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The Peter Principle in NFL Coaching Hires: An Analysis of Success of NFL Head Coaching Hiring Based on Experience

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An Analysis of Success of NFL Head Coaching Hiring Based on Experience

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Abstract

The NFL is a massive professional sports organization with worldwide impact for its players and coaches. NFL head coaches come from all walks of life but end up falling into two categories once hired: Either a former head coach is hired to helm a new team or a rising assistant coach is brought in to inject some new ideas. Whichever category they fall into, the team members become a reflection of the coach's ideas and values. And, how well the team does in terms of on-field success is often the main dictation of the coach's future with the franchise. Using data from the coaching hires in the NFL from the last 25 years (1997-2022), this study will investigate which of two methods for entering head coaching in the NFL results in more success for the team, as calculated by the franchise record. The paper reflected how the growing trend of analytics is being overlaid onto coaching hires, and how the process may impact other facets of industry.

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Chapter 1: Introduction

Introduction of Topic

As the most popular sport in America (Gurung, 2022), American football, hereafter simply called football, holds a place in fans hearts across the country. Cities, regions, and entire states identify with the exploits of their chosen athletes (Wang et al., 2020). The ups and downs of a team can define how large groups of people see themselves in the greater world around them (Wang etal., 2020). Along with the emotional outlet that football provides, fans also put their money on the line for the team by buying jerseys, signs, and clothing with their team's logo on it to show their team pride. When attending NFL events, fans may spend additional money on food, drinks, and merchandise. While teams in the National Football League (NFL) rely on this fervor to have their fans purchase their inventory to gain profits, large television and advertising deals also make up a large portion of the bottom line. Even with more than $17 billion in profit per year, the NFL is classified as a nonprofit organization (Gough, 2022a; Gough, 2022b). To guide these massive money-making teams, front office leaders and general managers must make decisions that define the team, their careers, and the economic impact on their host city. The sport leaders are often tasked with making decisions that impact the history of the storied league.

Significance of the Study

Along with drafting and signing players, an important decision that these sport leaders make is the hiring of a head coach. A head coach will guide the players and, staff, and will be able to create the culture of the team. Head coaches often becoming the face of the franchise and come from two main career paths. First, they may come from an NFL head coaching position at another franchise where they were either fired or resigned. The second career path that NFL

coaches use to move into these head coach positions is to work as an assistant coach within an

NFL franchise or college program prior to moving into the head coaching position. With these

being the two most common avenues to these highly public and impactful roles, determining

which of the two ways of entering the job leads to a successful team (in terms of win-loss

record), is an important topic to explore.

There have been studies on the ages of head coach hires (Groysberg, 2020) and diversity

of NFL coaching hires (Harrison, 2019), but little work has been done to determine the previous

experience of the candidate in relation to the later success of the team. This topic is worthy of

study, as the head coach plays a critical role in the player, team, and franchise brand. The next

section will detail the research question and how the Peter Principle will be used to support this

project.

Research Question

First written about by Laurence J. Peter in his 1969 book of the same name, is the Peter

Principle. This principle is based on the concept that people are hired and promoted in

accordance with their successes until they are in either a position for which they are a perfect fit,

or, more often, until they are in a place where they are underequipped to perform (Peter, 1969).

This paper will investigate which path to an NFL head coaching position has had greater success

(as defined by franchise record), either the path of being a former NFL/college head coach who

has resigned or been fires and therefor moves to a new team, or a current NFL

coordinator/assistant who is moving up to a head coaching job.

Limitations

While the paper will be guided by statistics and numerical evaluation of the NFL head coaches, limitations will still exist. One such limitation will be that there only 32 NFL head coaching positions. This will make for a smaller sample size. Another limitation is there being only two avenues to those positions accounted for in this project: a former NFL coach moving to a new franchise and a former NFL or college assistant coach moving up to an NFL head coaching position. These limitations are included in this project to purposefully focus the research on NFL head coaches and their on-field successes.

