

# 2022 NFHCA ANNUAL SURVEY *DIVISION II 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.

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## 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 **Winning Percentage** — the portion of wins earned from the total games played.

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 39 NCAA Division I institutions that sponsor field hockey, 34 (87 percent) participated in the 2022 NFHCA Annual Survey.

Sixty-eight percent of respondents (23) represent private institutions and 32 percent (11) represent public institutions. All conferences and NCAA regions are represented..

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## Key Takeaways

The two most influential variables explaining higher Division II head coach salary were, in descending order of importance: years at current institution, and a multiyear contract. These factors explain about 59 percent of head coach salary.

Gender did not have an impact on head coach salary, nor did higher winning percentage.

Head coaches with a multiyear contract earned a significantly higher salary than other types of contracts.

Public school head coach salary was significantly higher than the salaries of head coaches at private schools.

More time employed at an institution was related to a significantly higher head coach salary. When accounting for other factors, overall years coaching and age were not related to a higher salary.

# 2022 NFHCA ANNUAL SURVEY — DIVISION II

## HEAD COACH RESULTS

This year, it was reported that 33 of 34 head coach respondents were full-time employees of their institution.

Seventy-six percent of Division II head coaches (26) reported that they did not have additional job responsibilities or titles at their institution. Of the 8 head coaches (26 percent) who did report additional job responsibilities, four had an administrator title and four were assigned other tasks in their athletic department.

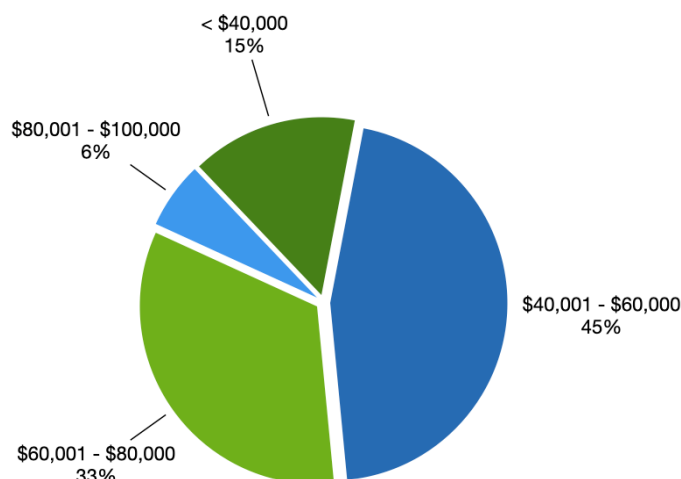
Of 34 head coaches who reported their gender, 32 (94 percent) identified themselves as female. There was no significant change in head coach gender reporting from the 2021 or 2020 Annual Survey.

### Salaries

In the 2020 Annual Survey, the average reported full-time Division II head coach annual salary was \$55,155, in 2021 it was \$54,940. This year, the average reported Division II head coach annual salary was \$56,281.

The lowest reported Division II full-time head coach annual salary was \$30,000 and the highest was \$98,000.

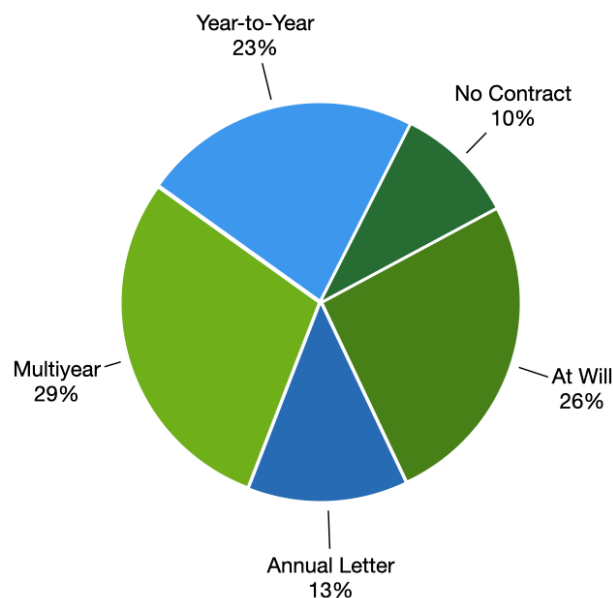
#### Salary Ranges of Full-Time Division II Head Coaches



### Contract Type

Head coaches with a multiyear contract earned a significantly higher salary than other types of contract.

