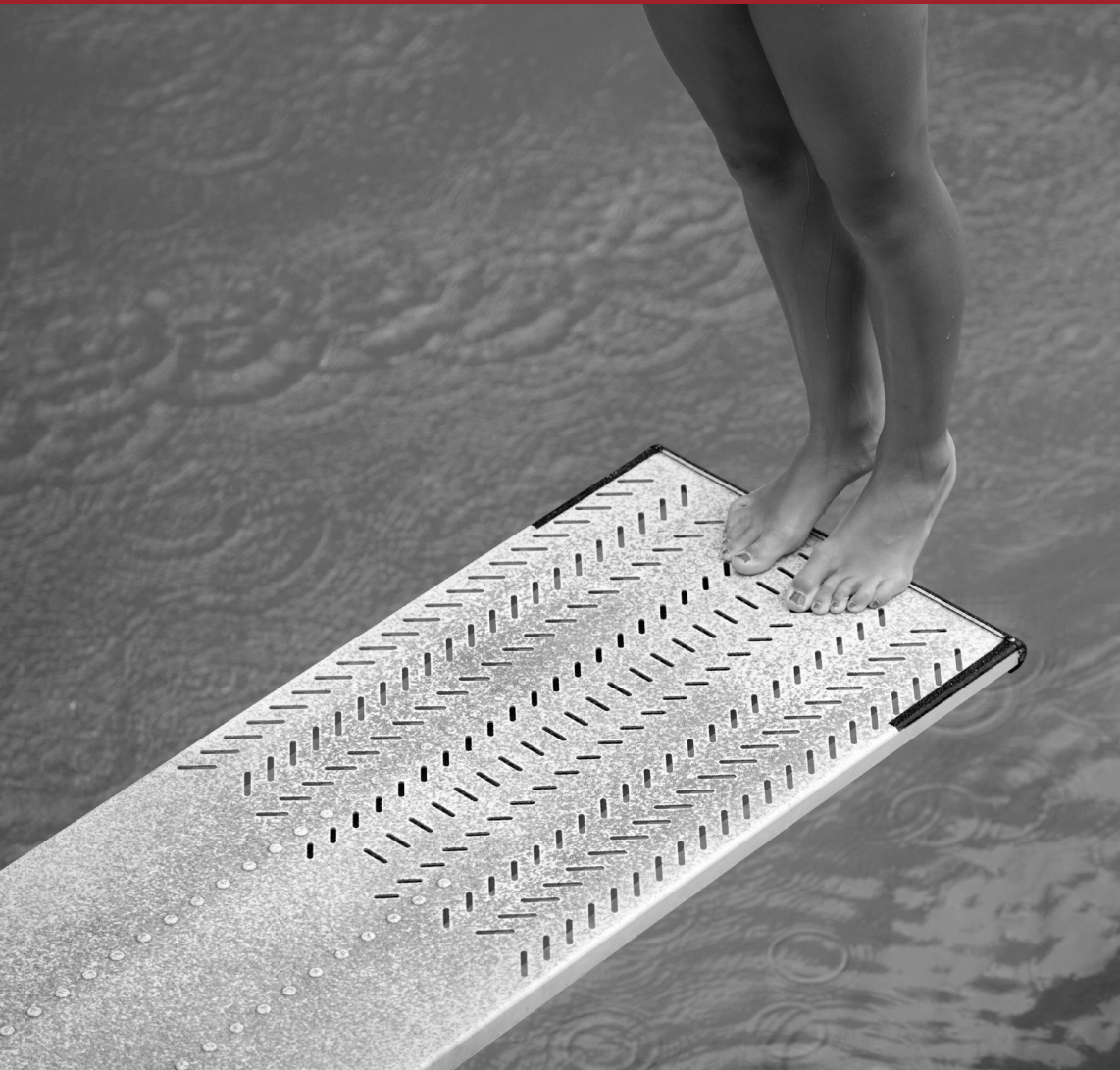


24  
25



# NCAA Diving Coach Data and Perspectives Division I

Prepared by

springboard  
creative

# INTRODUCTION

The past 12 months have been full of uncertainty and challenge for collegiate diving coaches. The House v. NCAA case has brought the sport to the brink, resulting in everything from lost roster spots all the way to entire programs being cut. It has also firmly exposed the, at times, tense relationship between swimming and diving, and its coaches.

While these challenges have created frustration, and some chaos, in the community they have also forced a lot of reflection. Many tough, yet meaningful, conversations have resulted, both publicly and in private. But the resounding sentiment is one of concern for the future of the sport as a whole, not just at the NCAA level.



The belief that something needs to change is almost unanimous. The path forward, however, is not nearly as clear or agreed upon. As is usually the case, when an industry faces threats to its existence its membership fall into three nearly equal camps:

- 1) Those who recognize the threat, see the writing on the wall, and make plans to either move on or enact change. These are the ones who **LEAD**.
- 2) Those who recognize that there is a threat, but feel paralyzed to act. This group takes a wait and see approach while subscribing to the idiom "Better the devil you know than the devil you don't." These are the ones who **FOLLOW**.
- 3) Those who are in denial that a threat exists at all. Nothing is wrong until it is. This is the group that usually gets laid off and/or left behind. Essentially, these are the ones that must **GET OUT OF THE WAY**.

I don't have all the answers, but hopefully just the existence of this document will tell you to which camp I belong. I aim to be an advocate not just for the sport, but for you the coaches. You are the front-line workers in the epidemic of greed and apathy that plague college sports. The future may be uncertain, the mark you leave as a coach is undeniable.

— Nick Gayes  
Owner, Springboard Creative

# ABOUT THIS REPORT

In 2024 Springboard Creative introduced our first survey and report about NCAA diving coaches and programs around the country. The information from our initial report helped numerous coaches in job searches, contract negotiations, facility development, etc. We took your feedback and updated this year’s survey to reflect **your** priorities and interests, as well attempting to get the pulse of the community on pressing issues facing the sport and profession of college coaching.

Participation*		
2025	2024	
40%	34%	
<i>*D-I primary coaches</i>		
Facilities Info*		
Full Info	Almost Complete	Little Info
69	42	63
<i>*174 D-I facilities</i>		

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 continue to produce this report annually — eventually with 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.

