



TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

The 2021 Racial and Gender Report CardTM College Sport

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Presented by:

The Institute for Diversity and Ethics in SportTM
with the DeVos Sport Business Management Program
in the College of Business Administration of the
University of Central Florida



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THE 2020 RACIAL AND GENDER REPORT CARD: **COLLEGE SPORT**

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Executive Summary

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The 2021 College Sport Racial and Gender Report Card (CSRGRC) was issued today by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida (UCF). The Report showed the record of the National Collegiate Athletic Association (NCAA) and its member institutions, excluding Historically Black Colleges and Universities (HBCUs), for gender hiring practices, racial hiring practices, and the combined grade.

College Sport received a C+ for racial hiring practices by earning 75.6 points, a decrease from 80.2 points in the 2020 CSRGRC. College Sport received a C for gender hiring practices by earning 73.8 points, a decrease from 77.0 points in the 2020 CSRGRC. The combined grade for the 2021 CSRGRC was a C with 74.7 points, down from 78.6 points in 2020.

Richard Lapchick, the Director of TIDES and the primary author of the CSRGRC, said, "College sport has historically not done well at increasing opportunities for women and people of color. Excluding HBCU institutions, the representation of women and people of color in key decision-making roles within collegiate athletics has been weak. The 2021 CSRGRC saw a decrease in both the racial and gender grades from 2020 and consequently, their overall grade also saw a reduction in comparison to 2020. College sport continues to lag behind some of their professional sport-counterparts as seen in the respective Racial and Gender Report Cards."

Overall Grade

C

Racial Hiring

C+

Gender Hiring

C

This academic year saw several unprecedented landmarks within the collegiate athletics space because of the name, image and likeness (NIL) rule. On June 30, 2021, the NCAA's Board of Governors voted on an interim NIL policy that allowed student-athletes to profit from endorsements beginning July 1, 2021. However, a determination on how compensation would work is still pending a federal solution. The NCAA will need to maintain stressing the importance of academic success amid these changing circumstances as the economic opportunities for student-athletes grow.

The NCAA National Office had a B+ for race in both senior leadership and professional positions and a B+ and A+ for gender in senior leadership and professional administration positions, respectively. Lapchick noted that “athletic departments at the Division I, II, and III levels must strive to meet the standard being set by the NCAA National Office. Many institutions of higher education which publicly proclaim their commitment to diversity and inclusion fail to hire diverse leadership teams including in their athletic departments. These are changes that need to be made for leadership positions at higher institutions to reflect the diversity of the student-athlete population to best serve them.”

Lapchick emphasized, “White people still dominate the head coaching ranks, as 85.3 percent of Division I, 86.0 percent of Division II and 89.6 percent of Division III men’s coaches were white, with no Division seeing increases in the percentage of white men holding head coaching positions. When compared to the 2019-2020 Report. On the women’s side, white people comprised 82.1 percent, 84.9 percent and 88.7 percent in Divisions I, II, and III, respectively. All three divisions saw a slight decrease in white head coaches of women’s teams.”

The representation of Black or African Americans as head coaches for all sports in Division I did not show improvement and continued to be unacceptable in 2020 -2021. Black or African Americans held 9.0 percent, 6.2 percent, and 5.9 percent of the head coaching positions for men’s teams in Divisions I, II, and III, respectively. Compared to the figures in 2019-2020, Black or African Americans coaching men’s teams remained the same in

College Sport RGRC at a Glance

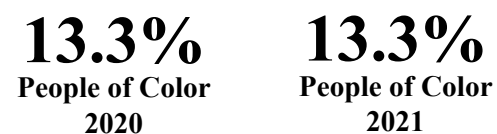
Racial Hiring NCAA VP and Above



Gender Hiring for NCAA VP and Above



Racial Hiring Conference Commissioners (DI)



Gender Hiring Conference Commissioners (DI)



Division I, while it increased by 0.4 percentage points and 0.2 percentage points in Division II and Division III, respectively.

White people made up 82.2 percent, 89.0 percent, and 94.5 percent of men's basketball, football, and baseball head coaching positions, respectively, in all divisions combined during the 2020-2021 season.

In men's Division I basketball, 24.3 percent of all head coaches were Black or African American. That is up 1.6 percentage points from last year. This remains 0.9 percentage points short of the all-time high of 25.2 percent reported in 2005-2006.

Lapchick added, "With increased scrutiny because of the racial reckoning after the murder of George Floyd, it is simply not acceptable to lag behind where we were 15 years ago. It is hard to see the results from the widely proclaimed attention we are supposedly placing on diversity, equity and inclusion within higher education."

Overall, 25.8 percent of the Division I men's basketball head coaches were coaches of color which is an increase of 1.9 percentage points from 2019-2020. In 2020-2021, Division I men's basketball Black or African American student-athletes made up 52.8 percent, compared to the 24.3 percent of Black or African American head coaches. There are still currently no women head coaches of men's basketball teams at any NCAA level.

In 2020-2021, Division I women's basketball Black or African American student-athletes made up 40.7 percent of the total, but only 18.5 percent of the head coaches were Black or African American women, an increase from last year, and 4.6 percent were Black or African American men, a decrease from last year. Having such representation from a coaching standpoint does positively affect the student athlete's success within the classroom and on the court.

As analyzed in the DI FBS Report Card, the number of head football coaches of color at the FBS level increased from 21 in 2020 to 23 in 2021, with 13 of those being Black or African American. This is one less than the

College Sport RGRC at a Glance


Racial Hiring DI Athletic Directors

15.5%		16.7%
People of Color 2020		People of Color 2021


Gender Hiring for DI Athletic Directors

14.3%		14.0%
Women 2020		Women 2021

Racial Participation DI, DII, & DIII Student - Athletes

31.7%		28.0%
People of Color 2020		People of Color 2021

Gender Participation DI, DII, & DIII Student - Athletes

44.4%		44.5%
Women 2020		Women 2021

highest number of Black or African American head coaches in DI FBS Racial and Gender Report Card history, which was 14 in 2012. White men represented 107 of the 130 (82.3 percent) head coaches at the FBS level.

In Division I baseball, white athletes made up 79.0 percent of the student-athletes. Only 5.0 percent of Division I head baseball coaches were people of color, a 0.4 percentage point decrease from the 2019-2020 Report. Although there was a small increase, the consistently low percentage indicates that diverse representation from a coaching standpoint is simply not a priority for collegiate baseball.

Overall, Division III institutions continue to show signs of improvement in terms of race and gender but still have far to go. Black or African Americans were so underrepresented as head coaches in Division III that the percentage of women coaching Division III men's teams was higher than the percentage of Black or African Americans coaching Division III men's teams (6.8 percent vs. 5.5 percent).

Lapchick noted that "Women held only 41.3 percent of the head coaching jobs of women's teams in Division I, 35.3 percent in Division II and 44.4 percent in Division III. Overall, women held 41.1 percent of head coaching positions for women's teams across all three divisions combined. In 2019-2020, women held 41.0 percent of the head coaching jobs of women's teams in Division I, 36.4 percent in Division II and 44.5 percent in Division III. This marked a 0.3 percent increase, a 1.1 percent decrease and a 0.1 decrease in Division I, II and III respectively from 2019-2020 to 2020-2021. June, 23 of this year will mark the 50th anniversary of the passage of Title IX. The coaching statistics in women's college sport remain the worst statistics reported by TIDES in all of the report cards we publish each year."

For assistant coaching positions, women saw slight increases in all three divisions compared to 2019 after comprising 47.2 percent, 49.2 percent, and 52.3 percent of assistant coaching positions of women's teams in Divisions I, II, and III, respectively. Across all three

College Sport RGRC at a Glance

Racial Hiring Head Coaches (DI Football Teams)

10.6%		11.9%
People of Color		People of Color
2020		2021

Racial Hiring Head Coaches (DI Men's Basketball Teams)

23.9%		25.8%
People of Color		People of Color
2020		2021

Racial Hiring Head Coaches (DI Women's Basketball Teams)

21.8%		24.6%
People of Color		People of Color
2020		2021

Gender Hiring Head Coaches (DI Women's Basketball Teams)

62.6%		64.4%
Women		Women
2020		2021

divisions combined, women held 49.6 percent of assistant coaching positions for women's teams.

