

## Capstone Bibliography Requirements

Due: End of Capstone Week

### Annotated Bibliography

Connley, Courtney. "Meet Four Women Changing the Face of NFL Coaching." *CNBC*, *CNBC*, 30 Jan. 2019, [www.cnbc.com/2018/09/28/meet-four-women-changing-the-face-of-nfl-coaching.html](http://www.cnbc.com/2018/09/28/meet-four-women-changing-the-face-of-nfl-coaching.html).

- This goes into detail about 4 women who are changing NFL coaching. The first is Jennifer Welter and she was an intern working with a linebacker coach for the Cardinals. She was the first to have that job in the NFL as a female. The next woman is Kathryn Smith and she was the first woman to have a full-time coaching position for the Bills. Then we have Katie Sowers and she is the first gay and second full time female coach for the 49ers. Lastly we have Kelsey Martinez and she is the Raiders first female assistant coach. I selected this article because I liked how we got 4 big names for people leading the way and where they were, what they do, and what they think about all of it. One limitation was that this is just about coaching and their personal experiences and not too big a picture.

Freeman, Mike. "The Past, Present and Future of Women and the NFL's 'Boys Club'." *Bleacher Report*, *Bleacher Report*, 3 Oct. 2017, [bleacherreport.com/articles/2618710-the-past-present-and-future-of-women-and-the-nfls-boys-club#:~:text=Now%2C%20the%20league%20office%20must,minority%E2%80%94for%20an%20open%20position.&text=There%20are%2031%20women%20in,chief%20marketing%20officer%20Dawn%20Hudson](http://bleacherreport.com/articles/2618710-the-past-present-and-future-of-women-and-the-nfls-boys-club#:~:text=Now%2C%20the%20league%20office%20must,minority%E2%80%94for%20an%20open%20position.&text=There%20are%2031%20women%20in,chief%20marketing%20officer%20Dawn%20Hudson).

- This article explains the status of women in the NFL and it goes back into the past, explains where we are in the present day (in 2016 when the article was written), and where we are heading with women in this field. It starts with Susan Spencer, the first and only female GM who was with the Eagles in the 80s. Then it goes into the present year (when this was written) and about Roger Goodell and the rule that he made where every team must interview a female for a front office job. One thing that stood out to me was that even with the rule, nothing might change if the owner does not want so. I used this source since, even though it is a few years old, it still has important history and important insight for the future regarding women in this role.

Johnson, Lauren M. "Two Female Coaches and a Female Official Make NFL History by Being on the Field at the Same Time." *CNN*, *Cable News Network*, 27 Sept. 2020, [www.cnn.com/2020/09/27/us/browns-washington-game-females-nfl-history-trnd/index.html#:~:text=Callie%20Brownson%20is%20the%20Browns,Thomas%20is%20an%20NFL%20official.&text=Today's%20game%20marks%20the%20first,%2C%22%20the%20Browns%20tweeted%20Sunday](http://www.cnn.com/2020/09/27/us/browns-washington-game-females-nfl-history-trnd/index.html#:~:text=Callie%20Brownson%20is%20the%20Browns,Thomas%20is%20an%20NFL%20official.&text=Today's%20game%20marks%20the%20first,%2C%22%20the%20Browns%20tweeted%20Sunday).

- It goes into detail about the first game in NFL history where there was a female ref, and some kind of female coach on both sides of the game (one from each team). It was the Washington Football Team and the Cleveland Browns who broke this barrier in sports. It then goes into more detail about the ref and how she has also broken a lot of other records/glass ceilings in the past but officiating college games, bowl games, and being the first female NFL ref. I picked this source because even though it is not about female executives/front office, it is still showing the NFL and women paving the way for others to follow them. It is still female in this very male dominated league, and on the field it might be even more dominated. One main limitation is that this has nothing to do with the front office so this is just more looking at females on the field.

Moran, Eddie. *Women In Sports Roundtable: Female Executives Share Their Experiences Working At Leagues*, Front Office Sports, 8 Oct. 2019, [frontofficesports.com/female-execs-big-4-sports/](http://frontofficesports.com/female-execs-big-4-sports/).

- This goes into detail about women in high front office positions from across all the major sports leagues in America. They are all asked questions about facing gender diversity in their job and women from MLB, NBA, NHL, and NFL speak up. They talk about how there are strides being made in the industry but we are still a long way away. I selected this source because I like how there are the different sports leagues and how we are back to the front office part which is the main part of what I want to my capstone on. One limitation is that it is not solely NFL so I can not use all of the information here.

Philadelphia Eagles. "Philadelphia Eagles." *Aileen Dargosa*, Philadelphia Eagles, [www.philadelphiaeagles.com/team/front-office/aileen-dargosa](http://www.philadelphiaeagles.com/team/front-office/aileen-dargosa).

- This just provides an overview of Aileen Dargosa. She is one of the people I would love to interview for my project so I molded my interview questions based on the information here. It goes over her prior work experience as well as some of her more personal background like where she went to school, where she lives now, etc. The most important information here was the facts about what she runs and what she oversees in her job. I picked this source from the Eagles website so I feel like if I were to interview someone from the Eagles, getting information from their own website seems like a good way to start. The only is that I do not know if this is everything or if there is some more information that would be helpful somewhere else.