#### Types of Contracts Awarded to Division II Head Coaches



#### Average full-time head coach salary by contract type

|               |   |          |
|---------------|---|----------|
| Annual Letter | — | \$40,750 |
| At Will       | — | \$51,062 |
| Year-to-Year  | — | \$55,143 |
| No Contract   | — | \$56,884 |
| Multiyear     | — | \$71,011 |

# 2022 NFHCA ANNUAL SURVEY — DIVISION II

## HEAD COACH RESULTS

### Coaching Staff Size

A plurality of Division II head coaches reported supervising one staff member (12, 36 percent). Eleven (33 percent) reported overseeing two staff members, eight (24 percent) supervised three staff members, and two reported supervising zero staff members (6 percent).

On average, head coaches who reported supervising one staff member made \$54,459. Those who supervised two staff members made, on average, \$56,379 and those who supervised three staff members made, on average, \$64,437.

### Age

The average age of a Division II head coach was 37 years old.

#### Average full-time head coach salary by age

|         |          |
|---------|----------|
| < 30    | \$48,383 |
| 31-40 — | \$55,699 |
| 41-50 — | \$55,333 |
| 51-60 — | \$68,833 |

### Winning Percentage

Controlling for other factors, winning percentage had no statistically significant impact on Division II head coach salary.

#### Average full-time head coach salary by age

|               |          |
|---------------|----------|
| 0 - .249 —    | \$54,000 |
| .250 - .499 — | \$53,954 |
| .500 - .749 — | \$52,821 |
| .750 - 1 —    | \$72,000 |

*\*Based on final 2021 NCAA Winning Percentage.*

### Tenure

Neither tenure in coaching nor tenure at current institution were related to higher salary.

The most head coaches (16, 47 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 —  | \$49,875 |
| 11-20 years — | \$56,784 |
| 21-30 years — | \$69,667 |
| > 31 years —  | \$66,000 |

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

|               |                               |
|---------------|-------------------------------|
| 0-5 years —   | \$50,837                      |
| 6-10 years —  | \$53,965                      |
| 11-15 years — | \$62,833                      |
| 16-20 years — |                               |
| 21-25 years — | \$67,000                      |
| > 26 years —  | Withheld to protect anonymity |