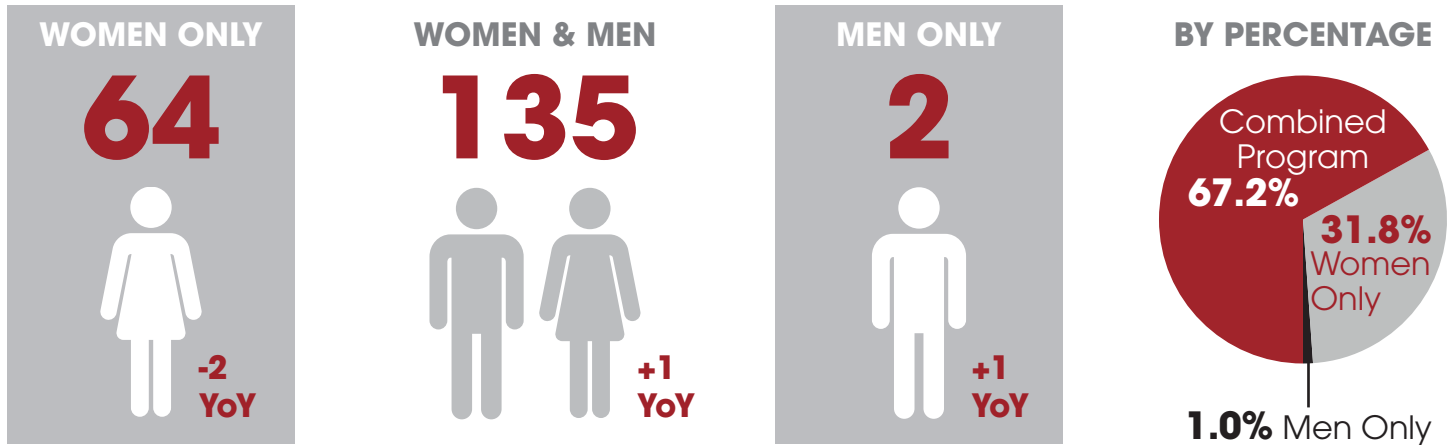
The information in this report reflects the 2024-25 season *only*.

## CONTENTS

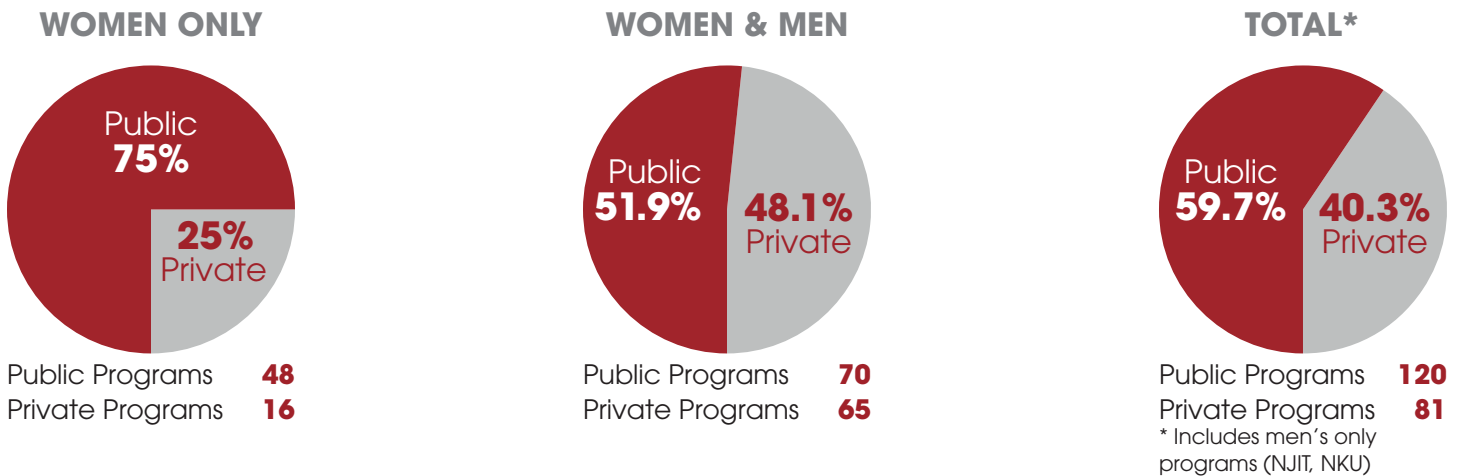
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# DIVISION-I PROGRAMS

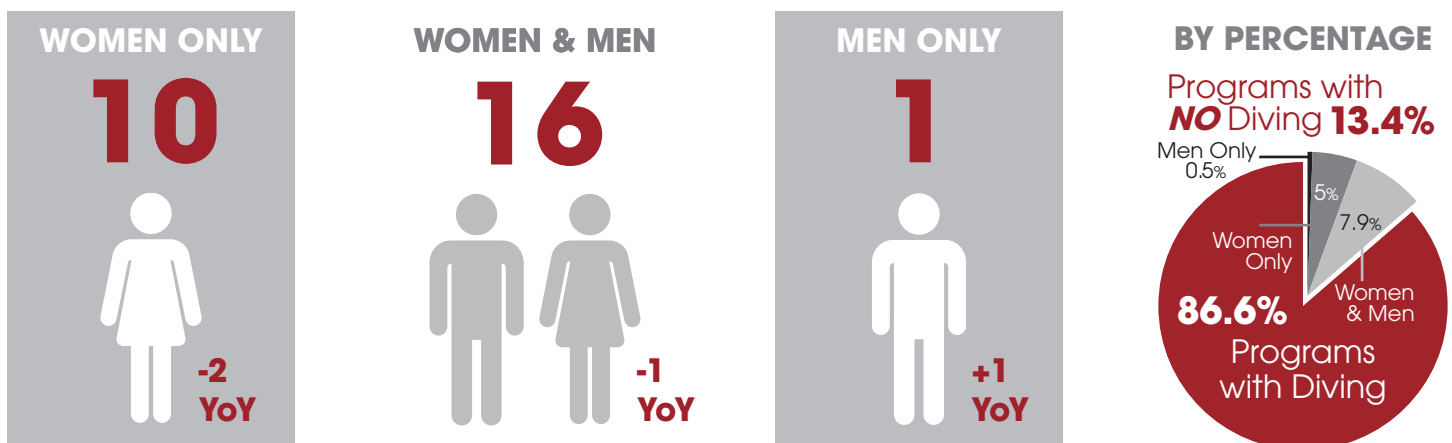
## DIVISION-I Institutions with Swimming and/or Diving Programs



