

23

24



NCAA Diving Coach Data and Perspectives Division I

Presented by

springboard
creative

INTRODUCTION

In Spring 2024 Springboard Creative introduced a survey to collect useful data about NCAA diving coaches and programs around the country. The intention is that the results can be used to assist coaches in job searches, contract negotiations, facility development, and more. Other organizations have gathered information before, however it was limited and did not get to the heart of what makes coaching diving at the NCAA-level such a unique occupation. The information in this report reflects the 2023-24 season *only*.

While much of the information obtained in this survey is publicly available, private institutions and athletic departments that are funded/operated separately from their institution are not required to disclose most data (salary, contracts, funding, etc.). Additionally, items such as dryland facilities, water belts, and more are a particular challenge to confirm. We've done our best to ensure information is as accurate as possible. As such, we have only included data that we have been able to confirm. In cases where the data is incomplete we have indicated the level we were able to confirm.

We intend to produce this report annually and be able to provide statistical analysis over time, identifying trends, and creating the most comprehensive database possible to benefit all coaches. We encourage your feedback on what information you found helpful as well as what data points you would like to see in the future. Additionally, increased participation (34% response rate this year) produces more accurate information and allows for a more timely turnaround of future reports.

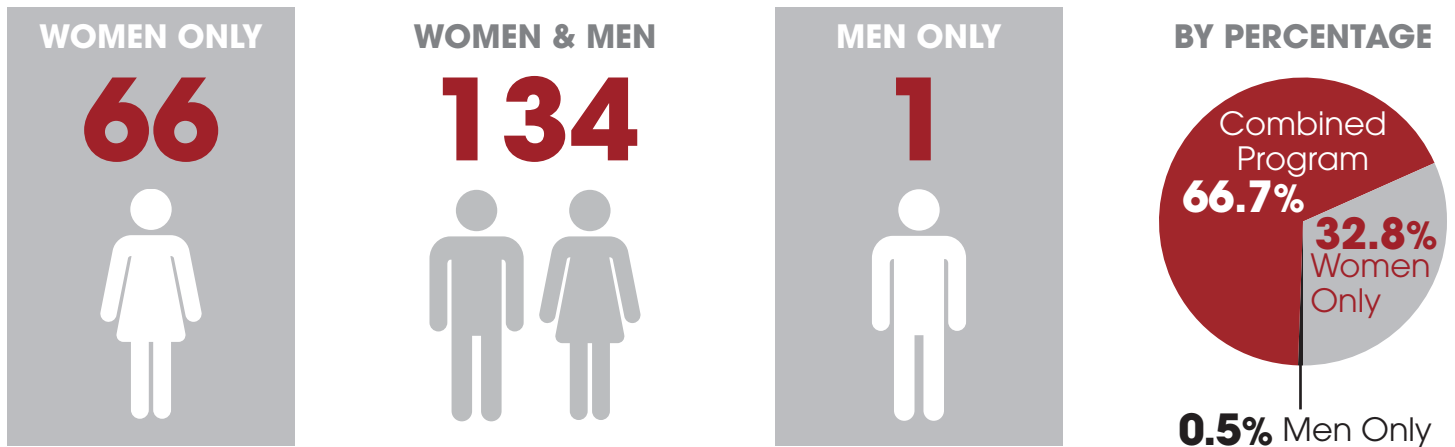
— Nick Gayes
Owner, Springboard Creative

CONTENTS

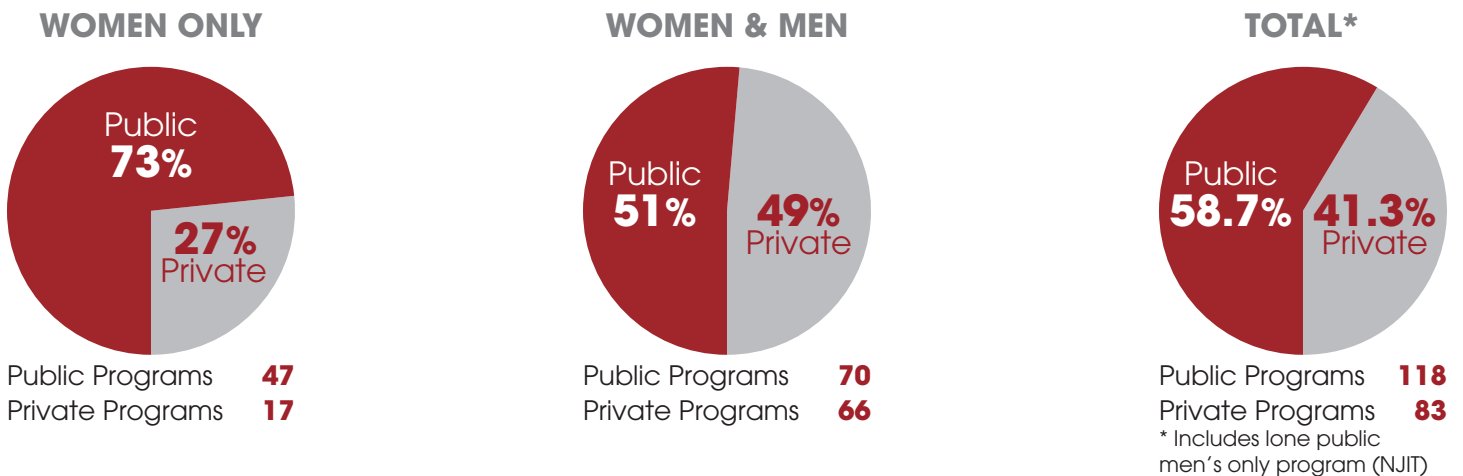
Introduction	2
Division-I Program Overview	3
Division-I Programs by Conference	4
Division-I Employment Overview	5
Division-I Base Salary Summaries	6
Division-I Bonus Structure Summary	7
Division-I Facilities Overview	8
Division-I Survey Participant Perspectives	9-11

