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**The 2010 Racial and Gender Report Card:
College Sport**
by Richard Lapchick
with Brian Hoff and Christopher Kaiser

EXECUTIVE SUMMARY

Orlando, FL... March 3, 2011 – The 2010 College Racial and Gender Report Card, issued today by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida, showed that college sport increased its grade for racial hiring practices from a C+ to a B while maintaining a solid B for gender hiring practices. The combined grade was a solid B.

College sport received the B for racial hiring practices by earning 81.9 points, up from 76.2 points in the 2008 College RGRC, the last report where a grade was issued. College sport received the B for gender hiring practices by earning 82.3 points, up from 80.7 points in the 2008 College RGRC. The combined grade was raised from a C+ (78.5) to a B (82.1). The 2009 College RGRC did not include grades because there was insufficient new data to update the 2008 College RGRC.

College sport made a substantial improvement on racial hiring practices as well as progress on gender hiring practices. There have been well-publicized improvements in head football coaching positions, but this RGRC also shows improvement across the board for both race and gender.

However, the report featured several big areas of concern. Historically, there has been an outstanding record for equal opportunity for men's head basketball coaches. Now in men's Division I basketball, 21.0 percent of all head coaches were African-American, which was down 1.9 percentage points from the last report and down 4.2 percentage points from the 2005-06 season, when there was an all-time high of 25.2 percent of our men's head basketball coaches who were African-American.

Also, all our conference commissioners at FBS conferences are white men. Finally, only 8.3 percent of Division I athletics directors are women. College sport received its only F's in these categories.

The report, which was authored by TIDES director Richard Lapchick with Brian Hoff and Chris Kaiser, follows previously released ones on Major League Baseball, the National Basketball Association, the Women's National Basketball Association, the National Football League and Major League Soccer. The College Sport report will be followed by the complete Racial and Gender Report Card.

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Every other year, the NCAA releases a new *NCAA Race and Gender Demographics of NCAA Member Conferences Personnel Report* and *NCAA Race and Gender Demographics of NCAA Member Institutions Athletic Personnel*. These reports are used to examine the racial and gender demographics of NCAA head and assistant coaches, athletics directors across all divisions, associate and assistant athletic directors, senior woman administrators, academic advisors, compliance coordinators and managers for business development, fund-raising, facilities, marketing, ticket sales and media relations, as well as an array of assistants and support staff.

This report card also features updates to the sections regarding racial and gender demographics of officials at the NCAA Headquarters, the university presidents, athletics directors, head football coaches, football coordinators and faculty athletic representatives at the 120 institutions in the Division I Football Bowl Subdivision (FBS), conference commissioners and NCAA student-athletes. The data utilized to update these sections was culled from several sources, including the NCAA-issued *2009-2010 NCAA Student-Athlete Ethnicity Report*, the *2009-2010 Division I Campus Leadership Study* published by TIDES in November 2010, self-reported demographic data on NCAA Headquarters personnel for the fiscal year 2009-2010 and information contained in previous studies by TIDES. In all cases regarding employment in college athletics, the data reported throughout the 2010 Racial and Gender Report Card excludes Historically Black Colleges and Universities (HBCU's).

Tables for the Report are included in Appendix I.

The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida publishes the ***Racial and Gender Report Card*** to indicate areas of improvement, stagnation and regression in the racial and gender composition of professional and college sports personnel and to contribute to the improvement of integration in front office and college athletics department positions.

It is imperative that sports teams play the best athletes they have available to win games. TIDES strives to emphasize the value of diversity to athletic departments when they choose their team on the court and in the department. Diversity initiatives such as diversity management training can help change attitudes and increase the applicant pool for open positions. It is clearly the choice of the institution regarding which applicant is the best fit for its department, but TIDES wants to illustrate how important it is to have a diverse organization involving individuals who happen to be of a different race or gender. This element of diversity can provide a different perspective, and possibly a competitive advantage for a win in the board room as well as on the athletic fields of play.

REPORT HIGHLIGHTS FOR 2010

University Leadership Positions at Football Bowl Subdivision Institutions

- Positive gains were made by African-Americans in the role of university president at the 120 FBS Institutions. There are now five African-Americans, representing a 0.8 percentage point increase.
- 92.5 percent of FBS university presidents were white, while there were two Asian presidents (0.8 percentage point increase) and two Latino presidents (0.8 percentage point decrease). However, there were no Native American university presidents.
- The level of diversity within the athletic director position at FBS schools declined from last year's study, as 14 (11.7 percent) people of color hold this position. However, this total does not include any women of color.
- With the addition of six new African-American head coaches at FBS schools before the 2010 season (Charlie Strong, University of Louisville; Joker Phillips, University of Kentucky; Mike London, University of Virginia; Ruffin McNeill, East Carolina University; Larry Porter, University of Memphis; Willie Taggart, Western Kentucky University), the overall number of African-American head coaches from 2008 increased from seven to 13. This past offseason, the hiring of Jon Embree at Colorado, Darrell Hazell at Kent State, Don Treadwell at Miami (Ohio), David Shaw at Stanford and James Franklin at Vanderbilt, coupled with the dismissal of Randy Shannon at Miami (FL) and Mike Haywood at Pittsburgh, brought the number of African-American head coaches to 16.
- The 18 coaches of color who will start the 2011 season represents the highest number and percentage of coaches of color ever at FBS schools. This included coaches in the ACC, SEC, Big East, Big 12 and Pac-10.
- Of the 266 offensive and defensive coordinators in the FBS, there were three more African-American coordinators from last year's total of 30.

NCAA Headquarters

- At the high levels of the NCAA headquarters in the EVP/SVP/VP positions, the number of people of color increased by one to four, while women decreased by one to three. African-Americans continue to be the only people of color represented at the EVP/SVP/VP level occupying 25 percent (up 1.5 percentage points) of the positions. Whites held the remaining 75 percent of the positions.
- While the number of people of color remained the same in positions at the managing director/director level, the percentage decreased slightly by 0.4 percentage points to 23.9 percent. Women held 45.1 percent of the positions at the managing director/director level, an increase of 3.7 percentage points.

Note: The number of Latinos remained the same in these positions. The number of Asians increased from one to two as a result of a change in reporting for an individual who was previously reported as Native Hawaiian Pacific Islander but is now reflected as Asian in our reporting.

- At the administrator level, the percentage of people of color decreased due to a drop in the number of minorities by five. The percentage of African Americans decreased to 16.2 percent (down 1.8 percentage points) while Latino representation rose slightly to 2.1 percent (up 0.1 percentage points). Asian representation increased to 2.6 percent (up 0.6 percentage points). The number of white NCAA administrators decreased by nine. The percentage of white administrators in these positions, however, increased by 1.1 percentage points to 79.1 percent. Although the number of women in administrative positions decreased by five to 104, on a percentage point basis they increased by 1.3 to 54.5 percent.
- Within the support staff position level at the headquarters, which includes all levels of assistants, the percentage of people of color increased 0.2 percentage points to 19.2 percent, while women decreased 1.7 percentage points to 93.3 percent. This drop occurred after the percentage of women at the support level was at its highest recorded level last year since the NCAA began reporting demographic data in 1998.

Conference Commissioners

- Once again, 100 percent of the 11 Football Bowl Subdivision (FBS), formerly known as Division I-A, conference commissioners were white men.
- In all of Division I, excluding the Historically Black conferences, all 30 (100 percent) of Division I conference commissioners were white. Five were led by white women, accounting for 16.7 percent of the commissioners.
- In terms of associate commissioner roles at the FBS level, there are 18 women occupying these posts.

Student-athletes

- In Division I football, African-Americans account for 45.8 percent of the athletes and whites hold 45.1 percent, indicating the levels of participation between these two races continue to remain very close.
- In Division I basketball, African-Americans account for 60.9 percent of the athletes and whites hold 30.5 percent.
- African-American female student-athletes accounted for 51 percent of the Division I basketball participants, representing a 0.5 percentage point decrease from last year.
- In Division I softball, Latinas saw a 0.1 percentage point increase to 7.4 percent, continuing the trend of increased participation by this demographic in every year since 2001-02.
- People of color had 22.5 percent of the softball positions while having only 16.6 percent of the men's baseball positions.
- The percentage of white male athletes in all Division I stands at 62.5 percent, which is a decrease of 1.3 percentage points. Of all Division I male athletes, 24.9 percent are African-American, representing an increase of 0.1 percentage points from last year's total.

- The percentage of white male student-athletes at the Division I, II and III combined were 70.4 percent, 18.7 percent for African-American males, 4.3 percent for Latinos, 1.5 percent for Asian men and 0.3 percent for American Indian/Alaskan Natives males.
- The percentage of white female student-athletes at the Division I, II and III combined were 77.2 percent, 11.6 percent for African-American females, 4.0 percent for Latinas, 1.5 percent for Asian females and 0.3 percent for American Indian/Alaskan Native females.

Coaching

- Whites dominate the head coaching ranks on men's teams holding 89.3 percent, 89.2 percent and 92.3 percent of all head coaching positions in Divisions I, II and III, respectively.
- African-Americans held 6.6 percent, 4.8 percent and 3.7 percent of the men's head coaching positions in the three NCAA divisions, respectively.
- Likewise on the women's teams, whites held 87.7 percent, 89.5 percent and 91.9 percent of all head coaching positions in Divisions I, II and III, respectively.
- African-Americans held 7.2 percent, 4.8 percent, and 3.9 percent of the women's head coaching positions in the three NCAA divisions, respectively.
- In men's Division I basketball, 21.0 percent of all head coaches were African-American, which was down 1.9 percentage points from last report and down 4.2 percentage points from the 2005-06 season, when there was an all-time high of 25.2 percent of men's head basketball coaches who were African-American. This is a big area of concern in the RGRC.
- Only 5.5 percent of Division I head baseball coaches were people of color, with 2.6 percent Latino and only 1.1 percent African-American.
- In fact, African-Americans were so underrepresented as head coaches, that once again, the percent of women coaching men's teams actually exceeded that of African-Americans in Division III (4.6 percent versus 3.7 percent.) In Division II, the percentage of women coaching men's teams was similarly low to the percentage of African-Americans (3.5 percent versus 4.8 percent).
- More than three-and-a-half decades after the passage of Title IX, women coaching women's teams still do not represent the majority of coaches in the women's game. In addition, this year's numbers show no progress in women coaching women's sports in most sports. Women head coaches in Division I basketball increased slightly (65.9 percent in 2009-10 and 64.7 percent in 2007-08). Head coaches of Division I Track/Cross Country, which combines the head coaches of Cross Country, Indoor Track and Outdoor Track, saw a slight decrease in female head coaches from 20.2 percent in 2007-08 to 19.7 percent in 2009-10. In all other sports, men led 55.5 percent of the women's teams while women were head coaches in only 45.5 percent of the programs.
- African-American women held 11.4 percent and African-American men held 3.9 percent of women's head coaching positions in Division I basketball for a combined percentage of 15.3 percent (up from

13.6 percent). Nonetheless, the 13.6 percent stood in stark contrast to the 51.5 percent of the student-athletes playing women's basketball who were African-American.

- On the men's teams in 2009-10, whites held 76.8, 79.5, and 87.3 percent of the assistant coaching positions in the three divisions, respectively, which was slightly improved from 76.9, 79.0, and 88.1 percent respectively in 2008. In 2009-10, African-Americans held 18.1, 13.3, and 8.1 percent, respectively.
- Among the women's teams in 2009-10, whites held 78.8, 81.8, and 88.9 percent of the assistant coaching positions in Divisions I, II and III, respectively, which was comparable to the 79.1, 81.2 and 88.8 percent respectively in 2007-08. In 2009-10 African-Americans had 14.2, 9.7, and 5.9 percent respectively. In 2007-08 African-American held 13.5, 10.3 and 6.4 percent of the assistant coaching jobs on women's teams in the respective Divisions.
- The percentage of women assistants on women's teams declined in Division I and Division III and saw a slight increase at the Division II level. As assistants, women in 2009-10 held 49.0 percent of the positions in Division I, 49.7 percent in Division II and 49.3 percent in Division III.

Athletics Directors

- Whites held the overwhelming percentage of positions of athletics directors in all three divisions at 88.8, 92.7, and 96.2 percent in Divisions I, II and III, respectively. This compared to 90.0, 92.0 and 97.0 percent in 2007-08 respectively.
- African-Americans held 7.4, 3.1 and 2.2 percent respectively in Divisions I, II and III. This compared to 7.2 percent, 3.8 percent and 1.8 percent in 2006 respectively.
- Latinos accounted for 2.2, 3.1, and 0.4 percent of the ADs at Division I, II and III. This compared to 1.9, 3.0 and 0.0 percent in 2008 respectively.
- Asians accounted for 0.0, 0.8, and 0.6 percent of the ADs at Division I, II and III and Native Americans accounted for 0.9, 0.0, and 0.2 percent of the ADs at each level.
- Women lost ground as athletics directors in Divisions II and gained ground in Divisions I and III since the last Report Card in 2008. At the Division II level, the percentage of female athletic directors dropped slightly by 0.1 percentage points to 15.5 percent. In contrast, the percentage of female athletic directors increased to 8.3 percent (up 0.5 percentage points) and 27.4 percent (up 0.3 percentage points) in Division I and Division III respectively.

College Associate and Assistant Athletic Directors

- At the associate athletic director position, whites comprised 88.5, 82.8, and 92.6 percent of the total population at Division I, II and III respectively. These numbers were all lower than that of 2007-08 (89.2, 88.8 and 96.4 percent respectively). African-Americans held 8.2, 14.4, and 5.4 percent of the positions at each level. Latinos held 1.8 percent, 1.0 percent and 0.4 percent of the positions at each level. Asians held 0.7 percent and 1.0 percent in Divisions I and II. There were no Asians in Division III

in this position and no Native Americans in Divisions II and III. In Division I, Native Americans had 0.3 percent of the associate athletic director positions.

- The percentage of women filling associate athletic director positions was 31.1 percent in Division I, 42.0 percent in Division II and 46.1 percent in Division III.
- Women held 100 percent of the Senior Woman Administrator jobs in Division I, II and III. White women continued to dominate the SWA position holding 85.1, 81.1, and 93.7 percent in Division I, II and III, respectively. African-American women represented 10.1, 15.4 and 4.2 percent at each respective level.
- Whites continue to fill the majority of the FAR positions with 84.4, 86.4 and 94.2 percent in Divisions I, II and III, respectively.

OVERALL GRADES

College sport increased its grade for racial hiring practices from a C+ to a B in the 2010 Racial and Gender Report Card: College Sport while maintaining a solid B for gender hiring practices. The combined grade was a solid B.

College sport received the B for racial hiring practices by earning 81.9 points, up from 76.2 points in the 2008 College RGRC, the last report where a grade was issued. College sport received the B for gender hiring practices by earning 82.3 points, up from 80.7 points in the 2008 College RGRC. The combined grade was raised from a C+ (78.5) to a B (82.1).

For racial hiring practices, there was an A only for the NCAA Headquarters; there were A-'s for head men's basketball coaches, assistant men's coaches, and assistant women's coaches (A-/B+); there were B+'s for professional administration in athletic departments and head women's basketball coaches (B+/B). There was a C+/B- for athletic directors and assistant athletic directors. There was an A+ for student-athlete opportunities. There were F's for conference commissioners.

For gender hiring practices, there was an A+ for head coaches for women's basketball teams, assistant coaches for all women's teams and senior women's administrators and an A for the NCAA Headquarters and for professional administration in athletic departments. There was an A/A+ for student-athlete opportunities. There were F's for athletics directors and conference commissioners.

The NCAA received an A+ for Diversity Initiatives.

THE REPORT BY CATEGORY

University Leadership Positions at Football Bowl Subdivision (FBS) Institutions

The key leadership positions at Football Bowl Subdivision (FBS) schools and conferences remained overwhelmingly white and male even though there was a record number of 15 head coaches of color in

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the 2010 college football season at the FBS schools (formerly Division IA) according to a study released in November 2010 by The Institute. This study, titled *The Buck Stops Here: Assessing Diversity among Campus and Conference Leaders for Football Bowl Subdivision (FBS) Schools in the 2010-11 Academic Year*, reported on the racial and gender demographics and trends at the 120 FBS institutions. Highlights of this study concerning the leadership of university presidents, athletic directors, football coaching staff and faculty athletic representatives are included and analyzed within this section.

NCAA Headquarters

The data in this section on the NCAA headquarters was supplied by the NCAA for 2010 and is compared to their data from 2009.

Throughout his tenure as NCAA President, the late Myles Brand strongly expressed his support of creating opportunities for women and people of color within the NCAA headquarters and at the member institutions that comprise the NCAA. In his State of the NCAA address in January 2008, Brand stated, "Women continue to be under-represented in terms of grants-in-aid for student-athletes, coaching opportunities for women's sports and leadership positions in terms of athletics director positions. Athletics scholarships, coaching positions and athletics directorships must, of course, be allocated on the bases of talent and hard work. But it is simply incredulous that the talent pool is so weighted toward men to produce this imbalance. The facts, as well as the history of past lack of female representation, point to a continuing problem of injustice." He also said that the lack of African-American head football coaches is an embarrassment to all of intercollegiate athletics and that "the talent pool exists and it contains men who are ready and able to successfully lead these teams, but we are yet to see more than eight head coaches among the 119 teams in the Football Bowl Subdivision. And as bad as that is, it is worse in the Football Championship Subdivision and in Divisions II and III." Dr. Brand helped set the stage for the large positive changes in FBS head coaches after the 2009 season.

At the high levels of the NCAA headquarters in the EVP/SVP/VP positions, the number of people of color increased by one to four, while women decreased by one to three. African Americans continue to be the only people of color represented at the EVP/SVP/VP level occupying 25 percent (up 1.5 percentage points) of the positions. Whites held the remaining 75 percent of the positions.

While the percentages decreased slightly (down 0.4 percentage points) for people of color who hold posts at the managing director /director level, the actual number of people of color in these positions remained the same. People of color represent 23.9 percent of the managing directors/directors. Women represent 45.1 percent of the managing directors/directors. This represents an increase of 3.7 percentage points. Whites occupied 76.1 percent of the positions while African-Americans held 16.9 percent (down 0.2 percentage points) of the managing director/director positions.

Note: The number of Latinos remained the same in these positions. The number of Asians increased from one to two as a result of a change in reporting for an individual who was previously reported as Native Hawaiian Pacific Islander but is now reflected as Asian in our reporting.

At the NCAA administrator level, the percentage of people of color decreased due to a drop in the number of minorities by five. The percentage of African Americans decreased to 16.2 percent (down 1.8 percentage points) while Latino representation rose slightly to 2.1 percent (up 0.1 percentage point). Asian representation increased to 2.6 percent (up 0.6 percentage points). The number of white NCAA

Administrators decreased by nine. The percentage of white administrators in these positions, however, increased by 1.1 percentage points to 79.1 percent. The number of women in administrator positions decreased by five to 104. However, on a percentage point basis, they increased by 1.3 to 54.5 percent.

Within the support staff position level at the headquarters, which includes all levels of assistants, the percentage of people of color increased 0.2 percentage points to 19.2 percent, while women decreased 1.7 percentage points to 93.3 percent. This drop occurred after the percentage of women at the support level was at its highest recorded level last year since the NCAA began reporting demographic data in 1998.

When examining the composite outlook of these numbers, the total number of full-time NCAA employees at the time of this reporting equals 399, fifteen less than the 414 in 2009. The percentage of female representation is up by 0.8 percentage points to 62.9 percent. However, the minority representation is down slightly, as the percentage of people of color is 21.1 percent, (down 0.1 percentage points). These numbers are accurate as of September 1, 2010. It should be noted that these numbers are a snapshot in time for the NCAA. As a result there is some fluctuation that occurs based upon the time of when staff are starting or departing. For consistency in the grading of our reports year to year, all data regarding the NCAA offices is taken from September 1.

Charlotte Westerhaus continued in her role as the vice president for the Office of Diversity and Inclusion, having worked closely with the late NCAA president Myles Brand on “identifying ways in which the NCAA can better assist universities in the hiring of women and people of color into leadership positions.”

The four African-American vice-presidents were:

- Bernard Franklin, sr. vice president for Governance and Membership
- Robert Vowels, vice president for Education Services
- Charlotte Westerhaus, vice president for Diversity and Inclusion
- Bob Williams, vice president of communications

The three women vice presidents were:

- Charlotte Westerhaus, vice President for Diversity and Inclusion
- Sue Donohoe, vice president of Women’s Division I Basketball
- Joni Comstock, vice president for NCAA Championships

Grade for NCAA Headquarters:

Race: A
Gender: A

See Tables 1, 2, 3, 4 and 5.

University Presidents at FBS Institutions

Analyzing the leadership at the top of the colleges and universities leading FBS institutions, one can clearly see there is a lack of diversity.

Among the 120 FBS Institutions, 111 (92.5 percent) presidents were white. There were nine presidents of color and 22 women serving as president as of October 2010. This number of female presidents remained the same from 2009, while the number of presidents of color increased by one over this same time period.

- There were five (4.2 percent) African-American presidents
 - George E. Ross, Central Michigan University
 - Sidney McPhee, Middle Tennessee State University
 - Roderick McDavis, Ohio University
 - Elson S. Floyd, Washington State University
 - Bernadette Gray-Little, University of Kansas
- There were two (1.7 percent) Latino presidents
 - Luis Proenza, University of Akron
 - France A. Cordova, Purdue University
- There was two (1.7 percent) Asian presidents
 - Renu Khator, University of Houston
 - Wallace D. Loh, University of Maryland, College Park
- There were no Native Americans presidents
- There were 22 (18.3 percent) women presidents
 - Carol Garrison, University of Alabama at Birmingham
 - Jo Ann M. Gora, Ball State University
 - Carol A. Cartwright, Bowling Green State University
 - Susan W. Martin, Eastern Michigan University
 - Mary Jane Saunders, Florida Atlantic University
 - M.R.C. Greenwood, University of Hawaii, Manoa
 - Renu Khator, University of Houston (**Asian**)
 - Sally Mason, University of Iowa
 - Bernadette Gray-Little, University of Kansas (**African-American**)
 - Shirley Raines, University of Memphis
 - Donna E. Shalala, University of Miami (Florida)
 - Mary Sue Coleman, University of Michigan
 - Lou Anna Kimsey Simon, Michigan State University
 - Barbara Couture, New Mexico State University
 - France A. Cordova, Purdue University (**Latina**)
 - Judy Genshaft, University of South Florida
 - Martha Dunagin Saunders, University of Southern Mississippi
 - Nancy Cantor, Syracuse University
 - Ann Weaver Hart, Temple University
 - Diana S. Natalicio, University of Texas at El Paso
 - Teresa A. Sullivan, University of Virginia
 - Biddy Martin, University of Wisconsin, Madison

+Grade for presidents:

Race: F
Gender: F

+ not calculated in final grade

Conference Commissioners

Once again, 100 percent of the 11 Football Bowl Subdivision (FBS), formerly known as Division IA, conference commissioners were white men. Being a conference commissioner is a powerful position and those that head BCS Conferences are considered to be among the most powerful and influential people in college sport. There were a few opportunities for minorities and women at the associate commissioner position. At the time of this publication, there were 52 Associate Commissioners at FBS schools, with women occupying 18 positions, or 35 percent. People of color made up just fewer than 14 percent of available positions at the associate commissioner level. The information in this section was collected by TIDES from the conferences and not from NCAA reports.