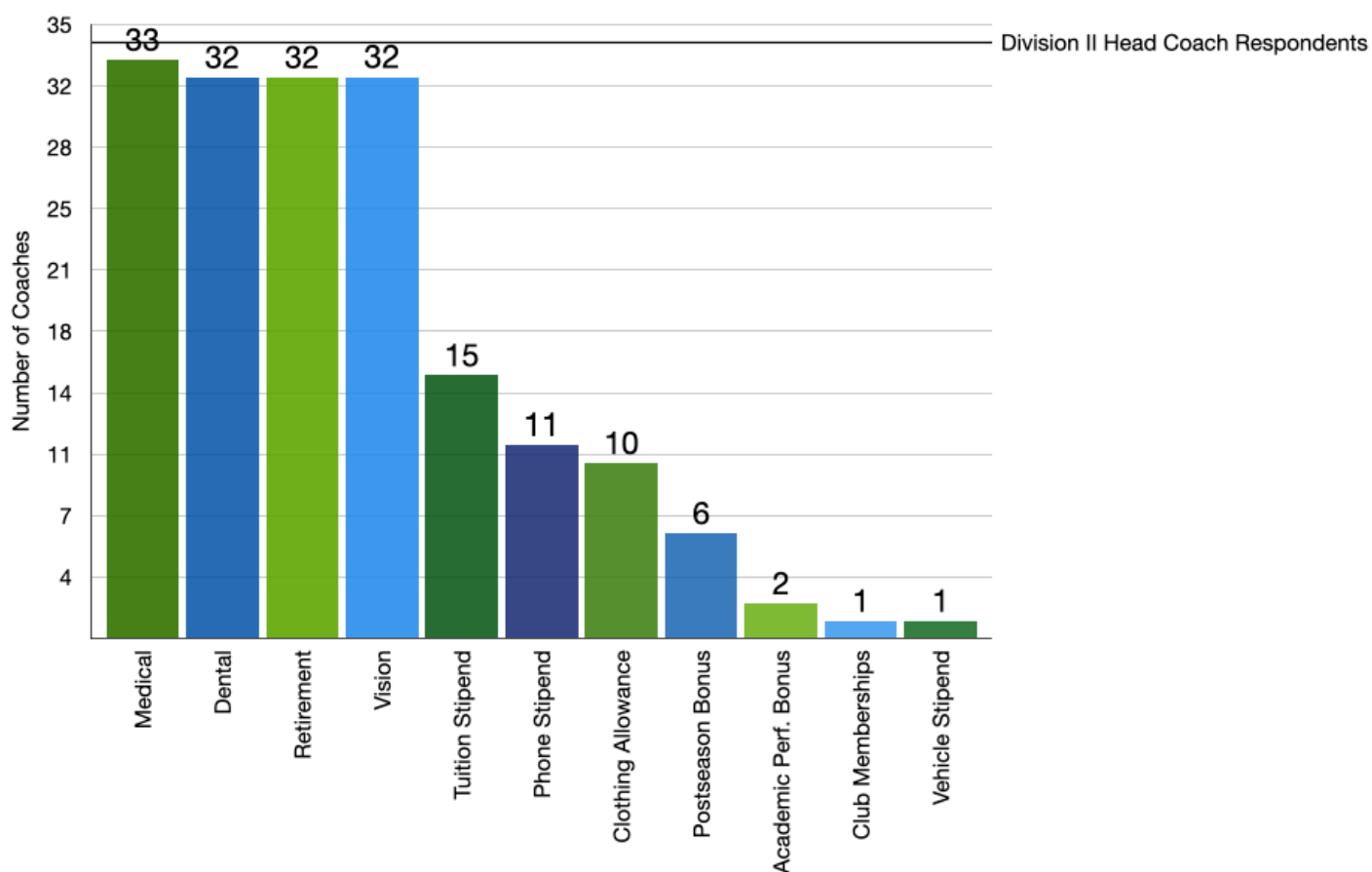
# 2022 NFHCA ANNUAL SURVEY — DIVISION II

## HEAD COACH RESULTS

### Benefits

All but one Division II head coach respondent reported some kind of benefit. Three benefits were awarded to Division II head coaches for the first time since data was collected: academic performance bonus, club membership (e.g. country club), and a vehicle stipend.

Types of Benefits Reported by  
Division II Head Coaches



# 2022 NFHCA ANNUAL SURVEY — DIVISION II

## ASSISTANT COACH RESULTS

### Assistant Coach 1 Results

Of the 34 Division II institutions that responded, 30 reported that their program had an Assistant Coach 1 (AC1).

Eleven (37 percent) were full-time, 13 (43 percent) were part-time, and six (20 percent) were graduate students.

All but one program reported that their AC1 positions were funded institutionally.

Of the 29 respondents who reported AC1 gender, 28 (97 percent) identified as female. In the 2018 Salary Survey, it was reported that 32 (94 percent) of AC1 identified as female.

### Employment Status and Salary

The average reported part-time AC1 salary increased from \$11,409 in 2020, a difference of \$3,379.

The average full-time AC1 salary increased by \$1,445 from 2021.