Conclusion

The road that an NFL head coach takes to their position is one that is incredibly important as to how they are seen by the organization who hires them. Some fans and television commentators are of the mindset that assistants are seen as too inexperienced, while former head coaches bring the gravitas that the position requires to find success. Others in the football world see assistants as the hot new face on the scene, and former head coaches seen as damaged goods. To shed light on the process of hiring and give an empirical answer to the issue of head coaching hires, the purpose of this paper will be to add insight as to where success can potentially come from.

Chapter 2: Methodology

Introduction

This study will focus on NFL head coaches and the career path they took to get to their head coach position: Either that of a former head NFL or college coach, or that of a former NFL and college assistant coach. Then, this project will look at the win-loss records for these head coaches within their respective NFL franchises. The aim of this project will be to assess which of these two paths is correlates with more on-field success.

Instrumentation

For the calculations, coaches in the NFL will be evaluated by determining the win/loss difference in the same number of years between before they were hired and after they assumed the job. Both number of wins and winning percentage will be evaluated, as a few light factors (ties occur in the NFL and the NFL schedule has expanded by a game in 2021) could influence the win totals. All these numbers will be compared in their two groups, both as a team's individual success and the success of the groups (assistants and former head coaches).

Participants

The participants for this project will be all 197 NFL head coaching (Appendix A) hires from the past 25 years (1998 to 2022). Coaches will be grouped into former NFL and high-level college head coaches (even if they were currently assistants when they were hired as the new head coach) and assistant NFL coaches who had never been hired as a head coach (interim coaching will not be counted as head coaching).

Research has shown that the average age of NFL coaches in 2018 was 51 years old, and the

racial diversity of the group was 9% minority with only three (3) of the 32 head coaches that year

being non-white.

Ethical Considerations

      With any research project it is important to look at the ethical considerations. As the

study being conducted is not one that involves human subjects, there is little in terms of ethical

considerations for this study. While the coaches are all humans and their successes and failures

on the job are being discussed, all the information being gathered is available on public domain.

The data gathered represents what has happened in the past, leading to the people being studied

not receiving undue or new attention.

Data Collection and Analysis

      In order to look at NFL head coaches' backgrounds and examine a correlation with win-

loss records, a quantitative research process will be done. Coaches will be evaluated not by the

coaching style, background, or any other personal factors, but solely by their win and loss

records while in charge. Each coach will be evaluated and put into one of two categories:

Former NFL or college head coaching position or former college of NFL assistant coach/

coordinator. These two categories with a complete list of NFL head coaches' names from the

past 25 years will be compiled into Table 1 (see Appendix A).

      From there, the wins and losses these head coaches accumulated during their tenure as

coach will be gathered and put into a final column of Table 1 (see Appendix A) With the table

completed, the final number of successes will be easily seen in the final numbers. Some outliers

in this section would be interim coaches (coaches who took over a program during a season due

to the head coach being fired) as they are usually coordinators hired for continuity, not based on their abilities. Other aberrations will include college assistant coaches being hired as NFL head coaches, which is incredibly rare, and non-coaches who are hired as NFL coaches, which only happened once but is a part of the data. These three sections of coaches will be removed from the study, as they are not relevant to the question being asked by the study. Also, any coach who was formerly a hired NFL head coach who may have become an assistant before being hired again as a head coach will be considered a former head coach, even though they were technically an assistant between the two positions. Finally, this study will be concerning the last 25 years of coaching, so two issues may arise, expansion teams and length coaching records. Some teams have come into existence in the last 25 years, which means their numbers will be a bit off compared to longer tenured teams, and some coaches will have coached before the 1998 season, but those numbers will just be taken starting when the study or team dictates.

With the information on all coaching hires compiled (See Appendix A), a quantitative analysis from Creswell and Creswell (2023) is used to evaluate the data. While the total win percentage of both paths very similar to each other, the experience of a coaching hire seems to be less important than the person being hired.