In all of Division I, excluding the Historically Black conferences, all 30 of 30 (100 percent) Division I conference commissioners were white. Five conferences were led by women as commissioners, accounting for 17 percent. All five female commissioners have been at their current respective positions for more than a year.

The RGRC breaks down the female conference commissioners as follows:

There were five women that headed Division I conferences:

- Bernadette V. McGlade, Atlantic 10 Conference
- Carolyn Schlie Femovich, Patriot League
- Robin Harris, Ivy League
- Beth DeBauche, Ohio Valley Conference
- Noreen Morris, Northeast Conference

There were eighteen women who held associate commissioner positions at the FBS level:

- Nora Lynn Finch, Atlantic Coast Conference
- Amy Yakola, Atlantic Coast Conference
- Dru Hancock, Big XII Conference
- Donna DeMarco, Big East Conference
- Danielle Donehew, Big East Conference
- Wendy Fallen, Big Ten Conference
- Jennifer Heppel, Big Ten Conference
- Andrea Williams, Big Ten Conference
- Judy MacLeod, Conference USA
- Kelly Carney, Conference USA
- Donyale Canada, Mid-American Conference
- Carrie Coll, Mountain West Conference
- Carolayne Henry, Mountain West Conference
- Chrstine Hoyles, Pacific 10 Conference
- Chris Dawson, Pacific 10 Conference
- Debbie Corum, Southeastern Conference
- Kathy Keene, Sunbelt Conference
- Connie Hulburt, Western Athletic Conference

Grade for Division I Conference Commissioners:

Race: F
Gender: F

See Tables 6 and 7.

Student-athletes

There were several changes in data categorizations made by both the NCAA and The Institute for Diversity and Ethics in Sport that are essential to be aware of before highlighting statistical observations for the past two years compared to data previously recorded:

- Beginning in 2006-07 and continuing going forward, tables were added to the *NCAA Student-athlete Ethnicity Report* detailing the resident alien status of the student-athletes separately from their race/ethnicity. Previously, these categories were combined, but now have been separated for greater accuracy in reporting. Therefore, because of the removal of “resident alien” as a choice among ethnic categories, the other ethnicities will increase accordingly. Student-athletes whose ethnicities were previously identified as “nonresident alien” are now identified with an ethnic category and then identified separately as nonresident aliens. This is particularly relevant in certain sports such as tennis and ice hockey which each have over 20 percent of total participants identified as having nonresident alien status. So some increases in ethnic percentages from earlier years can be attributed to this change in methodology.
- Each year, the Racial and Gender Report Card takes a look at three Division I sports and highlights trends for both male and female athletes. For the male athletes, these sports are basketball, football and baseball. For the female athletes, a change was made this year to make this snapshot picture more comparable to the sports chosen for the men. In the past, the three sports chosen for female athletes were basketball, cross country and track combined, and a category known as all other sports. With female athlete participation numbers continuing to increase across the board, there was less need to combine sports for a large observation sample. Beginning with this year, the three female sports for the Division I observations will be basketball, outdoor track and softball, sports with both strong participation levels and comparatively high media attention in relation to other female sports.

In basketball, the percentage of African-Americans increased by 0.5 percentage points to 60.9. Latino representation showed a decrease of 0.2 percentage points to 1.9 percent. Asians increased by 0.1 percentage points to 0.6 percent, while white participation decreased 1.4 percentage points to 30.5 percent. The “Two or More Races” category showed an increase of 0.5 percentage points to 1.2 percent, while the “other” category now represents 4.6 percent (up 0.3 percentage points) of Division I basketball players.

In football, a 0.2 percentage point increase for African-Americans took place to 45.8 percent of the population. Whites decreased 1.2 percentage points to 45.1 percent; this continued to show that the levels of participation between these African-Americans and Whites continue to be very close.

In baseball, there was no percentage shift greater than 0.5 percentage points (“white” decreased from 83.9 percent to 83.4 percent). Latino participation remained constant at 5.8 percent, which tied an all-time high for participation percentage since it began being recorded in 2000-01.

Of the three women’s sports used for this study, basketball saw the most notable shifts over the last year. African-American student-athletes account for 51.0 percent of the Division I basketball participants, representing a 0.5 percentage point decrease from last year. White participation decreased 0.9 points to 40.2 percent, Latinas fell 0.1 percentage points to 1.5 percent, Asian participation rose 0.5 percentage points, and American Indian/Alaskan Natives remained constant at 0.3 percent.

In outdoor track, 59.6 percent of the athletes were white, which is a 0.8 percentage point fall from last year; African-American participation remained constant at 29.1 percent ending a steady trend of growth in this category in previous years.

In softball, change was seen in the White demographic, which fell to 77.5 percent (down 0.1 percentage points). In the remaining demographics, Latinas accounted for 7.4 percent (up 0.1 percentage points), African-Americans for 7.7 percent (down 0.2 percentage points), “other” for 2.4 percent (down 0.4 percentage points), Asians 2.7 percent (up 0.2 percentage points), and in the American Indian/Alaskan Natives category there was an increase of 0.1 percentage points to 0.8 percent.

Over the years, there has not been much variance in the racial make-up of the male student-athlete population across all Division I sports. This year’s data supports this observation, as white participation decreased by 1.3 percentage points to bring the total to 62.5. African-American male participation increased slightly to 24.9 percent, which is a rise of 0.1 percentage points from last year. Latino representation reached an all-time high at 4.2 percent, an increase of 0.2 percentage points from last year’s previous record.

For female athletes across all Division I a sport, the level of change in the demographics was also very low. African-American female participation remained constant at its all-time high of 16.0 percent and Latina participation also reached its all-time high at 4.2 percent (up 0.3 percentage points).

According to the *NCAA 2009-2010 Student-Athlete Ethnicity Report*, the percentage of white male student-athletes at the Division I, II and III combined were 70.4 percent, 18.7 percent for African-American males, 4.3 percent for Latinos, 1.5 percent for Asian men, 0.3 percent for American Indian/Alaskan Natives and 0.8 percent for males of Two or More Races.

The percentage of white female student-athletes at the Division I, II and III combined were 77.2 percent, 11.6 percent for African-American females, 4.0 percent for Latinas, 1.5 percent for Asian females, 0.4 percent for American Indian/Alaskan Native females and 1.0 percent for females of Two or More Races.

In Divisions I, II and III, white male student-athletes comprised 62.5, 64.7 and 80.7 percent of the total male student-athletes, respectively. In Division I, white female student-athletes comprised 70.6 percent of the total female student-athlete population. In Division II, they make up 75.7 percent and in Division III, 85.3 percent.

In Division I, II and III, African-American male student-athletes make up 24.9, 24.4 and 10.0 percent of total male student-athletes, respectively while Latinos made up 4.2, 5.9 and 3.6 percent, respectively

and Asians comprised 1.5, 1.0 and 1.8 percent, respectively. Native Americans made up 0.4, 0.5 and 0.2 percent, respectively and males of Two or More Races made up 1.0, 0.7 and 0.7 percent, respectively.

In Division I, II and III, African-American female student-athletes comprised 16.0, 13.6 and 5.6 percent of the total female student-athlete population, respectively while Latinas made up 4.2, 5.5 and 2.9 percent, respectively and Asians comprised 2.1, 1.3 and 1.9 percent, respectively. Native Americans made up 0.4, 0.5 and 0.3 percent, respectively and females of Two or More Races made up 1.1, 1.0 and 0.8 percent, respectively.

According to the NCAA, 42.8 percent of all NCAA Division I, II and III student-athletes combined are female and 57.2 percent are male.

All student-athlete data came from the *NCAA 2009-2010 Student-Athlete Ethnicity Report*.

Grade for Student-athlete participation:

Race: A+
Gender: A+

See Tables 8, 9 and 10.

Head Coaches

Institutions continued to be criticized for their hiring practices since the vast majority of head coaching positions in college sports, both for men's and women's teams, continued to be filled with white males. Action has been taken to improve this situation. The Black Coaches and Administrators (BCA) issued a Football Hiring Report Card in October every year from 2004 to 2010 to assess how universities handle the process for hiring head football coaches. It evaluates whether the school contacted the BCA for assistance, who served on the search committee, which candidates were interviewed, who was hired, and whether the athletic department followed their school's affirmative action guidelines. This football hiring report card has been a very positive tool in evaluating the hiring process of college coaches regarding increasing candidates of color and diverse search committees. The positive gains for coaches at FBS institutions were reflected in the positive hiring trends for coaches of color in football that were discussed in the section on *University Leadership Positions at FBS Institutions* section near the beginning of this report.

In the 2008-09 year, the percentage of African-Americans coaching men's teams decreased in Division I and II, while whites coaching men's teams increased in Divisions I and II and fell in Division III at every level.

Whites continued to dominate as coaches of men's teams of each division. Whites held 89.3 percent (up from 89.2 percent in 2007-08), 89.2 percent (up from 88.7 percent in 2007-08) and 92.3 percent (down from 92.5 percent in 2007-08) of all head coaching positions in Divisions I, II and III, respectively.

African-Americans held 6.6 percent (down from 7.2 percent in 2007-08), 4.8 percent (down from 5.3 percent in 2007-08) and 3.7 percent (down from 4.0 percent in 2007-08) of the men's head coaching positions in the three NCAA divisions, respectively. Latinos held 1.8 percent, 3.3 percent, and 1.4 percent of head coaching positions for men's teams in the respective divisions (1.6, 3.9, and 1.5 percent in 2007-08 respectively). Asians held 0.7, 0.8, and 0.7 percent of head coaching positions for men's teams in the respective divisions, which showed slight decreases in Division I and II, but increased slightly for Division III compared to that of 2007-08. Native American representation was minimal. These figures accounted for male and female head coaches of men's teams.

Among the most alarming statistics in the RGRC was another decline for African-Americans this year in Division I men's basketball. In 2008-09, African-American men accounted for 21.0 percent of the men's basketball head coaching positions at the Division I level, which was a 1.9 percentage point decrease from the last report card. It represented a 4.2 percentage point drop from 2005-06 when it was 25.2 percent. This was the lowest point since the 1997-98 year. Latinos and Native Americans held 0.7 and 0.3 percent, respectively, of the coaching positions.

There are no other men's or women's sports that even came close to being as diverse as Division I men's basketball.

In 2008-09 in all of Division I, African-Americans held 5.1 percent and Latinos held 1.2 percent of the football head coaching positions.

Thirteen of the 120 FBS head coaches were African-American during the 2010 collegiate football season, an increase of six from last year's study. Prior to the start of the 2010 season, six new African-American coaches were hired, including Joker Phillips by Kentucky, Charlie Strong by Louisville, Mike London by Virginia, Ruffin McNeill by East Carolina, Larry Porter by Memphis and Willie Taggart by Western Kentucky. Also, Turner Gill was hired to a head coaching position in a high-profile conference, moving from Buffalo to the University of Kansas.

There were two other head coaches of color for a total of fifteen in the 2010 season. This was the highest number in the history of FBS schools.

In the 2010 season, there were 120 head football coaches at FBS schools. Of the 120, 105 (87.5 percent) were white. In addition, there were:

- Thirteen (10.8 percent) African-Americans
 - Ruffin McNeill, East Carolina University
 - Ron English, Eastern Michigan University
 - Kevin Sumlin, University of Houston
 - Turner Gill, University of Kansas
 - Joker Phillips, University of Kentucky
 - Charlie Strong, University of Louisville
 - Larry Porter, University of Memphis
 - Randy Shannon, University of Miami (Florida)
 - Mike Haywood, Miami University (Ohio)
 - Mike Locksley, University of New Mexico
 - DeWayne Walker, New Mexico State University
 - Mike London, University of Virginia

- Willie Taggart, Western Kentucky University
- One (0.8 percent) Latino
 - Mario Cristobal, Florida International University
- One (0.8 percent) Asian
 - Ken Niumatalolo, U.S. Naval Academy
- Zero Native Americans

At the end of the 2010 season, two of the above mentioned coaches lost their job, Randy Shannon at the University of Miami and Mike Haywood, who left for Pittsburgh but was then dismissed for off-the-field issues. However, five other African-Americans were hired as head coaches during the offseason: Jon Embree at Colorado, Darrell Hazell at Kent State, Don Treadwell at Miami (Ohio), David Shaw at Stanford and James Franklin at Vanderbilt. This brings the total number of African-American head coaches to 16 and the total number of head coaches of color to 18. This is an all-time high.

The offensive and defensive coordinators are often viewed as the pipeline for the head coaching position. Among the FBS schools, there were 266 coaches who were considered either offensive or defensive coordinators. This number excludes seven offensive or defensive coordinators (Georgia Institute of Technology; Kent State; University of Nevada, Reno; New Mexico State University; University of South Carolina, Columbia; Texas A&M University, College Station; Western Michigan University) who also serve as the head coach.

Of the 266 coordinators, 225 (84.6 percent) were white, 30 (11.3 percent) were African-American, three (1.1 percent) were Latino and five (1.9 percent) were Asian. There were three more African-American coordinators from last year and a decrease of one coordinator for Latinos, while the number of Asian coordinators remained the same.

In Division I baseball, the percentage of people of color occupying the head coach position was only 5.0 percent, with 2.6 percent Latino, 1.1 percent Asian, 1.1 percent African-American, and 0.2 percent falling into the other category.

Division I tends to have the most diverse group of coaches, with less diversity at the Division II and Division III levels. For men's basketball in all divisions combined, African-Americans held 12.6 percent (a decrease of 0.2 percent) of the head coaching positions. In all divisions combined for football, African-Americans held 2.6 percent of the coaching positions, a decrease of 0.6 percentage points from the last report card. In all divisions combined for baseball, African-Americans held 1.2 percent, up 0.2 percentage points. Whites, on the other hand, held 85.2 (increase of 0.1 percentage points), 95.6 percent (increase of 0.4 percentage points) and 94.1 percent (decrease of 0.6 percentage points) of the head positions in basketball, football and baseball, respectively. Latinos gained ground in basketball to 1.0 percent and baseball to 3.0 percent while staying constant at 0.5 percent in football head coaching positions.

African-Americans were so underrepresented as head coaches, that once again, the percent of women coaching men's teams actually exceeded that of African-Americans in Division III (4.6 percent versus 3.7 percent.) In Division II, the percentage of women coaching men's teams was similarly low to the percentage of African-Americans (3.5 percent versus 4.8 percent).

In Division I, women coaching men's teams barely fell short of Latinos, Asians and Native Americans combined (2.7 percent vs. 2.8 percent).

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~MAKING WAVES OF CHANGE~

More than three and a half decades after the passage of Title IX, women coaching women's teams still do not represent the majority of coaches in the women's game. In addition, this year's numbers show no progress in women coaching women's sports in most sports. Women head coaches in Division I basketball increased slightly (65.9 percent in 2008-09 and 64.7 percent in 2007-08). Head coaches of Division I Track/Cross Country, which combines the head coaches of Cross Country, Indoor Track and Outdoor Track, saw a slight decrease in female head coaches from 20.2 percent in 2007-08 to 19.7 percent in 2008-09. In all other sports, men led 55.5 percent of the women's teams while women were head coaches in only 45.5 percent of the programs.

The female coaching totals were 40.0 percent for women's teams and 2.7 percent of men's teams for Division I. They were 32.9 percent of women's teams and 3.5 percent of men's teams for Division II. They were 39.4 percent of women's teams and 4.6 percent of men's teams for Division III.

Just as there were sports singled out for the men's teams, it is important to look more closely at particular women's sports as well. This serves to obtain a balanced view of coaching positions on the women's teams. The Racial and Gender Report Card examines the head coaching percentages in women's basketball and cross-country/indoor and outdoor track programs.

Whites held 83.8 percent (down from 85.6 percent in 2007-08) of Division I women's basketball head coaching positions. Women held 65.9 percent of these positions (up from 64.7 percent in 2007-08). The percentage of white women head coaches in Division I women's basketball increased slightly from 53.7 percent in 2007-08 to 53.9 percent in 2008-09. Meanwhile, white men also decreased from 31.9 percent to 29.9 percent. African-American women held 11.4 percent and African-American men held 3.9 percent for a combined percentage of 15.3 percent (up from 13.6 percent). There were no Asian or Native American coaches. Only 0.6 percent of the positions were held by Latino head coaches.

All of this stands in stark contrast to the 51.5 percent of the student-athletes playing women's basketball who were African-American. The disparity is what compelled the BCA to initiate a women's basketball hiring report card for 2007-08 for the FBS schools.

Head coaches in NCAA Division I track/cross-country teams have the highest – and still increasing percent of people of color in head coaching positions for women's college sports. Whites held 80.2 percent of these posts (up from 79.9 percent in 2007-08), African-Americans held 16.2 percent (down from 16.3 percent in 2007-08). Meanwhile, Latinos held 1.4 percent of these posts (down from 2.4 percent in 2007-08). Women overall held 19.7 percent of these positions (down from 20.2 percent in 2007-08). African-American women decreased slightly from 2008 to 5.9 percent and white women dropped to 12.8 percent of these positions (down from 13.1 percent in 2007-08). Men coached 80.2 percent of the men's and women's track/cross country teams, which increased from 79.2 percent that had held constant in the previous two report cards.

Despite a great deal of progress in the percentage of African-Americans coaching women's teams, whites still dominated as coaches of women's teams of each division. Whites held 87.7 percent (no change from previous report card), 89.5 percent (up from 88.9 percent in 2007-08) and 91.9 percent (no change from 2007-08) of all head coaching positions of women's sports in Divisions I, II and III, respectively.

African-Americans held 7.2 percent (up from 7.0 percent in 2007-08), 4.8 percent (down from 5.1 percent in 2007-08) and 3.9 percent (down from 4.4 percent in 2007-08) of the women's head coaching positions in the three NCAA divisions, respectively. Latinos held 1.7 percent, 2.9 percent, and 1.3 percent of head coaching positions for women's teams in the respective divisions (2.1, 2.8, and 1.2 percent in 2007-08 respectively). Asians held 1.1, 1.0, and 1.3 percent of head coaching positions for women's teams in the respective divisions, which showed a decrease in Division I and Division II, with a slight increase in Division III from 2007-08. Native American representation was minimal. These figures accounted for male and female head coaches of women's teams.

Grade for Head Coaches for all Division I Men's teams:

Race: C+/B-

Grade for Head Coaches for all Division I Women's teams:

Race: B
Gender: C+

+Grade for Head Coaches for all FBS football teams:

Race: B

+ Grade for FBS football head coaches takes into consideration all coaches hired this offseason

Grade for Head Coaches for all Division I Men's basketball teams:

Race: A-

Grade for Head coaches for all Division I Women's basketball teams:

Race: B/B+
Gender: A+

See Tables 11, 12, 13, 14, 15, 16, 17 and 18.

Assistant Coaches

The assistant coach position is often seen as a stepping stone to the head coach position which attracts all the attention, recognition and income. In addition, the head coach holds all the power within a team dynamic.

In Division I men's basketball and football, 39.5 and 17.7 percent of the jobs were held by African-Americans, respectively. Only 1.2 percent of the assistant baseball coaches are African-American. The percentages drop to 26.8 for basketball and 17.6 percent for football in all divisions combined. Latinos hold 1.5 percent of the basketball jobs and 3.8 percent of the assistant posts in baseball.

On the men's teams in 2008-09, whites held 76.8, 79.5, and 87.3 percent of the assistant coaching positions in the three divisions, respectively, from 76.9, 79.0, and 88.1 percent respectively in 2007-08.

In 2008-09, African-Americans held 18.1, 13.3, and 8.1 percent, respectively. In 2007-08, African-Americans held 17.7, 14.2 and 8.3 percent of the assistant coaching jobs on men's teams in the respective divisions. In 2008-09, Latinos held 2.1, 4.4, and 2.0 percent respectively in Divisions I, II, and III. Asians held 0.8, 0.8, and 0.6 percent respectively in Divisions I, II, and III. Native Americans held 0.1, 0.3, and 0.1 percent in Divisions I, II, and III respectively.

Among the women's teams in 2008-09, whites held 78.8, 81.8, and 88.9 percent of the assistant coaching positions in Divisions I, II and III, respectively, from 79.1, 81.2 and 88.8 percent respectively in 2007-08. In 2008-09, African-Americans had 14.2, 9.7, and 5.9 percent respectively. In 2007-08, African-Americans held 13.5, 10.3 and 6.4 percent of the assistant coaching jobs on women's teams in the respective Divisions.

Latinos held 2.3, 4.6, and 2.0 percent of the assistant coaching positions on women's teams in Divisions I, II, and III respectively. Asians held 1.6, 1.4, and 1.0 percent of the positions in Divisions I, II, and III respectively. Native Americans held 0.3, 0.2, and 0.0 percent of the positions in Division I, II, and III respectively.

The percentage of women assistants on women's teams declined in Division I and Division III and saw a slight increase at the Division II level. As assistants, women in 2008-09 held 49.0 of the positions in Division I, 49.7 in Division II and 49.3 percent in Division III. In 2007-08, women held 49.4, 48.9, and 49.5 percent of the jobs, respectively.

Women have increased their presence within coaching staffs of men's teams at all levels decreasing their percentages to 8.5, 8.5, and 8.8 percent, respectively in Division I, II, and III. This is up from 7.2, 7.9 and 8.4 percent, respectively in 2007-08.

In Division III, there is a similar percentage of women (8.8 percent) as assistants on men's teams as there are African-American men and women assistants combined on men's teams (8.1 percent).

Grade for Assistant Coaches on Division I men's teams:

Race: A-

Grade for Assistant Coaches on women's teams:

Race: B+/A-

Gender: A+

See Tables 19, 20, 21, 22, 23 and 24.

College Athletic Directors

In all of Division I, whites held 88.8 percent (down 1.2 percentage points) of athletic director jobs. African-Americans held 7.4 percent (up 0.2 percentage points). Latinos held 2.2 (up 0.3 percentage points). Native Americans held 0.9 percent and there were no Asian ADs in Division I.

Women continue to struggle to increase representation in the athletic director position. However, the percentage of female athletic directors at the Division I level did increase from the previous report to 8.3 percent (up 0.5 percentage points) of all positions. Of these positions, white women held 7.0 percent and African-American women held 0.7 percent. Latina and Native American females each made up 0.3 percent of all ADs in Division I, while there were no Asian female ADs.