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



## DIVISION-I Institutions with Swimming but **NO** Diving Programs



## DIVISION-I Programs by Conference (2024-25 Conference Alignments)

<b>American</b> ECU FAU (W) FIU North Texas Rice Tulane	<b>America East</b> Bryant Maine UMBC New Hampshire NJIT Vermont Virginia Military Binghamton	<b>ASUN</b> Bellarmine FAU (M) FGCU Gardner-Webb Liberty North Florida Old Dominion (M) Queens UNC-Asheville	<b>Atlantic 10</b> Davidson Duquesne George Mason Geo. Wash. Fordham La Salle UMass Richmond Rhode Island Saint Louis St. Bonaventure	<b>POWER 4 CONFERENCES</b>	
<b>Big East</b> Butler Connecticut Georgetown Providence Seton Hall Villanova Xavier	<b>Big West</b> Cal Poly * CSU-Bakersfield UC-Davis UCSB UCSD Hawaii	<b>Coastal</b> Campbell Delaware Drexel Monmouth Northeastern UNC-Wilmington Stony Brook Towson William & Mary	<b>Horizon League</b> Cleveland State Green Bay IU-Indianapolis No. Kentucky # Oakland Milwaukee Youngstown	<b>Atlantic Coast</b> Boston College California Duke Florida St. Georgia Tech Louisville Miami (FL) ^ UNC NC State Notre Dame Pittsburgh Stanford SMU Virginia & Virginia Tech	<b>B1G Ten</b> Illinois Indiana Iowa Michigan Minnesota Nebraska Northwestern Ohio State Penn State Purdue Rutgers Southern Cal UCLA Wisconsin
<b>Ivy League</b> Brown Columbia Cornell Dartmouth Harvard Penn Princeton Yale	<b>MAAC</b> Canisus Fairfield Iona Manhattan Marist Mt. St. Mary's Niagra Rider St. Peter's Siena	<b>Mid-American</b> Akrón Ball State (W) Bowling Green Buffalo Eastern Michigan Miami (W) Ohio Toledo	<b>MPSF</b> Incarnate Word Pacifica Pepperdine San Diego	<b>Big XII</b> Arizona Arizona State BYU Cincinnati Houston Iowa State Kansas TCU Utah West Virginia	<b>Southeastern</b> Alabama Arkansas Auburn Florida Georgia Kentucky Louisiana State Missouri South Carolina Texas Texas A&M Tennessee Vanderbilt
<b>Missouri Valley</b> Arkansas-LR Ball State (M) Evansville Ill. Chicago Indiana State Illinois State Miami (M) Missouri St. Northern Iowa So. Illinois Valparaiso	<b>Mountain West</b> Air Force (W) Colorado State CSU-Fresno Nevada UNLV (W) New Mexico San Diego State San Jose State Washington St. Wyoming (W)	<b>Northeastern</b> Central Conn. Howard Le Moyne Long Island Merrimack Sacred Heart St. Francis Stonehill Wagner	<b>Patriot</b> American Boston U. Bucknell Colgate Holy Cross Lafayette Lehigh Loyola-MD West Point Navy	<b>Summit League</b> Denver Eastern Illinois Omaha South Dakota SD State So. Indiana St. Thomas	<b>Sun Belt</b> Georgia So. James Madison Marshall Old Dominion (W)