DIVISION-I PROGRAMS

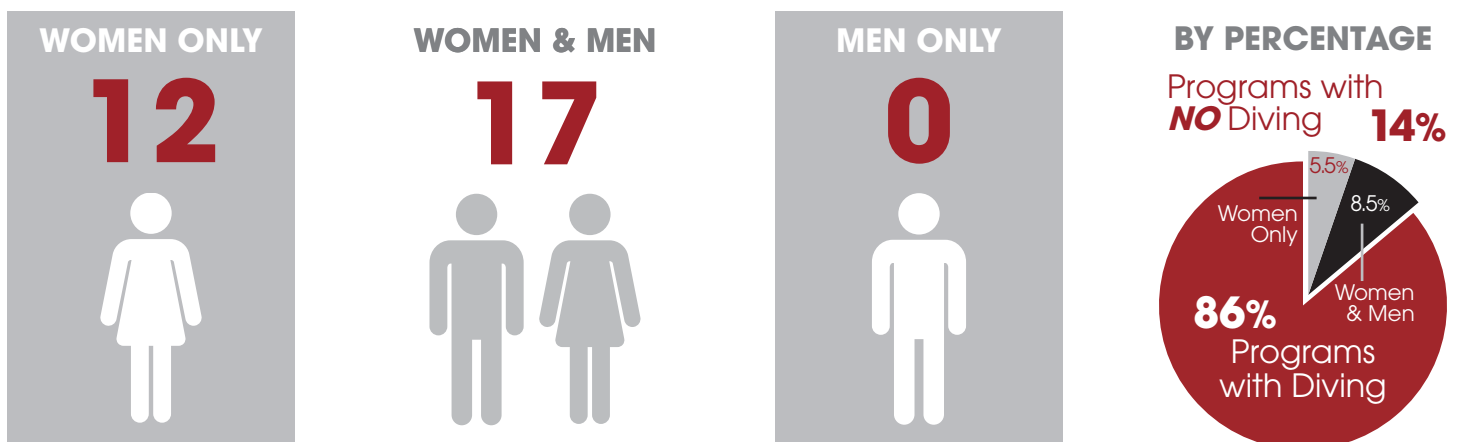
DIVISION-I Institutions with Swimming and/or Diving Programs



DIVISION-I Public vs. Private Institutions with Swimming and/or Diving Programs



DIVISION-I Institutions with **NO** Diving Programs



DIVISION-I Programs by Conference (2023-24 Conference Alignments)

American

ECU
FAU (W)
FIU
North Texas
Rice
SMU (W)
Tulane

Atlantic Coast

Boston College
Duke
Florida St.
Georgia Tech
Louisville
Miami (FL) ^
UNC
NC State
Notre Dame
Pittsburgh
Virginia
Virginia Tech

America East

Bryant
Maine
UMBC
New Hampshire
NJIT
Vermont
Virginia Military
Bringhamton

ASUN

Bellarmine
FAU (M)
FGCU
Gardner-Webb
Liberty
North-Florida
Old-Dominion-(M)
Queens
SMU (M)
UNC-Asheville

Atlantic 10

Davidson
Duquesne
George Mason
Geo. Wash.
Fordham
La Salle
UMass
Richmond
Rhode Island
Saint Louis
St. Bonaventure

Big East

Butler
Connecticut
Georgetown
Providence
Seton Hall
Villanova
Xavier

BIG Ten

Illinois
Indiana
Iowa
Michigan
Minnesota
Nebraska
Northwestern
Ohio State
Penn State
Purdue
Rutgers
Wisconsin

Big XII

BYU
Cincinnati
Houston
Iowa State
Kansas
Texas
TCU
West Virginia

Coastal

Campbell
Delaware
Drexel
Monmouth
Northeastern
UNC-Wilmington
Stony Brook
Towson
William & Mary

Horizon League

Cleveland State
Green Bay
IUPUI
Oakland
Milwaukee
Youngstown

Ivy League

Brown
Columbia
Cornell
Dartmouth
Harvard
Penn
Princeton
Yale

MAAC

Canisus
Fairfield
Iona
Manhattan
Marist
Mt. St. Mary's
Niagra
Rider
St. Peter's
Siena