Lapchick emphasized that "The coaching statistics in women's college sport remain the worst statistics reported by TIDES in all of the report cards we publish each year. It is appalling that 50 years after the passage of Title IX that women hold less than 50 percent of all the assistant coaching positions and barely 41 percent of the head coaching positions."

While it has been common practice for men to coach women's teams, it is extremely rare for a woman to coach a men's team.

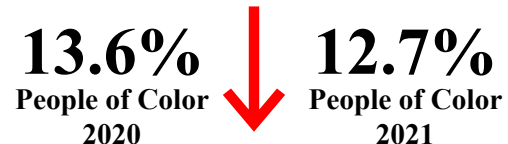
The percentage of women head coaches for men's teams in Division III institutions decreased from its all-time high of 7.2 percent set in 2019-2020 to 6.8 percent in 2020-2021, a decrease of 0.4 percent. Seeing that 270 women coach men's sports within Division III shows how relatively progressive the division is in comparison to Division I and II in this regard. Although there have been slight increases from last year, women only held 4.5 percent and 4.8 percent of head coaching positions of men's teams in Divisions I and II, respectively.

White people dominated the athletic director positions in Divisions I, II, and III holding 82.3 percent, 89.9 percent, and 90.5 percent of positions, respectively. White men occupied 71.6 percent, 68.1 percent, and 61.3 percent in Divisions I, II, and III, respectively. Although overwhelming and unacceptable, women gained ground in Division II and III. For women, they represented 14.0 percent of Division I athletics directors, a decrease of 0.3 percent from 2019-2020. Women held 24.2 percent of the athletic director positions in Division II and 33.0 percent in Division III, increasing by 2.3 percent and 0.4 percent, respectively.

The 2020-2021 Report notes ten women and four people of color as conference commissioners in all of Division I out of 30 conferences, remaining the same from the 2019-2020. However, in the FBS there remained only one woman serving as commissioner and two commissioners of color out of ten conferences. The two Black or African

College Sport RGRC at a Glance

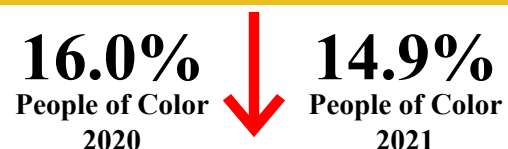
Racial Hiring Head Coaches (All DI Men's Teams)



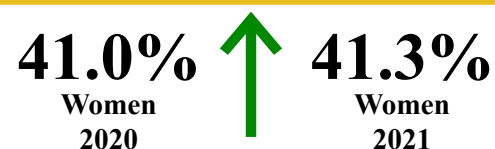
Gender Hiring Head Coaches (All DI Men's Teams)



Racial Hiring Head Coaches (All DI Women's Teams)



Gender Hiring Head Coaches (All DI Women's Teams)



American FBS commissioners appointed two years ago was a significant breakthrough.

Every year, the NCAA updates their NCAA Demographics Database which includes self-reported data from active NCAA member schools via the NCAA Sport Sponsorship and Demographic forms given to each school to complete. Once the data is collected, it is then aggregated and filtered into various categories among both professional staff and the student athlete population. This data is used to examine the racial and gender demographics of NCAA head and assistant coaches, athletics directors, associate and assistant athletics directors, senior woman administrators, academic advisors, compliance coordinators and managers for business development, fundraising, facilities, marketing, ticket sales, media relations and an array of assistants and support staff.

The 2021 College Sport Racial and Gender Report Card featured updated racial and gender personnel data at the NCAA National Office, university presidents, athletics directors, coaching demographics within prominent Division I sports (basketball, football, baseball), administrative staff throughout all athletic divisions, and faculty athletics representatives at the 130 institutions in the Division I Football Bowl Subdivision (FBS). There are also updated sections pertaining to conference commissioners and NCAA student-athletes throughout all divisions. The data utilized to update the 2021 Report Card sections were collected from several sources, including a NCAA Demographics Database provided by the NCAA National Office in November 2020 that included data from the 2020-2021 academic year, the Division I FBS Campus Leadership Study published by TIDES in February 2022 titled The 2021 Racial and Gender Report Card: D1 FBS Leadership, self-reported demographic data from NCAA National Office personnel as of January December 31, 2021 and information contained in previous studies by TIDES. In all cases regarding employment in college athletics, the data reported throughout the 2021 College Sport Racial and Gender Report Card excluded Historically Black Colleges and Universities (HBCUs).

“The NCAA and its member institutions claim to work towards providing student-athletes the best experience. Continuing to improve hiring practices at all levels is important in order to show their commitment to providing student-athletes with the best environment to be successful during and after their collegiate careers.”

It is important to note that the omission of Historically Black Colleges and Universities within this Report is not to further the exclusion of these institutions, but rather to highlight the disproportionate hiring practices reflected across college sports. Notably, HBCU athletic departments have high percentages of both ethnic minorities and women. If these institutions were accounted for within this Report, the data would be skewed—and ultimately misleading and ineffective. Tables for the College Sport Racial and Gender Report Card are included in Appendix III.

Lapchick noted that, “With so many institutions, college sport offers far more career opportunities compared to those in the professional sports space. With more jobs available, there is no excuse for the lack of positions currently held by women and people of color. What we have done in the past is simply not good enough. It is vital that we create new avenues to provide women and people of color the opportunity to flourish within collegiate athletic administrative positions.”

TIDES, at the University of Central Florida, publishes the Racial and Gender Report Card to not only indicate areas of improvement, stagnation and regression in the racial and gender composition of professional and college sports personnel but also to contribute to increasing gender and racial diversity in front office and college athletic department positions.

TIDES strives to emphasize the value of diversity within athletic departments when they choose their office leadership teams in their office environments. Initiatives such as diversity and inclusion management training can help change attitudes and increase the applicant pool for open positions. While it is the choice of the institution regarding which applicant is the best fit for their department, TIDES intends to illustrate the importance of having a diverse and inclusive organization with different races and/or genders. This element of diversity can provide a different perspective and ultimately a competitive advantage in the executive offices and on the athletic fields of play.

The Report was authored by TIDES Director, Dr. Richard Lapchick, with significant contributions from Noor Ahmed, Rachel Bernardo, Josue Etienne, Charlie Kruger, Meghann Maguire, Candace Martin, Harry Moberly, Hannah Nelson, Molly O’Halloran, Alan Owens, Brianna Patton, and Darnell Theriot, Jr. This CSRGRC is the final Racial and Gender Report Card for the 2021 series. The Complete 2021 Racial and Gender Report Card will be published later this year.

It should also be noted that the 2021 College Racial and Gender Report Card used the current grading scale based on the 2010 Census results and updated in 2016. Starting with the 2022 Racial and Gender Report Card series, TIDES will use the 2020 Census data. According to the data, racial ethnic minorities totaled 42.2 percent. If the new grading scale would have been used in 2021, College Sport would have earned a C+ for racial hiring practices with a score of 75.2 points. College sport would have earned a C for gender hiring practices with 73.6 points. The overall grade for college sport would have been a C with 74.4 points.

Also, beginning in the 2021 RGRC series, TIDES began awarding bonus points affecting the overall racial and gender grades based on crucial social justice initiatives and hiring milestones. Among the hiring milestones was:

In January 2021, the NCAA office of leadership development launched the leadership collective. The Leadership Collective is a networking profile database that allows senior athletics and school officials to view career profiles of seasoned people of color who are athletics administrators and coaches. The profiles detail their job experiences and responsibilities, educational backgrounds and professional development involvement. The database includes accompaniments, such as videos, as well as descriptions of their personal philosophies and interview questions and answers that provide additional insight on their experiences. The Leadership Collective will provide qualified administrators and coaches with added visibility among senior-level decision-makers in the Association. The platform also will provide opportunities for decision-makers to broaden their talent pools for committee appointments and the like, allowing

them to monitor rising talent in the Association and further diversify their network circles. In March 2022, the Leadership Collective will relaunch its platform with enhancements to the candidate and searcher databases.