As of October 2010, there were nine African-American, four Latino and one Native American athletic directors at FBS institutions. Of the 120 ADs who oversee FBS football programs, there were 106 (88.3 percent) whites. The people of color included the following.

- Nine (7.5 percent) African-Americans
 - Warde Manuel, State University of New York at Buffalo
 - Keith R. Tribble, University of Central Florida
 - Derrick Gragg, Eastern Michigan University
 - McKinley Boston Jr., New Mexico State University
 - Gene Smith, The Ohio State University
 - Daryl J. Gross, Syracuse University
 - Kevin Anderson, University of Maryland, College Park
 - David Williams II, Vanderbilt University
 - Craig K. Littlepage, University of Virginia
- Four (3.3 percent) Latinos
 - Daniel G. Guerrero, University of California, Los Angeles
 - Pete Garcia, Florida International University
 - Rick Villarreal, University of North Texas
 - Barry Alvarez, University of Wisconsin, Madison
- One (0.8 percent) Native American
 - Rick Dickson (Tulane University)
- No Asians

There were five white women (4.2 percent) in charge of an FBS school:

- Lisa Love, Arizona State University
- Anne “Sandy” Barbour, University of California, Berkeley
- Deborah A. Yow, North Carolina State University
- Cary Sue Groth, University of Nevada
- Kathy Beauregard, Western Michigan University

Two women head a separate women’s department and do not oversee football: Joan C. Cronan (Women’s AD), University of Tennessee, Knoxville and Christine A. Plonsky (Women’s AD), University of Texas at Austin.

The level of diversity within the athletic director position at FBS schools has decreased from 16 (13.3 percent) to 14 (11.7 percent) people of color who hold this position.

When considering all divisions combined, the athletic director position was one of the whitest positions in all of sport when HBCUs were excluded. The only position that had a greater percentage of whites filling the position was the Sports Information Director which is 95.4, 88.3, and 94.7 percent white in Division I, II and III respectively.

At the athletics director position, whites held 88.8 percent (down 1.2 percentage points) of the athletics director jobs in Division I, 92.7 percent in Division II (up 0.7 percentage points) and 96.2 percent in Division III (down 0.8 of a percentage point). African-Americans held 7.4, 3.1 and 2.2 percent respectively in Divisions I, II and III. This compared to 7.2 percent, 3.8 percent and 1.8 percent in 2007-08 respectively. Latinos accounted for 2.2, 3.1, and 0.4 percent of the ADs at Division I, II and III, compared to 1.9, 3.0 and 0.0 percent in 2007-08, respectively. Asians accounted for 0.0, 0.8, and 0.6 percent of the ADs at Division I, II and III and Native Americans accounted for 0.9, 0.0, and 0.2 percent of the ADs at each level in 2009-10.

Women lost ground as ADs in Division II and gained ground in Division I and Division III. At the Division II level, the percentage of female athletic directors dropped slightly by 0.1 percentage points to 15.5 percent. In contrast, the percentage of female athletic directors increased to 8.3 percent (up 0.5 percentage points) and 27.4 percent (up 0.3 percentage points) in Division I and Division III respectively.

Further breakdown of the athletic director position at the Division II level, excluding the HBCUs, shows that whites held 92.7 percent (0.7 percentage point increase) of the athletic director jobs, African-Americans decreased to 3.1 percent (0.7 percentage point decrease), Latinos held 3.1 percent (0.1 percentage point increase), Asians remained constant at 0.8 percent and Native Americans 0.0 percent (0.4 percentage point decrease). The percentage of white men increased 0.8 percentage points, from 78.0 percent to 78.8 percent.

Women held 15.5 percent (0.1 percentage point decrease) of Division II athletic director posts. White women comprised 13.9 percent (0.1 percentage point decrease), 0.8 percent were African-American women, and 0.8 percent were Asian women. Both of these categories remained constant from the previous report.

Although Division III has a poor record for racial diversity among athletic directors, this division does offer women the greatest opportunity to serve this position. Women held 27.4 percent of the athletic director jobs, an increase of 0.3 percentage points. Among the female athletic directors, white women held 26.2 percent, while African-American women and Asian women each held 0.4 percent, respectively. There were no Latina athletic directors.

Grade for Division I Athletic Directors:

Race: C+/B-
Gender: F

See Tables 25, 26, and 27.

College Associate and Assistant Athletic Directors

As in all cases regarding employment in college athletics, the data reported on associate and assistant athletic directors, senior woman administrators and faculty athletics representatives excludes the HBCUs.

The senior administrative title includes both the associate and assistant athletic director positions. These jobs are thought of as the pipeline to the athletics director position. People in both of these positions work very closely with the athletic director and they are often training grounds for future athletic directors. In the hierarchy of power, associate athletic directors do fall above assistant athletic directors. Although these are two separate positions, the demographic make-up of each slot is strikingly similar at the Division I level.

At the associate athletic director position, whites comprised 88.5 percent, 82.8 percent, and 92.6 percent of the total population at Division I, II and III respectively.

African-Americans held 8.2 percent, 14.4 percent and 5.4 percent of the positions at each level. Latinos held 1.8 percent, 1.0 percent and 0.4 percent of the positions at each level. Asians held 0.7 percent and 1.0 percent in Divisions I and II. There were no Asians in Division III in this position and no Native Americans in Divisions II or III. In Division I, Native Americans had 0.3 percent of the associate athletic director positions.

The percentage of women filling associate athletic director positions was 31.1 percent in Division I, 42.0 percent in Division II and 46.1 percent in Division III.

At the assistant athletic director position, whites held 88.3, 84.7 and 91.5 percent of the positions in Divisions I, II and III, respectively.

African-Americans totaled 8.2, 9.8 and 5.2 percent of assistant athletic directors in the respective divisions. Latinos held 1.9 percent, 2.7 percent and 2.1 percent of the positions at each level. Asians held 0.9 percent, 1.7 percent and 0.2 percent of the positions at each level. There were no Native Americans in Division III. In Division I and Division II, Native Americans had 0.1 and 0.3 percent of the assistant athletic director positions respectively.

Women occupied 28.5 percent of the assistant athletic directors in Division I, 38.1 percent in Division II and 39.1 percent in Division III.

On average, the positions of associate athletic director and assistant athletic director for Division I were found to be 88.4 percent white, 8.2 percent African-American, 0.8 percent Asian, and 1.9 percent Latino. For Division II, 83.8 percent were white, 12.1 percent African-American, 1.4 percent Asian, and 1.9 percent Latino and in Division III, 92.1 percent were white, 5.3 percent African-American, 0.1 percent Asian, and 1.3 percent Latino.

Looking at the overall percentages of women for both the associate athletic director and the assistant athletic director positions combined for 29.8 percent, 40.2 percent, and 42.6 percent in Divisions I, II, and III.

In Divisions I and II, the gender breakdown was very similar between associate and assistant ADs in their respective divisions. Associate athletic directors were 69.2 percent male and 31.1 percent female in Division I and assistant athletic directors were 71.5 percent male and 28.5 percent female in Division I. For Division II, associate athletic directors were 58.0 percent male and 42.0 percent female and assistant athletic directors were 61.9 percent male and 38.1 percent female. At the Division III level, the associate athletic director position was closer to a 50/50 split between males and females, with males holding 53.9

percent and females holding 46.1 percent while the assistant athletic director position had males holding 60.5 percent and females holding 39.1 percent.

Grade for Division I Associate and Assistant Athletic Directors:

Race: C+/B-

Gender: B

See Table 28.

Senior Woman Administrator

The senior woman administrator (SWA) is a significant title within an athletic department. Women held 100 percent of the SWA jobs at each level of college sport.

White women continued to dominate at 85.1, 81.1 and 93.7 percent in Division I, II and III, respectively.

In Division I, African-American women held 10.1 percent (down 0.1 percentage points), Asian women held 1.0 percent, Latinas held 2.3 percent and Native American women held 1.0 percent. Overall a total of 14.9 percent of the positions were occupied by females of color, an increase of 1.5 percentage points.

The senior woman administrator position is slightly more diverse at the Division II level. White women held 81.1 percent of these positions, a 4.2 percentage point drop. African-American women held 15.4 percent; Latinas held 2.1 percent and Asians accounted for 0.3 percent. Women of color made gains with an increase from 11.3 to 18.9 percent. Overall women held 100 percent of all the senior woman administrator positions in Division II.

Senior woman administrators in Division III were 100 percent female. Of these women, 93.7 percent were white women, 4.2 percent were African-American women, 0.9 percent were Latina, 0.2 percent were Native American, and 0.2 percent were Asian women. People of color, which were all women of color, increased from 3.4 to 6.3 percent.

Grade for Division I Senior Woman Administrators:

Race: B

Gender: A+

See Table 29.

Faculty Athletics Representatives

Whites filled the vast majority of the faculty athletic representative (FAR) positions with 84.4, 86.4 and 94.2 percent in Divisions I, II and III, respectively, in 2009-10.

In Division I, 60.4 percent were white men and 24.0 percent were white women. Among African-Americans serving as FARs, 9.2 percent were men and 3.0 percent were women. Total African-Americans in this position increased by 7.1 percentage points. Also among the FAR positions in Division I, 0.9 percent were Asian men and 0.6 percent were Asian women, and 0.3 percent were Latino women. There were no Native Americans in this post. Women held 27.9 percent of these posts (an increase of 2.5 percentage points), while people of color held 15.6 percent (an increase of 8.0 percentage points). There were no Latina women in this position.

At the Division II level where whites held 86.4 percent of the FAR posts, 65.9 percent were white men and 20.5 percent were white women. African-Americans held a total of 9.9 percent of the positions (8.5 percent male and 1.4 percent female). Asian men decreased from 0.8 percent to 0.3 percent. Latinos decreased from 2.7 to 2.4 percent (1.7 percent being male and 0.7 percent female). Women overall decreased 0.5 percentage points from 23.4 to 22.9 percent. Lastly, People of color in this position increased by 6.0 percentage points.

In Division III where whites held 94.2 percent, 62.6 percent were white men and 31.6 percent were white women. The percentage of white men rose by 0.7 percentage points, whereas the percentage of white women decreased 1.0 percentage point. African-Americans accounted for a total of 3.6 percent, which were held by 3.0 percent men and 0.6 percent women. Latinos held 1.0 percent (0.8 percent male and 0.2 percent female) of the FAR positions. Asians accounted for 0.8 percent (0.8 percent male and 0.0 percent female). The percentage of whites dropped by 0.3 percentage points, while African-American men increased by 0.3 percentage points. Women held 32.4 percent of the FAR posts in Division III, a loss of 0.8 percentage points.

As of October 2010, there were five African-American, one Latina, one Asian and one Native American faculty athletics representatives at FBS institutions. Of the 120 FBS schools, there are 124 faculty athletics representatives since the University of Illinois, Champaign; the University of Minnesota, Twin Cities; Ohio University, and Purdue University each have two. The people of color included:

- Five (4 percent) African-Americans
 - Percy Bates, University of Michigan
 - Alex Byrd, Rice University
 - William Smith, University of Utah
 - Lucius Outlaw, Vanderbilt University
 - Be Stoney, Kansas State University
- Two (1.6 percent) Latinas
 - Consuelo Stebbins, University of Central Florida
 - Col. Maritza Ryan, U.S. Military Academy, West Point (Army)
- One (0.8) Asian
 - L.J. "Kelvin" Coong, Oregon State University
- **Zero** Native Americans

There are 38 white women (30.7 percent) in total serving as faculty athletics representatives.

+Grade for Division I Faculty Athletics Representatives:

Race: D
Gender: B

+not calculated in final grade

See Table 30.

Sports Information Directors

The sports information director position is one of the whitest positions in all of sport when HBCUs are excluded. It is 95.4, 88.3, and 94.7 percent white in Division I, II and III respectively. This is very important because the SID is usually the key decision maker in what and who is publicized among coaches and student-athletes.

The SID position in Division I athletics is 95.4 percent white, 1.4 percent African-American, 1.4 percent Asian, 1.9 percent Latino, and 0.0 percent Native American. In Divisions II and III, the position make-up for the sport information director was very similar. Division II consisted of 88.3 percent white, 8.1 percent African-American, 1.4 percent Asian, 1.8 percent Latino, and 0.0 percent Native American. Division III consisted of 94.7 percent white, 3.7 percent African-American, 0.5 percent Asian, 1.2 percent Latino, and once again, no Native Americans.

+Grade for Division I Sports Information Directors:

Race: F

Gender: F

+not calculated in final grade

See Table 31.

Professional Administration

This category includes a wide range of job descriptions. At NCAA member institutions, jobs that fit in this category are academic advisor/counselor, compliance coordinator/officer, the sports information director and assistant directors, strength coaches, life skills coordinators, and managers for business, equipment, fundraiser/development, facilities, promotions/marketing and tickets. As in all cases regarding employment in college athletics, the data reported in this section excludes the HBCUs. These positions are often starting points from which many people rise into higher level slots within a university or athletic department. This report shows that opportunities for women have increased as you look at each level of collegiate athletics, and the percentages of positions held by women are very close. The percentage of people of color filling these positions increases while moving from Division I to II, but then falls drastically when moving to Division III.

Although there was improvement for people of color in all three divisions, whites still dominated the professional administration category by holding 83.7 percent (down from 86.4 percent in 2008), 82.5 percent (down from 88.6 percent in 2008) and 92.5 percent (down from 93.5 percent in 2008) of all professional administration positions in Divisions I, II and III, respectively.

African-Americans held 10.8 percent, 11.8 percent and 4.5 percent of all professional administration positions in the three NCAA divisions, respectively. Latinos held 2.7 percent, 2.8 percent, and 1.4 percent of head coaching positions for all professional administration positions in the respective divisions. Asians held 1.5, 1.2, and 1.0 percent of all professional administration positions in Divisions I, II and III, respectively. Native American representation was minimal.

Women accounted for 42.5, 43.5 and 46.2 of all professional administration positions in the three NCAA divisions, respectively. That represented a substantial percentage point increase of 7.6, 10.8, and 7.4 in Division I, Division II, and Division III respectively.

Women were especially well represented in the positions of academic advisor/counselor, life skills coordinator, business manager, and compliance coordinator/officer. In the academic advisor/counselor position, women held 61.6 percent of the positions at Division I institutions. Within the life skills coordinator position, women held 74.1 percent of the positions at Division I institutions.

In the business manager position, 54.5 percent of the positions were held by women at Division I institutions. The compliance coordinator/officer also had a strong representation of women at the Division I level holding 53.2 percent of the slots.

Grade for Division I Professional Administrators:

Race:	B+
Gender:	A

See Tables 32 and 33.

NCAA Diversity Initiatives

As can be seen in Appendix II, College Sport has outstanding diversity initiatives.

NCAA Grade for Diversity Initiatives: A+

HOW GRADES ARE CALCULATED

The 2010 College Racial and Gender Report Card data showed that college athletics departments' hiring practices have improved but still do not nearly reflect the number of student-athletes of color competing on their teams. Federal affirmative action policies state that the workplace should reflect the percentage of the people in the racial group in the population. Thus, with approximately 24 percent of the population being people of color, an **A** was achieved if 24 percent of the positions were held by people of color, **B** if 12 percent of the positions were held by people of color, **C** if it had only 9 percent, a **D** if it was at least 6 percent and **F** for anything below that.

For issues of gender, an **A** would be earned if 40 percent of the employees were women, **B** for 32 percent, **C** for 27 percent, **D** for 22 percent and **F** for anything below that. However, in the case of women's head coaches of women's team, it should be expected as a minimum that at least half of the positions are held by women. Thus in that category, 50 percent would earn a **B**. The 40 percent is also taken from the federal affirmative action standards. The Institute once again acknowledges that even those sports where grades are low generally have better records on race and gender than society as a whole.

METHODOLOGY

All data was collected by a research team at The Institute for Diversity and Ethics in Sport in the University of Central Florida's DeVos School of Sport Business Management.

Baseline data was gathered from the NCAA. The data was placed in spreadsheets with each position broken down by race and gender. The Institute's research team also gathered data from the FBS schools for presidents, athletic directors, football coaches and faculty athletics representatives as well as researching the diversity of the conferences.

The findings were compared to data from previous years. After evaluating the data, the report text was drafted and compared changes to statistics from previous years.

The report draft was sent to the NCAA Headquarters to be reviewed for accuracy. In addition, updates were requested for personnel changes that had occurred. The NCAA was very helpful with several changes that helped clarify the materials.

The report covers both the 2008-2009 and 2009-2010 academic years depending upon the availability of data for particular positions. Listings of presidents, athletics directors, conference commissioners and associate commissioners in Football Bowl Subdivision (formerly known as Division IA) were updated as of October 2010, while the names and win-loss records of head football coaches were updated as of November 2010 in order to reflect the latest off-season coaching changes.

ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 18th issue of the ***Racial and Gender Report Card (RGRC)***, which is the definitive assessment of hiring practices of women and people of color in most of the leading professional and amateur sports and sporting organizations in the United States. The report considers the composition – assessed by racial and gender makeup – of players, coaches and front office/athletic department employees in our country's leading sports organizations, including the National Basketball Association (NBA), National Football League (NFL), Major League Baseball (MLB), Major League Soccer (MLS) and Women's National Basketball Association (WNBA), as well as in collegiate athletics departments.

The complete Racial and Gender Report Card, including all the leagues and college sport, will be issued next month now that the individual reports on the NBA and WNBA, NFL, MLB, MLS and college sport have been published.

The ***Racial and Gender Report Card*** is published by The Institute for Diversity and Ethics in Sport (TIDES), which is part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard Lapchick has authored all reports, first at Northeastern and now at UCF. (Until 1998, the report was known as the *Racial Report Card*.)

Institute for Diversity and Ethics in Sport (TIDES)

The Institute for Diversity and Ethics in Sport serves as a comprehensive resource for issues related to gender and race in amateur, collegiate and professional sports. TIDES researches and publishes annual studies on hiring practices in coaching and sport management, student-athlete graduation rates and racial attitudes in sports. Additionally, the Institute conducts diversity management training. The Institute also monitors some of the critical ethical issues in college and professional sport, including the potential for the exploitation of student-athletes, gambling, performance-enhancing drugs and violence in sport.

The Institute's founder and director is Dr. Richard Lapchick, a scholar, author and internationally recognized human rights activist and pioneer for racial equality who is acknowledged as an expert on sports issues. Described as "the racial conscience of sport," Lapchick is chair of the DeVos Sport Business Management Program in the College of Business Administration at UCF, where The Institute is located. In addition, Lapchick serves as president and CEO of the National Consortium for Academics and Sports (NCAS), a group of more than 220 colleges and universities that helps student-athletes complete their college degrees while serving their communities on issues such as diversity, conflict resolution and men's violence against women.

DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

The DeVos Sport Business Management Program is a landmark program focusing on business skills necessary for graduates to conduct successful careers in the rapidly changing and dynamic sports industry while also emphasizing diversity, community service and sport and social issues. It is the only program in a business college to offer a two-degree option, allowing students to earn a Master of Business Administration (MBA) degree in addition to the Master of Sport Business Management (MSBM) degree. The program was funded by a gift from the Richard and Helen DeVos Foundation and RDV Sports, with matching funds from the State of Florida.

APPENDIX I

NCAA Executive/Senior/Vice Presidents					
		%	#		
2010				2005	
	White	75.0%	12		Data Not Recorded
	African-American	25.0%	4	2004	
	Latino	0.0%	0		White
	Asian	0.0%	0		African-American
	Other	0.0%	0		Latino
	Women	18.8%	3		Asian
	Total	x	16		Other
2009					Women
	White	83.3%	15		Total
	African-American	16.7%	3	2003	
	Latino	0.0%	0		Data Not Recorded
	Asian	0.0%	0	2002	
	Other	0.0%	0		White
	Women	22.2%	4		African-American
	Total	x	18		Latino
2008					Asian
	White	83.3%	15		Other
	African-American	16.7%	3		Women
	Latino	0.0%	0		Total
	Asian	0.0%	0	2001	
	Other	0.0%	0		Data Not Recorded
	Women	22.2%	4	2000	
	Total	x	18		White
2007					African-American
	White	82.4%	14		Latino
	African-American	17.6%	3		Other
	Latino	0.0%	0		Women
	Asian	0.0%	0		Total
	Other	0.0%	0	1999	
	Women	23.5%	4		Data Not Recorded
	Total	x	17	1998	
2006					White
	White	81.3%	13		African-American
	African-American	18.8%	3		Latino
	Latino	0.0%	0		Other
	Asian	0.0%	0		Women
	Other	0.0%	0		Total
	Women	25.0%	4		x
	Total	x	16		16

Note: Data provided by the NCAA. Historically Black Institutions excluded.
 x= Data not recorded

TABLE 1

NCAA Managing Directors/Directors									
			%	#					
2010					2005				
	White	76.1%	54	Data Not Recorded					
	African-American	16.9%	12	2004					
	Latino	4.2%	3		White	81.3%	33		
	Asian	2.8%	2		African-American	12.5%	5		
	Other	0.0%	0		Latino	2.0%	1		
	Women	45.1%	32		Asian	4.0%	2		
	Total	x	71		Other	0.0%	0		
2009						Women	48.0%	20	
	White	75.7%	53	2003			Total	x	41
	African-American	17.1%	12	Data Not Recorded					
	Latino	4.3%	3	2002					
	Asian	1.4%	1		White	79.0%	x		
	Other	1.4%	1		African-American	14.0%	x		
	Women	41.4%	29		Latino	5.0%	x		
	Total	x	70		Asian	2.0%	x		
2008						Other	0.0%	x	
	White	76.5%	52	2001			Women	42.0%	x
	African-American	16.2%	11	Data Not Recorded			Total	x	x
	Latino	2.9%	2	2000					
	Asian	4.4%	3		White	82.9%	34		
	Other	0.0%	0		African-American	9.7%	4		
	Women	41.1%	28		Latino	2.4%	1		
	Total	x	68		Other	4.8%	2		
2007						Women	39.0%	16	
	White	77.4%	48	1999			Total	x	41
	African-American	14.5%	9	Data Not Recorded					
	Latino	1.6%	1	1998					
	Asian	4.8%	3		White	85.7%	36		
	Other	1.6%	1		African-American	7.1%	3		
	Women	41.9%	26		Latino	2.4%	1		
	Total	x	62		Other	4.8%	2		
2006									
	White	75.9%	44						
	African-American	19.0%	11						
	Latino	1.7%	1						
	Asian	3.4%	2						
	Other	0.0%	0						
	Women	41.4%	24						
	Total	x	58						

Note: Data provided by the NCAA. Historically Black Institutions excluded.