Mid-American

Akron
Ball State
Bowling Green
Buffalo
Eastern Michigan
Evansville (M)
Ill. Chicago (M)
Miami
Missouri St. (M)
Ohio
Toledo
So. Illinois (M)
Valparaiso (M)

Missouri Valley

Arkansas-LR
Evansville (W)
Ill. Chicago (W)
Indiana State
Illinois State
Missouri St. (W)
Northern Iowa
So. Illinois (W)
Valparaiso (W)

MPSF

Cal Poly
CSU-Bakersfield
UC-Davis
UCSB
UCSD
Hawaii
Incarinate Word
Pacifie
Pepperdine
San Diego

Mountain West

Air Force (W)
Colorado State
CSU-Fresno
Nevada
UNLV (W)
New Mexico
San Diego State
San Jose State
Wyoming (W)

Northeastern

Central Conn.
Howard
Le Moyne
Long-Island
Merrimack
Sacred Heart
St. Francis
Stonehill
Wagner

Pac-12

Arizona
Arizona State
California
UCLA
Southern Cal
Stanford
Utah
Washington-St.

Patriot

American
Boston U.
Bucknell
Colgate
Holy Cross
Lafayette
Lehigh
Loyola-MD
West Point
Navy

Southeastern

Alabama
Arkansas
Auburn
Florida
Georgia
Kentucky
Louisiana State
Missouri
South Carolina
Texas A&M
Tennessee
Vanderbilt

Summit League

Denver
Eastern-Illinois
Lindenwood*
Omaha
South Dakota
SD State
So. Indiana
St. Thomas

Sun Belt

Georgia So.
James Madison
Marshall
Old-Dominion-(W)

WAC

Air Force (M)
Cal Baptist
Grand Canyon
Idaho
UNLV (M)
New Mexico St.
No. Arizona
No. Colorado
Seattle
Utah-Tech
Wyoming (M)

KEY

Women's program
Men's program
No-Diving
^ Men's program is diving only
(M) (W) Gender competes in that specific conf only
* Program dropped after season