Conclusion

This chapter detailed the methods for a study that will gather data on the paths NFL head coaches have taken to get into their job and the potential correlations to on-filed success. Specifically, which path to an NFL head coaching position has had greater success (as defined by franchise record), either the path of being a former NFL/college head coach who has resigned or been fires and therefor moves to a new team, or a current NFL or college coordinator/assistant

who is moving up to a head coaching job. The next chapter will discuss and conclude this

project.

Chapter 3: Discussion and Conclusion

Introduction

In the billion-dollar business of professional football, every decision that a team's front office makes can have massive ramifications on the fans and city the team resides in (Moore 2022). To captain these teams and make the in-game decisions that shape their future, having a coach who can maximize the abilities of their players is vital to the future successes of the team. This study runs parallel to those decisions, giving a starting point for coaching candidates to be evaluated by NFL organizations, and can create a filter to help executives better make their decisions.

From a review of the data of all coaching hires (Appendix A), the 89 coaches who were hired after previously being a high-level college or professional head coach had a combined 2,549-2,528 record, for a .502 winning percentage. Similarly, the 108 coaches hired from being assistant coaches had a .502 winning percentage, with a 3,691-3,657 combined record. In the quantitative analysis of these numbers (Creswell 2023), it can be determined that there is no real difference between hiring from a head coach or assistant coach, and that the perceived winning percentage from either path would be the same,

Armed with the results of this study, a team or an organization in the NFL could use it as a tool to adjust their mindsets on who they are hiring and why. Going further, non-sports organizations could use the basis of the study, of hiring experience versus skill, to incorporate into their hiring practices. While a workplace trend is skewing more towards hiring prospective employees that have skills (assistant coaches) over experience (head coaches) (Hirevue, 2022), a

study like this could influence hiring managers to make different decisions based on the successes of the coaches reviewed.

Limitations

While this study is quantitative research and data-based, there are some limitations in those totals, most in the form of outliers in the data as identified in Chapter 2. While being able to control numbers for just former head coaches and those who have never done that, some anomalies exist in the form of non-traditional hires like college assistants and non-coaches. Also, the limitation of just evaluating success by wins is always problematic, as it disregards progress and internal growth which cannot be shown in mere wins. These are limitations that cannot be addressed by much more than acknowledging the imperfect nature evaluating winning.

Recommendations for Future Research

With the data collected by this study, front offices could have a good idea of what the best mold of coach would be in an abstract. A further dive into this concept would be evaluating the successes by type of assistant (offensive, defensive, or special teams coordinator), length of head coaching tenure, or which teams produced the most qualified assistants that become head coaches. In addition, reversing this study could also be helpful in asking which coaches should not be considered for head coaching, as their skills were more evident in being assistants.

Conclusion to Project

Being given a job that exceeds the ability of the worker is something that far too many people in the world have experienced; and while NFL coaches are no exception, their potential successes and failures are broadcast on a much higher level. This practice is in alignment with the Peter Principle (Peter, 1969; Wagner, 2022). Teams can be set back by years of stagnation or

can positively define the entire history of their franchise with a sustained period of success. This study will be just a beginning point to help show what professional background the most winningest NFL coaches come from and can hopefully lead to more success within organizations in identifying their best candidates.

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Appendix A

Coaching Data Collection

Table 1

NFL Coaches' Professional Background and Record

	NFL Team and Head Coaches Since 1998 in Order (years coached before name)	Professional Background in NFL Head Coach Path	Win-Loss Record (noted by win percentage)
1	**Arizona Cardinals**		
	1998-2000 Vince Tobin	Assistant Coach	17-22 (.436)
	2000-2003 Dave McGinnis	Assistant Coach	17-40 (.298)
	2004-2006 Dennis Green	Head Coach	16-32 (.333)
	2007-2012 Ken Whisenhunt	Head Coach	45-51 (.469)
	2013-2017 Bruce Arians	Assistant Coach	49-30 (.619)
	2018 Steve Wilks	Assistant Coach	3-13 (.188)
	2019-2022 Kliff Kingsbury	Head Coach	28-37 (.432)
2	**Atlanta Falcons**		
	1998-2003 Dan Reeves	Head Coach	42-50 (.456)
	2004-2006 Jim Mora	Assistant Coach	26-22 (.542)
	2007 Bobby Petrino	Head Coach	3-10 (.231)
	2008-2014 Mike Smith	Assistant Coach	66-46 (.589)
	2015-2020 Dan Quinn	Assistant Coach	43-42 (.506)
	2021-2022 Arthur Smith	Assistant Coach	14-20 (.412)
3	**Baltimore Ravens**		