In addition, College sport had these social justice initiatives: The 2021 NCAA Inclusion Forum, which took place virtually in June, gathered more than 4,300 registrants for three days of engagement on activism, diversity, equity, and inclusion. The Diversity and Inclusion Social Media Campaign was first launched in 2018 in partnership with the NCAA Minority Opportunities and Interests Committee and national Student-Athlete Advisory Committees to provide an opportunity for student-athletes, coaches, and fans to use their platform to create a dialogue surrounding diversity, equity and inclusion. The 2021 campaign garnered strong national participation numbers, including over 300,000 total impressions on Twitter. Additionally, as part of an effort to enhance inclusion efforts, the NCAA office of inclusion conducted its first International Student-Athlete Inclusion Think Tank in November 2021. The virtual session gathered more than 50 student-athletes, coaches, administrators, and faculty members of more than 15 nationalities. They engaged in discussions on the various challenges international student-athletes and those who lead them face, as well as participating in a collective brainstorming process on potential solutions to address these challenges, both on the campus level and through the national office.



Report Card Highlights

University Leadership Positions at Football Bowl Subdivision Institutions

The percentage of women serving as presidents at the 130 FBS institutions was 20.8 percent, up from 17.7 percent in 2020.

- The percentage of presidents who were people of color at the 130 FBS institutions was 16.9 percent compared to 17.7 percent in 2020.
- 83.1 percent (108) of FBS university presidents were white, which remained constant with last year's report.
- There were nine Black or African American presidents, three Asian presidents, and eight Hispanic/Latino(a) presidents.
- The number of athletics directors of color at FBS schools increased from 22 in 2020 to 24 in 2021. There were 15 Black or African Americans, four Hispanic/Latino(a)s, four of two or more races, and one Asian holding the position of athletic director at FBS schools.

NCAA National Office

- At the NCAA National Office, the percentage of women increased from last year at the senior level from 36.8 percent to 41.2 percent. For the managing director/director level, the percentage of women decreased from 52.1 percent to 51.6 percent. The percentage of women slightly decreased from 56.1 percent in 2020 to 56.0 percent in 2021 at the professional administrator level. Overall, the total percentage of women serving in NCAA full-time staff positions decreased from 54.6 percent to 54.5 percent.
- At the NCAA National Office, the percentages of people of color in the positions of executive vice president, senior vice president, and vice president decreased from last year's report at 31.6 percent to 23.5 percent. However, women in the positions of

executive vice president, senior vice president, and vice president increased in 2021 from 36.8 percent to 41.2 percent, respectively. Black or African Americans were the only people of color (four) to hold these positions in 2020-2021.

- The percentage of executives at the managing director/director positions who were people of color was 20.4 percent in 2021, a slight decrease of 11.3 percentage points from 2020. Women accounted for 51.6 percent of these positions in 2021, a decrease of 0.5 percentage points from last year's report.
- At the professional administrator level, the percentage of people of color decreased from 23.7 percent in 2020 to 23.5 percent in 2021. The representation of women serving at this level, however, saw a decrease of 0.1 percentage points to 56.0 percent.

Conference Commissioners

- Seven (70.0 percent) of the ten Football Bowl Subdivision (FBS) conference commissioners were white men and two (20.0 percent) were Black or African American men. One (10.0 percent) of the FBS conference commissioners was a white woman. Judy MacLeod has been the C-USA commissioner since October 2015. MacLeod was the first woman to lead an FBS conference. There has never been a woman of color who has held the commissioner position for an FBS conference.
- Looking at all Division I conferences, excluding Historically Black Conferences, 26 of 30 commissioners were white and two were Black or African American men. In total there were 10 women, eight were white women, one was a Latina, and one was Asian.
- In 2019, for the first time in history, there were two people of color who held positions as conference commissioners in the FBS. Keith Gill (Sun Belt) and Kevin Warren (Big Ten) were the first Black or African American men to hold those positions with the conferences. Warren is the first Black or African American to lead a Power Five conference.

Student-Athletes

- During the 2020–2021-year, 44.4 percent of all NCAA Division I, II, and III student-athletes combined were women and 55.6 percent were men. The percentage remained constant for women and men who were student-athletes from 2020-2021.
- Of all student-athletes in Division I football at the FBS level in 2020 48.6 percent were Black or African Americans, 35.2 percent were white, 3.0 percent were Hispanic/Latino, 0.3 percent were Asian, 0.1 were American Indian or Alaska Native, 1.7 percent were Native Hawaiian or Pacific Islander, 7.4 percent were two or more races, 0.7 percent were international and 2.7 percent of men in Division I FBS football student-athletes were classified as unknown.
- Of the total student-athletes in all of Division I football, 43.9 percent were Black or African American, 39.6 percent were white, 3.4 percent were Hispanic/Latino, 0.4 percent were Asian, 1.6 percent were Hawaiian or Pacific Islander, and 0.3 percent were American Indian or Alaska Native, 7.4 percent identified as Two or More Races, 0.8 percent as international, and 2.7 percent as unknown.
- Of the total student-athletes in Division I men's basketball, Black or African Americans accounted for 52.8 percent while white athletes accounted for 24.0 percent.
- Of the total student-athletes in Division I baseball, white athletes made up 79.0 percent in 2020-2021; 3.9 percent of DI baseball players were Black or African American, a decrease of 0.1 percentage points from 2019-2020. The percentage of Hispanic/Latino baseball student-athletes increased from 7.5 percent in 2019-2020 to 7.7 percent in 2020-2021.
- Of the total student-athletes in Division I women's basketball, Black or African American athletes decreased from 41.9 percent in 2019-2020 to 40.7 percent in 2020-2021. White athletes increased from 33.3 percent in 2019-2020 to 33.6 percent in 2020-2021.
- Of the total number of student-athletes in Division I softball, people of color represented 28.9 percent of the softball student-athletes, an increase from 25.9 percent in 2019-2020. This included 4.8 percent Black or African American, 11.5 percent Hispanic/Latina, 1.3 percent Asian, 0.7 percent identified as American Indian or Alaska Native, 0.9 percent Native Hawaiian or Pacific Islander, 7.4 percent Two or more races and 0.6 percent international.
- Of the total student-athletes who are men in Division I athletics, white men decreased 1.3 percentage points from 54.0 percent in 2019-2020 to 52.7 percent in 2020-2021, while the percentage of Black or African American men decreased 0.3 percentage points from 23.1 in 2019-2020 to 22.8 percent in 2020-2021.
- Of the total student-athletes who are men in Divisions I, II, and III combined in 2020-2021, white men represented 61.4 percent, 17.8 percent were Black or African American, Hispanic/Latinos represented 6.6 percent, 1.7 percent were Asian, 0.4 percent were Hawaiian or Pacific Islander, and American Indians and Alaska Natives represented 0.4 percent. Student-athletes who are men that identified as Two or More Races comprised 4.5 percent, while international and unknown represented 4.2 percent and 2.9 percent, respectively.
- Of the total student-athletes who are women in Division I athletics, white women decreased 0.1 percentage points from 62.9 percent in 2019-2020 to 62.8 percent in 2020-2021, while Black or African American women remained constant at 12.0 percent in 2020-2021 from last year's report.
- Of the total student-athletes who are women in Divisions I, II, and III combined in 2020-2021, white women represented 69.4 percent, Black or African American women represented 9.1 percent, Hispanic/Latinas represented 6.2 percent, Asian women represented 2.4 percent, Hawaiian and Pacific Islander women represented 0.3 percent, and American Indian and Alaska Native women represented 0.4

percent. Student-athletes who are men that identified as Two or More Races comprised 4.8 percent, while international and unknown represented 4.5 percent and 2.7 percent, respectively.