No Conference

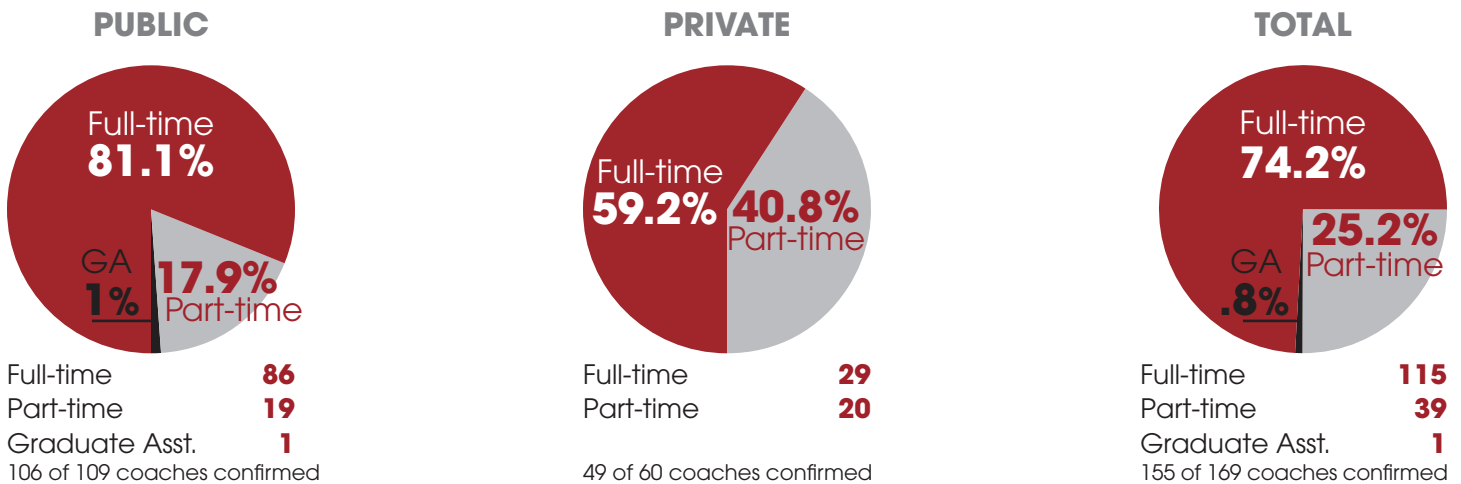
Loyola-Marymount*

DIVISION-I EMPLOYMENT

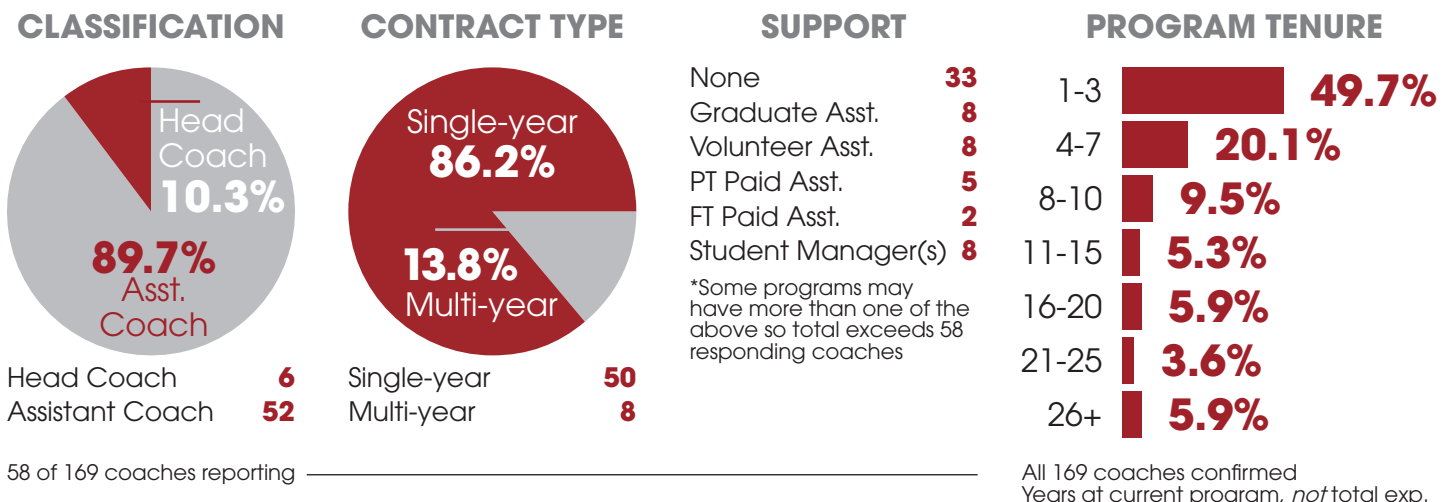
DIVISION-I Coaches by Gender (Primary Diving Coach)



DIVISION-I Full-time vs. Part-time (Primary Diving Coach)



DIVISION-I Job classifications, contract, tenure (Primary Diving Coach)



DIVISION-I Base Salary Summaries by Conference (2023-24 Conference Alignments)

<p>American</p> <p>High \$46,340 Avg. \$42,081 Low \$35,904</p> <p>Program Data: 3 of 6 PT Calculated: 0 of 0 Single-Gender: 2 of 3</p>	<p>Atlantic Coast</p> <p>High \$111,669 Avg. \$79,051 Low \$52,000</p> <p>Program Data: 8 of 12 PT Calculated: 0 of 0 Single-Gender: 0 of 0</p>	<p>America East</p> <p>High \$45,659 Avg. \$31,479 Low \$17,300</p> <p>Program Data: 2 of 8 PT Calculated: 1 of X Single-Gender: 0 of 2</p>	<p>ASUN</p> <p>High \$45,000 Avg. \$27,167 Low \$10,000</p> <p>Program Data: 3 of 5 PT Calculated: 2 of 2 Single-Gender: 2 of 3</p>	<p>Atlantic 10</p> <p>High \$50,000 Avg. \$39,900 Low \$28,800</p> <p>Program Data: 5 of 11 PT Calculated: 0 of X Single-Gender: 0 of 3</p>	<p>Big East</p> <p>High \$55,500 Avg. \$32,333 Low \$19,000</p> <p>Program Data: 3 of 5 PT Calculated: 2 of 4 Single-Gender: 1 of 1</p>
<p>B1G Ten</p> <p>High \$180,858 Avg. \$99,778 Low \$61,532</p> <p>Program Data: 12 of 12 PT Calculated: 0 of 0 Single-Gender: 4 of 4</p>	<p>Big XII</p> <p>High \$113,300 Avg. \$67,609 Low \$38,000</p> <p>Program Data: 6 of 8 PT Calculated: 0 of 0 Single-Gender: 2 of 3</p>	<p>Coastal</p> <p>High \$35,000 Avg. \$33,000 Low \$31,000</p> <p>Program Data: 2 of 6^A PT Calculated: 1 of X Single-Gender: 0 of 2</p>	<p>Horizon League</p> <p>High \$36,000 Avg. \$26,859 Low \$14,820</p> <p>Program Data: 5 of 6 PT Calculated: 2 of 2 Single-Gender: 0 of 0</p>	<p>Ivy League</p> <p>High \$108,000 Avg. \$89,333 Low \$64,000</p> <p>Program Data: 3 of 8 PT Calculated: 0 of 2 Single-Gender: 0 of 0</p>	<p>Metro-Atlantic</p> <p>High \$20,000 Avg. \$17,500 Low \$15,000</p> <p>Program Data: 2 of 7^B PT Calculated: 2 of X Single-Gender: 0 of 1</p>
<p>Mid-American</p> <p>High \$70,000 Avg. \$47,505 Low \$35,893</p> <p>Program Data: 9 of 12 PT Calculated: 0 of 2 Single-Gender: 6 of 6</p>	<p>Missouri Valley</p> <p>High \$45,000 Avg. \$34,802 Low \$15,453</p> <p>Program Data: 6 of 8 PT Calculated: 2 of 3 Single-Gender: 4 of 4</p>	<p>MPSF</p> <p>Insufficient data available</p> <p>Program Data: 0 of 7 PT Calculated: 0 of 4 Single-Gender: 0 of 3</p>	<p>Mountain West</p> <p>High \$107,577 Avg. \$59,500 Low \$37,500</p> <p>Program Data: 8 of 9 PT Calculated: 1 of 1 Single-Gender: 6 of 6</p>	<p>Northeastern</p> <p>Insufficient data available</p> <p>Program Data: 0 of 5^C PT Calculated: 0 of X Single-Gender: 0 of 2</p>	<p>Pac-12</p> <p>High \$100,000 Avg. \$88,146 Low \$68,000</p> <p>Program Data: 6 of 7 PT Calculated: 0 of 0 Single-Gender: 1 of 1</p>
<p>Patriot</p> <p>High \$85,000 Avg. \$54,333 Low \$18,000</p> <p>Program Data: 3 of 10 PT Calculated: 1 of X Single-Gender: 0 of 0</p>	<p>Southeastern</p> <p>High \$107,100 Avg. \$91,060 Low \$65,800</p> <p>Program Data: 10 of 11 PT Calculated: 0 of 0 Single-Gender: 1 of 1</p>	<p>Summit League</p> <p>High \$48,000 Avg. \$31,004 Low \$13,700</p> <p>Program Data: 3 of 6^D PT Calculated: 1 of 3 Single-Gender: 0 of 0</p>	<p>Sun Belt</p> <p>High \$45,924 Avg. \$38,975 Low \$35,000</p> <p>Program Data: 3 of 3 PT Calculated: 0 of 0 Single-Gender: 3 of 3</p>	<p>WAC</p> <p>High \$72,000 Avg. \$44,777 Low \$25,000</p> <p>Program Data: 8 of 9 PT Calculated: 1 of 1 Single-Gender: 4 of 4</p>	