x= Data not recorded

TABLE 2

NCAA Administrators					
	%	#		%	#
2010			2005		
White	79.1%	151	Data Not Recorded		
African-American	16.2%	31	2004		
Latino	2.1%	4	White	76.7%	124
Asian	2.6%	5	African-American	22.2%	37
Other	0.0%	0	Latino	0.0%	0
Women	54.5%	104	Asian	1.2%	2
Total	x	191	Other	0.0%	0
2009			Women	54.3%	88
White	78.0%	160	Total	x	163
African-American	18.0%	37	2003		
Latino	2.0%	4	Data Not Recorded		
Asian	2.0%	4	2002		
Other	0.0%	0	White	77.3%	x
Women	53.2%	109	African-American	22.2%	x
Total	x	205	Latino	0.0%	x
2008			Asian	<1%	x
White	76.9%	150	Other	0.0%	x
African-American	19.0%	37	Women	54.5%	x
Latino	2.1%	4	Total	x	x
Asian	2.1%	4	2001		
Other	0.0%	0	Data Not Recorded		
Women	54.9%	107	2000		
Total	x	195	White	76.6%	105
2007			African-American	21.9%	30
White	78.4%	145	Latino	0.7%	1
African-American	18.4%	34	Other	0.7%	1
Latino	2.2%	4	Women	49.6%	68
Asian	1.1%	2	Total	x	137
Other	0.0%	0	1999		
Women	55.1%	102	Data Not Recorded		
Total	x	185	1998		
2006			White	78.3%	90
White	76.5%	x	African-American	19.1%	22
African-American	19.7%	x	Latino	2.6%	3
Latino	1.1%	x	Other	0.0%	0
Asian	1.6%	x	Women	49.2%	53
Other	1.1%	x	Total	x	115
Women	55.2%	x			
Total	x	x			

Historically Black Institutions excluded.
 x= Data not recorded

TABLE 3

NCAA Support Staff					
	%	#		%	#
2010			2005		
White	80.8%	97	Data Not Recorded		
African-American	16.7%	20	2004		
Latino	0.8%	1	White	85.1%	97
Asian	1.7%	2	African-American	12.3%	13
Other	0.0%	0	Latino	0.9%	1
Women	93.3%	112	Asian	1.7%	2
Total	x	120	Other	0.0%	0
2009			Women	90.4%	103
White	81.0%	98	Total	x	113
African-American	16.5%	20	2003		
Latino	0.8%	1	Data Not Recorded		
Asian	1.7%	2	2002		
Other	0.0%	0	White	84.5%	x
Women	95.0%	115	African-American	13.0%	x
Total	x	121	Latino	x	x
2008			Asian	x	x
White	80.4%	90	Other	2.5%	x
African-American	16.1%	18	Women	84.0%	x
Latino	0.0%	0	Total	x	x
Asian	1.8%	2	2001		
Other	1.8%	2	Data Not Recorded		
Women	94.6%	106	2000		
Total	x	112	White	84.0%	100
2007			African-American	13.4%	16
White	80.0%	92	Latino	0.8%	1
African-American	16.5%	19	Other	1.6%	2
Latino	0.9%	1	Women	90.7%	108
Asian	1.7%	2	Total	x	119
Other	0.9%	1	1999		
Women	93.0%	107	Data Not Recorded		
Total	x	115	1998		
2006			White	90.5%	105
White	81.6%	x	African-American	6.9%	8
African-American	15.8%	x	Latino	0.0%	0
Latino	0.9%	x	Other	2.5%	3
Asian	1.8%	x	Women	94.8%	110
Other	0.0%	x	Total	x	122
Women	91.2%	x			
Total	x	x			

*Note: Data provided by the NCAA. Historically Black Institutions excluded.
x= Data not recorded*

TABLE 4

Total Full-Time NCAA Staff		
	%	#
2010		
White	78.7%	314
African-American	16.8%	67
Latino	2.0%	8
Asian	2.3%	9
Other	0.0%	0
Women	62.9%	251
Total	x	399
2009		
White	78.7%	326
African-American	17.4%	72
Latino	1.9%	8
Asian	1.7%	7
Other	0.2%	1
Women	62.1%	257
Total	x	414
2008		
White	78.1%	307
African-American	17.6%	69
Latino	0.0%	6
Asian	2.3%	9
Other	0.5%	2
Women	62.3%	245
Total	x	393
2007		
White	78.9%	299
African-American	17.2%	65
Latino	1.6%	6
Asian	1.8%	7
Other	0.5%	2
Women	63.1%	239
Total	x	379
<i>Note: Data provided by the NCAA. Data Calculated From Tables 1-4</i>		
TABLE 5		

Conference Commissioners						
Division IA				Division I		
	%	#		%	#	
2009-10				2009-10		
White	100.0%	11	White	100.0%	30	
African-American	x	x	African-American	x	x	
Asian	x	x	Asian	x	x	
Latino	x	x	Latino	x	x	
Native American	x	x	Native American	x	x	
Other	x	x	Other	x	x	
Women	x	x	Women	16.7%	5	
Total	x	11	Total	x	30	
2008-09				2008-09		
White	100.0%	11	White	100.0%	30	
African-American	x	x	African-American	x	x	
Asian	x	x	Asian	x	x	
Latino	x	x	Latino	x	x	
Native American	x	x	Native American	x	x	
Other	x	x	Other	x	x	
Women	x	x	Women	16.7%	5	
Total	x	11	Total	x	30	
2007-08				2007-08		
White	100.0%	11	White	100.0%	30	
African-American	x	x	African-American	x	x	
Asian	x	x	Asian	x	x	
Latino	x	x	Latino	x	x	
Native American	x	x	Native American	x	x	
Other	x	x	Other	x	x	
Women	x	x	Women	10.0%	3	
Total	x	11	Total	x	30	
2006-07				2006-07		
White	100.0%	11	White	100.0%	36	
African-American	x	x	African-American	x	x	
Asian	x	x	Asian	x	x	
Latino	x	x	Latino	x	x	
Native American	x	x	Native American	x	x	
Other	x	x	Other	x	x	
Women	x	x	Women	5.6%	2	
Total	x	11	Total	x	36	
2005-06				2005-06		
White	100.0%	11	White	100.0%	36	
African-American	x	x	African-American	x	x	
Asian	x	x	Asian	x	x	
Latino	x	x	Latino	x	x	
Native American	x	x	Native American	x	x	
Other	x	x	Other	x	x	
Women	x	x	Women	5.6%	2	
Total	x	11	Total	x	36	
2004-05				2004-05		
White	100.0%	11	White	100.0%	36	
African-American	x	x	African-American	x	x	
Asian	x	x	Asian	x	x	
Latino	x	x	Latino	x	x	
Native American	x	x	Native American	x	x	
Other	x	x	Other	x	x	
Women	x	x	Women	5.6%	2	
Total	x	11	Total	x	36	
2003-04				2003-04		
White	100.0%	11	White	100.0%	28	
African-American	x	x	African-American	x	x	
Asian	x	x	Asian	x	x	
Latino	x	x	Latino	x	x	
Native American	x	x	Native American	x	x	
Other	x	x	Other	x	x	
Women	x	x	Women	9.1%	3	
Total	x	11	Total	x	28	

Note: Data provided by the NCAA. Historically Black Institutions excluded.

x= Data not recorded

TABLE 6

Associate Conference Commissioners		
Division IA		
	%	#
2009-10		
White	86.5%	45
African-American	9.6%	5
Asian	0.0%	0
Latino	1.9%	1
Native American	0.0%	0
Other	1.9%	1
Women	34.6%	18
Total	100.0%	52
2008-09		
White	300.0%	51
African-American	35.3%	6
Asian	5.9%	1
Latino	0.0%	0
Native American	0.0%	0
Other	5.9%	1
Women	100.0%	17
Total	347.1%	59
2007-08		
	Data Not Recorded	
2006-07		
	Data Not Recorded	
2005-06		
	Data Not Recorded	
2004-05		
White	92.3%	48
African-American	5.8%	3
Asian	1.9%	1
Latino	0.0%	0
Native American	0.0%	0
Other	0.0%	0
Women	25.0%	13
Total	x	52
2003-04		
White	82.5%	22
African-American	12.5%	5
Asian	2.5%	1
Latino	2.5%	1
Native American	x	x
Other	x	x
Women	27.5%	11
Total	x	40

Note: Historically Black Institutions excluded.

x= Data not recorded

TABLE 7

Male Student-Athletes: Division I							
	Basketball	Football	Baseball		Basketball	Football	Baseball
2009-2010				2002-03			
White	30.5%	45.1%	83.4%	White	32.3%	49.3%	84.1%
African-American	60.9%	45.8%	5.6%	African-American	57.9%	43.8%	6.1%
Latino	1.9%	2.4%	5.8%	Latino	1.3%	2.2%	5.1%
American Indian/Alaskan Native	0.3%	0.4%	0.5%	American Indian/Alaskan Native	0.4%	0.4%	0.3%
Asian/ Pacific Islander	0.6%	1.9%	1.3%	Asian	0.2%	1.6%	1.2%
Two or More Races	1.2%	1.3%	0.8%	Non-Resident Aliens	5.3%	0.5%	1.2%
Other	4.6%	2.9%	2.6%	Other	2.6%	2.3%	2.0%
2008-09				2001-02			
White	31.9%	46.3%	83.9%	White	32.3%	50.1%	83.4%
African-American	60.4%	45.6%	5.7%	African-American	57.7%	42.6%	6.9%
Latino	2.1%	2.6%	5.8%	Latino	1.5%	2.1%	5.2%
American Indian/Alaskan Native	0.2%	0.4%	0.5%	American Indian/Alaskan Native	0.3%	0.4%	0.4%
Asian/ Pacific Islander	0.5%	1.8%	1.4%	Asian	0.2%	1.4%	1.1%
Non-Resident Aliens	N/A	N/A	N/A	Non-Resident Aliens	4.8%	0.5%	1.1%
Two or More Races	0.7%	0.5%	0.5%	Other	3.2%	2.8%	1.9%
Other	4.3%	2.8%	2.2%	2000-01			
2007-08				White	32.5%	49.4%	81.3%
White	32.6%	46.6%	84.4%	African-American	57.1%	42.1%	6.7%
African-American	60.4%	46.4%	6.0%	Latino	1.4%	2.1%	5.6%
Latino	1.8%	2.4%	5.5%	American Indian/Alaskan Native	0.4%	0.4%	0.4%
American Indian/Alaskan Native	0.1%	0.4%	0.4%	Asian	0.2%	1.3%	0.9%
Asian	0.4%	0.9%	1.1%	Non-Resident Aliens	5.1%	1.7%	2.1%
Native Hawaiian/Pacific Islander	0.0%	0.9%	0.2%	Other	3.3%	2.9%	3.0%
Two or More Races	0.5%	0.3%	0.1%	1999-00			
Other	4.2%	2.3%	2.3%	White	34.6%	51.3%	83.0%
2006-07				African-American	55.0%	39.5%	6.6%
White	32.5%	47.0%	84.5%	Latino	1.6%	1.8%	4.3%
African-American	60.4%	45.9%	6.0%	American Indian/Alaskan Native	0.2%	0.3%	0.4%
Latino	1.8%	2.2%	5.4%	Asian	0.3%	1.3%	1.1%
American Indian/Alaskan Native	0.4%	0.4%	0.4%	Non-Resident Aliens	3.0%	0.2%	0.6%
Asian	0.4%	1.6%	1.2%	Other	5.3%	5.7%	3.9%
Other	4.7%	2.9%	2.5%	1998-99			
2005-06				White	34.0%	46.9%	88.1%
White	29.9%	47.1%	84.6%	African-American	55.9%	46.4%	2.8%
African-American	58.9%	45.4%	5.7%	Latino	1.4%	1.9%	4.7%
Latino	1.8%	2.1%	5.0%	American Indian/Alaskan Native	0.3%	0.4%	0.5%
American Indian/Alaskan Native	0.3%	0.9%	0.4%	Asian	0.3%	2.0%	0.8%
Asian	0.5%	1.6%	1.1%	Non-Resident Aliens	5.5%	1.0%	1.4%
Non-Resident Aliens	6.2%	2.4%	1.0%	Other	2.6%	1.9%	1.7%
Other	2.3%	0.4%	2.5%	1997 - 98			
2004-05				Data Not Recorded			
White	31.9%	47.7%	83.7%	1996-97			
African-American	57.8%	45.4%	6.5%	White	33.8%	46.9%	89.5%
Latino	1.5%	2.3%	5.4%	African-American	57.3%	47.6%	3.0%
American Indian/Alaskan Native	0.6%	0.3%	0.3%	Latino	1.5%	1.9%	4.3%
Asian	0.4%	1.6%	1.2%	American Indian/Alaskan Native	0.2%	0.3%	0.5%
Non-Resident Aliens	5.4%	0.4%	1.0%	Asian	0.3%	1.2%	0.6%
Other	2.5%	2.3%	1.9%	Non-Resident Aliens	4.4%	0.6%	0.9%
2003-04				Other	2.5%	1.5%	1.2%
White	31.6%	48.3%	83.8%	1992 - 96			
African-American	58.2%	44.3%	6.1%	Data Not Recorded			
Latino	1.5%	2.4%	4.9%	1991-92			
American Indian/Alaskan Native	0.3%	0.4%	0.3%	White	34.5%	53.2%	90.0%
Asian	0.2%	1.6%	1.2%	African-American	61.8%	42.7%	4.3%
2002-03				Latino	0.8%	1.4%	3.9%
White	31.6%	48.3%	83.8%	American Indian/Alaskan Native	0.2%	0.3%	0.3%
African-American	58.2%	44.3%	6.1%	Asian	0.2%	1.0%	0.7%
Latino	1.5%	2.4%	4.9%	Non-Resident Aliens	x	x	x
American Indian/Alaskan Native	0.3%	0.4%	0.3%	Other	2.5%	1.4%	0.8%
Asian	0.2%	1.6%	1.2%	Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.			
Non-Resident Aliens	5.7%	0.6%	1.3%	x=Data not recorded			
Other	2.5%	2.4%	2.1%	TABLE 8			

Female Student-Athletes: Division I									
				Basketball	Outdoor Track	Softball			
				Basketball	Outdoor Track	Softball			
2009-10				2003-04					
	White	40.2%	59.6%	77.5%		White	46.8%	59.6%	79.4%
	African-American	51.0%	29.1%	7.7%		African-American	41.6%	28.1%	9.1%
	Latino	1.5%	4.6%	7.4%		Latino	1.8%	3.2%	5.1%
	American Indian/Alaskan Native	0.3%	0.4%	0.8%		American Indian/Alaskan Native	0.5%	0.4%	0.6%
	Asian/ Pacific Islander	1.5%	1.3%	2.7%		Asian	1.3%	1.2%	2.1%
	Two or More Races	1.3%	1.0%	1.6%		Non-Resident Aliens	5.3%	4.3%	1.3%
	Other	4.1%	4.5%	2.4%		Other	2.8%	3.2%	2.3%
2008-09				2002-03					
	White	41.1%	60.4%	77.6%		White	48.7%	61.0%	79.9%
	African-American	51.5%	29.1%	7.9%		African-American	40.9%	27.6%	9.1%
	Latino	1.6%	3.6%	7.3%		Latino	1.7%	3.0%	4.8%
	American Indian/Alaskan Native	0.3%	0.4%	0.7%		American Indian/Alaskan Native	0.6%	0.4%	0.5%
	Asian/ Pacific Islander	1.0%	1.4%	2.5%		Asian	1.2%	1.4%	1.9%
	Non-Resident Aliens	N/A	N/A	N/A		Non-Resident Aliens	4.5%	3.7%	1.0%
	Two or More Races	0.7%	0.5%	1.1%		Other	2.4%	3.0%	2.8%
	Other	3.8%	4.5%	2.8%					
2007-08				2001-02					
	White	42.6%	60.2%	78.5%		White	50.2%	60.5%	80.7%
	African-American	50.1%	29.5%	7.7%		African-American	39.7%	28.0%	9.0%
	Latino	1.3%	3.4%	7.2%		Latino	1.7%	3.0%	4.1%
	American Indian/Alaskan Native	0.3%	0.4%	0.8%		American Indian/Alaskan Native	0.5%	0.5%	0.6%
	Asian	1.1%	1.4%	2.0%		Asian	0.8%	1.0%	1.7%
	Native Hawaiian/Pacific Islander	0.2%	0.1%	0.6%		Non-Resident Aliens	4.3%	3.6%	1.0%
	Two or More Races	0.5%	0.3%	0.5%		Other	2.8%	3.3%	2.8%
	Other	3.9%	4.7%	2.7%					
2006-07				2000-01					
	White	44.4%	60.8%	78.6%		White	50.6%	58.1%	68.9%
	African-American	47.4%	28.7%	8.5%		African-American	38.6%	28.1%	8.4%
	Latino	2.0%	3.6%	6.8%		Latino	1.7%	2.5%	3.1%
	American Indian/Alaskan Native	0.4%	0.5%	0.6%		American Indian/Alaskan Native	0.5%	0.4%	0.3%
	Asian	1.1%	1.4%	2.3%		Asian	0.8%	1.0%	3.6%
	Other	4.7%	4.9%	3.2%		Non-Resident Aliens	5.0%	5.7%	6.8%
						Other	2.8%	4.2%	8.9%
2005-06				1999-00					
	White	44.3%	60.0%	79.2%		White	53.6%	61.9%	80.3%
	African-American	44.6%	27.7%	7.8%		African-American	35.7%	26.8%	8.6%
	Latino	1.6%	3.4%	6.7%		Latino	1.5%	2.4%	3.5%
	American Indian/Alaskan Native	0.3%	0.4%	0.5%		American Indian/Alaskan Native	0.4%	0.3%	0.6%
	Asian	1.6%	1.3%	1.9%		Asian	0.7%	0.8%	1.3%
	Non-Resident Aliens	5.2%	4.5%	1.7%		Non-Resident Aliens	2.4%	2.1%	0.6%
	Other	2.4%	2.7%	2.4%		Other	5.6%	5.7%	5.2%
2004-05									
	White	44.6%	59.7%	80.6%					
	African-American	43.7%	28.5%	7.9%					
	Latino	1.6%	3.2%	5.9%					
	American Indian/Alaskan Native	0.5%	0.4%	0.5%					
	Asian	1.3%	1.2%	1.9%					
	Non-Resident Aliens	5.8%	3.9%	1.2%					
	Other	2.5%	3.1%	2.0%					

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.

x=Data not recorded

TABLE 9

Student-Athletes: Division I						
	Male	Female		Male	Female	
2009-10			2002-03			
White	62.5%	70.6%	White	62.6%	71.9%	
African-American	24.9%	16.0%	African-American	24.6%	14.8%	
Latino	4.2%	4.2%	Latino	3.3%	2.9%	
American Indian/Alaskan Native	0.4%	0.4%	American Indian/Alaskan Native	0.4%	0.3%	
Asian/Pacific Islander	2.0%	2.4%	Asian	1.6%	2.0%	
Two or More Races	1.0%	1.1%	Non-Resident Aliens	4.1%	4.5%	
Other	5.0%	5.2%	Other	3.4%	3.7%	
2008-09			2001-02			
White	63.8%	71.3%	White	63.1%	72.1%	
African-American	24.8%	16.0%	African-American	24.3%	14.7%	
Latino	4.0%	3.9%	Latino	3.4%	2.8%	
American Indian/Alaskan Native	0.4%	0.4%	American Indian/Alaskan Native	0.4%	0.4%	
Asian/Pacific Islander	1.9%	2.4%	Asian	1.5%	1.8%	
Two or More Races	0.5%	0.7%	Non-Resident Aliens	3.8%	4.2%	
Other	4.7%	5.3%	Other	3.7%	3.9%	
2007-08			2000-01			
White	64.3%	71.9%	White	61.6%	70.4%	
African-American	25.0%	15.9%	African-American	24.3%	14.8%	
Latino	3.9%	3.7%	Latino	3.3%	2.6%	
American Indian/Alaskan Native	0.4%	0.4%	American Indian/Alaskan Native	0.4%	0.4%	
Asian/Pacific Islander	1.5%	2.5%	Asian	1.4%	1.7%	
Two or More Races	0.2%	0.3%	Non-Resident Aliens	4.7%	5.4%	
Other	4.3%	5.2%	Other	4.4%	4.8%	
2006-07			1999-00			
White	64.2%	72.1%	White	64.4%	72.6%	
African-American	24.7%	15.7%	African-American	22.9%	13.8%	
Latino	3.8%	3.7%	Latino	2.8%	2.4%	
American Indian/Alaskan Native	0.4%	0.4%	American Indian/Alaskan Native	0.3%	0.3%	
Asian/Pacific Islander	1.6%	2.3%	Asian	1.4%	1.6%	
Other	5.3%	5.8%	Non-Resident Aliens	2.4%	2.4%	
2005-06			1998-99			
White	61.7%	70.1%	White	61.6%	75.8%	
African-American	24.6%	15.1%	African-American	25.5%	10.7%	
Latino	3.6%	3.5%	Latino	3.1%	2.9%	
American Indian/Alaskan Native	0.6%	0.4%	American Indian/Alaskan Native	0.4%	0.6%	
Asian	1.7%	2.2%	Asian	1.3%	1.6%	
Non-Resident Aliens	4.6%	5.6%	Non-Resident Aliens	6.0%	6.3%	
Other	3.1%	3.1%	Other	2.0%	2.5%	
2004-05			1997-98			
White	62.2%	70.5%	Data Not Recorded			
African-American	24.8%	15.4%	1996-97			
Latino	3.7%	3.3%	White	62.3%	78.2%	
American Indian/Alaskan Native	0.4%	0.4%	African-American	26.2%	11.1%	
Asian	1.7%	2.2%	Latino	3.1%	2.8%	
Non-Resident Aliens	4.1%	4.9%	American Indian/Alaskan Native	0.5%	0.5%	
Other	3.1%	3.3%	Asian	1.6%	1.9%	
2003-04			1992-96			
White	62.3%	70.6%	Data Not Recorded			
African-American	24.6%	14.9%	1991-92			
Latino	3.6%	3.3%	White	66.2%	79.8%	
American Indian/Alaskan Native	0.4%	0.4%	African-American	26.5%	12.8%	
Asian	1.6%	2.1%	Latino	2.5%	2.2%	
Non-Resident Aliens	4.4%	5.0%	American Indian/Alaskan Native	0.3%	0.3%	
Other	3.2%	3.7%	Asian	0.2%	1.5%	
			Non-Resident Aliens	x	x	
			Other	4.3%	3.4%	

Note: Data provided by the NCAA. Historically Black institutions excluded.