Coaching

- In 2020-2021, white people dominated the head coaching ranks on men's sports holding 85.3 percent, 86.0 percent, and 89.6 percent of all head coaching positions in Divisions I, II, and III, respectively. In 2019-2020, white head coaches held 85.3 percent, 86.2 percent, and 89.6 percent in Divisions I, II, and III, respectively.
- In 2020-2021, the percentage of Black or African Americans as head coaches remained constant in Division I but increased in Divisions II and III. Black or African Americans held 9.0 percent, 6.2 percent, and 5.9 percent of the head coaching positions in Divisions I, II, and III. This compared to 2019-2020 when Black or African Americans held 9.0 percent, 5.8 percent, and 5.7 percent in Divisions I, II, and III.
- In 2020-2021, white people held 82.1 percent, 84.9 percent, and 88.7 percent of the women's head coaching positions in Divisions I, II, and III. Compared to 2019-2020 when white people held 82.5 percent, 85.0 percent, and 89.5 percent in Divisions I, II, and III.
- In 2020-2021, Black or African Americans held 9.1 percent, 6.3 percent, and 5.7 percent of the women's head coaching positions in Divisions I, II, and III, respectively. In 2019-2020 Black or African Americans held 8.8 percent, 5.9 percent, and 5.2 percent in Divisions I, II, and III.
- In men's Division I basketball, 24.3 percent of all head coaches were Black or African American, which increased by 1.6 percentage points from 2019-2020. It was 0.9 percentage points from the all-time high of 25.2 percent reported in 2005-2006. In all, 26.7 percent of the Division I men's basketball coaches were coaches of color. In women's Division I basketball, 23.1 percent of all head coaches were Black or African American, which increased by 3.8 percentage points from 2019-2020. Overall 24.6 percent of the Division I women's basketball coaches were coaches of color. This is still a major area of concern when reviewing the Racial and Gender Report Card.
- In men's Division I football, 11.9 percent of head coaches were people of color, which was an increase of 1.3 percentage points from 2019-2020. White people made up 87.2 percent of Division I football head coaching positions, while Black or African Americans were 8.1 percent, Hispanic/Latinos were 2.1 percent, Hawaiians and Pacific Islanders were 0.9 percent. There was no representation of American Indians or Alaska Natives in these positions. There were no Asian head football coaches. Finally, 0.9 percent identified as Two or More Races and 0.9 percent identified as unknown. In addition to men's and women's Division I basketball, this area of the Racial and Gender Report Card is also cause for concern.
- Only 5.0 percent of Division I head baseball coaches were people of color; 3.6 percent were Hispanic/Latino, 1.1 percent were Black or African American, 0.4 percent were Hawaiian or Pacific Islander, and 1.1 percent classified as Unknown. There were no international, Asian, or American Indian or Alaskan Native head baseball coaches.
- Nearly 50 years after the passage of Title IX, women were not even close to holding most coaching opportunities in women's sports. Women only held 41.3 percent of the head coaching jobs for women's sports in Division I, which was a 0.3 percentage point increase from 2019-2020. Women held 35.3 percent of the head coaching jobs for women's sports in Division II, which was an increase of 1.1 percentage points from 2019-2020. Women held 44.4 percent of the head coaching jobs for women's sports in Division III, which increased from 2019-2020.
- Women head coaches in Division I women's basketball increased from 62.6 percent in 2019-2020

to 64.4 percent in 2020-2021. Women holding head coaching positions in cross country, indoor track and outdoor track at the Division I level decreased from 19.8 percent in 2019-2020 to 19.3 percent in 2020-2021. In all other women's sports at the Division I level, women held 41.2 percent of head coaching positions compared to the 58.8 percent held by men.

- In 2020-2021, Division I women's basketball Black or African American student-athletes made up 40.7 percent of the total, but only 18.5 percent of the head coaches were Black or African American women. Black or African American men held 4.6 percent of the Division I women's basketball positions for a combined percentage of 23.1 percent. As in football and men's basketball, this does not compare to the representation of Black or African American women's basketball student-athletes in 2020-2021.
- In 2020-2021, women held 4.5, 4.8, and 6.8 percent of head coaching positions for men's teams across Divisions I, II, and III, respectively.
- Of the total assistant coaching positions held on men's teams in Divisions I, II, and III during 2020-2021, white assistant coaches represented 67.4 percent, 71.1 percent, and 81.8, respectively.
- Black or African Americans represented 22.6 percent, 17.3 percent, and 11.2 percent of the total assistant coaching positions held on men's teams in Divisions I, II, and III in 2020-2021, respectively. In 2019-2020, Black or African Americans represented 22.3 percent, 16.5 percent, and 10.8. percent, respectively.
- Of the total assistant coaching positions held on women's teams in Divisions I, II, and III during 2020-2021, white assistant coaches represented 72.1 percent, 72.7 percent, and 84.3 percent, respectively. Black or African Americans held 15.7 percent, 13.9 percent, and 8.9 percent for Divisions I, II, and III, respectively.
- As assistant coaches in women's sports, women in the 2019-2020 year held 47.2 percent of the positions

in Division I, 50.7 percent in Division II, and 52.8 percent in Division III. Overall, women held 50.2 percent of the assistant coaching positions of women's teams across all three divisions combined.

Athletics Directors

- In 2020-2021, white men continue to dominate the athletics director positions in all divisions. During 2020-2021, 71.6 percent, 68.1 percent, and 61.3 percent of all the athletics director positions were white men in Divisions I, II, and III, respectively. This is a 0.7 percent decrease, a 2.7 percent decrease and a 0.3 percent decrease in from 2019-2020 in Division I, II and III, respectively.
- Black or African Americans held 12.2 percent, 4.9 and 6.6 percent of the athletics director positions in Divisions I, II, and III, respectively. The percentage of Blacks or African Americans who were athletics directors increased in Division I from the 2019-2020 year when Black or African Americans represented 10.3 percent. It increased in Division II from the 2019-2020 year when Black or African Americans represented 4.1 percent and it increased in Division III from the 2019-2020 year when Black or African Americans represented 5.9 percent.
- Hispanic/Latino(a)s accounted for 2.7 percent, 2.5 percent, and 1.3 percent of the athletics directors in Divisions I, II, and III, respectively, for the 2020-2021 year. Division I saw a no change in percentage. Division II saw a slight decrease of 0.2 percentage points and Division III saw a slight decrease of 0.2 percentage points.
- Asians accounted for 0.6 percent, 0.4 percent, and 0.5= percent of the athletics directors at Divisions I, II, and III, respectively. There was no American Indian or Alaska Native athletics director in Divisions I, but representation was seen in Division II and Division III with 1.1percent in Division II and 0.2 percent in Division III. There were no Hawaiian or Pacific Islander athletic directors in Divisions I and III and 0.4 percent in Division II.

- The percentage of women serving as athletic directors decreased in Division I from 14.3 percent to 14.0 percent while it increased from 21.9 percent to 24.2 percent in Division II and from 32.6 percent to 33.0 percent in Division III respectively.

College Associate, Assistant Athletics Directors, Senior Woman Administrators, Faculty Athletics Representatives, and Sports Information Directors

- At the associate athletics director position, white people comprised 84.0 percent, 87.3 percent, and 90.7 percent in 2020-2021 at Divisions I, II, and III, respectively. The percentage decreased slightly in Divisions I and II from the 2019-2020 year, when 85.2 percent and 88.1 percent of associate athletics directors were white. In Division III, the percentage of white associate athletics directors decreased from 91.6 percent in the 2019-2020 year.
- This year, Black or African Americans held 10.0 percent, 5.2 percent, and 5.7 percent of the associate athletics director positions at Divisions I, II, and III, respectively. Latinos held 2.4 percent, 3.6 percent, and 1.4 percent in Divisions I, II, and III, respectively. Asians held 1.0 percent, 1.1 percent, and 0.2 percent in Division I, II, and III, respectively. Hawaiian/Pacific Islanders held 0.3 percent in Division I, Division II and Division III had no representation. Native-Americans held 0.5 percent in Division II and 0.2 percent in Division III and had no representation in Division I. People of Two or More Races held 1.0 percent, 1.4 percent, and 1.2 percent in Divisions I, II, and III, respectively.
- The percentage of women who held associate athletics director positions decreased in Divisions II and III, while increasing in Division I. In Division I, 32.4 percent of associate athletics director positions were held by women, 40.9 percent in Division II, and 47.9 percent in Division III in 2020-2021, compared to 32.0, 42.3, and 50.0 percent in Divisions I, II, and III, respectively in 2019-2020.
- At the assistant athletics director position, white people comprised 82.9 percent, 91.7 percent, and

93.7 percent at Divisions I, II, and III, respectively. Black or African Americans held 8.7 percent, 5.8 percent, and 5.3 percent in Divisions I, II, and III, respectively. Hispanic/Latino(a)s held 2.8 percent, 3.6 percent, and 1.7 percent in Divisions I, II, and III, respectively. Asians held 1.3 percent, 1.8 percent, and 1.3 percent in Divisions I, II, and III, respectively. Hawaiians and Pacific Islanders held 0.2 percent in Division I and 0.4 percent in Division II, Division III had no representation. American Indians and Alaska Natives held 0.2 percent, 0.8 percent, and 0.2 percent in Divisions I, II, and III, respectively. Those who identified as Two or More Races held 1.6 percent, 1.6 percent, and 0.4 percent of these positions in Divisions I, II, and III, respectively.