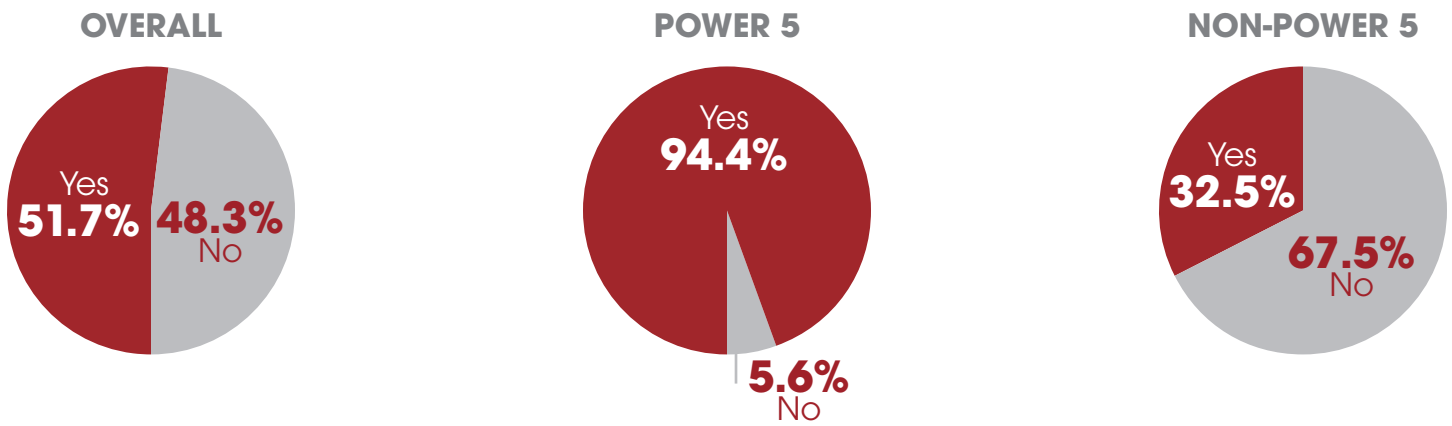
A: One non-calculated PT position is listed as "Diving Consultant" and presumably paid through team operating budget rather than athletic department.

B: Two of the seven programs did not have a diving coach during the 2023-24 season.

C: One of the five programs did not have a diving coach during the 2023-24 season.

D: One of the three PT positions is currently a GA.