x=Data not recorded

TABLE 10

Historical Listing of African-American and Latino Division IA Head Football Coaches			
	Team	Year(s)	Record
Willie Jeffries	Wichita State	5	21-32-0
Dennis Green	Northw estern	5	10-45-0
	Stanford	3	16-18-0
Cleve Bryant	Ohio University	5	9-44-2
Wayne Nunnely	Las Vegas	4	19-25-0
Francis Peay	Northw estern	6	13-51-1
Willie Brown	Long Beach State	1	2-8-2
James Caldwell	Wake Forest	8	26-63-0
Ron Cooper	Eastern Michigan	2	9-13-0
	Louisville	3	13-20-0
Matt Simon	University of North Texas	4	18-26-1
Bob Simmons	Oklahoma State	6	29-37-1
John Blake	Oklahoma	3	11-21-0
Tony Samuel	New Mexico State	8	39-57
	Southeast Missouri State	3	7-20
Jerry Baldwin	Louisiana Lafayette	3	6-27-0
Bobby Williams	Michigan State	2	12-11-0
Ron Dickerson	Temple	5	8-47
Fitzgerald Hill	San Jose State	4	14-32-0
Tyrone Willingham	Stanford	7	44-36-1
	Notre Dame	2	21-15-0
	Washington	4	11-37
Karl Dorrell	UCLA	5	35-27
Sylvester Croom	Mississippi State	5	21-38
Barry Alvarez	Wisconsin	16	118-73-4
Ron Prince	Kansas State	3	17-20
Turner Gill	Buffalo	4	20-30
	Kansas	1	3-9
Randy Shannon	Miami	4	28-22
Mario Cristobal	Florida International	4	15-32
Ken Niumatalolo	Naval Academy	3	27-12
Kevin Sumlin	Houston	3	23-16
DeWayne Walker	New Mexico State	2	5-20
Ron English	Eastern Michigan	2	2-22
Mike Haywood	Miami (Ohio)	2	9-15
Mike Locksley	New Mexico	2	2-22
Charlie Strong	Louisville	1	6-6
Willie Taggart	Western Kentucky	1	2-10
Larry Porter	Memphis	1	1-11
Mike London	Virginia	1	4-8
Joker Phillips	Kentucky	1	6-6
Ruffin McNeill	East Carolina	1	6-6
Don Treadwell	Michigan State	1	11-1

TABLE 11

College Head Coaches: Men's Teams													
	Basketball		Football		Baseball			Basketball		Football		Baseball	
	%	#	%	#	%	#		%	#	%	#	%	#
	Division I							Division I, II, III					
2008-09							2008-09						
White	77.3%	x	93.1%	x	94.5%	x	White	85.2%	x	95.6%	x	94.1%	x
African-American	21.0%	x	5.1%	x	1.1%	x	African-American	12.6%	x	2.6%	x	1.2%	x
Asian	0.0%	x	0.0%	x	1.1%	x	Asian	0.0%	x	0.0%	x	70.0%	x
Latino	0.7%	x	1.2%	x	2.6%	x	Latino	1.0%	x	0.5%	x	3.0%	x
Native American	0.3%	x	0.0%	x	0.0%	x	Native American	0.2%	x	0.3%	x	0.2%	x
Other	0.7%	x	0.6%	x	0.2%	x	Other	0.3%	x	0.5%	x	0.3%	x
2007-08							2007-08						
White	75.8%	x	94.0%	x	95.9%	x	White	85.1%	x	95.2%	x	94.7%	x
African-American	22.9%	x	5.1%	x	0.4%	x	African-American	12.8%	x	3.2%	x	1.0%	x
Asian	0.0%	x	0.0%	x	1.5%	x	Asian	0.2%	x	0.0%	x	0.8%	x
Latino	0.7%	x	0.5%	x	2.2%	x	Latino	0.9%	x	0.5%	x	2.9%	x
Native American	0.3%	x	0.0%	x	0.0%	x	Native American	0.2%	x	0.2%	x	0.1%	x
Other	0.3%	x	0.5%	x	0.0%	x	Other	0.2%	x	0.5%	x	0.2%	x
2006-07							2006-07						
Data Not Recorded							Data Not Recorded						
2005-06							2005-06						
White	73.9%	x	92.7%	x	95.9%	x	White	84.2%	x	95.4%	x	95.3%	x
African-American	25.2%	x	6.1%	x	0.5%	x	African-American	14.0%	x	3.2%	x	0.7%	x
Asian	0.0%	x	0.0%	x	0.0%	x	Asian	0.3%	x	0.0%	x	0.5%	x
Latino	0.5%	x	1.2%	x	2.6%	x	Latino	1.0%	x	0.7%	x	2.7%	x
Native American	0.5%	x	0.0%	x	0.0%	x	Native American	0.3%	x	0.0%	x	0.2%	x
Other	0.0%	x	0.0%	x	1.0%	x	Other	0.0%	x	0.5%	x	0.7%	x
2004-05							2004-05						
Data Not Recorded							Data Not Recorded						
2003-04							2003-04						
White	76.4%	201	96.0%	179	96.4%	217	White	86.0%	713	97.7%	502	96.2%	702
African-American	23.2%	61	2.9%	4	0.9%	2	African-American	12.3%	102	1.6%	8	0.7%	5
Other	0.4%	1	1.1%	2	2.7%	6	Other	1.7%	14	0.8%	4	3.1%	23
2001-03							2001-03						
Data Not Recorded							Data Not Recorded						
2000-01							2000-01						
White	76.7%	x	96.9%	x	97.5%	x	White	86.6%	x	97.1%	x	96.8%	x
African-American	22.9%	x	2.1%	x	0.0%	x	African-American	12.7%	x	2.0%	x	0.4%	x
Other	0.4%	x	1.0%	x	2.5%	x	Other	0.7%	x	0.9%	x	2.8%	x
1999-2000							1999-2000						
White	78.0%	x	95.3%	x	95.2%	x	White	85.9%	x	97.3%	x	96.0%	x
African-American	21.6%	x	4.7%	x	0.4%	x	African-American	12.7%	x	1.8%	x	0.4%	x
Other	0.3%	x	0.0%	x	4.4%	x	Other	1.4%	x	0.9%	x	3.6%	x
1998-99							1998-99						
Data Not Recorded							Data Not Recorded						
1997-98							1997-98						
White	79.9%	x	92.2%	x	96.7%	x	White	87.2%	x	97.0%	x	96.7%	x
African-American	19.4%	x	7.8%	x	0.4%	x	African-American	12.2%	x	2.6%	x	0.7%	x
Other	0.7%	x	0.0%	x	2.9%	x	Other	0.6%	x	0.4%	x	2.6%	x
1996-97							1996-97						
Data Not Recorded							Data Not Recorded						
1995-96							1995-96						
White	81.5%	x	94.4%	x	97.6%	x	White	87.3%	x	96.5%	x	97.6%	x
African-American	17.4%	x	5.6%	x	0.0%	x	African-American	11.3%	x	2.7%	x	0.8%	x
Other	1.0%	x	0.0%	x	2.4%	x	Other	1.5%	x	0.7%	x	1.6%	x

Note: Data provided by the NCAA. Historically Black institutions excluded.

x=Data not recorded

TABLE 12

Women Head Coaches

	Men's Sports		Women's Sports	
	%	#	%	#
2008-09				
Division I	2.7%	x	40.0%	x
Division II	3.5%	x	32.9%	x
Division III	4.6%	x	39.4%	x
2007-08				
Division I	2.8%	x	40.3%	x
Division II	3.7%	x	33.1%	x
Division III	4.8%	x	43.0%	x

Note: Data provided by the NCAA. Historically Black institutions excluded.

x=Data not recorded

TABLE 13

College Head Coaches						
	Division I		Division II		Division III	
	Men's Sports	Women's Sports	Men's Sports	Women's Sports	Men's Sports	Women's Sports
2008-09						
White	89.3%	87.7%	89.2%	89.5%	92.3%	91.9%
African-American	6.6%	7.2%	4.8%	4.8%	3.7%	3.9%
Asian	0.7%	1.1%	0.8%	1.0%	0.7%	1.3%
Latino	1.8%	1.7%	3.3%	2.9%	1.4%	1.3%
Native American	0.3%	0.4%	0.2%	0.1%	0.2%	0.1%
2007-08						
White	89.2%	87.7%	88.7%	88.9%	92.5%	91.9%
African-American	7.2%	7.0%	5.3%	5.1%	4.0%	4.4%
Asian	0.9%	1.4%	1.1%	1.3%	0.6%	1.2%
Latino	1.6%	2.1%	3.9%	2.8%	1.5%	1.2%
Native American	0.1%	0.1%	0.2%	0.6%	0.2%	0.1%
2006-07						
Data Not Recorded						
2005-06						
White	90.6%	89.6%	89.5%	89.9%	93.4%	92.9%
African-American	7.3%	6.6%	4.4%	4.3%	4.1%	4.2%
Asian	0.4%	1.1%	0.7%	1.2%	0.6%	1.2%
Latino	1.1%	1.6%	3.6%	2.9%	1.5%	1.3%
Native American	0.2%	0.2%	0.6%	0.3%	0.1%	0.0%
<i>Note: Data provided by the NCAA. Historically Black institutions excluded.</i>						

TABLE 14

College Head Coaches: Division I								
	Men's Sports				Women's Sports			
	Men		Women		Men		Women	
	%	#	%	#	%	#	%	#
2008-09								
White	87.1%	x	2.1%	x	52.8%	x	34.9%	x
African-American	6.3%	x	0.6%	x	3.9%	x	3.3%	x
Asian	0.7%	x	0.0%	x	0.7%	x	0.4%	x
Latino	1.8%	x	0.0%	x	1.2%	x	0.5%	x
Native American	0.1%	x	0.0%	x	0.2%	x	0.2%	x
Other	1.1%	x	0.0%	x	1.2%	x	0.7%	x
Total	97.1%	x	2.7%	x	60.0%	x	40.0%	x
2007-08								
White	87.1%	x	2.1%	x	52.4%	x	35.3%	x
African-American	6.5%	x	0.7%	x	3.7%	x	3.3%	x
Asian	0.9%	x	0.0%	x	0.9%	x	0.5%	x
Latino	1.6%	x	0.0%	x	1.3%	x	0.8%	x
Native American	0.1%	x	0.0%	x	0.1%	x	0.0%	x
Other	0.9%	x	0.0%	x	1.1%	x	0.4%	x
Total	97.1%	x	2.8%	x	59.5%	x	40.3%	x
2006-07								
Data Not Recorded								
2005-06								
White	87.8%	x	2.8%	x	54.3%	x	35.3%	x
African-American	6.7%	x	0.6%	x	3.6%	x	3.0%	x
Asian	0.4%	x	0.0%	x	0.8%	x	0.3%	x
Latino	1.1%	x	0.0%	x	1.2%	x	0.4%	x
Native American	0.1%	x	0.1%	x	0.1%	x	0.1%	x
Other	0.5%	x	0.1%	x	0.4%	x	0.5%	x
Total	96.6%	x	3.6%	x	60.4%	x	39.6%	x
2004-05								
Data Not Recorded								
2003-04								
White	87.6%	2030	1.9%	45	52.5%	1349	38.8%	995
African-American	7.2%	167	0.5%	11	3.4%	106	1.6%	79
Asian	0.5%	12	0.0%	1	0.9%	23	0.3%	10
Latino	1.4%	33	0.1%	2	1.3%	26	0.4%	8
Native American	0.1%	2	0.0%	1	0.0%	1	0.1%	2
Other	0.6%	14	0.0%	0	0.6%	17	0.1%	6
Total	97.4%	2258	2.5%	60	58.7%	1522	41.3%	1100
2001-03								
Data Not Recorded								
2000-01								
White	87.4%	x	2.5%	x	51.2%	x	38.1%	x
African-American	6.9%	x	0.4%	x	4.0%	x	3.2%	x
Asian	0.1%	x	0.0%	x	0.9%	x	0.4%	x
Latino	1.4%	x	0.1%	x	0.9%	x	0.5%	x
Native American	0.0%	x	0.0%	x	0.0%	x	0.1%	x
Other	0.1%	x	0.0%	x	0.6%	x	0.0%	x
Total Women	x	x	3.0%	x	x	x	42.3%	x
1999-00								
Data Not Recorded								
1998-99								
White	89.8%	x	2.0%	x	52.5%	x	39.1%	x
African-American	5.9%	x	0.1%	x	3.1%	x	2.6%	x
Other	2.2%	x	0.0%	x	2.2%	x	0.4%	x
Total Women	x	x	0.2%	x	x	x	42.1%	x

Note: Data provided by the NCAA. Historically Black institutions excluded.

x=Data not recorded

TABLE 15

College Head Coaches: Division II								
	Men's Sports				Women's Sports			
	Men		Women		Men		Women	
	%	#	%	#	%	#	%	#
2008-09								
White	86.0%	x	3.2%	x	59.4%	x	30.1%	x
African-American	4.8%	x	0.0%	x	3.4%	x	1.4%	x
Asian	0.7%	x	0.1%	x	0.9%	x	0.1%	x
Latino	3.3%	x	0.1%	x	2.2%	x	0.7%	x
Native American	0.2%	x	0.0%	x	0.2%	x	0.0%	x
Other	1.5%	x	0.1%	x	1.0%	x	0.6%	x
Total	96.5%	x	3.5%	x	67.1%	x	32.9%	x
2007-08								
White	85.2%	x	3.5%	x	58.6%	x	30.3%	x
African-American	5.3%	x	0.0%	x	3.7%	x	1.4%	x
Asian	1.0%	x	0.1%	x	1.1%	x	0.2%	x
Latino	3.8%	x	0.1%	x	2.2%	x	0.6%	x
Native American	0.2%	x	0.0%	x	0.3%	x	0.3%	x
Other	0.4%	x	0.0%	x	0.5%	x	0.3%	x
Total	95.9%	x	3.7%	x	66.4%	x	33.1%	x
2006-07								
Data Not Recorded								
2005-06								
White	86.6%	x	2.9%	x	58.8%	x	31.1%	x
African-American	4.2%	x	0.2%	x	3.0%	x	1.3%	x
Asian	0.6%	x	0.1%	x	0.9%	x	0.3%	x
Latino	3.5%	x	0.1%	x	2.2%	x	0.7%	x
Native American	0.6%	x	0.0%	x	0.3%	x	0.0%	x
Other	1.1%	x	0.1%	x	1.3%	x	0.1%	x
Total	96.6%	x	3.4%	x	66.5%	x	33.5%	x
2004-05								
Data Not Recorded								
2003-04								
White	87.6%	1369	2.9%	46	57.2%	972	33.6%	571
African-American	3.4%	53	0.0%	0	3.0%	51	0.7%	12
Asian	0.9%	14	0.0%	0	0.8%	13	0.2%	3
Latino	3.8%	59	0.1%	1	2.2%	37	0.9%	15
Native American	0.3%	5	0.0%	0	0.2%	3	0.0%	0
Other	1.0%	15	0.1%	1	1.1%	18	0.2%	3
Total	97.0%	1515	3.0%	48	64.5%	1094	35.5%	604
2001-03								
Data Not Recorded								
2000-01								
White	88.6%	x	4.6%	x	58.4%	x	34.4%	x
African-American	3.5%	x	0.3%	x	2.5%	x	1.2%	x
Asian	0.8%	x	0.1%	x	1.0%	x	0.2%	x
Latino	1.2%	x	0.0%	x	0.7%	x	0.3%	x
Native American	0.1%	x	0.0%	x	0.1%	x	0.0%	x
Other	0.8%	x	0.1%	x	0.9%	x	0.4%	x
Total Women	x	x	5.1%	x	x	x	36.5%	x
1999-2000								
Data Not Recorded								
1998-99								
White	88.0%	x	3.2%	x	58.7%	x	33.3%	x
African-American	3.4%	x	0.2%	x	2.4%	x	1.0%	x
Other	4.6%	x	0.4%	x	3.7%	x	0.7%	x
Total Women	x	x	3.8%	x	x	x	35.0%	x

Note: Data provided by the NCAA. Historically Black institutions excluded.

x=Data not recorded

TABLE 16

College Head Coaches: Division III								
	Men's Sports				Women's Sports			
	Men		Women		Men		Women	
	%	#	%	#	%	#	%	#
2008-09								
White	88.0%	x	4.3%	x	55.2%	x	36.7%	x
African-American	3.5%	x	0.2%	x	2.7%	x	1.2%	x
Asian	0.7%	x	0.0%	x	0.8%	x	0.6%	x
Latino	1.5%	x	0.0%	x	1.0%	x	0.3%	x
Native American	0.2%	x	0.0%	x	0.1%	x	0.0%	x
Other	1.5%	x	0.1%	x	0.9%	x	0.6%	x
Total	95.4%	x	4.6%	x	60.7%	x	39.4%	x
2007-08								
White	88.0%	x	4.5%	x	51.4%	x	40.5%	x
African-American	3.8%	x	0.2%	x	3.2%	x	1.2%	x
Asian	0.6%	x	0.0%	x	0.7%	x	0.5%	x
Latino	1.5%	x	0.0%	x	0.9%	x	0.3%	x
Native American	0.2%	x	0.0%	x	0.1%	x	0.0%	x
Other	0.9%	x	0.1%	x	0.5%	x	0.5%	x
Total	95.0%	x	4.8%	x	56.8%	x	43.0%	x
2006-07								
Data Not Recorded								
2005-06								
White	89.5%	x	3.9%	x	51.6%	x	41.3%	x
African-American	3.7%	x	0.4%	x	2.9%	x	1.3%	x
Asian	0.6%	x	0.0%	x	0.8%	x	0.4%	x
Latino	1.5%	x	0.0%	x	1.1%	x	0.2%	x
Native American	0.1%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.3%	x	0.0%	x	0.2%	x	0.2%	x
Total	95.7%	x	4.3%	x	56.6%	x	43.4%	x
2004-05								
Data Not Recorded								
2003-04								
White	88.9%	2667	4.1%	123	50.9%	1668	42.1%	1379
African-American	3.8%	113	0.3%	9	3.0%	99	1.0%	33
Asian	0.4%	12	0.0%	1	0.6%	21	0.4%	12
Latino	1.5%	45	0.0%	0	1.0%	33	0.2%	7
Native American	0.2%	6	0.0%	0	0.2%	6	0.0%	0
Other	0.7%	21	0.0%	0	0.5%	16	0.2%	5
Total	95.5%	2864	4.4%	133	56.2%	1843	43.9%	1436
2001-03								
Data Not Recorded								
2000-01								
White	87.4%	x	5.9%	x	50.7%	x	42.7%	x
African-American	3.5%	x	0.3%	x	2.7%	x	1.3%	x
Asian	0.4%	x	0.1%	x	0.6%	x	0.2%	x
Latino	1.5%	x	0.0%	x	1.2%	x	0.4%	x
Native American	0.2%	x	0.0%	x	0.1%	x	0.0%	x
Other	0.4%	x	0.1%	x	0.1%	x	0.1%	x
Total Women	x	x	6.4%	x	x	x	44.7%	x
1999-00								
Data Not Recorded								
1998-99								
White	89.8%	x	4.1%	x	49.2%	x	44.2%	x
African-American	3.5%	x	0.1%	x	2.6%	x	1.2%	x
Other	2.4%	x	0.1%	x	2.0%	x	0.8%	x
Total Women	x	x	4.3%	x	x	x	46.2%	x

Note: Data provided by the NCAA. Historically Black institutions excluded.

x=Data not recorded

TABLE 17

College Head Coaches: Division I Women's Teams												
	Basketball				Cross Country/Track				All Other Sports			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2008-09												
White	29.9%	x	53.9%	x	67.4%	x	12.8%	x	51.5%	x	42.6%	x
African-American	3.9%	x	11.4%	x	10.3%	x	5.9%	x	1.2%	x	1.1%	x
Asian	0.0%	x	0.0%	x	0.6%	x	0.0%	x	0.9%	x	0.6%	x
Latino	0.3%	x	0.3%	x	1.1%	x	0.3%	x	1.3%	x	0.7%	x
Native American	0.0%	x	0.0%	x	0.6%	x	0.5%	x	0.1%	x	0.1%	x
Other	0.0%	x	0.3%	x	0.2%	x	0.2%	x	0.5%	x	0.4%	x
Total	34.1%	x	65.9%	x	80.2%	x	19.7%	x	55.5%	x	45.5%	x
2007-08												
White	31.9%	x	53.7%	x	66.8%	x	13.1%	x	52.3%	x	39.6%	x
African-American	2.9%	x	10.7%	x	10.1%	x	6.2%	x	1.4%	x	0.9%	x
Asian	0.0%	x	0.0%	x	0.6%	x	0.0%	x	0.6%	x	0.6%	x
Latino	0.3%	x	0.3%	x	1.5%	x	0.9%	x	1.4%	x	0.5%	x
Native American	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x	0.0%	x
Other	0.0%	x	0.0%	x	0.2%	x	0.0%	x	1.3%	x	0.5%	x
Total	35.1%	x	64.7%	x	79.2%	x	20.2%	x	57.4%	x	42.1%	x
2007-06												
Data Not Recorded												
2005-06												
White	32.6%	x	54.0%	x	69.5%	x	14.2%	x	x	x	x	x
African-American	2.8%	x	9.3%	x	8.7%	x	6.0%	x	x	x	x	x
Asian	0.0%	x	0.5%	x	0.0%	x	0.0%	x	x	x	x	x
Latino	0.5%	x	0.0%	x	1.0%	x	0.2%	x	x	x	x	x
Native American	0.0%	x	0.5%	x	0.0%	x	0.2%	x	x	x	x	x
Other	0.0%	x	0.0%	x	0.0%	x	0.2%	x	x	x	x	x
Total	35.9%	x	64.3%	x	79.2%	x	20.8%	x	x	x	x	x
2004-05												
Data Not Recorded												
2003-04												
White	29.9%	78	59.4%	155	65.3%	458	15.0%	105	47.1%	813	46.5%	735
African-American	1.9%	5	7.7%	20	11.0%	77	6.3%	44	1.4%	25	1.1%	15
Asian	0.4%	1	0.4%	1	0.4%	3	0.0%	0	0.8%	16	0.4%	9
Latino	0.4%	1	0.0%	0	1.4%	10	0.3%	2	1.2%	19	0.2%	6
Native American	0.0%	0	0.0%	0	0.0%	0	0.1%	1	0.0%	0	0.1%	1
Other	0.0%	0	0.0%	0	0.1%	1	0.0%	0	0.8%	16	0.4%	6
Total	32.6%	85	67.5%	176	78.3%	549	21.7%	152	51.3%	889	48.8%	772
2001-03												
Data Not Recorded												
2000-01												
White	29.2%	x	57.7%	x	65.4%	x	14.6%	x	50.6%	x	43.4%	x
African-American	1.5%	x	9.9%	x	10.5%	x	6.2%	x	1.7%	x	0.6%	x
Asian	0.4%	x	0.4%	x	0.5%	x	0.3%	x	0.4%	x	0.1%	x
Latino	0.7%	x	0.4%	x	0.4%	x	0.0%	x	1.5%	x	0.0%	x
Native American	0.0%	x	0.0%	x	0.0%	x	0.7%	x	0.2%	x	0.0%	x
Other	0.0%	x	0.0%	x	0.3%	x	0.3%	x	0.4%	x	0.1%	x
Total Women	x	x	68.4%	x	x	x	22.1%	x	x	x	44.2%	x
1999-00												
Data Not Recorded												
1998-99												
White	31.3%	x	59.7%	x	69.7%	x	15.1%	x	48.9%	x	44.5%	x
African-American	1.4%	x	5.9%	x	8.8%	x	4.8%	x	1.3%	x	1.3%	x
Other	0.7%	x	1.0%	x	1.6%	x	0.0%	x	3.4%	x	0.6%	x
Total Women	x	x	66.7%	x	x	x	19.9%	x	x	x	46.5%	x