- The percentage of women who held assistant athletics director positions was 33.2 percent in Division I, 38.4 percent in Division II, and 42.8 percent in Division III in 2020-2021, compared to 32.1, 36.5, and 39.7 percent in Divisions I, II, and III, respectively in 2019-2020.
- White women continued to dominate the senior woman administrator (SWA) position holding 79.0 percent, 85.1 percent, and 91.0 percent in Divisions I, II, and III, respectively. Black or African American women represented 14.8 percent, 7.5 percent, and 4.1 percent of the SWA positions in Divisions I, II, and III, respectively.
- White people continued to hold most of the faculty athletics representative (FAR) positions with 87.0 percent, 89.8 percent, and 91.9 percent in Divisions I, II, and III. Women held 29.1 percent, 28.2 percent, and 36.6 percent of the FAR positions in 2020-2021 in Divisions I, II, and III.
- The sports information director position was overwhelmingly held by white staff which held 91.4, 90.0, and 94.6 percent of the positions in Divisions I, II, and III, respectively. Women held 17.3, 8.9, and 14.7 percent of the sports information director positions in Divisions I, II, and III, respectively.

Overall Grades

College Sport received a C+ for racial hiring practices by earning 75.6 points, a decrease from 80.2 points in the 2020 CSRGRRC. College Sport received a C for gender hiring practices by earning 73.8 points, a decrease from 77.0 points in the 2020 CSRGRRC. The combined grade for the 2021 CSRGRRC was a C with 74.7 points, down from 78.6 points in 2020.


For racial hiring practices, student-athlete opportunities, assistant coaches of Division I men's basketball teams and head coaches of Division I men's and women's basketball teams received an A-. No category earned a grade higher than an A- for racial hiring practices. Division I senior woman administrators, assistant coaches of Division I women's teams and senior leadership and professional administration positions at the NCAA National Office earned a B+. Professional Administrators in Division I received a B, while Division I Athletic Directors received a B-. Head coaches of Division women's teams and Division I athletic directors earned a C, while Division I conference commissioners received a C-. Head coaches of all Division I men's teams received a D+, while head coaches of Division I football teams and Division I faculty athletic representatives received a D. Finally, Division I sports information directors received an F for racial hiring practices.

For gender hiring practices, professional administration positions at the NCAA National Office and head coaches of Division I women's basketball teams received an A+. Student-athlete opportunities received an A, while senior leadership positions at the NCAA National Office earned a B+. Assistant coaches of Division I women's teams and professional administration positions received a B-. Division I conference commissioners, Division I associate athletic directors, and Division I faculty athletics representatives earned a C+. Division I head coaches of women's teams earned a D+, while the following positions all received an F in gender hiring practices for the 2020-2021 reporting period: Division I men's head and assistant coaches, Division I athletics directors, Division I sports information directors, and

Division I men's basketball head coaches.

The NCAA received an A+ for Diversity Initiatives.


Overall Score:

78.6  **74.7**
-2020- -2021-

Racial Hiring:

80.2  **75.6**
-2020- -2021-

Gender Hiring:

77.0  **73.8**
-2020- -2021-



Grades by Category

Conference Commissioners

Of the ten FBS conferences, seven (70.0 percent) were led by white men and two (20.0 percent) were led by a Black or African American man. One (10.0 percent) of the FBS conference commissioners was led by a white woman. Judy MacLeod was named C-USA commissioner in October 2015, making her the first woman to lead an FBS conference. There has never been a woman of color who has held the commissioner position for an FBS conference.

For the second year in a row, there were two people of color who held positions as conference commissioners in the FBS. The two Black or African American men lead the Sun Belt and the Big Ten Conferences. Keith Gill became the first Black or African American commissioner of an NCAA FBS conference in March 2019 after being named the sixth commissioner of the Sun Belt Conference. Kevin Warren was named the sixth commissioner of the Big Ten Conference in June 2019. Previously, Warren was the Chief Operating Officer of the Minnesota Vikings of the National Football League, where he had worked since 2005. Warren is the only Black or African American commissioner of a Power 5 conference.

The conference commissioner serves as the chief administration officer, and those that head FBS conferences are among the most powerful and influential people in college sport. 2019 marked the first time where multiple people of color and a woman held the position within an FBS conference.

Looking at all Division I Conferences, excluding Historically Black Conferences, 26 out of 30 commissioners were white. Amy Huchthausen of the American East, Gloria Nevarez of the West Coast Conference, Keith Gill of the Sun Belt Conference, and Kevin Warren of the Big Ten Conference were the only people of color who held commissioner positions. When the West Coast Conference hired Gloria Nevarez to serve as their Conference Commissioner in April 2018, she became the first Hispanic/Latina to serve as a Conference Commissioner in Division I.

There were ten women who were commissioners in 2020-2021, which remained the same from the 2019-2020 Report.

There were ten women who were commissioners in 2020-2021, which remained the same from the 2019-2020 Report.

- **Amy Huchthausen**, America East
- **Bernadette V. McGlade**, Atlantic 10 Conference
- **Beth DeBauche**, Ohio Valley Conference
- **Gloria Nevarez**, West Coast Conference
- **Jennifer Heppel**, Patriot League
- **Judy MacLeod**, Conference USA
- **Noreen Morris**, Northeast Conference
- **Robin Harris**, Ivy League
- **Val Ackerman**, Big East
- **Julie Roe Lach**, Horizon League

There were 17 white men:

- **Michael Aresco**, American Athletic Conference
- **John Swofford**, Atlantic Coastal Conference
- **Bob Bowlsby**, Big 12 Conference
- **Dr. Jon Steinbrecher**, Mid-American Conference
- **Craig Thompson**, Mountain West Conference
- **Greg Sankey**, Southeastern Conference
- **Larry Scott**, Pac-12 Conference
- **Tom Wistrill**, Big Sky Conference
- **Kyle B. Kallander**, Big South Conference
- **Joseph F. D'Antonia, Jr.**, Colonial Athletic Association
- **Thomas E. Burnett II**, Southland Conference
- **Thomas Douple**, The Summit League
- **Richard J. Ensor, Esq.**, Metro Atlantic Athletic Conference
- **Doug Elgin**, Missouri Valley Conference
- **Daniel Butterly**, Big West Conference
- **Ted Gumbart**, ASUN Conference
- **Jeff Hurd**, Western Athletic Conference

There were two African American or Black men who were commissioners in 2020-2021

- **Kevin Warren**, Big Ten Conference
- **Keith Gill**, Sun Belt Conference

***Racial Hiring Grade for All
DI Conference Commissioners***

C-  **13.3%**
People of Color

***Gender Hiring Grade for All
DI Conference Commissioners***

C+  **33.3%**
Women

See Table 5

Student-Athletes*

All student-athlete data came from the Student-Athlete Data in the NCAA Demographics Database.

Total Male Student - Athletes

For the total number of student-athletes who are men across all Division I sports in 2020-2021, the percentage of Black or African American student-athletes decreased by 0.3 percentage points to 22.8 percent of total student-athletes who are men. Hispanic/Latino, Asian, Hawaiian/Pacific Islander and American Indian or Alaskan Native male student-athletes were 55.6 percent, 1.5 percent, 0.6 percent, and 0.3 percent, respectively, of all student-athletes who are men in Division I. Male student-athletes who are men of Two or More Races were 5.7 percent and International were 6.2 percent of all student-athletes who are men in Division I. The percentage of white student-athletes who are men in Division I increased by 0.4 percentage points from 54.0 percent in 2019-2020 to 54.4 percent in 2020-2021.