### KEY

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

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



# **EMPLOYMENT**

Overview

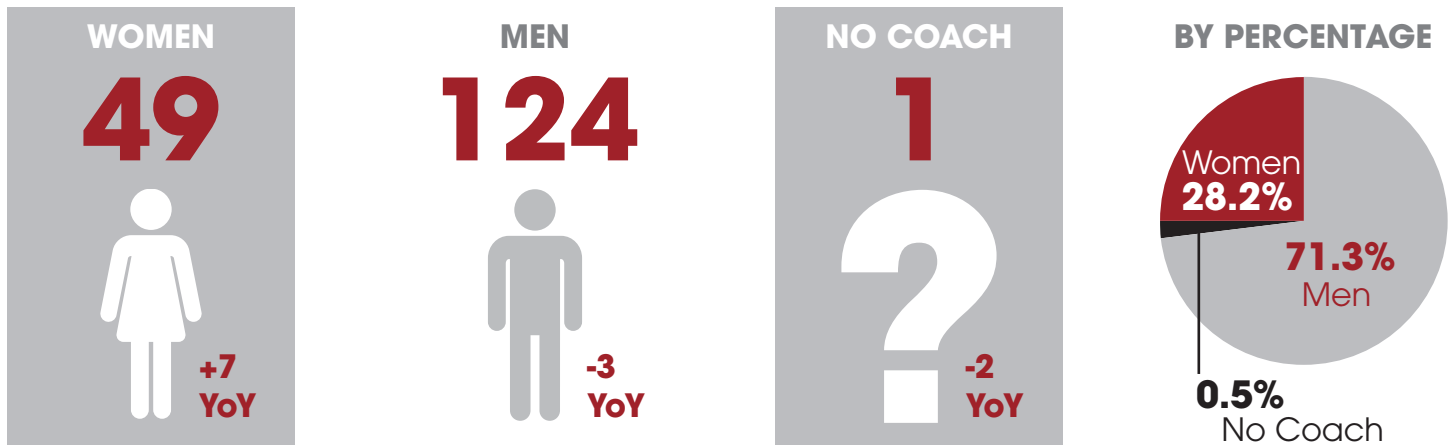
Base Salary Summaries

Compensation Components

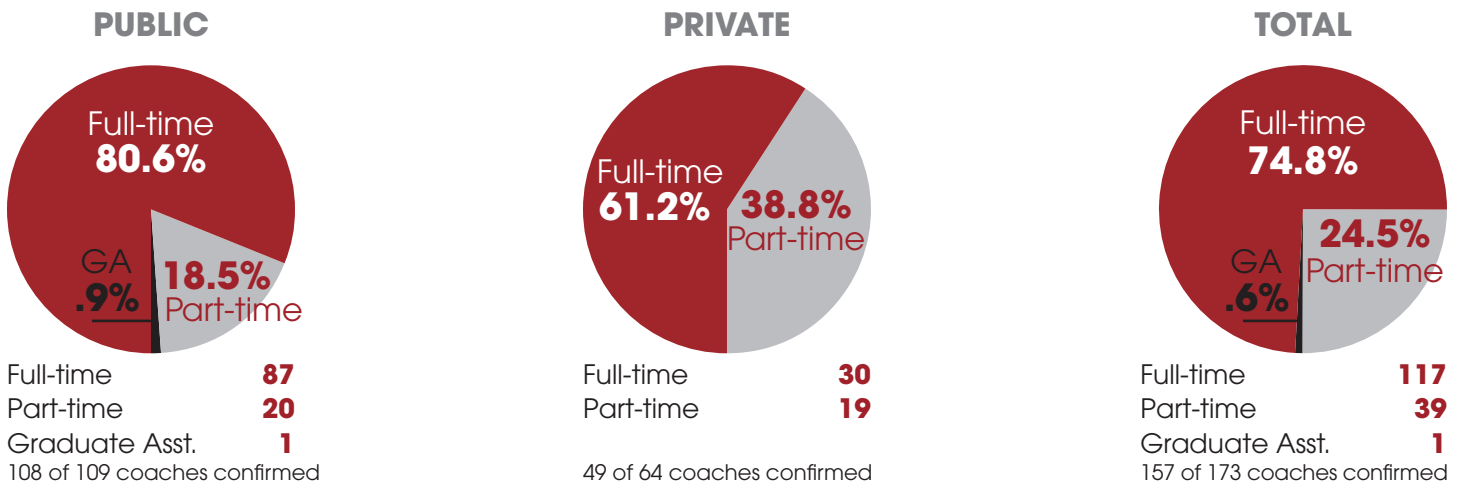
Employment Perspectives

# EMPLOYMENT

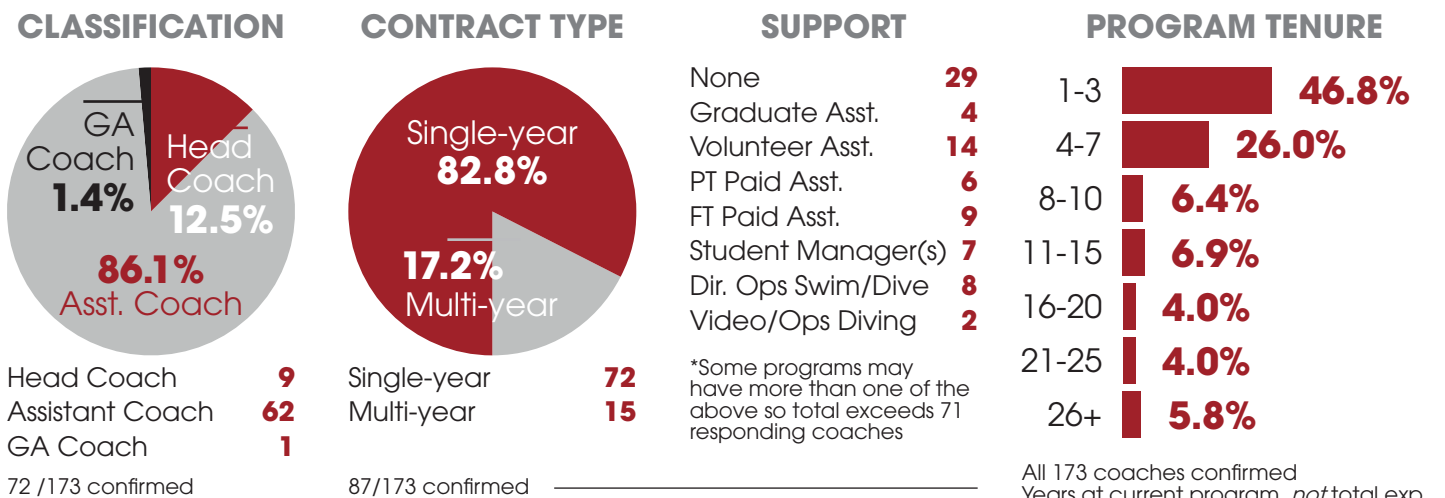
## DIVISION-I Coaches by Gender (Primary Diving Coach)



## 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 (2024-25 Conference Alignments)

American	Atlantic Coast	America East	ASUN	Atlantic 10	Big East
High ..... \$48,231 Avg. .... \$43,722 Low ..... \$35,705	High .... \$128,750 Avg. .... \$87,625 Low ..... \$69,000	High ..... \$49,714 Avg. .... \$31,479 Low ..... \$22,000	High ..... \$45,000 Avg. .... \$29,176 Low ..... \$10,000	High ..... \$62,500 Avg. .... \$44,250 Low ..... \$28,000	High ..... \$54,000 Avg. .... \$30,150 Low ..... \$19,000
Program Data: 5 of 6 PT Calculated: 0 of 0 Single-Gender: 4 of 5	Program Data: 9 of 15 <sup>A</sup> PT Calculated: 0 of 0 Single-Gender: 0 of 0	Program Data: 3 of 8 <sup>B</sup> PT Calculated: 1 of 5 Single-Gender: 0 of 2	Program Data: 4 of 4 PT Calculated: 2 of 2 Single-Gender: 3 of 3	Program Data: 6 of 11 PT Calculated: 0 of ? Single-Gender: 1 of 3	Program Data: 4 of 5 PT Calculated: 3 of 4 Single-Gender: 1 of 1
BIG Ten	Big XII	Big West	Coastal	Horizon League	Ivy League
High .... \$193,521 Avg. .... \$97,463 Low ..... \$63,378	High ..... \$93,009 Avg. .... \$68,177 Low ..... \$36,000	High ..... \$54,000 Avg. .... \$28,762 Low ..... \$5,209	High ..... \$35,000 Avg. .... \$33,000 Low ..... \$31,000	High ..... \$43,000 Avg. .... \$28,040 Low ..... \$14,820	High .... \$111,000 Avg. .... \$88,188 Low ..... \$64,000
Program Data: 13 of 14 PT Calculated: 0 of 0 Single-Gender: 5 of 5	Program Data: 10 of 10 PT Calculated: 0 of 0 Single-Gender: 3 of 3	Program Data: 4 of 4 PT Calculated: 2 of 2 Single-Gender: 1 of 1	Program Data: 2 of 6 <sup>C</sup> PT Calculated: 0 of 2 Single-Gender: 0 of 2	Program Data: 5 of 6 PT Calculated: 2 of 2 Single-Gender: 0 of 0	Program Data: 4 of 8 PT Calculated: 0 of 2 Single-Gender: 0 of 0
Metro-Atlantic	Mid-American	Missouri Valley	MPSF	Mountain West	Northeastern
High ..... \$15,000 Avg. .... \$10,307 Low ..... \$5,000	High ..... \$67,000 Avg. .... \$45,988 Low ..... \$40,000	High ..... \$47,309 Avg. .... \$36,462 Low ..... \$15,500	Insufficient data available	High .... \$107,577 Avg. .... \$61,533 Low ..... \$39,373	Insufficient data available
Program Data: 3 of 7 PT Calculated: 3 of ? Single-Gender: 1 of 1	Program Data: 8 of 8 PT Calculated: 0 of 0 Single-Gender: 6 of 6	Program Data: 8 of 10 PT Calculated: 2 of 3 Single-Gender: 4 of 4	Program Data: 0 of 3 PT Calculated: 0 of 2 Single-Gender: 0 of 2	Program Data: 9 of 9 PT Calculated: 1 of 1 Single-Gender: 6 of 6	Program Data: 0 of 5 PT Calculated: 0 of X Single-Gender: 0 of 2
Patriot	Southeastern	Summit League	Sun Belt	WAC	
High ..... \$85,000 Avg. .... \$55,000 Low ..... \$20,000	High .... \$117,000 Avg. .... \$94,603 Low ..... \$65,800	High ..... \$48,000 Avg. .... \$24,962 Low ..... \$11,000	High ..... \$47,000 Avg. .... \$43,000 Low ..... \$39,000	High ..... \$80,000 Avg. .... \$48,954 Low ..... \$25,000	
Program Data: 3 of 10 PT Calculated: 1 of 4 Single-Gender: 0 of 0	Program Data: 11 of 12 PT Calculated: 0 of 0 Single-Gender: 1 of 1	Program Data: 5 of 6 <sup>D</sup> PT Calculated: 3 of 3 Single-Gender: 0 of 0	Program Data: 2 of 3 PT Calculated: 0 of 1 Single-Gender: 2 of 3	Program Data: 10 of 10 PT Calculated: 1 of 1 Single-Gender: 5 of 5	

A: Includes Virginia prior to interim coach position.

