



2016 LEGISLATIVE ISSUE BRIEF

HB 2561 EVALUATION REPORT

EXECUTIVE SUMMARY

House Bill 2561 (HB 2561) (2015) tasked the Higher Education Coordinating Commission (HECC) to conduct an evaluation concerning head coach hiring practices for female and minority applicants across public universities. Seven public universities collaborated with the HECC and responded to an evaluative questionnaire. The HECC aggregated and analyzed the results of the university questionnaires to determine if any disparities in the hiring of female or minority applicants existed. While the HECC did not find any disparities in hiring practices that are explained by institutional processes using this evaluation, we recommend the HECC continue to act as a reporting intermediary. In performing this role, HECC will annually collect the information in the following report, aggregate the data across the participating public universities, and keep a record of the information reported.

LEGISLATIVE OVERVIEW

HB 2561 (2015) charged the HECC to conduct two evaluations and report the results during the 2016 session of the Legislative Assembly. The statutory required evaluations concern the following:

1. [Conduct an evaluation] on the best method for providing oversight to ensure that public universities listed in ORS 353.002 comply with their obligation under ORS 352.218 to interview at least one minority applicant when hiring a head coach or athletic director.¹
2. [Conduct an evaluation] on whether there are disparities in the hiring of female head coaches or female athletic directors in the State of Oregon; and the most effective method of correcting any disparities found to exist.²

EVALUATION OUTLINE

The HECC discussed the proposed evaluations with public universities via phone and email. Following our correspondence, HECC submitted a questionnaire regarding head coach hiring practices to the seven (7) public universities: Eastern Oregon University (EOU); Portland State University (PSU); Oregon Institute of Technology (OIT); Oregon State University (OSU); and the University of Oregon (UO). All 7 public universities responded to the questionnaire regarding head coach and athletic director posts and vacancies. The questionnaire covered the years 2014 and 2015, and the results are summarized in Appendix A.

¹ Oregon House Bill 2561 (2015)

² *Ibid.*

FINDINGS

The head coach hiring evaluation regarding persons of minority status yielded the following results:

- Seventeen (17) head coach vacancies existed in 2014 and 2015 across all seven (7) institutions. A median value of three (3) vacancies existed across all institutions evaluated.
- Six (6) out of seven (7), or 100 percent, of institutions with a head coaching vacancy interviewed at least one minority candidate.³
- Two (2) athletic director vacancies existed in 2014 and 2015 at two (2) institutions.
- Two (2) out of two (2), or 100 percent, of institutions with an athletic director vacancy interviewed at least one minority candidate.

The head coach hiring evaluation regarding female disparities yielded the following results:

- Seventeen (17) head coach vacancies existed in 2014 and 2015 at all seven (7) institutions. A median value of three (3) vacancies existed across all institutions evaluated.
- There is an average value of three (3) and a median value of three (3) female head coaches across all institutions evaluated.
- A median value of one (1) female candidate was interviewed for all head coaching positions across all institutions relative to a median value of six (6) for male candidates.⁴
- Statewide, there are two (2) female head coaches of male sport teams at all institutions evaluated.⁵
- Statewide, there are 29 male head coaches of female sport teams at all institutions evaluated.⁶
- Two (2) athletic director vacancies existed in 2014 and 2015 at two (2) institutions evaluations.
- Two (2) out of all institutions evaluated employed a female athletic director.

The full evaluation results are located in Appendix A.

SUMMARY & RECOMMENDATIONS

- The results suggest public universities are in compliance with ORS 352.380. If a disparity does exist, potential explanations for such disparities in regards to the HECC evaluation design include: no minority candidates applied the vacancy or candidates did not disclose their race or ethnicity on their application.
- The results suggest there are no disparities in the hiring of female head coaches and athletic directors given the context and current information regarding the applicant pool. If a disparity does exist,

³ Six out of seven universities answered this question. Eastern Oregon University (EOU) data incomplete and forthcoming.

⁴ A range of zero (0) to ten (10) female candidates were interviewed for all head coaching vacancies across all institutions. A range of three (3) to fourteen (14) male candidates were interviewed for all head coaching vacancies across all institutions.