	1998 Ted Marchibroda	Head Coach	6-10 (.375)
	1999-2007 Brian Billick	Assistant Coach	80-64 (.554)
	2008-2022 John Harbaugh	Assistant Coach	140-90 (.609)
4	**Buffalo Bills**		
	1998-2000 Wade Phillips	Head Coach	29-19 (.604)
	2001-2003 Gregg Williams	Assistant Coach	17-31 (.354)
	2004-2005 Mike Mularkey	Assistant Coach	14-18 (.438)
	2006-2009 Dick Jauron	Head Coach	24-33 (.421)
	2010-2012 Chan Gailey	Head Coach	16-32 (.333)
	2013-2014 Doug Marrone	Head Coach	15-17 (.469)
	2015-2016 Rex Ryan	Head Coach	15-16 (.484)
	2017-2022 Sean McDermott	Assistant Coach	62-35 (.639)
5	**Carolina Panthers**		
	1998 Dom Capers	Assistant Coach	4-12 (.250)
	1999-2001 George Siefert	Head Coach	16-32 (.333)
	2002-2010 John Fox	Assistant Coach	78-74 (.513)
	2011-2019 Ron Rivera	Assistant Coach	79-67 (.541)
	2020-2022 Matt Rhule	Head Coach	11-27 (.289)
6	**Chicago Bears**		
	1998 Dave Wannstedt	Assistant Coach	4-12 (.250)
	1999-2003 Dick Jauron	Assistant Coach	35-45 (.438)
	2004-2012 Lovie Smith	Assistant Coach	81-63 (.563)
	2013-2014 Marc Trestman	Assistant Coach	13-19 (.406)

	2015-2017 John Fox	Head Coach	14-34 (.291)
	2018-2021 Matt Nagy	Assistant Coach	34-31 (.523)
	2022 Matt Eberflus	Assistant Coach	3-13 (.188)
7	**Cincinnati Bengals**		
	1998-2000 Bruce Coslet	Head Coach	7-25 (.219)
	2000-2002 Dick LaBeau	Assistant Coach	12-33 (.267)
	2003-2018 Marvin Lewis	Assistant Coach	131-122(.518)
	2019-2022 Zac Taylor	Assistant Coach	28-36 (.438)
8	**Cleveland Browns (expansion in 1999)**		
	1999-2000 Chris Palmer	Assistant Coach	5-27 (.156)
	2001-2004 Butch Davis	Head Coach	24-35 (.407)
	2005-2008 Romeo Crennel	Assistant Coach	24-40 (.375)
	2009-2010 Eric Mangini	Head Coach	10-22 (.313)
	2011-2012 Pat Shumur	Assistant Coach	9-23 (.281)
	2013 Rob Chudzinski	Assistant Coach	4-12 (.250)
	2014-2015 Mike Pettine	Assistant Coach	10-22 (.313)
	2016-2018 Hue Jackson	Head Coach	3-36 (.088)
	2019 Freddie Kitchens	Assistant Coach	6-10 (.375)
	2020-2022 Kevin Stefanski	Assistant Coach	26-24 (.520)
9	**Dallas Cowboys**		
	1998-1999 Chan Gailey	Assistant Coach	18-14 (.563)
	2000-2002 Dave Campo	Assistant Coach	15-33 (.313)
	2003-2006 Bill Parcells	Head Coach	34-30 (.531)