Total Female Student - Athletes

For the total number of student-athletes who are women across all Division I sports in 2020-2021, the percentage of Black or African American student-athletes remained constant by at 12.0 percent of total student-athletes. Hispanic/Latinas, Asian, Hawaiian/Pacific Islander, and American Indian or Alaskan Native student-athletes who are women comprised 5.9 percent, 2.3 percent, 0.4 percent, and 0.3 percent, respectively, of all student-athletes who are women in Division I. Student-athletes of Two or More Races who are women were 6.0 percent and International student-athletes were 7.7 percent of all student-athletes who are women in Division I. The percentage of white women student-athletes decreased by 0.1 percentage points from 62.9 percent in 2019-2020 to 62.8 percent in 2020-2021.

The Racial and Gender Report Card examines three Division I sports and highlights trends for both men and women who are student-athletes. For the student-athletes who are men, the sports highlighted in the Report are basketball, football, and baseball. The three women's sports reported for the Division I observations were basketball, outdoor track, and softball. These sports have strong participation levels and comparatively high media attention in relation to other women's sports.

Men's Basketball

In Division I men's basketball, the percentage of Black or African Americans decreased by 0.4 percentage points to 52.8 percent in 2020-2021. Hispanic/Latino representation increased 0.2 percentage points to 2.4 percent. Asian representation increased 0.1 percentage point from 0.4 percent to 0.5 percent. Hawaiian/Pacific Islander representation remained constant at 0.1 percent, American Indian or Alaskan Native representation also remained constant at 0.3 percent, and white student-athletes decreased 0.5 percentage points to 24.0 percent. The category of Two or More Races increased to 7.2 percent. The categories International and unknown make up 10.3 percent and 2.4 percent, respectively.

Men's Football

The breakdown for all Division I football student-athletes is as follows: white student-athletes increased 0.2 percentage points from 39.6 percent in 2019-2020 season to 39.6 percent in 2020-2021; Black or African Americans decreased from 44.6 percent to 43.9 percent; Hispanic/Latinos increased from 3.2 percent to 3.4 percent; the combination of Asian and Native Hawaiian/Pacific Islanders increased to 2.0 percent. American Indian or Alaskan Natives remained constant at 0.3 percent. International student-athletes remained constant at 0.8 percent, while Two or More Races comprised 7.4 percent and unknown comprised 2.7 percent.

In Division I football at the FBS level, Black or African Americans accounted for 43.9 percent of football student-athletes while white student-athletes made up 39.6 percent, Hispanic/Latinos made up 3.4 percent, Asians made up 0.4 percent, Hawaiians and Pacific Islanders made up 1.6 percent, American Indians and Alaskan Natives made up 0.3 percent, those of Two or More Races made up 7.4 percent, Internationals made up 0.8 percent and those who did not disclose their race made up 2.7 percent.

Men's Baseball

In Division I men's baseball, the percentage of white student-athletes remained constant at 79.0 percent in the 2020-2021 79.0. Black or African American student-athletes slightly decreased from 4.0 percent to 3.9 percent. Hispanic/Latino student-athletes also experienced a slight increase from 7.5 percent to 7.7 percent. Asian student-athletes increased from 1.0 percent to 1.2 percent. Hawaiian and Pacific Islander representation remained

constant at 0.2 percent. American Indian and Alaskan Natives increased to 0.4 percent in 2020-2021. Student-Athletes identifying as Two or More Races increased 0.3 percentage points from 4.1 percent in 2019-2020 to 4.4 percent in 2020-2021. International and unknown student-athletes comprised 1.4 percent and 1.9 percent, respectively.

Women's Basketball

In women's Division I basketball, the percentage represented by white people increased from 33.3 percent in 2019-2020 to 33.6 percent in 2020-2021. Black or African American student-athletes decreased to 40.7 percent in 2020-2021 compared to 41.9 percent in 2019-2020. Hispanic/Latina representation increased slightly from 2.6 percent in 2019-2020 to 3.0 in 2020-2021. Asian student-athlete representation decreased from 0.7 percent to 0.6 percent in 2020-2021. Hawaiians and Pacific Islanders increased slightly from 0.4 percent to 0.6 percent in 2020-2021, and American Indian or Alaskan Natives increased from 0.4 percent to 0.5 percent in 2020-2021.

Women's Outdoor Track

In women's Division I outdoor track, 55.0 percent of student-athletes were white in 2020-2021, decreasing by 0.5 percentage points from 2019-2020. Black or African American student-athletes increased from 22.4 percent in 2019-2020 to 22.8 percent in 2020-2021. Hispanic/Latina representation increased from 5.3 percent to 5.5 percent. Asian representation remained constant at 1.1 percent. Hawaiian and Pacific Islanders remained constant at 0.3 percent in 2020-2021. American Indian or Alaskan Native also remained constant at 0.3 percent.

Women's Softball

In women's Division I softball, the percentage of white student-athletes decreased by 0.4 percentage points from 71.4 percent of the total in 2019-2020 to 71.0 percent in 2020-2021. Of the total number of student-athletes in Division I softball in 2020-2021, people of color represented 27.2 percent of the student-athletes, an increase from 25.9 percent in 2019-2020. This included 4.8 percent Black or African American, 11.5 percent Hispanic/Latina, 1.3 percent Asian, 0.7 percent American Indian or Alaska Native, 0.9 percent Hawaiian or Pacific Islander, 7.4 percent Two or More races and 0.6 percent International.

Grade for Student-Athlete Participation-Race (DI, DII, & DIII)