Philadelphia Eagles. "Philadelphia Eagles." *Catherine Carlson*, Philadelphia Eagles, [www.philadelphiaeagles.com/team/front-office/catherine-carlson](http://www.philadelphiaeagles.com/team/front-office/catherine-carlson).

- This just provides an overview of Catherine Carlson. She is one of the people I would love to interview for my project so I molded my interview questions based on the information here. It goes over her prior work experience as well as some of her more personal background like where she went to school, where she lives now, etc. The most important information here was the facts about what she runs and what she

oversees in her job. I picked this source from the Eagles website so I feel like if I were to interview someone from the Eagles, getting information from their own website seems like a good way to start. The only is that I do not know if this is everything or if there is some more information that would be helpful somewhere else.

Philadelphia Eagles. "Philadelphia Eagles." *Jen Kavanagh* , Philadelphia Eagles, [www.philadelphiaeagles.com/team/front-office/jen-kavanagh](http://www.philadelphiaeagles.com/team/front-office/jen-kavanagh).

- This just provides an overview of Jen Kavanagh. She is one of the people I would love to interview for my project so I molded my interview questions based on the information here. It goes over her prior work experience as well as some of her more personal background like where she went to school, where she lives now, etc. The most important information here was the facts about what she runs and what she oversees in her job. I picked this source from the Eagles website so I feel like if I were to interview someone from the Eagles, getting information from their own website seems like a good way to start. The only is that I do not know if this is everything or if there is some more information that would be helpful somewhere else.

Shure, Joshua. "Hiring More Women in NFL among Issues Discussed by League at Phoenix Meetings." *Bizjournals.com*, 30 Mar. 2019, [www.bizjournals.com/phoenix/news/2019/03/30/hiring-more-women-in-nfl-among-issues-discussed-by.html](http://www.bizjournals.com/phoenix/news/2019/03/30/hiring-more-women-in-nfl-among-issues-discussed-by.html).

- From an article from Phoenix, talks about hiring more females within their organization; on and off the field. It goes and talks about how their former coach went to another team and hired female coaches for his staff. The chairman of the Bears talked about how the Rooney Rule and how we need to protect it so we are able to give more women more chances in this field. Then it goes into detail about how there was a special on tv about female owners and then talked about how there will/should be more poourtinies for women in the NFL. I found this source helpful because it gave me some more insight about teams and certain people in the league and what their organization is doing with women in this league. One limitation to this article is that it did not go into detail too much but it had enough to start with.

Vrentas, Jenny. "NFL's Female Owners Continue to Gain Power, Influence." *Sports Illustrated*, Sports Illustrated, 19 July 2018, [www.si.com/nfl/2018/07/19/nfl-female-owners-influence-martha-firestone-ford-kim-pegula](http://www.si.com/nfl/2018/07/19/nfl-female-owners-influence-martha-firestone-ford-kim-pegula).

- This is much more about the owners rather than the front office but this is about the women owners and what they are doing in the position that they are in. The women owners do not hold as much power as say Jerry Jones are Authur Blank. One woman owner (co-owner) who has a large say and has more power is the Buffalo Bill's owners. More and more women are getting into the front office and trying to get those numbers up. In the article it talks about how instead of their being a *woman*

there are now *women* which is a big step up. I found this source useful because it is still in the realm of what I want to do my project on and I think it shows important information about power and how much power they have vs their male counterparts. The big limitation was that it was not a direct thing about my topic and executives but it was still in the same ballpark.

Young, Shalise Manza. "Eagles Feature More Female Executives than Any Other NFL Team." *Yahoo! Sports*, Yahoo!, 25 Sept. 2019, [sports.yahoo.com/eagles-feature-more-female-executives-than-any-other-nfl-team-204104045.html?guccounter=1&guce\\_referrer=aHR0cHM6Ly93d3cuZ29vZ2xILmNvbS8&guce\\_referrer\\_sig=AQAAALVsw\\_q1MNeoMfEAKr-S52IavaCAwb9IX4jb90CAYLy4HPmNpkuB64jyk1v9qIBpxjgFtNQ\\_cWQubg9IBTZa9Aht84y1PrwVV-43qX-fMQsf\\_jC4RiY3ITyJ3VLIPGCWKJFTzxVMmh5z1ULkfXvIrrjIDafQb0pBMWLn5gnYu7g](https://sports.yahoo.com/eagles-feature-more-female-executives-than-any-other-nfl-team-204104045.html?guccounter=1&guce_referrer=aHR0cHM6Ly93d3cuZ29vZ2xILmNvbS8&guce_referrer_sig=AQAAALVsw_q1MNeoMfEAKr-S52IavaCAwb9IX4jb90CAYLy4HPmNpkuB64jyk1v9qIBpxjgFtNQ_cWQubg9IBTZa9Aht84y1PrwVV-43qX-fMQsf_jC4RiY3ITyJ3VLIPGCWKJFTzxVMmh5z1ULkfXvIrrjIDafQb0pBMWLn5gnYu7g).

- The front office of many NFL teams has many more men than women but the primary team that is trending much better than the rest are the Philadelphia Eagles. At the time that the article was written, there were 5 women in the executive team. Compared to other teams, 35% of all office jobs in the NFL are held by women and only 29% of women hold senior positions. I picked this source since it gives a good baseline of what I want to dig into. The league overall has lower numbers in that field but the Eagles have a much higher number than the rest. The only thing is that it was not that in depth or long, but that is why I called this a baseline.