	2007-2010 Wade Phillips	Head Coach	34-22 (.607)
	2010-2019 Jason Garrett	Assistant Coach	85-67 (.559)
	2020-2022 Mike McCarthy	Head Coach	18-15 (.545)
10	**Denver Broncos**		
	1998-2008 Mike Shanahan	Head Coach	105-41 (.597)
	2009-2010 Josh McDaniels	Assistant Coach	11-17 (.393)
	2011-2014 John Fox	Head Coach	46-18 (.719)
	2015-2016 Gary Kubiak	Head Coach	21-11 (.656)
	2017-2018 Vance Joseph	Assistant Coach	11-21 (.344)
	2019-2021 Vic Fangio	Assistant Coach	19-30 (.388)
	2022 Nathaniel Hackett	Assistant Coach	4-11 (.267)
11	**Detroit Lions**		
	1998-2000 Bobby Ross	Head Coach	18-23 (.439)
	2001-2002 Marty Mornhinweg	Assistant Coach	5-27 (.156)
	2003-2005 Steve Mariucci	Head Coach	15-28 (.349)
	2006-2008 Rod Marinelli	Assistant Coach	10-38 (.208)
	2009-2013 Jim Schwartz	Assistant Coach	29-51 (.363)
	2014-2017 Jim Caldwell	Head Coach	36-28 (.563)
	2018-2020 Matt Patricia	Assistant Coach	13-28 (.321)
	2021-2022 Dan Campbell	Assistant Coach	12-21 (.368)
12	**Green Bay Packers**		
	1998 Mike Holmgren	Assistant Coach	11-5 (.688)
	1999 Ray Rhodes	Head Coach	8-8 (.500)

	2000-2005 Mike Sherman	Assistant Coach	57-39 (.594)
	2006-2018 Mike McCarthy	Assistant Coach	125-77 (.618)
	2019-2022 Matt LaFleur	Assistant Coach	47-19 (.712)
13	**Houston Texans (expansion in 2002)**		
	2002-2005 Dom Capers	Head Coach	18-46 (.281)
	2006-2013 Gary Kubiak	Assistant Coach	61-64 (.488)
	2014-2020 Bill O'Brien	Head Coach	52-48 (.520)
	2021 David Culley	Assistant Coach	4-13 (.235)
	2022 Lovie Smith	Head Coach	1-13 (.206)
14	**Indianapolis Colts**		
	1998-2001 Jim Mora	Head Coach	32-32 (.500)
	2002-2008 Tony Dungy	Head Coach	85-27 (.759)
	2009-2011 Jim Caldwell	Head Coach	26-22 (.542)
	2012-2017 Chuck Pagano	Assistant Coach	53-43 (.552)
	2018-2022 Frank Reich	Assistant Coach	40-33 (.547)
15	**Jacksonville Jaguars**		
	1998-2002 Tom Coughlin	Head Coach	44-36 (.550)
	2003-2011 Jack Del Rio	Assistant Coach	68-71 (.489)
	2012 Mike Mularky	Head Coach	2-14 (.125)
	2013-2016 Gus Bradley	Assistant Coach	14-48 (.226)
	2016-2020 Doug Marrone	Head Coach	23-43 (.348)
	2021 Urban Meyer	Head Coach	2-11 (.154)
	2022 Doug Pedersen	Head Coach	9-8 (.529)

16	**Kansas City Chiefs**		
	1998 Marty Schottenheimer	Head Coach	7-9 (.438)
	1999-2000 Gunther Cunningham	Assistant Coach	16-16 (.500)
	2001-2005 Dick Vermeil	Head Coach	44-36 (.550)
	2006-2008 Herm Edwards	Head Coach	15-33 (.313)
	2009-2011 Todd Haley	Assistant Coach	19-26 (.422)
	2011-2012 Romeo Crennel	Head Coach	4-15 (.211)
	2013-2022 Andy Reid	Head Coach	108-44 (.711)
17	**Las Vegas Raiders**		
	1998-2001 Jon Gruden	Assistant Coach	38-26 (.594)
	2002-2003 Bill Callahan	Assistant Coach	15-17 (.469)
	2004-2005 Norv Turner	Assistant Coach	9-23 (.281)
	2006 Art Shell	Head Coach	2-14 (.125)
	2007-2008 Lane Kiffin	Assistant Coach	5-15 (.250)
	2008-2010 Tom Cable	Assistant Coach	17-27 (.386)
	2011 Hue Jackson	Assistant Coach	8-8 (.500)
	2012-2014 Dennis Allen	Assistant Coach	8-28 (.222)
	2015-2017 Jack Del Rio	Head Coach	25-23 (.521)
	2018-2021 Jon Gruden	Head Coach	22-31 (.415)
	2022 Josh McDaniels	Head Coach	6-11 (.353)
18	**Los Angeles Chargers (interim coach in 1998)**		
	1999-2001 Mike Riley	Head Coach	14-34 (.392)