B: One non-calculated position is volunteer.

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

D: One of the three PT positions is currently a GA and is calculated with stipend.



## DIVISION-I Compensation Components

### VEHICLE

**1.4%** Donor vehicle  
**19.7%** Vehicle stipend  
**78.9%** None

Average  
Monthly  
Stipend

**\$568**

(Almost \$7k per year)

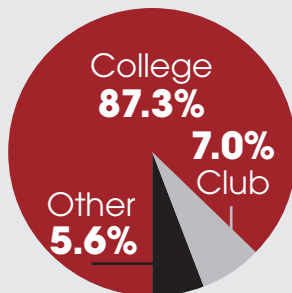


### PHONE

Phone provided **36.6%**  
 Phone stipend **16.9%**  
 None **46.5%**



### PRIMARY INCOME



College **117**  
 Club **39**  
 Other FT Job **1**

### SUPPLEMENTARY INCOME

Are you allowed  
to own/run a club  
at your institution?

**81.7%** **18.3%**

Yes No

**46.5%** **53.5%**

Do you own/run/coach  
a club program?

### BONUS STRUCTURE, CATEGORIES, PAYOUTS

	Yes	No
Overall	<b>53.5%</b>	<b>46.5%</b>
Power 4	<b>96.0%</b>	<b>4.0%</b>
Non-P4	<b>31.1%</b>	<b>68.9%</b>



### TEAM PERFORMANCE

- Team NCAA Champion  
\$2,500-35,000, two-six pay periods, 8-25% salary
- Team NCAA Championships Top 5  
\$4,000-10,000, three pay periods, 12% salary
- Team NCAA Championships Top 10  
\$2,500-17,500, one pay period, 5-8% salary
- Team NCAA Championships Top 18  
\$1,000-3,000
- 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
- Beat Rival  
\$5,000
- Diving Team Points/Results Only  
1-3% or more of salary

### INDIVIDUAL PERFORMANCE

- NCAA Coach of the Year  
\$7,000-10,000, % of salary
- Conference Coach of the Year  
\$500-7,500, one pay period
- NCAA Champion  
\$2,500-3,000, one pay period
- NCAA Scorer  
\$1,000
- NCAA Qualifier  
\$500-2,800
- Multiple NCAA Qualifiers  
\$1,000
- Additional NCAA Qualifiers  
\$250-500
- Conference Champion  
\$500-2,000
- Conference Diver of the Year/Meet  
\$500-1,000
- Conference Freshman Diver of the Year  
\$500-1,000
- NCAA Zone Qualifier  
\$250 (\$500 if all qualify)

### ACADEMIC PERFORMANCE

- Team Academic Progress Rate (APR)  
980+ = \$1,000, \$2,500
- Team GPA  
\$1,000-2,500, 1-3%, % 2x per year
- Scholar All-American  
\$500 each

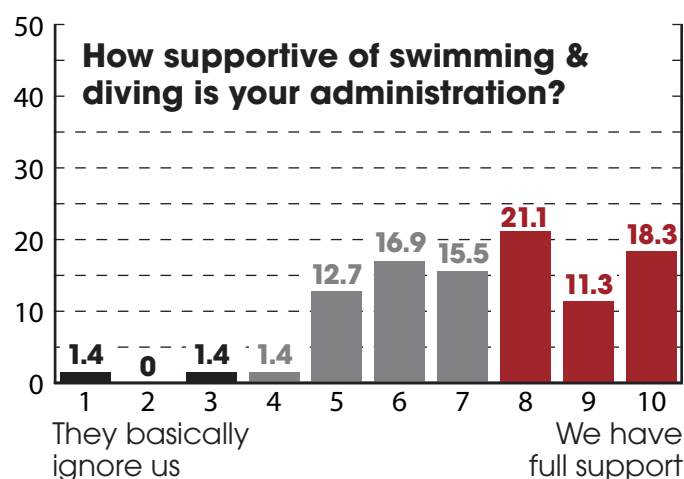
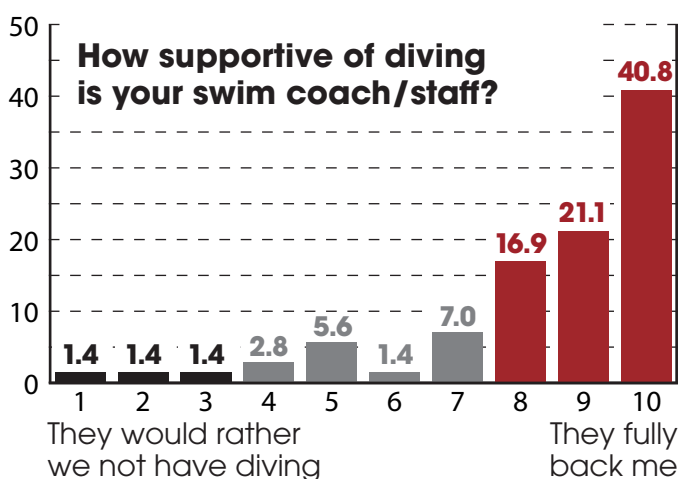
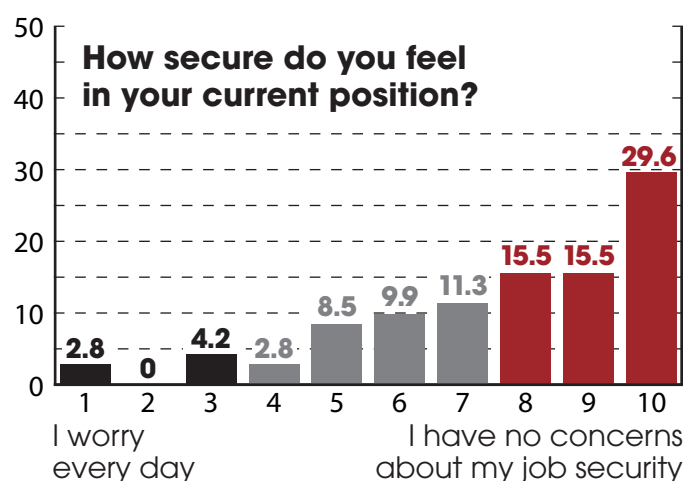
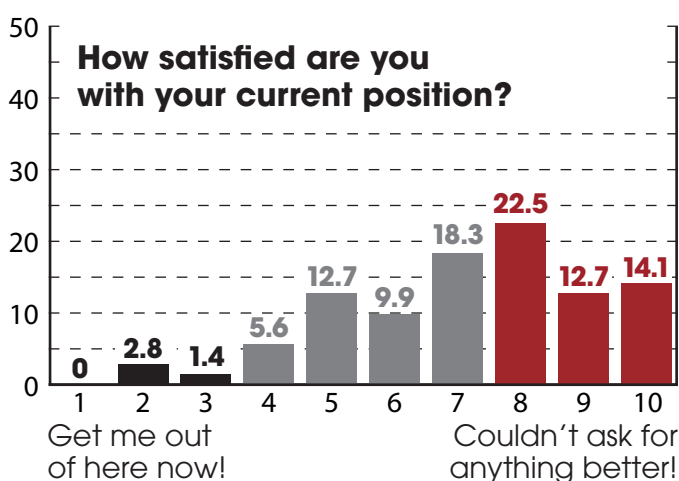
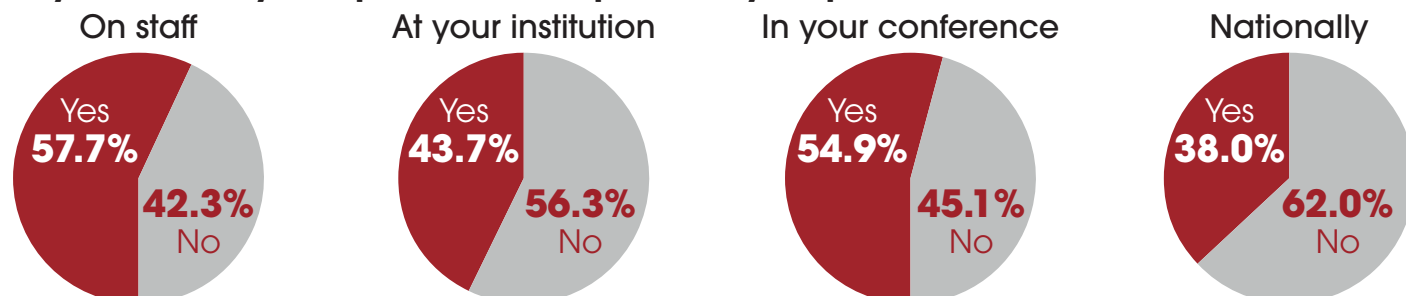
### NOTES