Note: Data provided by the NCAA. Historically Black institutions excluded

x=Data not recorded

TABLE 18

College Assistant Coaches: Division I									
		Men's Sports				Women's Sports			
		Men		Women		Men		Women	
		%	#	%	#	%	#	%	#
2008-09									
	White	70.1%	x	6.7%	x	39.9%	x	38.9%	x
	African-American	16.7%	x	1.4%	x	7.3%	x	6.9%	x
	Asian	0.7%	x	0.1%	x	0.9%	x	0.7%	x
	Latino	2.0%	x	0.1%	x	1.4%	x	0.9%	x
	Native American	0.1%	x	0.0%	x	0.1%	x	0.2%	x
	Other	1.8%	x	0.2%	x	1.7%	x	1.4%	x
	Total	91.4%	x	8.5%	x	51.3%	x	49.0%	x
2007-08									
	White	71.3%	x	5.6%	x	39.3%	x	39.8%	x
	African-American	16.5%	x	1.2%	x	6.7%	x	6.8%	x
	Asian	0.6%	x	0.1%	x	1.0%	x	0.8%	x
	Latino	1.7%	x	0.2%	x	1.7%	x	1.0%	x
	Native American	0.1%	x	0.0%	x	0.1%	x	0.1%	x
	Other	1.4%	x	0.1%	x	1.5%	x	0.9%	x
	Total	91.6%	x	7.2%	x	50.3%	x	49.4%	x
2006-07									
Data Not Recorded									
2005-06									
	White	72.6%	x	6.6%	x	39.3%	x	42.3%	x
	African-American	16.3%	x	1.3%	x	6.3%	x	6.9%	x
	Asian	0.6%	x	0.2%	x	1.2%	x	0.9%	x
	Latino	1.4%	x	0.1%	x	1.1%	x	0.6%	x
	Native American	0.1%	x	0.1%	x	0.1%	x	0.1%	x
	Other	0.7%	x	0.1%	x	0.5%	x	0.7%	x
	Total	91.7%	x	8.4%	x	48.5%	x	51.5%	x
2004-05									
Data Not Recorded									
2003-04									
	White	72.3%	3875	5.9%	319	39.5%	1772	41.4%	1861
	African-American	16.9%	905	1.3%	69	5.9%	267	7.4%	331
	Asian	0.7%	38	0.1%	6	1.1%	49	1.0%	45
	Latino	1.7%	92	0.1%	4	1.2%	56	0.8%	34
	Native American	0.1%	8	0.1%	3	0.2%	7	0.2%	4
	Other	0.7%	36	0.1%	7	0.6%	28	0.8%	37
	Total	92.4%	4954	7.6%	408	48.5%	2179	51.5%	2312
2001-03									
Data Not Recorded									
2000-01									
	White	73.0%	x	5.5%	x	40.7%	x	40.0%	x
	African-American	16.5%	x	1.3%	x	6.8%	x	7.4%	x
	Asian	0.6%	x	0.1%	x	1.2%	x	0.6%	x
	Latino	1.8%	x	0.1%	x	1.4%	x	0.7%	x
	Native American	0.2%	x	0.1%	x	0.1%	x	0.1%	x
	Other	0.6%	x	0.1%	x	0.5%	x	0.5%	x
	Total Women	x	x	7.2%	x	x	x	49.3%	x
1999-2000									
	White	74.2%	x	6.0%	x	39.1%	x	43.8%	x
	African-American	15.2%	x	1.4%	x	5.5%	x	7.5%	x
	Other	3.0%	x	0.2%	x	2.6%	x	1.5%	x
	Total Women	x	x	7.6%	x	x	x	52.4%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded.

x=Data not recorded.

TABLE 19

College Assistant Coaches: Division II								
	Men's Sports				Women's Sports			
	Men		Women		Men		Women	
	%	#	%	#	%	#	%	#
2008-09								
White	72.7%	x	6.8%	x	40.0%	x	41.8%	x
African-American	12.4%	x	0.9%	x	5.5%	x	4.2%	x
Asian	0.7%	x	0.1%	x	0.9%	x	0.5%	x
Latino	4.0%	x	0.4%	x	2.8%	x	1.8%	x
Native American	0.2%	x	0.1%	x	0.0%	x	0.2%	x
Other	1.6%	x	0.2%	x	1.1%	x	1.2%	x
Total	91.6%	x	8.5%	x	50.3%	x	49.7%	x
2007-08								
White	72.8%	x	6.2%	x	39.9%	x	41.3%	x
African-American	13.5%	x	0.7%	x	6.2%	x	4.1%	x
Asian	0.3%	x	0.1%	x	0.8%	x	0.7%	x
Latino	3.6%	x	0.6%	x	2.8%	x	2.0%	x
Native American	0.1%	x	0.2%	x	0.1%	x	0.2%	x
Other	0.7%	x	0.1%	x	0.4%	x	0.6%	x
Total	91.0%	x	7.9%	x	50.2%	x	48.9%	x
2006-07								
Data Not Recorded								
2005-06								
White	75.2%	x	7.5%	x	39.2%	x	43.2%	x
African-American	11.0%	x	0.6%	x	4.8%	x	4.6%	x
Asian	0.6%	x	0.0%	x	0.5%	x	0.8%	x
Latino	3.8%	x	0.2%	x	2.8%	x	1.9%	x
Native American	0.3%	x	0.0%	x	0.3%	x	0.0%	x
Other	0.7%	x	0.1%	x	1.0%	x	0.9%	x
Total	91.6%	x	8.4%	x	48.6%	x	51.4%	x
2004-05								
Data Not Recorded								
2003-04								
White	76.4%	1889	6.1%	152	39.9%	748	43.4%	814
African-American	11.0%	273	0.5%	12	4.3%	81	3.8%	71
Asian	0.8%	19	0.0%	0	1.2%	23	0.5%	9
Latino	2.9%	72	0.7%	14	2.9%	55	1.8%	34
Native American	0.3%	7	0.0%	1	0.1%	2	0.1%	2
Other	1.3%	31	0.1%	3	1.4%	26	0.6%	12
Total	92.7%	2291	7.4%	182	49.8%	935	50.2%	942
2001-03								
Data Not Recorded								
2000-01								
White	79.6%	x	6.3%	x	41.5%	x	45.2%	x
African-American	9.6%	x	0.3%	x	4.6%	x	3.1%	x
Asian	1.0%	x	0.0%	x	1.1%	x	0.6%	x
Latino	2.3%	x	0.0%	x	1.6%	x	0.7%	x
Native American	0.1%	x	0.0%	x	0.1%	x	0.0%	x
Other	0.8%	x	0.1%	x	0.7%	x	0.9%	x
Total Women	x	x	6.6%	x	x	x	50.5%	x
1999-2000								
White	78.4%	x	5.4%	x	42.3%	x	44.2%	x
African-American	9.8%	x	0.5%	x	3.6%	x	3.3%	x
Other	5.5%	x	0.6%	x	4.3%	x	2.4%	x
Total Women	x	x	6.7%	x	x	x	49.5%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded.

x=Data not recorded.

TABLE 20

College Assistant Coaches: Division III								
	Men's Sports				Women's Sports			
	Men		Women		Men		Women	
	%	#	%	#	%	#	%	#
2008-09								
White	79.3%	x	8.0%	x	43.4%	x	45.5%	x
African-American	7.6%	x	0.5%	x	4.0%	x	1.9%	x
Asian	0.5%	x	0.1%	x	0.6%	x	0.4%	x
Latino	1.9%	x	0.1%	x	1.3%	x	0.7%	x
Native American	0.1%	x	0.0%	x	0.0%	x	0.0%	x
Other	1.7%	x	0.1%	x	1.1%	x	0.8%	x
Total	91.1%	x	8.8%	x	50.4%	x	49.3%	x
2007-08								
White	80.3%	x	7.8%	x	43.0%	x	45.8%	x
African-American	7.9%	x	0.4%	x	4.2%	x	2.2%	x
Asian	0.4%	x	0.1%	x	0.6%	x	0.4%	x
Latino	1.4%	x	0.1%	x	1.1%	x	0.5%	x
Native American	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Other	1.0%	x	0.0%	x	0.9%	x	0.6%	x
Total	91.0%	x	8.4%	x	49.8%	x	49.5%	x
2006-07								
Data Not Recorded								
2005-06								
White	79.9%	x	8.6%	x	40.6%	x	49.9%	x
African-American	7.3%	x	1.0%	x	3.8%	x	2.7%	x
Asian	0.5%	x	0.1%	x	0.6%	x	0.4%	x
Latino	1.8%	x	0.2%	x	0.8%	x	0.6%	x
Native American	0.1%	x	0.0%	x	0.0%	x	0.1%	x
Other	0.5%	x	0.1%	x	0.2%	x	0.3%	x
Total	90.0%	x	10.0%	x	46.0%	x	54.0%	x
2004-05								
Data Not Recorded								
2003-04								
White	81.1%	4124	7.8%	393	41.6%	1737	49.2%	2054
African-American	7.8%	398	0.7%	38	4.3%	178	2.3%	97
Asian	0.5%	27	0.0%	1	0.6%	24	0.4%	15
Latino	1.4%	73	0.1%	5	0.8%	32	0.4%	16
Native American	0.1%	3	0.0%	0	0.0%	0	0.1%	4
Other	0.5%	24	0.0%	1	0.3%	14	0.2%	8
Total	91.4%	4649	8.6%	438	47.6%	1985	52.5%	2194
2001-03								
Data Not Recorded								
2000-01								
White	82.4%	x	7.1%	x	43.5%	x	46.6%	x
African-American	7.2%	x	0.8%	x	4.7%	x	2.7%	x
Asian	0.5%	x	0.0%	x	0.5%	x	0.3%	x
Latino	1.6%	x	0.0%	x	0.7%	x	0.4%	x
Native American	0.1%	x	0.0%	x	0.1%	x	0.1%	x
Other	0.3%	x	0.0%	x	0.3%	x	0.1%	x
Total Women	x	x	7.9%	x	x	x	50.2%	x
1999-2000								
White	81.6%	x	7.1%	x	42.8%	x	47.3%	x
African-American	8.0%	x	0.5%	x	4.9%	x	2.4%	x
Other	2.7%	x	0.1%	x	1.7%	x	1.0%	x
Total Women	x	x	7.7%	x	x	x	50.7%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded.

x=Data not recorded.

TABLE 21

College Assistant Coaches: Division I Men's Teams												
	Basketball				Football				Baseball			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2008-09												
White	59.1%	x	0.0%	x	78.3%	x	0.4%	x	92.1%	x	0.4%	x
African-American	39.5%	x	0.0%	x	17.6%	x	0.1%	x	1.2%	x	0.0%	x
Asian	0.2%	x	0.0%	x	0.5%	x	0.0%	x	0.7%	x	0.0%	x
Latino	0.7%	x	0.0%	x	1.3%	x	0.0%	x	3.6%	x	0.0%	x
Native-American	0.0%	x	0.0%	x	0.1%	x	0.0%	x	0.6%	x	0.0%	x
Other	0.4%	x	0.0%	x	1.7%	x	0.0%	x	1.4%	x	0.0%	x
Total	99.9%	x	0.0%	x	99.5%	x	0.5%	x	99.6%	x	0.4%	x
2007-08												
White	58.8%	x	0.0%	x	72.5%	x	0.3%	x	93.0%	x	1.0%	x
African-American	39.3%	x	0.0%	x	23.8%	x	0.0%	x	1.0%	x	0.0%	x
Asian	0.3%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x	0.0%	x
Latino	1.3%	x	0.0%	x	0.0%	x	0.0%	x	4.2%	x	0.0%	x
Native-American	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.3%	x	0.0%	x
Other	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x	0.0%	x
Total	99.7%	x	0.0%	x	96.3%	x	0.3%	x	99.3%	x	1.0%	x
2006-07												
Data Not Recorded												
2005-06												
White	62.4%	x	0.1%	x	73.4%	x	1.4%	x	92.7%	x	0.7%	x
African-American	35.7%	x	0.1%	x	22.9%	x	0.3%	x	1.6%	x	0.0%	x
Asian	0.0%	x	0.0%	x	0.5%	x	0.1%	x	0.7%	x	0.0%	x
Latino	1.2%	x	0.0%	x	0.8%	x	0.0%	x	3.3%	x	0.0%	x
Native-American	0.0%	x	0.0%	x	0.1%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.4%	x	0.0%	x	0.6%	x	0.0%	x	0.9%	x	0.0%	x
Total	99.7%	x	0.2%	x	98.3%	x	1.8%	x	99.2%	x	0.7%	x
2004-05												
Data Not Recorded												
2003-04												
White	62.4%	497	0.0%	0	73.5%	1155	0.0%	0	96.1%	481	0.0%	0
African-American	36.4%	290	0.0%	0	24.4%	383	0.0%	0	0.6%	3	0.0%	0
Asian	0.0%	0	0.0%	0	0.7%	11	0.0%	0	0.4%	2	0.0%	0
Latino	0.8%	6	0.0%	0	0.6%	10	0.0%	0	2.8%	14	0.0%	0
Native-American	0.0%	0	0.0%	0	0.3%	4	0.0%	0	0.0%	0	0.0%	0
Other	0.4%	3	0.0%	0	0.6%	9	0.0%	0	0.2%	1	0.0%	0
Total	100.0%	796	0.0%	0	100.0%	1572	0.0%	0	100.0%	501	0.0%	0
2001-03												
Data Not Recorded												
2000-01												
White	65.0%	x	0.2%	x	74.6%	x	0.5%	x	95.7%	x	0.2%	x
African-American	33.4%	x	0.0%	x	22.7%	x	0.0%	x	1.0%	x	0.0%	x
Asian	0.0%	x	0.0%	x	0.4%	x	0.0%	x	1.0%	x	0.0%	x
Latino	1.2%	x	0.0%	x	1.1%	x	0.0%	x	1.8%	x	0.2%	x
Native-American	0.0%	x	0.0%	x	0.4%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.1%	x	0.0%	x	0.4%	x	0.0%	x	0.2%	x	0.0%	x
Total Women	x	x	0.2%	x	x	x	0.5%	x	x	x	0.4%	x
1999-2000												
White	63.8%	x	1.4%	x	77.3%	x	0.1%	x	94.8%	x	0.4%	x
African-American	32.9%	x	0.2%	x	20.4%	x	0.0%	x	1.0%	x	0.0%	x
Other	1.6%	x	0.0%	x	2.2%	x	0.0%	x	3.8%	x	0.6%	x
Total Women	x	x	1.6%	x	x	x	0.1%	x	x	x	1.0%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded.

x= Data not recorded

TABLE 22

College Assistant Coaches: Men's Teams Divisions I, II, and III												
	Basketball				Football				Baseball			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2008-09												
White	69.5%	x	0.5%	x	78.3%	x	0.4%	x	92.4%	x	0.5%	x
African-American	26.8%	x	0.0%	x	17.6%	x	0.1%	x	1.4%	x	0.0%	x
Asian	0.4%	x	0.0%	x	0.5%	x	0.0%	x	0.4%	x	0.0%	x
Latino	1.5%	x	0.0%	x	1.3%	x	0.0%	x	3.8%	x	0.0%	x
Native-American	0.1%	x	0.0%	x	0.1%	x	0.0%	x	0.2%	x	0.0%	x
Other	0.8%	x	0.0%	x	1.3%	x	0.4%	x	1.3%	x	0.0%	x
Total	99.1%	x	0.5%	x	99.1%	x	0.9%	x	99.5%	x	0.5%	x
2007-08												
White	68.2%	x	0.5%	x	80.1%	x	0.1%	x	92.7%	x	0.0%	x
African-American	28.1%	x	0.0%	x	17.6%	x	0.0%	x	1.4%	x	0.0%	x
Asian	0.6%	x	0.0%	x	0.0%	x	0.0%	x	0.3%	x	0.0%	x
Latino	1.9%	x	0.0%	x	0.0%	x	0.0%	x	4.3%	x	0.0%	x
Native-American	0.1%	x	0.0%	x	0.0%	x	0.0%	x	0.2%	x	0.0%	x
Other	0.7%	x	0.0%	x	0.0%	x	0.0%	x	0.6%	x	0.0%	x
Total	99.6%	x	0.5%	x	97.7%	x	0.1%	x	99.5%	x	0.0%	x
2006-07												
Data Not Recorded												
2005-06												
White	72.1%	x	0.6%	x	79.5%	x	1.3%	x	93.3%	x	0.4%	x
African-American	25.0%	x	0.2%	x	16.6%	x	0.3%	x	2.0%	x	0.0%	x
Asian	0.2%	x	0.0%	x	0.4%	x	0.0%	x	0.4%	x	0.0%	x
Latino	1.6%	x	0.0%	x	1.3%	x	0.0%	x	3.5%	x	0.0%	x
Native-American	0.1%	x	0.0%	x	0.2%	x	0.0%	x	0.1%	x	0.0%	x
Other	0.3%	x	0.0%	x	0.4%	x	0.0%	x	0.3%	x	0.0%	x
Total	98.3%	x	0.8%	x	98.4%	x	1.6%	x	99.6%	x	0.4%	x
2004-05												
Data Not Recorded												
2003-04												
White	72.1%	1356	0.2%	3	80.9%	2956	0.0%	0	94.7%	1285	0.0%	0
African-American	26.2%	493	0.0%	0	17.0%	621	0.0%	0	1.5%	20	0.0%	0
Asian	0.2%	3	0.0%	0	0.6%	21	0.0%	0	0.5%	7	0.0%	0
Latino	1.0%	19	0.0%	0	0.8%	31	0.0%	0	3.0%	41	0.0%	0
Native-American	0.1%	1	0.0%	0	0.2%	8	0.0%	0	0.1%	2	0.0%	0
Other	0.4%	7	0.0%	0	0.5%	18	0.0%	0	0.1%	2	0.0%	0
Total	99.8%	1879	0.2%	3	100.0%	3655	0.0%	0	100.0%	1357	0.0%	0
2001-03												
Data Not Recorded												
2000-01												
White	72.5%	x	0.6%	x	81.8%	x	0.4%	x	95.3%	x	0.1%	x
African-American	24.5%	x	0.1%	x	15.7%	x	0.0%	x	1.2%	x	0.0%	x
Asian	0.4%	x	0.0%	x	0.3%	x	0.0%	x	0.9%	x	0.0%	x
Latino	1.6%	x	0.0%	x	1.1%	x	0.0%	x	2.1%	x	0.1%	x
Native-American	0.0%	x	0.0%	x	0.3%	x	0.0%	x	0.2%	x	0.0%	x
Other	0.3%	x	0.0%	x	0.3%	x	0.0%	x	0.2%	x	0.0%	x
Total Women	x	x	0.7%	x	x	x	0.4%	x	x	x	0.2%	x
1999-2000												
White	72.1%	x	1.0%	x	82.7%	x	0.1%	x	93.6%	x	0.4%	x
African-American	24.3%	x	0.2%	x	14.9%	x	0.1%	x	1.5%	x	0.0%	x
Other	2.4%	x	0.1%	x	2.3%	x	0.0%	x	4.5%	x	0.0%	x
Total Women	x	x	1.3%	x	x	x	0.2%	x	x	x	0.4%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded

x= Data not recorded

TABLE 23

College Assistant Coaches: Division I Women's Teams												
	Basketball				Cross Country/ Track				All Other Sports			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2008-09												
White	18.8%	x	40.7%	x	46.4%	x	24.3%	x	36.3%	x	50.6%	x
African-American	10.7%	x	26.8%	x	14.2%	x	9.0%	x	2.4%	x	2.0%	x
Asian	0.2%	x	0.4%	x	0.2%	x	0.0%	x	1.5%	x	1.2%	x
Latino	0.5%	x	0.7%	x	2.2%	x	1.1%	x	1.3%	x	1.0%	x
Native American	0.1%	x	0.1%	x	0.0%	x	0.2%	x	0.0%	x	0.1%	x
Other	0.7%	x	0.3%	x	1.1%	x	1.3%	x	1.7%	x	1.9%	x
Total	31.0%	x	69.0%	x	64.1%	x	35.9%	x	43.2%	x	56.8%	x
2007-08												
White	21.3%	x	42.7%	x	53.6%	x	19.5%	x	38.9%	x	49.3%	x
African-American	8.2%	x	24.8%	x	13.5%	x	6.8%	x	0.9%	x	0.8%	x
Asian	0.1%	x	0.7%	x	0.5%	x	0.5%	x	2.1%	x	0.8%	x
Latino	0.4%	x	0.8%	x	2.0%	x	0.7%	x	2.1%	x	1.1%	x
Native American	0.2%	x	0.0%	x	0.1%	x	0.2%	x	0.0%	x	0.1%	x
Other	0.2%	x	0.2%	x	1.8%	x	0.4%	x	2.1%	x	1.2%	x
Total	30.4%	x	69.2%	x	71.5%	x	28.1%	x	46.1%	x	53.3%	x
2006-07												
Data Not Recorded												
2005-06												
White	23.3%	x	42.9%	x	x	x	x	x	x	x	x	x
African-American	7.6%	x	24.2%	x	x	x	x	x	x	x	x	x
Asian	0.5%	x	0.5%	x	x	x	x	x	x	x	x	x
Latino	0.5%	x	0.3%	x	x	x	x	x	x	x	x	x
Native American	0.0%	x	0.0%	x	x	x	x	x	x	x	x	x
Other	0.2%	x	0.2%	x	x	x	x	x	x	x	x	x
Total	32.1%	x	68.1%	x	x	x	x	x	x	x	x	x
2004-05												
Data Not Recorded												
2003-04												
White	22.5%	170	46.0%	347	52.3%	761	20.9%	305	36.5%	841	53.0%	1209
African-American	6.4%	48	22.4%	169	12.8%	186	9.0%	131	1.4%	33	1.4%	31
Asian	0.3%	2	0.7%	5	0.5%	7	0.2%	3	1.7%	40	1.6%	37
Latino	0.3%	2	0.5%	4	1.9%	27	0.6%	9	1.2%	27	0.9%	21
Native American	0.1%	1	0.0%	0	0.4%	6	0.2%	3	0.0%	0	0.0%	1
Other	0.4%	3	0.4%	3	0.3%	5	0.8%	12	0.9%	20	1.0%	22
Total	30.0%	226	70.0%	528	68.2%	992	31.8%	463	47.1%	961	57.9%	1321
2001-03												
Data Not Recorded												
2000-01												
White	22.5%	x	45.7%	x	73.7%	x	20.6%	x	42.3%	x	47.9%	x
African-American	5.1%	x	24.3%	x	22.0%	x	7.4%	x	2.3%	x	1.5%	x
Asian	0.4%	x	0.3%	x	1.0%	x	0.2%	x	0.6%	x	0.2%	x
Latino	0.3%	x	0.4%	x	0.7%	x	0.3%	x	1.2%	x	0.4%	x
Native American	0.1%	x	0.3%	x	0.1%	x	0.0%	x	0.1%	x	0.0%	x
Other	0.0%	x	0.7%	x	0.9%	x	0.4%	x	0.1%	x	0.1%	x
Total Women	x	x	71.7%	x	x	x	28.9%	x	x	x	50.1%	x
1999-2000												
White	20.3%	x	49.0%	x	52.6%	x	23.0%	x	37.7%	x	55.7%	x
African-American	4.4%	x	23.9%	x	12.3%	x	7.9%	x	1.5%	x	1.3%	x
Other	0.0%	x	2.4%	x	3.1%	x	1.1%	x	3.3%	x	0.6%	x
Total Women	x	x	75.3%	x	x	x	32.0%	x	x	x	57.6%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded

x= Data not recorded

TABLE 24

College Athletics Directors: Division I				
	Men		Women	
	%	#	%	#
2008-09				
White	81.8%	x	7.0%	x
African-American	6.7%	x	0.7%	x
Asian	0.0%	x	0.0%	x
Latino	1.9%	x	0.3%	x
Native American	0.6%	x	0.3%	x
Other	0.7%	x	0.0%	x
Total	91.7%	x	8.3%	x
2007-08				
White	83.8%	x	6.2%	x
African-American	6.2%	x	1.0%	x
Asian	0.0%	x	0.0%	x
Latino	1.6%	x	0.3%	x
Native American	0.3%	x	0.3%	x
Other	0.3%	x	0.0%	x
Total	92.2%	x	7.8%	x
2006-07				
Data Not Recorded				
2005-06				
White	85.8%	x	7.3%	x
African-American	5.0%	x	0.5%	x
Asian	0.0%	x	0.0%	x
Latino	0.9%	x	0.0%	x
Native American	0.0%	x	0.0%	x
Other	0.5%	x	0.0%	x
Total	92.2%	x	7.8%	x
2004-05				
Data Not Recorded				
2003-04				
White	88.5%	232	6.5%	17
African-American	3.4%	9	0.0%	0
Asian	0.0%	0	0.4%	1
Latino	1.2%	3	0.0%	0
Native American	0.0%	0	0.4%	1
Other	0.0%	0	0.0%	0
Total	92.7%	243	7.3%	19
2001-03				
Data Not Recorded				
2000-01				
White	88.4%	x	6.9%	x
African-American	2.9%	x	0.0%	x
Asian	0.4%	x	0.0%	x
Latino	1.1%	x	0.0%	x
Native American	0.0%	x	0.4%	x
Other	0.0%	x	0.0%	x
Total	92.8%		7.2%	x
1999-2000				
White	86.9%	x	9.0%	x
African-American	2.4%	x	0.0%	x
Other	1.7%	x	0.0%	x
Total	91.0%	x	9.0%	x
<p>Note: Data provided by the NCAA. Historically Black Institutions excluded.</p> <p>x= Data not recorded</p>				

TABLE 25

College Athletics Directors: Division II				
	Men		Women	
	%	#	%	#
2008-09				
White	78.8%	x	13.9%	x
African-American	2.3%	x	0.8%	x
Asian	0.0%	x	0.8%	x
Latino	3.1%	x	0.0%	x
Native American	0.0%	x	0.0%	x
Other	0.3%	x	0.0%	x
Total	84.5%	x	15.5%	x
2007-08				
White	78.0%	x	14.0%	x
African-American	3.0%	x	0.8%	x
Asian	0.0%	x	0.8%	x
Latino	3.0%	x	0.0%	x
Native American	0.4%	x	0.0%	x
Other	0.0%	x	0.0%	x
Total	84.4%	x	15.6%	x
2006-07				
Data Not Recorded				
2005-06				
White	74.7%	x	17.6%	x
African-American	3.3%	x	0.5%	x
Asian	0.0%	x	0.5%	x
Latino	2.7%	x	0.0%	x
Native American	0.5%	x	0.0%	x
Other	0.0%	x	0.0%	x
Total	81.3%	x	18.7%	x
2004-05				
Data Not Recorded				
2003-04				
White	79.6%	187	14.5%	34
African-American	1.3%	3	0.9%	2
Asian	0.0%	0	0.9%	2
Latino	2.6%	6	0.0%	0
Native American	0.4%	1	0.0%	0
Other	0.0%	0	0.0%	0
Total	83.8%	197	16.2%	38
2001-03				
Data Not Recorded				
2000-01				
White	82.4%	x	12.9%	x
African-American	1.9%	x	0.5%	x
Asian	0.0%	x	0.5%	x
Latino	1.0%	x	0.5%	x
Native American	0.5%	x	0.0%	x
Other	0.5%	x	0.0%	x
Total	86.3%	x	14.4%	x
1999-2000				
White	79.6%	x	13.7%	x
African-American	1.6%	x	1.2%	x
Other	3.5%	x	0.4%	x
Total	x	x	15.3%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded.

x= Data not recorded

TABLE 26

College Athletics Directors: Division III				
	Men		Women	
	%	#	%	#
2008-09				
White	70.0%	x	26.2%	x
African-American	1.8%	x	0.4%	x
Asian	0.2%	x	0.4%	x
Latino	0.4%	x	0.0%	x
Native American	0.2%	x	0.0%	x
Other	0.0%	x	0.4%	x
Total	72.6%	x	27.4%	x
2007-08				
White	70.8%	x	26.2%	x
African-American	1.6%	x	0.2%	x
Asian	0.2%	x	0.5%	x
Latino	0.0%	x	0.0%	x
Native American	0.2%	x	0.2%	x
Other	0.0%	x	0.0%	x
Total	72.8%	x	27.1%	x
2006-07				
Data Not Recorded				
2005-06				
White	69.5%	x	26.6%	x
African-American	1.9%	x	0.0%	x
Asian	0.3%	x	0.3%	x
Latino	0.3%	x	0.0%	x
Native American	0.6%	x	0.3%	x
Other	0.0%	x	0.0%	x
Total	72.7%	x	27.3%	x
2004-05				
Data Not Recorded				
2003-04				
White	68.6%	258	26.9%	101
African-American	3.2%	12	0.0%	0
Asian	0.3%	1	0.3%	1
Latino	0.5%	2	0.0%	0
Native American	0.3%	1	0.0%	0
Other	0.0%	0	0.0%	0
Total	72.9%	274	27.1%	102
2001-03				
Data Not Recorded				
2000-01				
White	69.3%	x	23.9%	x
African-American	4.5%	x	0.6%	x
Asian	0.3%	x	0.6%	x
Latino	0.3%	x	0.3%	x
Native American	0.3%	x	0.0%	x
Other	0.0%	x	0.0%	x
Total	74.7%	x	25.4%	x
1999-2000				
White	71.3%	x	24.3%	x
African-American	3.0%	x	0.5%	x
Other	0.7%	x	0.2%	x
Total	x	x	25.0%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded.

x= Data not recorded

TABLE 27

College Senior Athletic Administrators: Associate and Assistant Athletics Directors												
	Division I				Division II				Division III			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2008-2009												
Associate Athletic Directors												
White	62.3%	x	26.2%	x	48.4%	x	34.4%	x	49.0%	x	43.6%	x
African-American	5.3%	x	2.9%	x	8.1%	x	6.3%	x	3.3%	x	2.1%	x
Asian	0.4%	x	0.3%	x	0.5%	x	0.5%	x	0.0%	x	0.0%	x
Latino	0.8%	x	1.0%	x	0.5%	x	0.5%	x	0.4%	x	0.0%	x
Native American	0.1%	x	0.2%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.3%	x	0.5%	x	0.5%	x	0.3%	x	1.2%	x	0.4%	x
Total	69.2%	x	31.1%	x	58.0%	x	42.0%	x	53.9%	x	46.1%	x
Assistant Athletic Directors												
White	63.8%	x	24.5%	x	52.6%	x	32.1%	x	53.9%	x	37.6%	x
African-American	5.6%	x	2.6%	x	5.1%	x	4.7%	x	3.9%	x	1.3%	x
Asian	0.3%	x	0.6%	x	1.4%	x	0.3%	x	0.2%	x	0.0%	x
Latino	1.1%	x	0.8%	x	2.2%	x	0.5%	x	1.9%	x	0.2%	x
Native American	0.1%	x	0.0%	x	0.0%	x	0.3%	x	0.0%	x	0.0%	x
Other	0.6%	x	0.0%	x	0.6%	x	0.2%	x	0.6%	x	0.0%	x
Total	71.5%	x	28.5%	x	61.9%	x	38.1%	x	60.5%	x	39.1%	x
2007-08												
Associate Athletic Directors												
White	63.6%	x	25.6%	x	53.2%	x	35.6%	x	46.4%	x	50.0%	x
African-American	6.2%	x	1.0%	x	4.3%	x	3.2%	x	2.4%	x	0.8%	x
Asian	0.2%	x	0.4%	x	0.5%	x	0.5%	x	0.0%	x	0.0%	x
Latino	1.4%	x	0.8%	x	1.1%	x	0.5%	x	0.4%	x	0.0%	x
Native American	0.1%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.1%	x	0.1%	x	0.5%	x	0.5%	x	0.0%	x	0.0%	x
Total	71.6%	x	27.9%	x	59.6%	x	40.3%	x	49.2%	x	50.8%	x
Assistant Athletic Directors												
White	65.5%	x	22.7%	x	56.9%	x	34.6%	x	53.9%	x	37.6%	x
African-American	6.1%	x	2.5%	x	2.4%	x	2.4%	x	3.9%	x	1.3%	x
Asian	0.1%	x	0.5%	x	0.9%	x	0.3%	x	0.2%	x	0.0%	x
Latino	1.4%	x	0.8%	x	0.6%	x	0.6%	x	1.9%	x	0.2%	x
Native American	0.0%	x	0.0%	x	0.0%	x	0.3%	x	0.0%	x	0.0%	x
Other	0.1%	x	0.0%	x	0.3%	x	0.0%	x	0.6%	x	0.0%	x
Total	73.2%	x	26.5%	x	61.1%	x	38.2%	x	60.5%	x	39.1%	x
2006-07												
Data Not Recorded												
2005-06												
Associate Athletic Directors												
White	63.5%	x	26.0%	x	48.5%	x	45.5%	x	46.2%	x	49.1%	x
African-American	6.1%	x	2.1%	x	2.0%	x	2.0%	x	2.4%	x	1.2%	x
Asian	0.1%	x	0.1%	x	1.0%	x	0.0%	x	0.6%	x	0.0%	x
Latino	0.9%	x	0.5%	x	0.0%	x	0.0%	x	0.6%	x	0.0%	x
Native American	0.1%	x	0.1%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.0%	x	0.3%	x	1.0%	x	0.0%	x	0.0%	x	0.0%	x
Total	71.6%	x	28.4%	x	51.3%	x	48.7%	x	50.3%	x	49.7%	x
Assistant Athletic Directors												
White	66.3%	x	22.6%	x	56.6%	x	33.6%	x	58.2%	x	32.9%	x
African-American	5.1%	x	3.6%	x	3.3%	x	1.3%	x	4.6%	x	2.3%	x
Asian	0.5%	x	0.2%	x	0.7%	x	0.7%	x	0.3%	x	0.3%	x
Latino	0.9%	x	0.3%	x	2.0%	x	1.3%	x	1.0%	x	0.0%	x
Native American	0.2%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.3%	x
Other	0.2%	x	0.3%	x	0.0%	x	0.7%	x	0.0%	x	0.0%	x
Total	72.9%	x	27.1%	x	60.8%	x	39.2%	x	64.3%	x	35.7%	x
2004-05												
Data Not Recorded												
2003-04												
White	62.6%	943	27.3%	411	55.2%	185	34.0%	114	51.8%	259	42.6%	213
African-American	6.0%	91	1.9%	29	2.7%	9	2.1%	7	3.4%	17	1.0%	5
Asian	0.3%	5	0.1%	3	0.3%	1	0.3%	1	0.0%	0	0.2%	1
Latino	0.7%	11	0.5%	8	3.0%	10	1.2%	4	0.4%	2	0.2%	1
Native American	0.0%	0	0.1%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Other	0.1%	1	0.4%	6	0.9%	3	0.3%	1	0.4%	2	0.0%	0
Total	69.7%	1051	30.2%	456	62.1%	208	37.9%	127	56.0%	280	44.0%	220
2001-03												
Data Not Recorded												
2000-01												
White	63.0%	x	27.6%	x	57.8%	x	33.3%	x	49.6%	x	44.2%	x
African-American	5.3%	x	1.8%	x	3.3%	x	1.6%	x	3.5%	x	1.3%	x
Asian	0.3%	x	0.1%	x	0.5%	x	0.0%	x	0.0%	x	0.0%	x
Latino	0.9%	x	0.6%	x	1.7%	x	0.7%	x	0.3%	x	0.3%	x
Native American	0.1%	x	0.0%	x	0.0%	x	0.3%	x	1.0%	x	0.2%	x
Other	0.0%	x	0.3%	x	0.5%	x	0.3%	x	0.5%	x	0.0%	x
Total	x	x	30.4%	x	x	x	36.2%	x	x	x	46.0%	x
1999-2000												
White	63.7%	x	27.0%	x	59.5%	x	33.2%	x	52.8%	x	42.0%	x
African-American	5.9%	x	1.5%	x	1.7%	x	1.3%	x	2.7%	x	1.6%	x
Other	1.2%	x	0.8%	x	2.7%	x	1.7%	x	0.2%	x	0.7%	x
Total	x	x	29.3%	x	x	x	36.2%	x	x	x	44.3%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded

x=Data not recorded

TABLE 28

Senior Woman Administrators												
	Division I				Division II				Division III			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2008-09												
White	0.0%	x	85.1%	x	0.0%	x	81.1%	x	0.0%	x	93.7%	x
African-American	0.0%	x	10.1%	x	0.0%	x	15.4%	x	0.0%	x	4.2%	x
Asian	0.0%	x	1.0%	x	0.0%	x	0.3%	x	0.0%	x	0.2%	x
Latino	0.0%	x	2.3%	x	0.0%	x	2.1%	x	0.0%	x	0.9%	x
Native American	0.0%	x	1.0%	x	0.0%	x	0.3%	x	0.0%	x	0.2%	x
Other	0.0%	x	0.5%	x	0.0%	x	0.8%	x	0.0%	x	0.8%	x
Total	0.0%	x	100.0%	x	0.0%	x	100.0%	x	0.0%	x	100.0%	x
2007-08												
White	1.0%	x	84.9%	x	1.6%	x	85.3%	x	0.0%	x	96.6%	x
African-American	0.3%	x	10.2%	x	0.8%	x	7.8%	x	0.0%	x	1.9%	x
Asian	0.0%	x	0.3%	x	0.0%	x	0.4%	x	0.0%	x	0.0%	x
Latino	0.0%	x	1.6%	x	0.0%	x	2.7%	x	0.0%	x	1.0%	x
Native American	0.0%	x	1.0%	x	0.0%	x	0.0%	x	0.0%	x	0.5%	x
Other	0.0%	x	0.3%	x	0.0%	x	0.4%	x	0.0%	x	0.0%	x
Total	1.3%	x	98.3%	x	2.4%	x	96.6%	x	0.0%	x	100.0%	x
2006-07												
Data Not Recorded												
2005-06												
White	1.4%	x	84.3%	x	0.6%	x	90.6%	x	1.1%	x	95.7%	x
African-American	0.5%	x	10.2%	x	0.0%	x	5.3%	x	0.0%	x	2.2%	x
Asian	0.0%	x	0.5%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x
Latino	0.5%	x	1.4%	x	0.0%	x	2.4%	x	0.0%	x	0.4%	x
Native American	0.0%	x	0.5%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.0%	x	0.9%	x	0.0%	x	1.2%	x	0.0%	x	0.4%	x
Total	2.3%	x	97.7%	x	0.6%	x	99.4%	x	1.1%	x	98.9%	x
2004-05												
Data Not Recorded												
2003-04												
White	0.4%	1	88.5%	224	0.0%	0	92.6%	201	1.2%	4	95.4%	312
African-American	0.0%	0	8.3%	21	0.0%	0	4.6%	10	0.0%	0	2.4%	8
Asian	0.0%	0	0.0%	0	0.0%	0	0.5%	1	0.0%	0	0.3%	1
Latino	0.0%	0	1.6%	4	0.0%	0	2.3%	5	0.0%	0	0.6%	2
Native American	0.0%	0	0.4%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Other	0.0%	0	0.8%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Total	0.4%	1	99.6%	252	0.0%	0	100.0%	217	1.2%	4	98.8%	323
2001-03												
Data Not Recorded												
2000-01												
White	0.7%	x	89.6%	x	0.5%	x	91.2%	x	1.1%	x	93.7%	x
African-American	0.7%	x	6.3%	x	0.0%	x	5.7%	x	0.0%	x	3.2%	x
Asian	0.0%	x	0.4%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x
Latino	0.0%	x	1.5%	x	0.0%	x	2.1%	x	0.0%	x	1.4%	x
Native American	0.0%	x	0.0%	x	0.0%	x	0.5%	x	0.0%	x	0.0%	x
Other	0.4%	x	0.4%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x
Total	1.8%	x	98.2%	x	0.5%	x	99.5%	x	1.1%	x	99.1%	x
1999-2000												
White	1.5%	x	91.0%	x	1.0%	x	90.4%	x	0.0%	x	94.7%	x
African-American	0.0%	x	6.0%	x	0.0%	x	4.3%	x	0.0%	x	3.3%	x
Other	0.4%	x	1.1%	x	1.4%	x	2.9%	x	0.0%	x	2.0%	x
Total	1.9%	x	98.1%	x	2.4%	x	97.6%	x	0.0%	x	100.0%	x

Note: Data provided by the NCAA. Historically Black Institutions excluded

x= Data not recorded

TABLE 29

Faculty Athletics Representatives																
	Division IA (FBS)				Division I				Division II				Division III			
	Men		Women		Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
2009-10																
White	64.5%	80	29.0%	36	Data Not Recorded											
African-American	3.2%	4	2.4%	3	Data Not Recorded											
Asian	0.8%	1	0.0%	0	Data Not Recorded											
Latino	0.0%	0	0.0%	0	Data Not Recorded											
Native American	0.0%	0	0.0%	0	Data Not Recorded											
Other	0.0%	0	0.0%	0	Data Not Recorded											
Total	68.5%	85	31.5%	39	Data Not Recorded											
2008-09																
White	66.4%	81	27.0%	33	60.4%	x	24.0%	x	65.9%	x	20.5%	x	62.6%	x	31.6%	x
African-American	4.1%	5	0.0%	0	9.2%	x	3.0%	x	8.5%	x	1.4%	x	3.0%	x	0.6%	x
Asian	0.8%	1	0.0%	0	0.9%	x	0.6%	x	0.3%	x	0.0%	x	0.8%	x	0.0%	x
Latino	0.8%	1	0.0%	0	0.0%	x	0.3%	x	1.7%	x	0.7%	x	0.8%	x	0.2%	x
Native American	0.8%	1	0.0%	0	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.2%	x	0.0%	x
Other	0.0%	0	0.0%	0	1.8%	x	0.0%	x	0.6%	x	0.3%	x	0.2%	x	0.0%	x
Total	73.0%	122	27.0%	33	72.3%	x	27.9%	x	77.0%	x	22.9%	x	67.6%	x	32.4%	x
2007-08																
White	65.3%	81	27.4%	34	67.9%	x	23.8%	x	70.6%	x	21.8%	x	61.9%	x	32.6%	x
African-American	4.0%	5	0.0%	0	4.1%	x	1.0%	x	2.7%	x	0.8%	x	2.7%	x	0.2%	x
Asian	1.6%	2	0.0%	0	1.0%	x	0.6%	x	0.8%	x	0.0%	x	0.6%	x	0.2%	x
Latino	0.8%	1	0.0%	0	0.6%	x	0.0%	x	1.9%	x	0.8%	x	0.8%	x	0.2%	x
Native American	0.8%	1	0.0%	0	0.3%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.0%	0	0.0%	0	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x	0.0%	x
Total	72.6%	90	27.4%	34	73.9%	x	25.4%	x	76.0%	x	23.4%	x	66.4%	x	33.2%	x
2006-07																
Data Not Recorded																
2005-06																
White	Data Not Recorded				71.2%	x	21.2%	x	66.5%	x	25.7%	x	64.7%	x	30.8%	x
African-American	Data Not Recorded				2.2%	x	0.9%	x	1.7%	x	1.7%	x	2.0%	x	0.3%	x
Asian	Data Not Recorded				1.3%	x	0.4%	x	0.6%	x	0.0%	x	0.6%	x	0.3%	x
Latino	Data Not Recorded				1.3%	x	0.0%	x	2.8%	x	0.6%	x	0.6%	x	0.3%	x
Native American	Data Not Recorded				0.9%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Other	Data Not Recorded				0.4%	x	0.0%	x	0.6%	x	0.0%	x	0.6%	x	0.0%	x
Total	Data Not Recorded				77.4%	x	22.6%	x	72.1%	x	27.9%	x	68.4%	x	31.6%	x
2004-05																
Data Not Recorded																
2003-04																
White	Data Not Recorded				70.9%	188	21.1%	56	71.9%	164	20.6%	47	68.8%	256	26.9%	100
African-American	Data Not Recorded				4.2%	11	0.8%	2	1.3%	3	0.4%	1	3.0%	11	0.3%	1
Asian	Data Not Recorded				1.1%	3	0.0%	0	1.8%	4	0.0%	0	0.0%	0	0.0%	0
Latino	Data Not Recorded				0.8%	2	0.0%	0	1.8%	4	1.8%	4	0.5%	2	0.3%	1
Native American	Data Not Recorded				0.4%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Other	Data Not Recorded				0.8%	2	0.0%	0	0.4%	1	0.0%	0	0.3%	1	0.0%	0
Total	Data Not Recorded				78.2%	207	21.9%	58	77.2%	176	22.8%	52	72.6%	270	27.5%	102
2001-03																
Data Not Recorded																
2000-01																
White	Data Not Recorded				73.2%	x	18.1%	x	77.9%	x	17.3%	x	67.0%	x	27.8%	x
African-American	Data Not Recorded				5.1%	x	1.1%	x	1.0%	x	0.5%	x	3.1%	x	0.6%	x
Asian	Data Not Recorded				1.1%	x	0.0%	x	0.5%	x	0.0%	x	0.3%	x	0.0%	x
Latino	Data Not Recorded				0.4%	x	0.4%	x	0.0%	x	0.5%	x	0.9%	x	0.3%	x
Native American	Data Not Recorded				0.4%	x	0.0%	x	0.5%	x	0.0%	x	0.0%	x	0.0%	x
Other	Data Not Recorded				0.4%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Total	Data Not Recorded				x	x	19.6%	x	x	x	18.3%	x	x	x	28.7%	x
1999-2000																
White	Data Not Recorded				75.6%	x	18.1%	x	78.0%	x	15.5%	x	67.9%	x	27.8%	x
African-American	Data Not Recorded				3.1%	x	1.4%	x	1.2%	x	0.4%	x	1.8%	x	0.3%	x
Other	Data Not Recorded				1.7%	x	0.0%	x	3.3%	x	1.6%	x	2.3%	x	0.0%	x
Total	Data Not Recorded				x	x	x	x	x	x	17.6%	x	x	x	28.1%	x