#### Average AC1 compensation by employment status

|                    |          |
|--------------------|----------|
| Graduate Student — | \$6,618  |
| Part-time —        | \$14,788 |
| Full-time —        | \$37,045 |

### Tenure and Age

On average, AC1 overall coaching tenure was five years and their tenure at their current institution was four years.

The average age for AC1s at the Division II level was 26 years — 76 percent (23) reported they were 29-years-old or younger.

### Contract Type

The majority of all AC1 were given a year-to-year contract (12, 40 percent), seven were given an at-will contract, six were not given a contract, three were given an annual letter, and one was given a multiyear contract.

### Assistant Coach 2 Results

Of the 34 Division II institutions that responded, 18 reported that their program had an Assistant Coach 2 (AC2).

Nine AC2 (50 percent) were part-time, seven (39 percent) were volunteers, and two were graduate students (11 percent).

Six programs who supported a part-time AC2 had the position funded solely through their institution.

Of the 16 respondents who reported AC2 gender, 15 identified as female.

### Employment Status and Salary

The average reported part-time AC2 salary increased from \$4,500 in 2021, a difference of \$1,500.

#### Average AC2 compensation by employment status

|                    |         |
|--------------------|---------|
| Volunteer —        | \$0     |
| Graduate Student — | \$2,600 |
| Part-time —        | \$6,000 |

### Tenure and Age

On average, AC2 overall coaching tenure was 3.5 years and their tenure at their current institution was 3.2 years.

The average age for AC2s at the Division III level was 28 years — 88 percent (14) reported they were 29-years-old or younger.

### Contract Type

The majority of all AC2 did not have a contract (11, 68 percent), five were given a year-to-year contract, two were given an at-will contract, and one was given an annual letter.

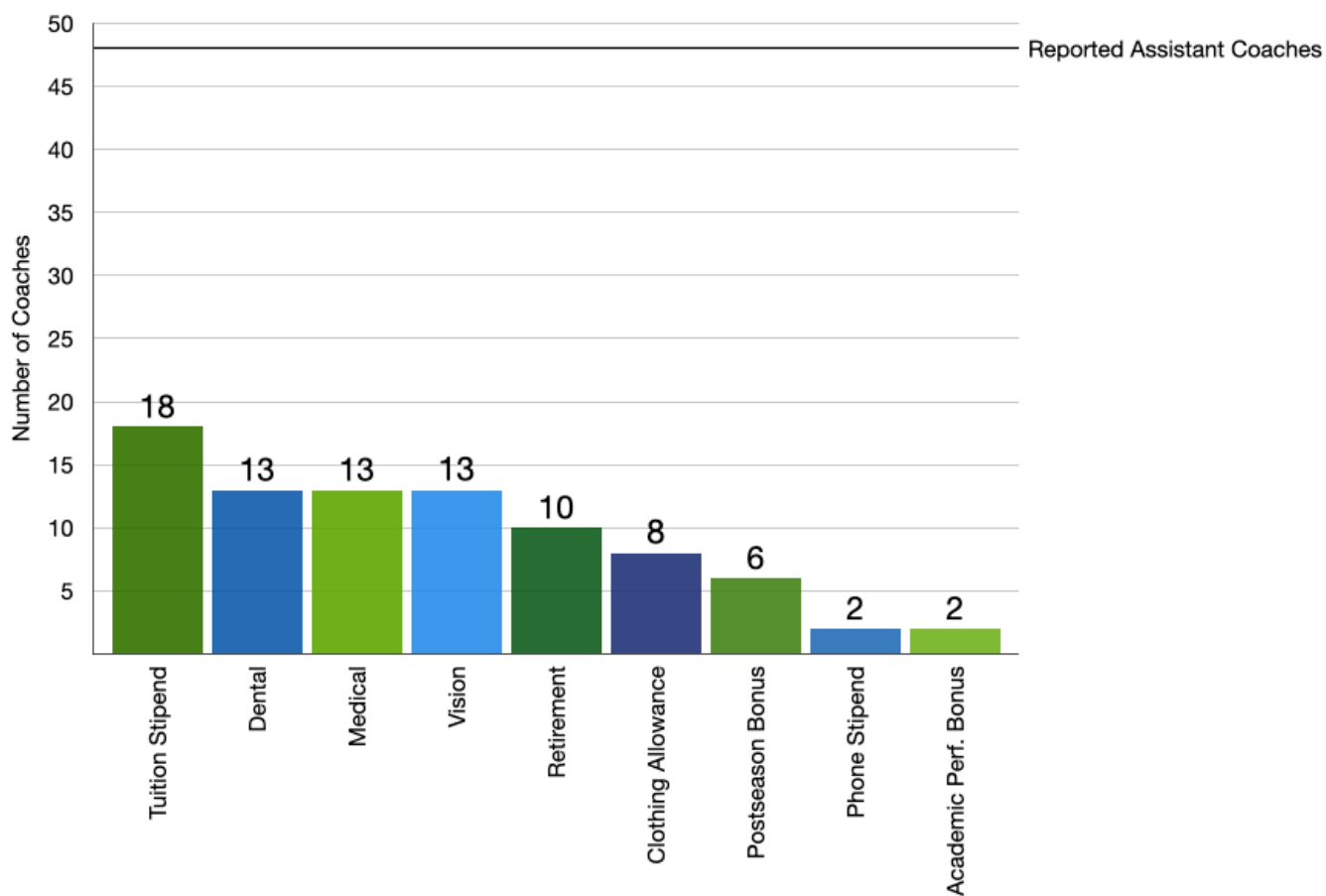
# 2022 NFHCA ANNUAL SURVEY — DIVISION II