- Bonuses are often NOT cumulative
- Team bonuses often require a diver participated in the competition
- Multiple coaches noted their bonus was allocated at the discretion of the swim coach
- Many coaches were unsure of their bonus structure details, including payouts
- Bonuses were often 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

# EMPLOYMENT PERSPECTIVES

## DIVISION-I Employment Perspectives

**Do you feel fairly compensated compared to your peers...**



DIVISION-I Employment Perspectives

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

Most Frequent Responses

- Salary
- Improve facility
- Add/improve dryland
- Administrative/operations support to allow more time to focus on coaching
- Head Coach status

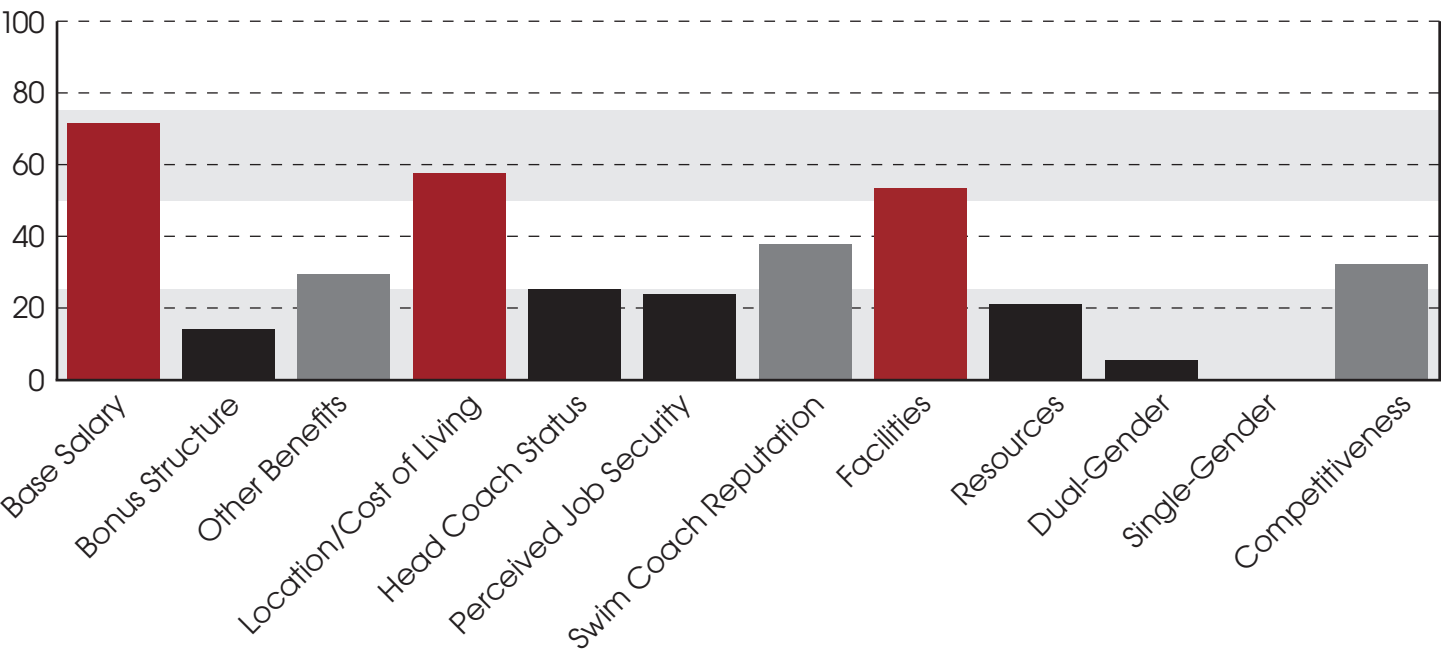
Common, but Less Frequent Responses

- Add assistant coach (paid or GA)
- Add men’s program
- Increase scholarships
- Bonus structure
- More training flexibility (pool time, etc.)
- More autonomy

Employment future?



What are the most important factors when considering a college coaching position?