Note: Data provided by the NCAA with exception of 2009-10 Data which is provided by TIDES Leadership Study. Historically Black Institutions excluded

x= Data not recorded

TABLE 30

Sports Information Director						
	Division I		Division II		Division III	
	Men	Women	Men	Women	Men	Women
2008-09						
White	85.1%	10.3%	80.1%	8.2%	81.7%	13.0%
Black	1.1%	0.3%	5.3%	2.8%	3.5%	0.2%
Asian	1.1%	0.3%	1.4%	0.0%	0.5%	0.0%
Hispanic	1.6%	0.3%	1.8%	0.0%	0.7%	0.5%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other Minority	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%
2007-08						
White	84.8%	10.2%	83.4%	10.0%	81.2%	13.8%
Black	0.3%	0.6%	2.7%	0.8%	1.9%	0.5%
Asian	1.7%	0.3%	1.5%	0.0%	0.7%	0.0%
Hispanic	1.9%	0.0%	1.5%	0.0%	0.9%	0.5%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other Minority	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%

Note: Data provided by the NCAA. Historically Black Institutions excluded

x= Data not recorded

TABLE 31

College Professional Administration by Division								
	Division I		Division II		Division III		All Divisions	
	Men	Women	Men	Women	Men	Women	Men	Women
2008-09								
White	48.5%	35.2%	46.5%	36.0%	49.1%	42.9%	49.6%	38.1%
African-American	6.2%	4.6%	6.7%	5.1%	2.8%	1.7%	4.3%	2.9%
Asian	0.8%	0.7%	0.8%	0.4%	0.5%	0.5%	0.7%	0.6%
Latino	1.3%	1.4%	1.5%	1.3%	0.8%	0.6%	1.3%	1.2%
Native American	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Other	0.7%	0.5%	0.8%	0.6%	0.4%	0.4%	0.6%	0.5%
Total	57.5%	42.5%	56.4%	43.5%	53.7%	46.2%	56.6%	43.4%
2007-08								
White	56.7%	29.7%	59.4%	29.2%	56.2%	36.6%	56.9%	31.2%
African-American	5.3%	3.4%	4.2%	2.1%	3.2%	1.0%	4.7%	2.7%
Asian	0.8%	0.6%	1.2%	0.5%	0.3%	0.4%	0.7%	0.5%
Latino	1.7%	1.0%	1.7%	0.7%	1.1%	0.6%	1.5%	0.9%
Native American	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.0%
Other	0.2%	0.2%	0.3%	0.1%	0.1%	0.1%	0.2%	0.1%
Total	64.7%	34.9%	66.9%	32.7%	61.0%	38.8%	64.1%	35.4%
2004-07								
Data Not Recorded								
2003-04								
White	60.40%	27.50%	55.20%	34.00%	51.80%	42.60%	61.80%	27.60%
African-American	5.90%	2.30%	2.70%	2.30%	3.40%	1.00%	5.10%	1.80%
Asian	0.60%	0.30%	x	x	x	x	0.60%	0.30%
Latino	1.10%	0.80%	x	x	x	x	1.20%	0.70%
Native American	0.04%	0.01%	x	x	x	x	0.10%	0.10%
Other	0.40%	0.60%	4.20%	1.50%	1.10%	0.90%	0.40%	0.30%
Total	68.44%	31.51%	62.10%	37.80%	56.30%	44.50%	69.20%	30.80%
2000-01								
White	63.0%	27.6%	57.8%	33.3%	49.6%	44.2%	61.1%	28.0%
African-American	5.3%	1.8%	3.3%	1.6%	3.5%	1.3%	5.0%	1.9%
Other	1.5%	0.8%	2.8%	1.3%	1.0%	0.5%	2.4%	1.6%
Total	69.8%	30.2%	63.9%	36.2%	54.1%	46.0%	68.5%	31.5%
1999-2000								
White	62.6%	24.8%	59.5%	33.2%	52.8%	42.0%	64.3%	24.5%
African-American	6.2%	2.8%	1.7%	1.3%	2.7%	1.6%	5.2%	2.1%
Other	2.3%	1.3%	2.7%	1.7%	0.2%	0.7%	2.5%	1.3%
Total	71.1%	28.9%	63.9%	36.2%	55.7%	44.3%	72.0%	27.9%

Note: Data provided by the NCAA. Historically Black Institutions excluded
x= Data not recorded

TABLE 32

College Professional Administration by Position												
	Division I											
	White		Black		Asian		Hispanic		Native American		Other Minority	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
2008-09												
Academic Advisor/Counselor	25.4%	47.6%	10.7%	10.2%	0.3%	0.8%	1.0%	1.5%	0.0%	0.1%	1.1%	1.4%
Business Mgr.	40.0%	46.1%	3.8%	3.8%	0.2%	0.9%	1.1%	2.9%	0.0%	0.0%	0.4%	0.8%
Compliance Coordinator/Officer	42.0%	44.3%	3.6%	5.3%	0.2%	0.5%	0.9%	2.5%	0.0%	0.0%	0.2%	0.6%
Equipment Mgr.	75.8%	10.3%	6.1%	0.8%	1.6%	0.5%	4.0%	0.5%	0.0%	0.0%	0.3%	0.0%
Fundraiser/Development Mgr.	58.3%	31.8%	5.1%	1.7%	0.3%	0.6%	0.8%	0.8%	0.0%	0.0%	0.7%	0.1%
Facility Mgr.	77.6%	9.8%	7.5%	1.1%	0.8%	0.3%	2.0%	0.2%	0.0%	0.0%	0.7%	0.2%
Life Skills Coordinator	16.6%	60.6%	8.3%	11.4%	0.0%	0.0%	0.7%	1.4%	0.0%	0.0%	0.3%	0.7%
Promotions/Marketing Mgr.	59.5%	31.0%	3.5%	1.8%	0.9%	0.4%	0.7%	0.7%	0.0%	0.0%	0.9%	0.6%
Sports Information director	85.1%	10.3%	1.1%	0.3%	1.1%	0.3%	1.6%	0.3%	0.0%	0.0%	0.0%	0.0%
Asst. or Assoc. SID	70.7%	22.5%	0.8%	1.1%	1.2%	0.8%	1.1%	0.6%	0.1%	0.0%	0.7%	0.3%
Strength Coaches	74.0%	10.7%	10.3%	1.1%	0.8%	0.1%	1.3%	0.2%	0.1%	0.0%	1.0%	0.2%
Ticket Manager	54.7%	38.4%	3.2%	1.4%	0.4%	0.4%	0.0%	1.0%	0.0%	0.0%	0.4%	0.0%
2007-08												
Academic Advisor/Counselor	23.8%	49.1%	11.5%	10.0%	0.2%	0.8%	1.3%	1.7%	0.1%	0.0%	0.2%	0.5%
Business Mgr.	39.3%	48.2%	2.7%	3.6%	0.5%	1.1%	1.6%	3.0%	0.0%	0.0%	0.0%	0.0%
Compliance Coordinator/Officer	39.5%	45.6%	4.2%	6.1%	0.0%	0.8%	1.1%	1.5%	0.0%	0.0%	0.0%	0.0%
Equipment Mgr.	75.3%	9.9%	6.3%	0.7%	1.4%	0.3%	5.0%	0.7%	0.0%	0.0%	0.0%	0.2%
Fundraiser/Development Mgr.	59.0%	31.2%	5.1%	1.8%	0.6%	0.7%	0.4%	0.4%	0.0%	0.0%	0.3%	0.3%
Facility Mgr.	74.4%	10.4%	7.2%	0.8%	1.2%	0.5%	3.7%	0.6%	0.2%	0.0%	0.2%	0.2%
Life Skills Coordinator	15.9%	56.1%	9.6%	13.6%	0.7%	0.7%	0.3%	1.0%	0.0%	0.3%	0.3%	0.7%
Promotions/Marketing Mgr.	56.0%	30.8%	4.2%	2.6%	0.7%	0.9%	1.9%	1.1%	0.0%	0.0%	0.4%	0.0%
Sports Information director	84.8%	10.2%	0.3%	0.6%	1.7%	0.3%	1.9%	0.0%	0.0%	0.0%	0.3%	0.0%
Asst. or Assoc. SID	71.1%	22.1%	1.2%	1.0%	1.1%	0.7%	1.0%	0.9%	0.0%	0.0%	0.5%	0.2%
Strength Coaches	72.6%	11.4%	10.6%	1.1%	0.9%	0.2%	1.5%	0.1%	0.1%	0.0%	0.2%	0.0%
Ticket Manager	56.7%	37.7%	1.8%	1.8%	0.2%	0.0%	0.4%	1.1%	0.0%	0.0%	0.2%	0.0%
2006-07												
Data Not Recorded												
2005-06												
Academic Advisor/Counselor	24.5%	49.1%	13.5%	10.0%	0.0%	0.1%	1.2%	1.0%	0.0%	0.0%	0.3%	0.3%
Business Mgr.	42.8%	48.3%	1.0%	2.1%	0.3%	0.7%	1.0%	2.8%	0.0%	0.3%	0.0%	0.7%
Compliance Coordinator/Officer	43.5%	42.3%	7.9%	4.4%	0.3%	0.3%	0.9%	0.3%	0.0%	0.0%	0.0%	0.0%
Equipment Mgr.	75.4%	9.9%	7.0%	1.6%	1.9%	0.0%	2.4%	1.1%	0.5%	0.0%	0.0%	0.3%
Fundraiser/Development Mgr.	64.6%	26.5%	4.5%	1.1%	0.7%	0.7%	0.9%	0.2%	0.2%	0.0%	0.2%	0.4%
Facility Mgr.	79.2%	11.6%	4.1%	1.6%	1.9%	0.3%	0.8%	0.0%	0.0%	0.0%	0.5%	0.0%
Life Skills Coordinator	17.8%	57.2%	10.6%	9.6%	0.5%	0.0%	1.4%	1.9%	0.5%	0.0%	0.0%	0.5%
Promotions/Marketing Mgr.	59.5%	32.3%	2.9%	2.4%	0.5%	0.0%	1.6%	0.5%	0.0%	0.0%	0.3%	0.0%
Sports Information director	88.4%	9.5%	0.4%	0.4%	0.0%	0.4%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%
Asst. or Assoc. SID	69.7%	24.4%	1.5%	1.1%	0.6%	0.8%	0.6%	0.6%	0.2%	0.0%	0.4%	0.0%
Strength Coaches	75.2%	9.9%	10.3%	1.2%	0.8%	0.2%	0.8%	0.4%	0.6%	0.2%	0.0%	0.2%
Ticket Manager	52.4%	38.8%	3.3%	1.6%	1.0%	1.0%	1.3%	0.3%	0.0%	0.0%	0.0%	0.3%

Note: Data provided by the NCAA. Historically Black Institutions excluded

TABLE 33

APPENDIX II

NCAA DIVERSITY AND INCLUSION INITIATIVES

The NCAA has a long history of encouraging diversity within and among its approximately 1,200 member colleges and universities, conferences and supporting organizations. The Association's efforts have primarily been demonstrated by providing internship programs, trainings, educational sessions, professional development, and introducing legislation to invoke change. The success of those efforts have impacted numerous student-athletes, coaches and administrators.

To further guide the NCAA, the Association's Executive Committee established a Diversity, Inclusion, and Gender Equity Framework that states:

"As a core value, the NCAA believes in and is committed to diversity, inclusion and gender equity among its student-athletes, coaches and administrators. We seek to establish and maintain an inclusive culture that fosters equitable participation for student-athletes and career opportunities for coaches and administrators from diverse backgrounds. Diversity and inclusion improve the learning environment for all student-athletes and enhance excellence within the Association.

The NCAA will provide or enable programming and education, which sustains foundations of a diverse and inclusive culture across dimensions of diversity including, but not limited to age, race, sex, class, creed, educational background, disability, gender expression, geographical location, income, marital status, parental status, sexual orientation and work experiences. Programming and education also will strive to support equitable laws and practices, increase opportunities for individuals from historically underrepresented groups to participate in intercollegiate athletics at all levels, and enhance hiring practices for all athletics personnel to facilitate more inclusive leadership in intercollegiate athletics."

In addition to the longstanding focus on its commitment to nurturing and encouraging diversity and inclusion, the NCAA will further focus efforts in the following key areas:

1. Increased focus on policy development, specifically looking at how policies can inform decision-making in terms of creating more inclusive environments.
2. More aggressive outreach to presidents and chancellors to engage them in a dialogue and discourse around inclusion issues.
3. Greater affiliation and increased collaboration with other national organizations and associations that either have diversity and inclusion as a primary mission or, like the NCAA, have some aspect of diversity and inclusion within their core principles.

Below are program and initiative summaries highlighting the NCAA's commitment to diversity and inclusion:

Professional Development

Achieving Coaching Excellence (ACE) is a collaborative effort of the NCAA and the Black Coaches and Administrators (BCA) to further the mission and vision of the advancement of minority men and women in intercollegiate athletics. The ACE program is designed to assist an already talented group to become the next generation of intercollegiate head basketball coaches.

Women Coaches Academy provides skills training for coaches at all levels to assist them in being more efficient, productive, resourceful and successful. The skills taught within the academy are not sport specific, they are focused on the professional development part of coaching that includes everything beyond the X' and O's.

NCAA Football Coaches Academies/Forums are administered by the NCAA with support from the American Football Coaches Association (AFCA), the Black Coaches Association (BCA) and the National Football League (NFL). They are designed to address the lack of ethnic minorities in the football coaching ranks. The mission of the academies and forums is to assist the coaches with career advancement through skills enhancement, networking and exposure opportunities and to raise awareness regarding the substantial pool of talented ethnic minority coaches. Four programs make up the academies and forums including the Future Coaches Academy, Football Coaches Academy, Expert Coaches Forum, and Champions Forum.

Gender Equity Forum provides administrators, coaches and student-athletes an opportunity to learn about gender equity and Title IX in this annual three-day seminar. The seminar allows the membership to access nationwide gender-equity experts and discuss issues relevant to their campus or conference.

NCAA Postgraduate Internship Program is a one-year program that provides on-the-job learning experiences for college graduates who express an interest in pursuing a career in intercollegiate athletics administration based at the NCAA national office in Indianapolis, Indiana.

Emerging Leaders Seminar (ELS) is a three-day seminar designed by the NCAA national office interns to bring other interns from NCAA member institutions, conference offices and affiliates across the country together to network with each other and other industry experts. The seminar goals include assisting the attendees to polish their professional skills, discuss issues pertinent to athletics, and improve their overall marketability to potential employers. This also provides an educational experience that facilitates dialogue and creates awareness regarding social and legislative issues confronting intercollegiate athletics.

Leadership Institute for Ethnic Minority Females and Males (Leadership Institute) was designed to address the critical shortage of senior level professionals of color in athletics administrative staff at NCAA member institutions and within conference offices. The Leadership Institute seeks applicants

who have athletics administrative experience or transferrable administrative experiences and express a demonstrated commitment to develop professionally as administrators within the field of athletics. The Leadership Institute prepares diverse leaders through leadership training and skills development experience.

Pathway Program is a one year program designed to enhance professional skills of women and people of color who seek to become directors of athletics, through education, training and mentorship. In addition, program participants are provided with an in-depth look into the NCAA governance structure and are exposed to key stakeholders in the Association.

Women's Leadership Symposium is designed as an educational experience for professional women new to working in intercollegiate athletics and students aspiring to a career in college athletics. The two-day program focuses on the following areas of skill development:

1. Leadership Skills (philosophy, communication and conflict resolution).
2. Management Strategies (budget, finance and legal issues).
3. Career Advancement (interviewing and networking).

The mission of the program is to further the participants' skills, expand their professional network and promote the recruitment and retention of women in athletics administration.

Winning Careers in Athletics is a program to encourage female students to explore careers in intercollegiate athletics. The intention is to assist young women in developing an interest in the professions of coaching and athletics administration. Participants gain perspective and insight about coaching and administration as careers and preview skills needed to be successful within an athletics or conference office work environment.

NCAA/NACWAA Institute for Athletics Executives offers a concentrated four-day program (by invitation only) designed to enhance the careers of senior ranking women in athletics administration at the NCAA Divisions I, II and III level. The curriculum focuses on leadership and communication strategies, contract negotiations, legal issues, fundraising, searches and hiring processes and other critical issues surrounding athletics administration.

NCAA/NACWAA Leadership Enhancement Institute provides advanced educational opportunities and professional development for NCAA/NACWAA Academy graduates who are looking for more in-depth training in designated areas of athletics administration. Topics include management/leadership styles, budget/finance/fundraising strategies, career enhancement skills for the future, and other contemporary issues. The format includes practical applications, case studies and interactive activities. In addition, there are opportunities for "hot topic" forums with the faculty.

Grants and Scholarships

Matching Grants for Advancement of Minority Women Coaches are provided annually to support the development of minority women coaches in intercollegiate athletics. Conference offices, coaches associations and other organizations focusing on the development of minority women, as well as ethnic minority and women coaches at all levels, are eligible to apply for grant funds.

Division II Coaching Enhancement Grant addresses the issues of access, recruitment, selection and long-term success of women, ethnic minorities and other individuals in Division II who seek to overcome hiring barriers by providing grant money for the creation of assistant coaching positions in Division II.

NACWAA Grant is in partnership with NACWAA (National Association of Collegiate Women Athletic Administrators) to provide professional development to female administrators in Division II. The grant helps support attendance at the annual NACWAA Convention in October and summer programming offered through NACWAA and the NCAA.

Division II Strategic Alliance Matching Grant Program is a five-year program that provides funding to Division II institutions and conference offices to enhance diversity and inclusion through full-time professional administrative positions in athletics administration. Selected institutions and conference offices receive grant funding for three years and the institution or conference office must maintain the position for a minimum of two additional years after NCAA funding expires.

Division III Strategic Alliance Matching Grant provides funding for Division III institutions and conference offices to enhance gender and ethnic diversity through full-time professional positions in athletics administration. Positions must include significant administrative responsibilities (i.e., hiring, budget, policy development and supervision of staff). Additionally, positions should be a part of the core decision-making process and have an active role on the leadership team.

Ethnic Minority and Women's Internship Grant is a two-year grant designated for Division III institutions and conference offices to hire 10-month full-time interns.

Senior Woman Administrator Enhancement Grant is in the form of a scholarship and enhances the role of the Senior Woman Administrator (SWA) in Division III to support professional development. A partnership between the NCAA and NACWAA provides Division III women the opportunity to attend the annual NCAA/NACWAA Institute for Administrative Advancement, a week-long professional development experience to enhance their knowledge and understanding of intercollegiate athletics.

Ethnic Minority and Women's Enhancement Postgraduate Scholarships for Careers in Athletics are designed to increase the pool of and opportunities for qualified minority and female candidates in intercollegiate athletics through postgraduate scholarships. The NCAA awards 13 scholarships to ethnic minorities and 13 scholarships to female college graduates who will be entering their initial

year of postgraduate studies.

Education

On-campus diversity education workshops provide opportunity for student-athletes, coaches, athletics administrators, faculty and staff to enhance their understanding and respect for multiculturalism and diversity. The workshops provide a positive learning environment that teaches the values of diversity in maximizing team effectiveness. Training is provided in the following areas: Fundamental, Advanced session on Race, Gender, Sexual Orientation and Cultural Training.

Recognition

NCAA Woman of the Year Award honors senior female student-athletes who have distinguished themselves throughout their collegiate careers in the areas of academic achievement, athletics excellence, community service, and leadership.

Diversity in Athletics Awards recognize the NCAA athletics departments that excel in the area of diversity. The awards represent a partnership between the NCAA and the Laboratory for Diversity in Sport at Texas A&M University and are determined through research relating to various forms of diversity.

Sport and Market Development

Emerging Sports for Women is a program intended to provide additional athletics opportunities to female student-athletes. The NCAA Committee on Women's Athletics is responsible for monitoring emerging sport sponsorship and legislation.

Women's Basketball Grant Program is a funding program developed to provide support for Division I institutions and conferences in the development and implementation of targeted marketing plans to raise awareness and enhance attendance of Division I women's basketball programs.

Committees

Executive Committee Subcommittee on Gender and Diversity Issues is charged with providing review and recommendations to the Executive Committee on the following four areas: a) student-athlete welfare; b) gender issues; c) minority issues; and d) youth issues. This committee is an Association-wide committee and consists of 12 college presidents.

NCAA Minority Opportunities and Interests Committee (MOIC) was formed by the Association in January 1991 to review issues related to the interests of ethnic minorities and women. These issues focus on the education and welfare of minority student-athletes, as well as the enhancement of opportunities for ethnic minorities and women in coaching, athletics administration, officiating and the NCAA governance structure.

NCAA Committee on Women's Athletics has a mission to provide leadership and assistance to the association in its efforts to provide equitable opportunities, fair treatment and respect for all women in all aspects of intercollegiate athletics. The committee seeks to expand and promote opportunities for female student-athletes, administrators and coaches. The committee promotes governance, administration and conduct of intercollegiate athletics at the institutional, conference and national levels that are inclusive, fair and accessible to women.

Community Outreach

The NCAA national office staff is committed to serving the community in which we work and live. The national offices impact is made through sponsorships, volunteer help, and in-kind donations to many local, and national organizations.