DIVISION-I Bonus Structure in Place



DIVISION-I Bonus Structure Categories and Payouts

TEAM PERFORMANCE

- Team NCAA Champion \$2,500-12,500, two-six pay periods, 8% salary
- Team NCAA Championships Top 5 \$4,000-10,000, three pay periods
- Team NCAA Championships Top 10 \$2,500-5,000, one pay period, 5% salary
- Team NCAA Championships Top 18 \$3,000
- Team NCAA Championships Top 25 \$1,500, 3% salary, two pay periods
- Team Conference Championship \$1,000-7,500, one-two pay periods, 5% salary
- Team Conference Runner-Up \$1,000
- Beat Rival \$5,000

INDIVIDUAL PERFORMANCE

- NCAA Coach of the Year \$7,500
- Conference Coach of the Year \$500-7,500, one pay period
- NCAA Champion \$2,500-one pay period
- NCAA Scorer \$1,000
- NCAA Qualifier \$500
- Multiple NCAA Qualifiers \$1,000
- Additional NCAA Qualifiers \$250-500
- Conference Champion \$500-1,000
- Conference Diver of the Year \$500-1,000
- Conference Freshman Diver of the Year \$500-1,000
- Conference Senior of the Year \$500-1,000

ACADEMIC PERFORMANCE

- Team Academic Progress Rate (APR) Unknown
- Team GPA 1-3%

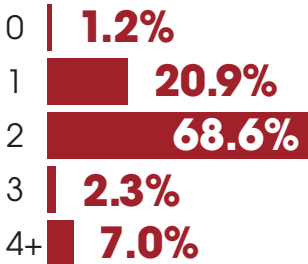
NOTES

- Bonuses are often NOT cumulative
- Team bonuses often require a diver participated in the competition
- Many coaches were unsure of their bonus structure details, including payouts
- Bonuses were sometimes unattainable (ex. mid-major with Team NCAA title bonus)
- Many ONLY could qualify for team bonuses
- Bonuses often stopped at conference level
- Many bonuses are based on percentage of salary

DIVISION-I FACILITIES

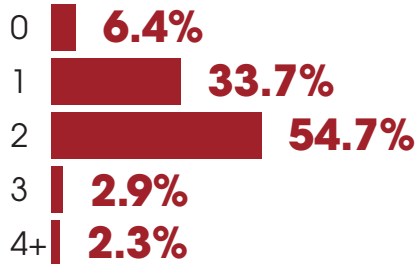
DIVISION-I Water Facilities (Primary on-campus facility)

1-METER

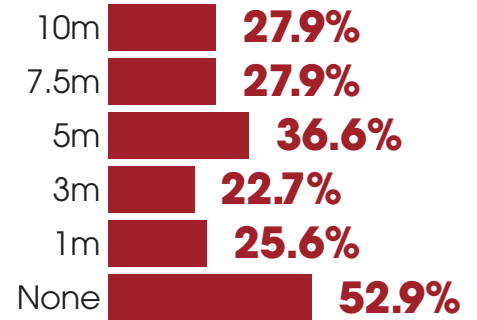


All 172 facilities confirmed

3-METER



PLATFORM



1-METER STAND



■ Short
■ Durafirm
333 total 1m boards

3-METER STAND



■ Short
■ Durafirm
280 total 3m boards

FACILITY LOCATION



■ Indoor
■ Outdoor

1-METER WATER BELT

20

Confirmed Facilities

3-METER WATER BELT

18

Confirmed Facilities

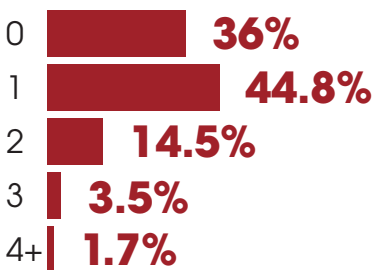
PLATFORM WATER BELT

3

Confirmed Facilities

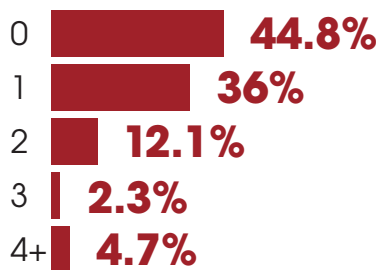
DIVISION-I Dryland Facilities

TRAMPOLINES



165 total trampolines at 99 facilities
108 total trampolines with belts

DRY BOARDS



158 total dry boards at 63 facilities
74 total dry boards with belts

SPRING/TUMBLING FLOOR

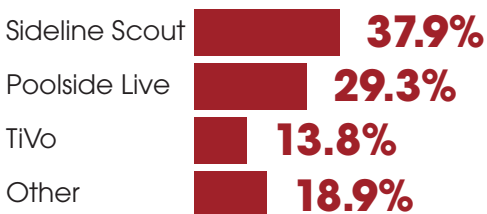
37

Confirmed Facilities

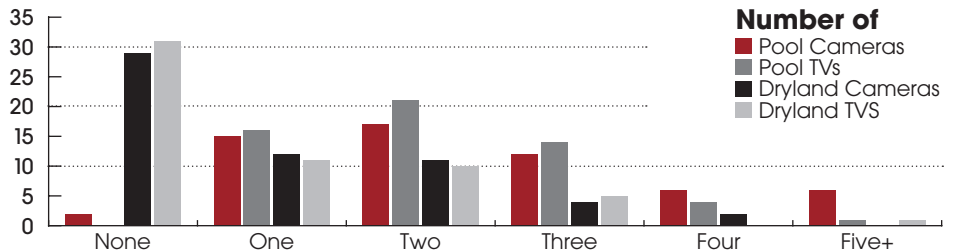
Common sizes include:

- 20' x 20' or 40' x 40'
- 6-12' wide x 12-40' long

DIVISION-I Video Replay Systems



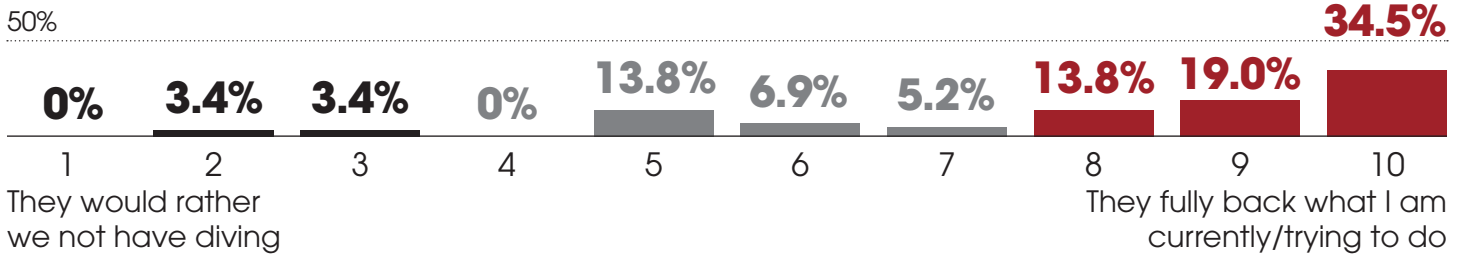
58 coaches responded



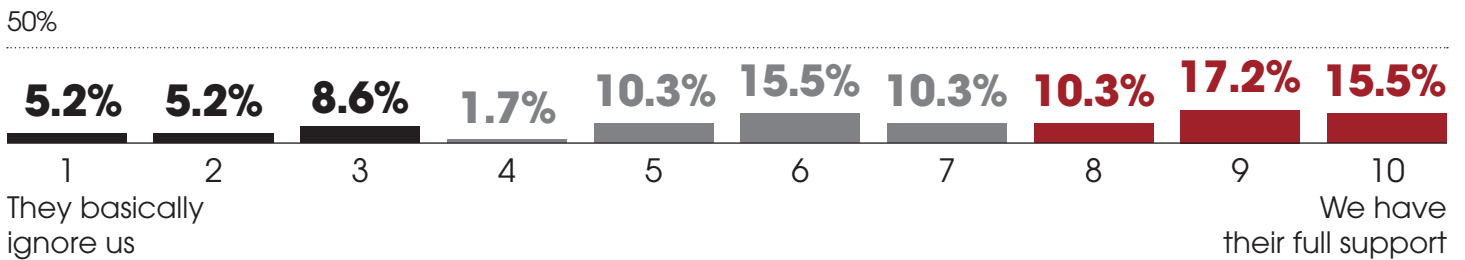
DIVISION-I PERSPECTIVES

DIVISION-I Support & Satisfaction

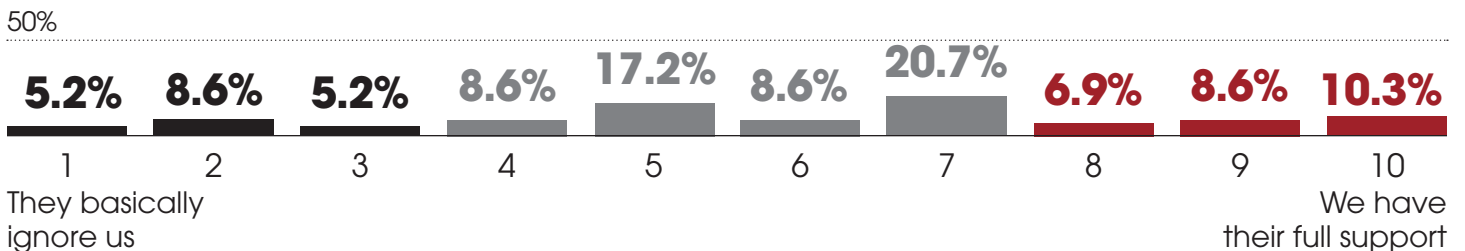
How supportive of diving is your swim coach/staff?



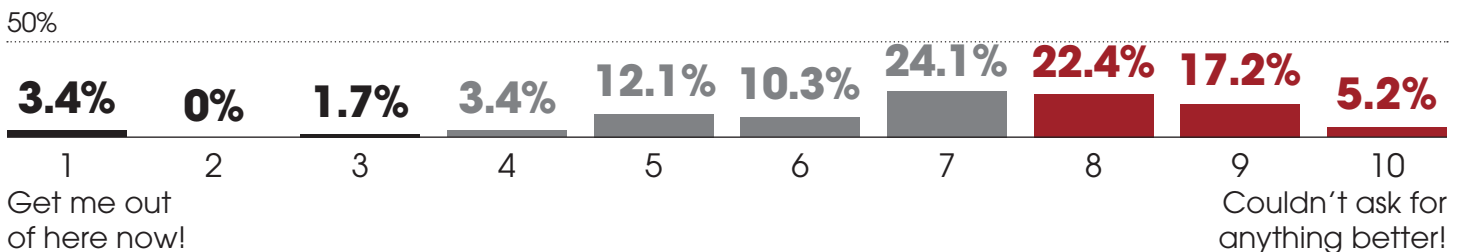
How supportive of swimming & diving is your administration?