A-  **28.0%**
People of Color

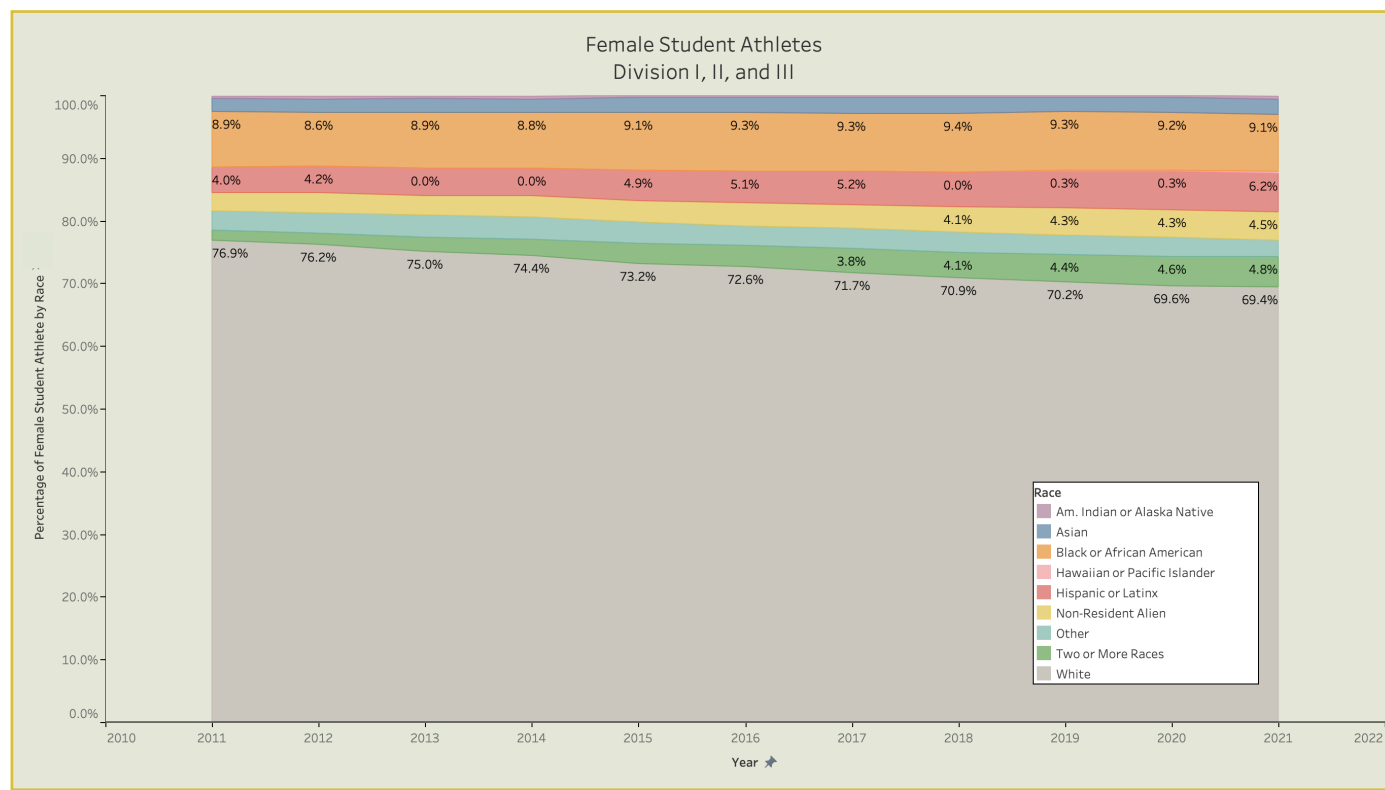
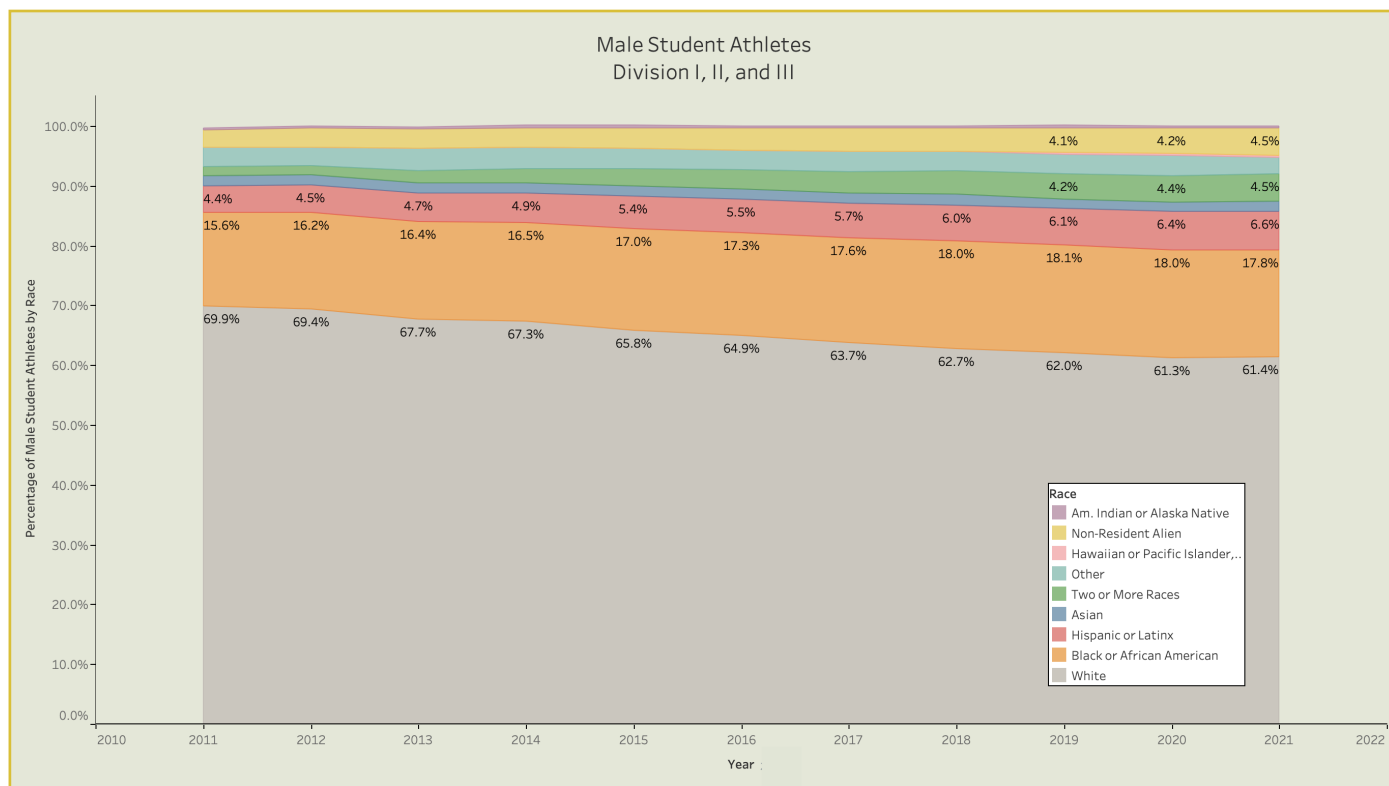
Grade for Student-Athlete Participation-Gender (DI, DII, & DIII)

A  **44.5%**
Women

See Tables 6, 7, 8.

*See Appendix II for Division I, II and III
comparatives*

**Remaining difference comprised of Two or
More Races, Non-Resident Alien, and unknown
categories.*



NCAA National Office

The 2021 NCAA National Office demographic breakdown data was supplied by NCAA Human Resources staff at the NCAA for 2021 and was compared to data collected from the NCAA for 2020. The 2021 data represents NCAA national office staff demographics as of December 31, 2021.

At the NCAA National Office, the number of people of color in positions of executive vice president, senior vice president and vice president decreased from 2019-2020 with four in 2020 to four in 2021, while the number of women stayed the same with seven. Out of this group, Black or African Americans were the only people of color to hold these positions in 2020/2021. There continues to be no representation of Hispanic/Latino(a)s or Asians in these positions. In the 20 years of data the NCAA national office has provided to TIDES, only white and African American individuals have held these positions. *The data is current as of January 27, 2022/December 31, 2021 as submitted by NCAA Human Resources.

The four Black or African Americans represented in the executive/vice president role at the NCAA Office were:

- **Robert “Bob” Williams**, Senior Vice President of Communications
- **Stanley “Stan” Wilcox**, Executive Vice President of Regulatory Affairs
- **Felicia Martin**, Interim Senior Vice President of Inclusion, Education and Community Engagement and Vice President of the Eligibility Center
- **Derrick Crawford**, Vice President of Hearing Operations

The seven women represented in the executive/vice president role were:

- **Theresa “Terri” Gronau**, Vice President of Division II Governance
- **Lynn Holzman**, Vice President of Women’s Basketball
- **Kathleen T. McNeely**, Senior Vice President of Administration and Chief Financial Officer of Administration
- **Joni Comstock**, Senior Vice President of Championships
- **Felicia Martin**, Interim Senior Vice President of Inclusion, Education, and Community Engagement

and Vice President of the Eligibility Center

- **Louise McCleary**, Interim Vice President of Division III
- **Cari Van Senus**, Interim Senior Vice President of Policy and Chief of Staff

The percentage of personnel at the managing director/director positions who were people of color was 20.5 percent in 2021, a decrease of 1.4 percentage points from 2020. Women accounted for an impressive 51.6 percent of the positions in 2021, a decrease from 52.1 percent in last year’s Report. White people occupied 79.6 percent of the positions in 2021, which increased by 1.5 percentage points from the 2020 Report. Black or African Americans represented 15.1 percent of the positions in 2021, which decreased by 3.7 percentage points from 2020. The 2021 data showed that there was one Hispanic/Latino(a), which remained unchanged from last year’s Report Card. There were three Asians in managing director/director positions, which was an increase of one, and one multiracial individual, which was an increase of one as well.

For the category of professional administrator positions, the total percentage of people of color increased/decreased from 23.7 percent in 2020 to 23.9/23.5 percent in 2021. The percentage of Black or African Americans decreased from 15.9 percent in 2020 to 14.9 percent in 2021. The percentage of Hispanic/Latino(a)s increased from 2.8 percent to 3.3 percent and Asians decreased from 3.3 percent to 3.0 percent/ remained flat at 3.0 percent in both 2020 and 2021. Hawaiians or Pacific Islanders increased by 0.5 percent and those of Two or More Races decreased by 0.1 percent in these positions. The percentage of white NCAA professional administrators decreased slightly from 76.3 percent in 2020 to 76.2 percent in 2021. The percentage of women in professional administrative positions decreased slightly from 56.1 percent in 2020 to 56.0 percent in 2021.

The Institute for Diversity and Ethics in Sport does not include support staff in any of the Racial and Gender Report Cards.