## ASSISTANT COACH RESULTS

### Benefits

Of the 48 total Division II assistant coaches, 31 (65 percent) reported some kind of benefit.

Types of Benefits Reported by  
Division II Assistant Coaches



# 2022 NFHCA ANNUAL SURVEY — DIVISION II

## RESULTS BY CONFERENCE

### Northeast-10 Conference (n = 13)

#### Head Coach Salaries (full-time only)

Mean: \$56,013  
Median: \$56,000  
Floor: \$40,000  
Ceiling: \$79,000

#### Head Coach Contract Type

No contract: 3  
At will: 5  
Annual letter: 1  
Year-to-year: 3  
Multiyear: 1

#### AC1

Full-time: 0  
Part-time: 9  
Graduate Assistant: 4  
Volunteer: 0

#### Mean Compensation

Part-time: \$12,167

#### AC2

Full-time: 0  
Part-time: 4  
Graduate Assistant: 1  
Volunteer: 3

#### Mean Compensation

Part-time: \$4,325

### Pennsylvania State Athletic Conference (n = 10)

#### Head Coach Salaries

Mean: \$68,511  
Median: \$66,500  
Floor: \$43,000  
Ceiling: \$98,000

#### Contract Type

No contract: 0  
At will: 0  
Annual letter: 1  
Year-to-year: 1  
Multiyear: 8

#### AC1

Full-time: 6  
Part-time: 2  
Graduate Assistant: 1  
Volunteer: 0

#### Mean Compensation

Full-time: \$42,083  
Part-time: \$16,875

#### AC2

Full-time: 0  
Part-time: 4  
Graduate Assistant: 1  
Volunteer: 1

#### Mean Compensation

Part-time: \$8,233

### South Athletic Conference (n = 6)

#### Head Coach Salaries

Mean: \$45,839  
Median: \$42,500  
Floor: \$40,035  
Ceiling: \$52,000

#### Contract Type

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

#### AC1

Full-time: 4  
Part-time: 0  
Graduate Assistant: 1  
Volunteer: 0

#### Mean Compensation

Full-Time: \$28,275

#### AC2

Full-time: 0  
Part-time: 0  
Graduate Assistant: 0  
Volunteer: 1

# 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

