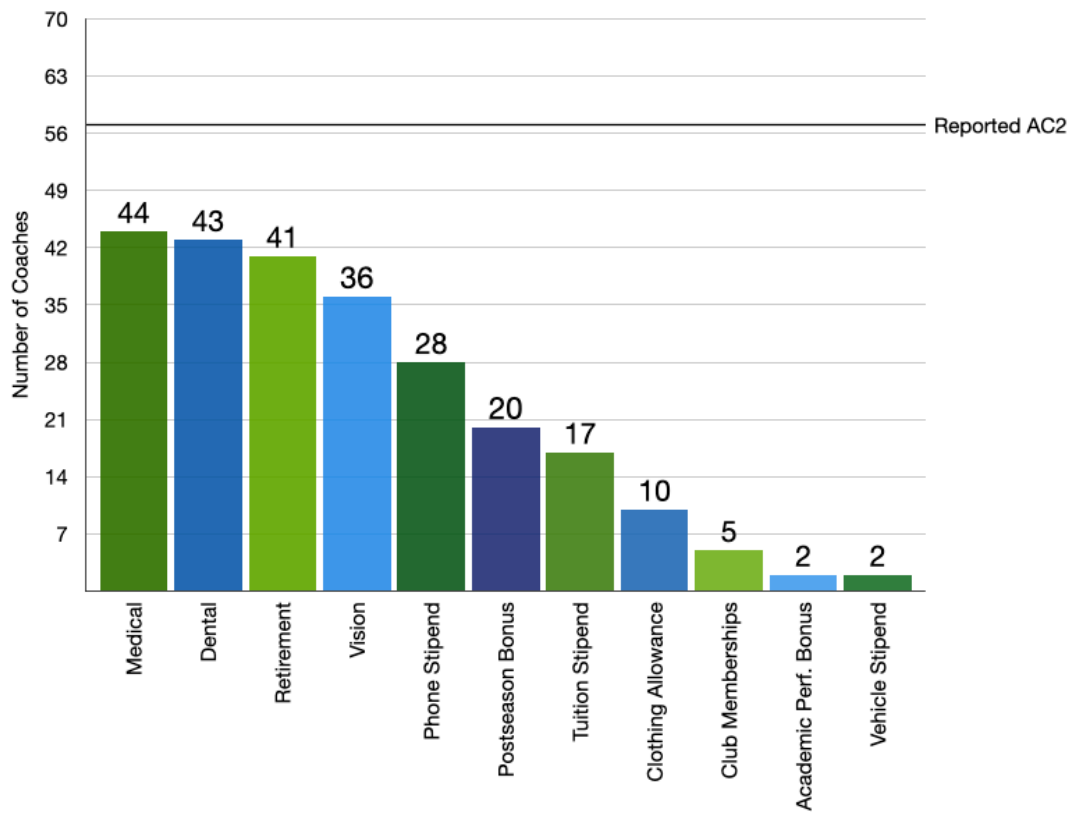
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ASSISTANT COACH 2 RESULTS

Benefits

Of the 57 programs that reported an AC2, 45 reported that they received some kind of benefit.

Types of Benefits Reported by
Division I AC2



2022 NFHCA ANNUAL SURVEY — DIVISION I

ASSISTANT COACH 2 RESULTS BY CONFERENCE

America East Conference (n = 6)

Salaries (full-time only)	Contract Type
Mean: \$48,250	No contract: 0
Floor: \$40,000	At will: 1
Ceiling: \$57,000	Annual letter: 3
Employment Statuses	Year-to-year: 2
Full-Time: 4	Multiyear: 0
Part-Time: 2	
Graduate Assistant: 0	

Big Ten Conference (n = 7)

Salaries	Contract Type
Mean: \$59,571	No contract: 0
Floor: \$45,000	At will: 1
Ceiling: \$70,000	Annual letter: 2
Employment Statuses	Year-to-year: 4
Full-Time: 7	Multiyear: 0
Part-Time: 0	
Graduate Assistant: 0	

Atlantic 10 (n = 6)

Salaries (full-time only)	Contract Type
Mean: \$41,000	No contract: 0
Floor: \$34,000	At will: 2
Ceiling: \$50,000	Annual letter: 1
Employment Statuses	Year-to-year: 2
Full-Time: 4	Multiyear: 1
Part-Time: 1	
Graduate Assistant: 1	

Colonial Athletic Association (n = 3)