# **FACILITIES**

Water Facilities

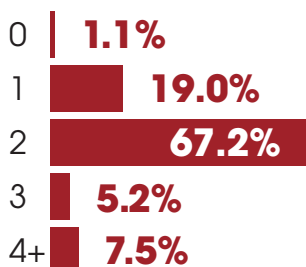
Dryland Facilities

Video/Camera Setups

# FACILITIES

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

### 1-METER



All 174 facilities confirmed

### 1-METER WATER BELT

**29**

127 Facilities Confirmed

### 1-METER STAND

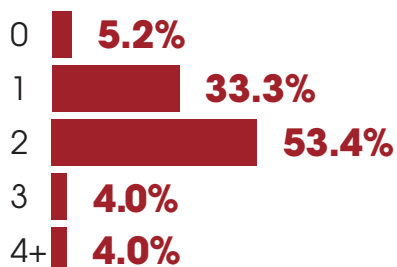
**62.1%** **37.9%**

■ Short

■ Duraform

344 total 1m boards

### 3-METER



All 174 facilities confirmed

### 3-METER WATER BELT

**22**

129 Facilities Confirmed

### 3-METER STAND

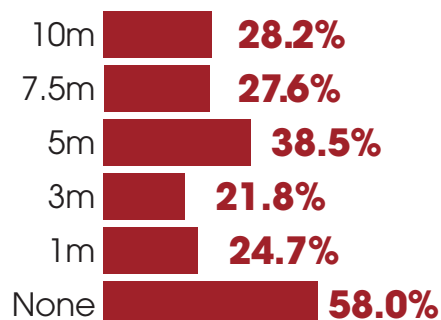
**63.7%** **36.3%**

■ Short

■ Duraform

300 total 3m boards

### PLATFORM



73 facilities have at least one platform  
27 facilities have a "full stack"

### PLATFORM WATER BELT

**7**

All 174 Facilities Confirmed

### BUBBLES/SPARGER

**47.9%** **52.1%**

■ Yes

■ No

73 Facilities Confirmed

### HOT TUB ON DECK

**47.4%** **52.6%**

■ Yes

■ No

78 Facilities Confirmed

### SHOWERS ON DECK

**59.2%** **40.8%**

■ Yes

■ No

76 Facilities Confirmed

## POOL LOCATION & ARRANGEMENT



■ Indoor ■ Outdoor



Separate Dive Well

Separated by Bulkhead or Cutout

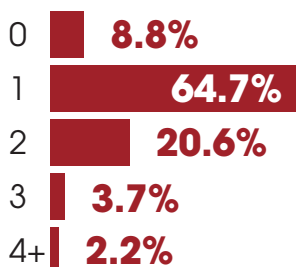
Single Shared Pool

All 174 facilities confirmed

# FACILITIES

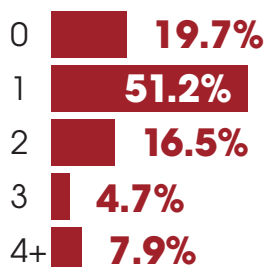
## DIVISION-I Dryland Facilities

### TRAMPOLINES



**173** total trampolines at **124** facilities  
136 Facilities Confirmed

### DRY BOARDS



**172** total dry boards at **102** facilities  
127 Facilities Confirmed

### SPRING/TUMBLING FLOOR

**51**

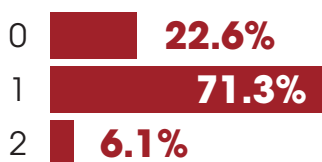
Confirmed Facilities

Common sizes include:

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

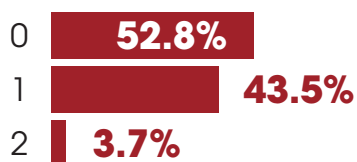
115 Facilities Confirmed

### TRAMPOLINES w/BELTS



**97** total w/belts at **89** facilities  
115 Facilities Confirmed

### DRY BOARDS w/BELTS



**55** total w/belts at **51** facilities  
108 Facilities Confirmed

### DEDICATED DRYLAND

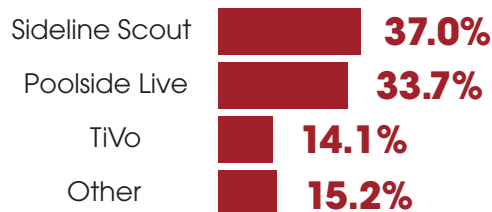


Yes  
No  
'Dedicated dryland' refers to a separate space accessible without lifeguards, not just items on the pool deck.

82 Facilities Confirmed

## DIVISION-I Video/Camera Setups

### VIDEO REPLAY SYSTEM



92 Facilities Confirmed

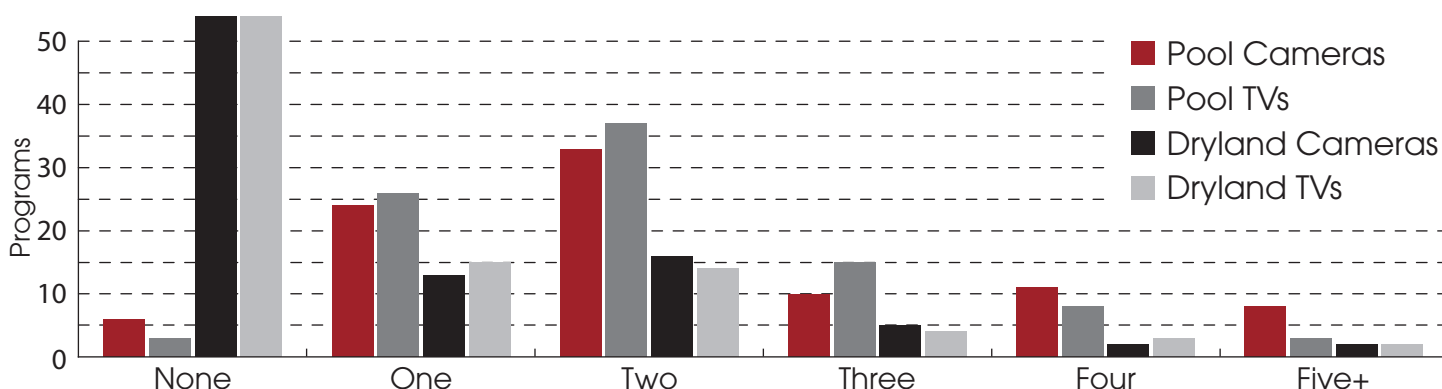
### UNDERWATER CAMERA



Yes  
No

74 Facilities Confirmed

### CAMERAS AND TVs



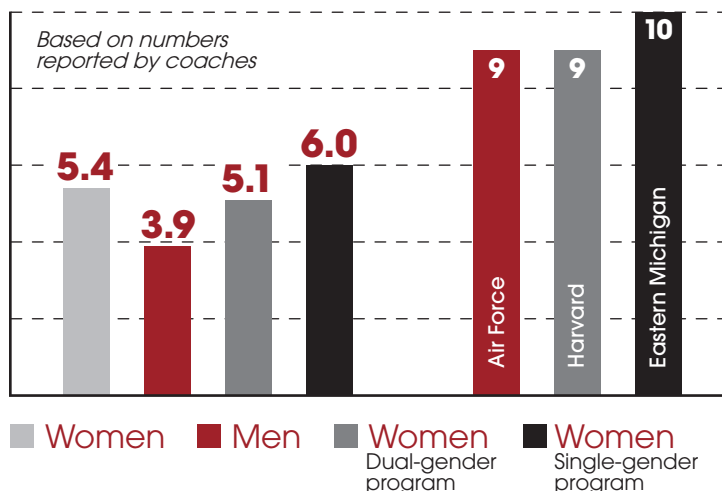


# **THE FUTURE**

Rosters, Scholarships, Funding  
Separating From Swimming  
Securing Diving at the NCAA Level