How supportive of diving in particular is your administration?



How satisfied are you with your current position?



Employment future?



58 coaches responded

DIVISION-I Support & Satisfaction

If you could change one thing about your job, what would it be?

Most Frequent Responses

- Salary
- Improve facility

Common, but Less Frequent Responses

- Add assistant coach (paid or GA)
- Change title to have head coach status
- Add men's program

- Have a contract and/or multi-year contract
- Increase scholarships
- Move position from part-time to full-time
- Bonus structure
- Less travel
- More autonomy
- More support from administration

Additional thoughts, comments, or concerns you have regarding your position, the sport, and/or the current employment landscape in the NCAA.

"Our revenue sports have rarely made it to the post season or NCAA Championships in the last 10 years. Because of this we have relied heavily on fundraising for holiday training and equipment upgrades. Now our AD has taken over fundraising and put distribution of these funds on a tier system which includes all sports. We have not been told where we fall in this system, but we suspect slightly above Custodial services (although, that may be optimistic)."

"My main concern is the animosity that has always existed and continues to exist between swim and dive coaches. I know we are separate sports and therefore have separate needs, but the polarized work environment takes joy from the sport. It also leads to a feeling of lack of autonomy and job satisfaction for diving coaches. The worst part seems to be that even if effort was made to increase communication and education between the two parties, the respect aspect of it may never come. I think this is part of the issues underlying the divers counting as a full or a half/team event/etc. I hope more can be done to heal the culture between swim and dive coaches."

"The structure of the NCAA Division 1 Zone meet needs to change. You could count on one hand how many divers actually had a good Zone meet, and it was approaching the line of becoming a safety issue, in my opinion.

Most important is to add the team event. This will double the point value divers bring to the table, and won't change the 1/3 athlete entry status in conferences without platform. Although not quite as good for conferences that have tower and a 1/2 athlete entry status, it's still HUGE for them as well."

"I feel that if they require a degree they need to pay accordingly."

"Diving needs better representation across the board. We are a separate sport but are looked at simply as an event at a swim meet. The CSCAA organization barely notices dive coaches.

USA Diving should support coaches better at both the college and junior levels - there are more athletes and coaches than just at

the world competitive level.

1. The Team Event should be given a try.
2. Coaches should not have to judge events — at LEAST during conference & zone meets.
3. There needs to be better organization and advocacy throughout."

DIVISION-I Support & Satisfaction

Additional thoughts, comments, or concerns you have regarding your position, the sport, and/or the current employment landscape in the NCAA.

"Diving coaches are at the mercy of the swim coach. I'm not sure why we can't be equals (co-head coach), or like very few coaches, a head diving coach. Personally, I don't need the title, however I do need the security it brings."

"This isn't anti swimming...just pro diving. We deserve to be designated as our own separate sport. I don't think adding events is the answer. We should push to be separated if we are to be truly satisfied with our positions and culture instead of being integrated into another sport."

"I worry about employment in G5 schools, that is why I left my previous position even though from a financial/standard of living perspective it was lateral at best, but most likely a little bit of a step down."

"I have ability to run camps/clinics/clubs but choose to spend that time with my family. I do not agree with the idea of divers being valued as less than swimmers and, in a perfect world, view diving as its own sport."

"We need better job security and salaries compared to assistant swim coaches."

"I just wish it paid full-time."

"The salary (Part-time \$19,000) seems low for the amount of work that is asked for from August to March."

"I do this because I have fun doing it, not for the money or to advance my coaching career. I represent the dive coaches for our conference, push to grow our sport, and advocate for diver representation. There seems to be fewer age group clubs and facilities, and access to facilities is waning. I would love to see more centralized training spaces so kids from all over the country can experience the sport, not just the kids in Metro Areas."

"I work full time with the college swimming and diving team and run a fairly full club program (up to 20 JO level kids with one regular assistant coach). I didn't have access to pool time until 2010 when our new facility was built. I think people are a little too quick to jump from one spot to the next right now, rather than build relationships over longer term to enhance/grow their position. It's led to distrust among swimming coaches, limits on growth of position, as I believe every time someone leaves, the position gets rebooted to ground zero, and anything gained is lost."

I'm very worried about our future. Swimming coaches have become highly anxious over the introduction of the team event. They've taken that anxiety and used it to 'beat us back into submission'. The next steps and alternatives are scary. I'm very afraid for the health and well being of our sport."

"College diving is in a real bind and is sliding back. Until we change the format to make it more enjoyable to watch, it will continue. We need more help from outside the community to get feedback to what would be more spectator friendly. The team event is both helping the top end divers while killing opportunity for developing divers. I think brackets make it a bit more interesting, but that's just me."

There is also an air of elitism about the sport that prevents more elite athletes from trying out."