	2002-2006 Marty Schottenheimer	Head Coach	47-33 (.588)
	2007-2012 Norv Turner	Head Coach	56-40 (.583)
	2013-2016 Mike McCoy	Assistant Coach	27-37 (.422)
	2017-2020 Anthony Lynn	Assistant Coach	33-31 (.516)
	2021-2022 Brandon Staley	Assistant Coach	17-14 (.548)
19	**Los Angeles Rams**		
	1998-1999 Dick Vermeil	Head Coach	17-15 (.531)
	2000-2005 Mike Martz	Assistant Coach	53-32 (.624)
	2006-2008 Scott Linehan	Assistant Coach	11-25 (.306)
	2009-2011 Steve Spagnuolo	Assistant Coach	10-38 (.208)
	2012-2016 Jeff Fisher	Head Coach	31-45 (.408)
	2017-2022 Sean McVay	Assistant Coach	55-26 (.679)
20	**Miami Dolphins**		
	1998-1999 Jimmy Johnson	Head Coach	19-13 (.594)
	2000-2004 Dave Wannstedt	Head Coach	42-31 (.575)
	2005-2006 Nick Saban	Head Coach	15-17 (.469)
	2007 Cam Cameron	Head Coach	1-15 (.063)
	2008-2011 Tony Sparano	Assistant Coach	29-32 (.475)
	2012-2015 Joe Philben	Assistant Coach	24-28 (.462)
	2016-2018 Adam Gase	Assistant Coach	23-25 (.479)
	2019-2021 Brian Flores	Assistant Coach	24-25 (.490)
	2022 Mike McDaniel	Assistant Coach	9-8 (.529)
21	**Minnesota Vikings**		

	1998-2001 Dennis Green	Head Coach	41-22 (.651)
	2001-2005 Mike Tice	Assistant Coach	32-33 (.492)
	2006-2010 Brad Childress	Assistant Coach	39-35 (.527)
	2010-2013 Leslie Frazier	Assistant Coach	21-32 (.398)
	2014-2021 Mike Zimmer	Assistant Coach	72-56 (.562)
	2022 Kevin O'Connell	Assistant Coach	13-4 (.765)
22	**New England Patriots**		
	1998-1999 Pete Carroll	Head Coach	17-15 (.531)
	2000-2022 Bill Belichick	Head Coach	254-99 (.720)
23	**New Orleans Saints**		
	1998-1999 Mike Ditka	Head Coach	9-23 (.281)
	2000-2005 Jim Haslett	Assistant Coach	45-51 (.469)
	2006-2021 Sean Payton	Assistant Coach	152-89 (.631)
	2022 Dennis Allen	Head Coach	7-10 (.412)
24	**New York Giants**		
	1998-2003 Jim Fassel	Head Coach	48-48 (.500)
	2004-2015 Tom Coughlin	Head Coach	102-90 (.531)
	2016-2017 Bob McAdoo	Assistant Coach	13-15 (.464)
	2018-2019 Pat Shurmur	Head Coach	9-23 (.281)
	2020-2021 Joe Judge	Assistant Coach	10-23 (.303)
	2022 Brian Daboll	Assistant Coach	9-7 (.567)
25	**New York Jets**		
	1998-1999 Bill Parcells	Head Coach	20-12 (.625)