⁵ EOU reported the two female head coaches of male sport teams. Due to a concern this observation is potentially an outlier, the observation is currently being verified.

⁶ The average of value is 4.14 and the median value is five (5) for male head coaches of females sports across all institutions evaluated.

potential explanations for such disparities in regards to the HECC evaluation design include: no female candidates applied for the vacancy or candidates did not disclose their gender.

- A focus of future research, not evaluation, concerns the disparity between males in the head coaching positions of female sports and females in the head coaching positions of male sports. A survey of best practices across institutions and states, as well as the cultural and institutional obstacles to correcting this disparity may be of value.
- In summary, the HECC did not find any disparities in hiring practices that are explained by institutional processes using this evaluation. HECC recommends that it continue to act as a reporting intermediary. In performing this role, HECC will annually collect the information in the attached report, aggregate the data across the participating public universities, and keep a record of the information reported. While this evaluation was conducted through collaboration with the public universities, it would be outside the HECC’s purview to assume a direct role in hiring practices.

APPENDIX A: EVALUATION RESULTS

The following tables A1, A2, and A3 summarize the evaluation questions and responses.

Several notes worthy of mention include:

1. Numerous institutions reported that several head coaches serve as the head coach for more than one sport. This note explains discrepancies between the number of sport teams fielded by the institution’s athletic department and the total number of female and male coaches employed by the institution.
2. Although data was collected on interviews and hiring, information on the number of minority or female applications was not collected, as many candidates did not disclose this information.
3. Exercise caution when interpreting the total number of female or minority candidates interviewed. These numbers may be under or overstated due to the candidate’s non-disclosure of gender or minority status.

Table A1: Head Coach Hiring Practices, Minority Status

Evaluation Question (Years 2014 and 2015)	EOU	OIT	OSU	PSU	SOU	UO	WOU	Total
How many vacancies in head coaching positions were there at public universities?	2	3	1	4	3	3	1	17
How many minority candidates were interviewed for head coaching positions?	N/ A	3	1	3	1	5	2	15
Did the university have an Athletic Director vacancy?	0	0	1	1	0	0	0	2
How many minority candidates were interviewed for the Athletic Director vacancy?	N/ A	N/ A	1	1	N/ A	N/ A	N/ A	2

Table A2: Sport Teams and Head Coach by Sex

Evaluation Question (Years 2014 and 2015)	EOU	OIT	OSU	PSU	SOU	UO	WOU	Total
How many sports teams are fielded by the institutions' Athletic Departments?	11	13	18	15	13	20	11	101
How many female athletic directors are employed at public universities?	2	0	0	0	0	0	1	3
How many female head coaches are employed at public universities?	4	1	4	3	2	6	1	21
How many female head coaches are employed for male sports teams at public universities?	2 ⁷	0	0	0	0	0	0	2
How many male athletic directors are employed at public universities?	0	1	1	1	1	1	0	5
How many male head coaches are employed at public universities?	5	8	12	12	8	9	7	61
How many male head coaches are employed for female sports teams at public universities?	0 ⁸	4	5	6	3	6	5	29

Table A3: Head Coach Hiring Practices, Disparities between Male and Females

Evaluation Question (Years 2014 and 2015)	EOU	OIT	OSU	PSU	SOU	UO	WOU	Total
How many vacancies in head coaching positions were there at public universities?	2	3	1	4	3	3	1	17
How many female candidates were interviewed for head coaching positions?	2	1	0	1	3	10	0	17
How many male candidates were interviewed for head coaching positions?	14	12	3	7	3	5	N/ A	44
Did the university have an Athletic Director vacancy?	0	0	1	1	0	0	0	2
How many female candidates were interviewed for athletic director positions?	N/ A	N/ A	2	1	N/ A	N/ A	N/ A	3
How many male candidates were interviewed for athletic director positions?	N/ A	N/ A	4	2	N/ A	N/ A	N/ A	6

⁷Data observation pending verification.

⁸ *Ibid.*