## DIVISION-I Rosters & Funding

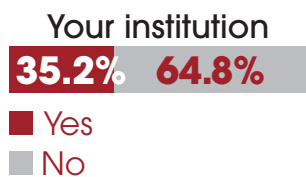
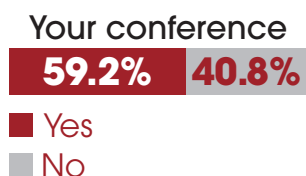
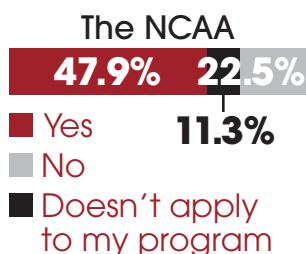
### AVERAGE ROSTER SIZES LARGEST ROSTERS



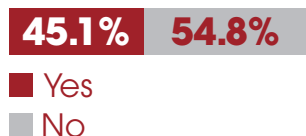
### ROSTER LIMITS

**Have you been informed of future roster limits at your program set by...**

If yes, in which ways have you learned of those limits...



**Diving roster limits set by head coach**



### SCHOLARSHIPS

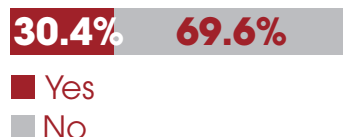
**Average number of diving-specific scholarships for...**



The max scholarship allotments for women was 3 & 2.5 for the men. Many coaches were unsure or given only set dollar amounts as opposed to an equivalency.

### NIL FUNDING

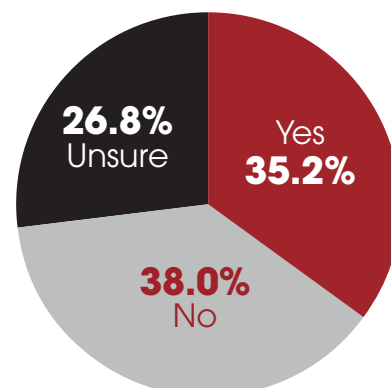
**Does your institution have an NIL collective that helps fund divers?**



Most coaches were unsure of how those funds were allocated as it typically falls on the athlete to arrange. Some noted struggles getting support from their collective or having international athletes that do not qualify.

## DIVISION-I Separation

**Do you think diving should be a separate sport from swimming at the NCAA level?**



## DIVISION-I Securing NCAA diving

**What could be done to secure diving at the NCAA level moving forward?**

### Most Frequent Responses

- Separate from swimming
- Stay with & work with swimming
- Guaranteed roster spots
- Guaranteed conference/NCAA spots
- Add Team Event (score as relay)
- Add Synchro (score as relay)
- More spectator-friendly format
- More TV/livestream productions
- Diving coaches as Co-Head Coaches

### Common, but Less Frequent Responses

- Build up lower D-I programs
- More representation on CSCAA
- More advocacy from PDCA
- College Diving Coaches Association
- Money (NIL, private funding, etc.)
- Collaboration and consensus among coaching community
- More autonomy
- Support from USA Diving

# **PERSPECTIVES**

Thoughts, comments, and concerns  
about the sport and employment landscape  
at the NCAA level

## **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 will not survive on it's own, it needs to remain with swimming. I believe there will be less diving programs moving forward, but the roster allocations would guarantee swim coaches and athletic departments will invest in diving moving forward."

"Just need a new pool and this would be a fantastic job."

"We are a small (3,000+ students) public university without football. Funding & purchasing equipment is extremely difficult and hampers our ability to attract top talent."

"The Team Diving event should be nixed. Instead add 3-meter and platform synchronized diving."

"It's not a fair opportunity as a mid-major competing at D-I."

"Our pool is run by the recreation department and makes our job as difficult as it can. There was a previous club run by the previous coach even after I was in this position because they were great friends of the recreation department administrators."

"Diving can choose to die by a million papercuts by continuing to allow the swim coaches to dictate our relevance and existence, OR we can make the push to separate diving and try to survive on our terms. Even if we do not separate, the threat of separation could be enough to get some concessions on the things we need to survive if we stay with swimming."

We know that if we continue to allow decisions to be made for us, then we will decline in relevance and importance in the NCAA swim/dive environment. If we separate, yes, we could die as well but at least we'd have a chance.

Separating from swimming would give dive coaches the head coach status and salary we deserve. Being a separate sport would allow diving to operate a full team with one of the smallest budgets of any sport and would make diving extremely attractive as a sport when AD's are looking to cut costs to pay for the House settlement.

Separating would allow diving to conduct meets and a meet schedule that actually makes sense for diving. We wouldn't be shouted at to hold the boards during the start while diver safety is completely ignored."

"Diving is going to get smaller at the NCAA level. Mid-majors are the safest bet as a coach."

"There is no question change is coming. We need unity with not only our diving coaches, but with swimming coaches as well!"

"Add the team event to championship ASAP."

Make my position independent with contract as a head coach and bonus structure base on team/athletes performances on both sides athletically and academically."

When I asked about running my own club the cost went from \$25 an hour that the previous coach was paying to \$96 an hour, which they knew would price me out of running my own club. Therefore, I ended up working the evening shift at Home Depot."

## DIVISION-I Support & Satisfaction

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

"Down the line, splitting may be necessary but as I see it now, we need to work together if we stand a chance with the way the landscape is changing."

"Scary time to be a college coach!"

"Being prepared to step into a void that may be created by the need for athletic departments to be 'judicious' in their spending is a possible long term solution to the sport. I'm not recommending a direct separation, it's just critical to have back up preparedness for the inevitability of programs being cut."

"It feels like the wild west right now. I'm proud of what I've done here in just three seasons, but I am unsure of the future."

"The college pays for diving boards, tumble floor and video replay... but I use club funds for all cameras, TV's and some other equipment."

"I'm very concerned about roster sizes, especially for men."

"I am open to exploring or being educated on how to approach Sports Admin/AD about separating diving and receiving more support."

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