	2000 Al Groh	Head Coach	9-7 (.563)
	2001-20005 Herm Edwards	Assistant Coach	39-41 (.488)
	2006-2008 Eric Mangini	Assistant Coach	23-25 (.479)
	2009-2014 Rex Ryan	Assistant Coach	46-50 (.479)
	2015-2018 Todd Bowles	Assistant Coach	24-40 (.375)
	2019-2020 Adam Gase	Head Coach	9-23 (.281)
	2021-2022 Robert Saleh	Assistant Coach	10-16 (.385)
26	**Philadelphia Eagles**		
	1998 Ray Rhodes	Assistant Coach	3-13 (.188)
	1999-2012 Andy Reid	Assistant Coach	130-93 (.583)
	2013-2015 Chip Kelly	Head Coach	26-21 (.553)
	2016-2020 Doug Pederson	Assistant Coach	42-37 (.531)
	2021-2022 Nick Sirianni	Assistant Coach	21-9 (.700)
27	**Pittsburgh Steelers**		
	1998-2006 Bill Cowher	Assistant Coach	85-58 (.594)
	2007-2022 Mike Tomlin	Assistant Coach	154-85 (.643)
28	**San Francisco 49ers**		
	1998-2002 Steve Mariucci	Head Coach	44-36 (.550)
	2003-2004 Dennis Erickson	Head Coach	9-23 (.281)
	2005-2008 Mike Nolan	Assistant Coach	18-37 (.327)
	2009-2010 Mike Singletary	Assistant Coach	13-18 (.419)
	2011-2014 Jim Harbaugh	Head Coach	44-19 (.690)
	2015 Jim Tomsula	Assistant Coach	5-11 (.313)

	2016 Chip Kelly	Head Coach	2-14 (.125)
	2017-2022 Kyle Shanahan	Assistant Coach	52-46 (.531)
29	**Seattle Seahawks**		
	1998 Dennis Erickson	Head Coach	8-8 (.500)
	1999-2008 Mike Holmgren	Head Coach	86-74 (.538)
	2009 Jim Mora	Head Coach	5-11 (.313)
	2010-2022 Pete Carroll	Head Coach	119-73 (.619)
30	**Tampa Bay Buccaneers**		
	1998-2001 Tony Dungy	Assistant Coach	38-26 (.594)
	2002-2008 Jon Gruden	Head Coach	57-55 (.509)
	2009-2011 Raheem Morris	Assistant Coach	17-31 (.354)
	2012-2013 Greg Schiano	Head Coach	11-21 (.344)
	2014-2015 Lovie Smith	Head Coach	8-24 (.250)
	2016-2018 Dirk Koetter	Head Coach	19-29 (.396)
	2019-2021 Bruce Arians	Head Coach	31-18 (.633)
	2022 Todd Bowles	Head Coach	8-9 (.471)0
31	**Tennessee Titans**		
	1998-2010 Jeff Fisher	Assistant Coach	118-90 (.567)
	2011-2013 Mike Munchak	Assistant Coach	22-26 (.458)
	2014-2015 Ken Wisenhunt	Head Coach	3-20 (.130)
	2015-2017 Mike Mularkey	Head Coach	20-21 (.488)
	2018-2022 Mike Vrabel	Assistant Coach	48-34 (.585)
32	**Washington Commanders**		

	1998-2000 Norv Turner	Assistant Coach	23-22 (.511)
	2001 Mary Schottenheimer	Head Coach	8-8 (.500)
	2002-2003 Steve Spurrier	Head Coach	12-20 (.375)
	2004-2007 Joe Gibbs	Head Coach	30-34 (.469)
	2008-2009 Jim Zorn	Assistant Coach	12-20 (.375)
	2010-2013 Mike Shanahan	Head Coach	24-40 (.375)
	2014-2019 Jay Gruden	Assistant Coach	35-49 (.418)
	2020-2022 Ron Rivera	Head Coach	22-27 (.450)