Salaries	Contract Type
Mean: \$41,000	No contract: 0
Floor: \$33,000	At will: 0
Ceiling: \$48,000	Annual letter: 1
Employment Statuses	Year-to-year: 2
Full-Time: 3	Multiyear: 0
Part-Time: 0	
Graduate Assistant: 0	

Atlantic Coast Conference (n = 5)

Salaries	Contract Type
Mean: \$57,000	No contract: 1
Floor: \$48,000	At will: 1
Ceiling: \$65,000	Annual letter: 0
Employment Statuses	Year-to-year: 3
Full-Time: 5	Multiyear: 0
Part-Time: 0	
Graduate Assistant: 0	

Ivy League (n = 7)

Salaries (full-time only)	Contract Type
Mean: \$48,000	No contract: 0
Floor: \$37,000	At will: 1
Ceiling: \$60,000	Annual letter: 1
Employment Statuses	Year-to-year: 5
Full-Time: 4	Multiyear: 0
Part-Time: 3	
Graduate Assistant: 0	

Big East Conference (n = 7)

Salaries (full-time only)	Contract Type
Mean: \$45,542	No contract: 2
Floor: \$39,000	At will: 1
Ceiling: \$60,000	Annual letter: 0
Employment Statuses	Year-to-year: 4
Full-Time: 6	Multiyear: 0
Part-Time: 0	
Graduate Assistant: 1	

Mid-American Conference (n = 7)

Salaries (full-time only)	Contract Type
Mean: \$32,667	No contract: 2
Floor: \$26,000	At will: 1
Ceiling: \$36,000	Annual letter: 1
Employment Statuses	Year-to-year: 1
Full-Time: 3	Multiyear: 0
Part-Time: 0	
Graduate Assistant: 2	
Volunteer: 1	

2022 NFHCA ANNUAL SURVEY — DIVISION I

ASSISTANT COACH 2 RESULTS BY CONFERENCE

Northeast Conference (n = 4)

Salaries (part-time only)

Mean: \$14,500
Floor: \$14,000
Ceiling: \$15,000

Employment Statuses

Full-Time: 0
Part-Time: 2
Graduate Assistant: 2

Contract Type

No contract: 1
At will: 1
Annual letter: 1
Year-to-year: 1
Multiyear: 0

Patriot League (n = 5)

Salaries (full-time only)

Mean: \$38,625
Floor: \$32,000
Ceiling: \$45,000

Employment Statuses

Full-Time: 4
Part-Time: 0
Graduate Assistant: 1

Contract Type

No contract: 0
At will: 2
Annual letter: 1
Year-to-year: 2
Multiyear: 0

Part-Time Compensation for AC2 (n = 8)

Compensation

Mean: \$29,875
Floor: \$10,000
Ceiling: \$57,000

Contract Type

No contract: 0
At will: 3
Annual letter: 3
Year-to-year: 2
Multiyear: 0

2022 NFHCA ANNUAL SURVEY

NCAA-WIDE RESULTS

Out of 288 NCAA institutions that sponsor field hockey, 258 (91 percent) participated in the 2022 NFHCA Annual Survey.

Looking at demographics, 233 NCAA head coaches (92 percent) identified themselves as female and 20 (8 percent) identified themselves as male. The average age of NCAA head coaches was 40 years old. For NCAA head coaches, the average number of years in coaching was 17 and the average number of years at current institution was 10. There was no significant change in demographics over the last year.

Key Takeaways

The average salary of all NCAA head coaches was \$70,498 — this is an increase in the average salary from the 2021 survey (\$69,435) and the 2020 survey (\$69,029).

Across all divisions, head coaches at public institutions made more money. Average head coach salary was \$82,431 at public institutions and \$61,696 at private institutions.

Enrollment was significantly related to head coach salary — each student enrolled translated to an additional \$1.80.

Head coaches with multiyear contracts significantly out earned their peers and had significantly more benefits. There were no differences between the other contract types. One item worth noting is that it is higher salary and multiyear contracts are correlated, but causation cannot be inferred.

On average, head coaches with multiyear contracts earned 6.4 benefits. At-will contracts facilitated on average 4.8 benefits, annual letters had 4.2 benefits, and year-to-year had 4.1 benefits.

Average full-time NCAA head coach salary by contract type

No Contract —	\$56,229
Annual Letter —	\$56,475
At Will —	\$57,065
Year-to-Year —	\$58,726
Multiyear —	\$97,192

Salary Ranges of Full-Time NCAA Head Coaches