It should be noted that these statistics were a snapshot in time for the NCAA. As a result, there is some fluctuation that occurs based upon the time when staff are starting or departing.

Racial Hiring Grade for NCAA Senior Leadership

B+  **23.5%**
People of Color

Gender Hiring Grade for NCAA Senior Leadership

B+  **41.2%**
Women

See Tables 1, 2, 3, and 4.

Division I Head Coaches*

Men's Teams

In 2020-2021, white coaches still dominated, holding 85.3 percent, 86.0 percent, and 89.6 percent of all head coaching positions in Divisions I, II, and III, respectively, within men's sports. Division I Black or African American head coaches stayed the same at 9.0 percent from 2019-2020. Hispanic/Latino(a)s held 2.2 percent of head coaching positions for men's teams during 2019-2020 which is an increase of 0.1 percentage points from last year's report. Asians held 0.6 percent of the head coaching positions for men's teams, a 0.1 percent increase from 2019-2020. 2018-2019. Hawaiian/Pacific Islanders represented 0.1 percent in 2020-2021, the same as in 2019-2020. . American Indian and Alaskan Native representation was nonexistent, with a 0.0 percent representation. . People of Two or More Races, Non-Resident Aliens, and those classified as unknown combined to make up 0.8 percent, 0.9 percent and 1.1 percent of head coaches for DI men's teams, respectively. These figures accounted for men and women working as head coaches of men's teams.

The percentage of women serving as head coaches of men's teams in Division I was 4.5 percent, an increase of 0.3 percentage points from last year's report.

Men's Basketball

A persistent area of concern for the Racial and Gender Report Card is the Black or African American coaching presence in men's Division I basketball. We have seen trends for this group increase and decrease ever so slightly year by year, but these numbers are still not where they need to be an appropriate representation of coaches within the game compared to the representation of student-athletes.

For 2020-2021, 24.3 percent of the men's Division I basketball coaches were Black or African American and 25.8 percent were coaches of color, which was an increase of 1.6 percent. The all-time high was in 2005-2006, when 25.2 percent of all head coaches were Black or African American and 26.2 were people of color. The all-time low since college sport became a subject of the RGRC was in 2011-2012, when only 18.6 percent were Black or African American and 19.5 percent were coaches of color. After much scrutiny was placed on

the sport, 2012-2013 showed great improvement with an increase of 4.4 percentage points to 23 percent. Nonetheless, to be behind where we were 15 years ago is not acceptable considering how much emphasis we are supposedly placing on diversity and inclusion in higher education.

White coaches made up 73.3 percent of head coaching positions, while Asians, Hawaiians, and Pacific Islanders combined to make up 0.3 percent, Hispanic/Latino(a)s were 0.9 percent, and American Indians or Alaskan Natives were 0.3 percent of those positions. Finally, 0.0 percent identified as Two or More Races and 0.9 percent identified as unknown.

Men's Football

Another area that is a cause for concern is Division I football head coaches. Like basketball, there is a lack of appropriate representation of football coaches that align with the student-athlete representation. In 2021, 11.9 percent were coaches of color, which was an increase of 1.4 percentage points from 2020. White coaches made up 87.2 percent of head coaching positions, while Black or African Americans were 8.1 percent, Asians, Hawaiians, and Pacific Islanders combined to make up 0.9 percent, Hispanic/Latino(a)s were 2.1 percent, and American Indians or Alaskan Natives were 0.0 percent of those positions. Finally, 0.9 percent identified as Two or More Races and 0.9 percent identified as Unknown.

Men's Baseball

Only 5.0 percent of Division I baseball coaches were people of color in 2020-2021. Hispanic/Latino(a)s comprised 3.7 percent, Hawaiian/Pacific Islanders comprised 0.4 percent, Black or African Americans comprised 1.1 percent, and none were classified as Asian or Two or More Races. There were 1.1 percent of Division I baseball coaches who classified as unknown. White coaches made up 93.9 percent of head coaching positions.

Women's Teams

Nearly 50 years after the passage of Title IX, it too often remains common practice for men to coach women's teams. The percentage of women coaching women's teams remained far from being acceptable in Division I. In the case of head coaches for women's teams, it should be expected that women would hold at least half of these

positions. Therefore, in that category, 60 percent would earn an A+, 57 percent would earn an A, 52 percent would earn a B+, 49 percent would earn a B, 44 percent would earn a C+, 43 percent would earn a C, and 40 percent would earn a D+, 38 percent would earn a D, anything below that would be an F.

In 2020-2021, women held 41.3 percent of head coaching positions at the Division I level for women's sports, while they only held 4.5 percent of the head coaching positions at the Division I level for men sports. Both are 0.3 percentage points more than the report's findings in 2019-2020. This remains an unacceptable portion of the positions 48 years after the passage of Title IX.

Women head coaches in Division I women's basketball increased from 62.6 percent in 2019-2020 to 64.4 percent in 2020-2021. Women holding head coaching positions in cross-country, indoor track and outdoor track at the Division I level slightly decreased from 19.8 percent in 2019-2020 to 18.019.3 percent in 2020-2021.

White people also dominated the head coaching positions in women's sports in Division I overall, holding 82.2 percent of head coaching positions, a 0.3 percentage point decrease in representation from last year.

In 2020-2021, Black or African Americans held 9.1 percent, Hispanic/Latino(a)s held 2.5 percent, Asians held 1.6 percent. Hawaiian/Pacific Islanders held 0.6 percent, and American Indian and Alaskan Native representation was again minimal with 0.2 percent of the head coaching opportunities in Division I women's sports. Those identifying as Two or More Races, Non-Resident Aliens, and Unknown represented 1.3 percent, 1.5 percent and 1.6 percent of these head coaching positions, respectively. These figures accounted for men and women working as head coaches of women's teams.

Women's Basketball

Women's head basketball coaching positions held by white coaches in Division I in 2020-2021 was 74.7 percent, a decrease from 2019-2020 of 2.9 percentage points. The percentage of white women coaching in Division I women's basketball decreased slightly from 46.6 percent in 2019-2020 to 45.0 percent in 2020-2021.

White men holding the same position also decreased slightly at 29.8 percent. Black or African American women held 18.5 percent and men held 4.6 5 percent in 2020-2021, totaling 23.1 percent of head coaching positions within Division I women's basketball held by Black or African Americans, an increase of 3.8 percent.

There was one Asian woman head coach, two Hispanic/Latino coaches, both men, combined to make up 0.6 percent of all head coaches in Division I women's basketball in 2020-2021. This data stands in stark contrast to the 40.7 percent of student-athletes playing Division I women's basketball who were Black or African American.

Women's Cross Country/Track

The highest percentage of head coaching positions held by people of color in women's college sport was found in the Division I cross country/track category. White coaches held 79.6 percent of the head coaching positions in Division I women's cross country/track during 2020-2021, increasing from the previous year's total of 75.5 percent. Black or African Americans held 16.0 percent in 2019-2020, which was a decrease from the 18.9 percent mark of 2010-2020. Hispanic/Latino(a)s held 2.1 percent in 2020-2021, staying the same from 2019-2020. an increase from 1.8 percent in 2018-2019.

Black or African American women held 4.6 percent in Division I, a decrease of 0.5 percentage points from 2019-2020, while white women increase from 12.4 percent in 2019-2020 to 13.6 percent in 2020-2021. Men held 80.7 percent of these positions in 2020-2021.

See Tables 9, 10, 11, 12, 13, 14, and 15.

Racial Hiring Grade for Head Coaches of All DI Men's Football Teams

D



11.9%
People of Color

*Racial Hiring Grade for
Head Coaches of All DI
Men's Teams*

D+  **12.7%**
People of Color

*Gender Hiring Grade for
Head Coaches of All DI
Men's Teams*

F  **4.5%**
Women

*Racial Hiring Grade for
Head Coaches of All DI
Men's Basketball Teams*

A-  **25.8%**
People of Color

*Gender Hiring Grade for
Head Coaches of All DI
Men's Basketball Teams*

F **0.0%**
Women

*Racial Hiring Grade for
Head Coaches of All DI
Women's Teams*

C  **14.9%**
People of Color

*Gender Hiring Grade for
Head Coaches of All DI
Women's Teams*

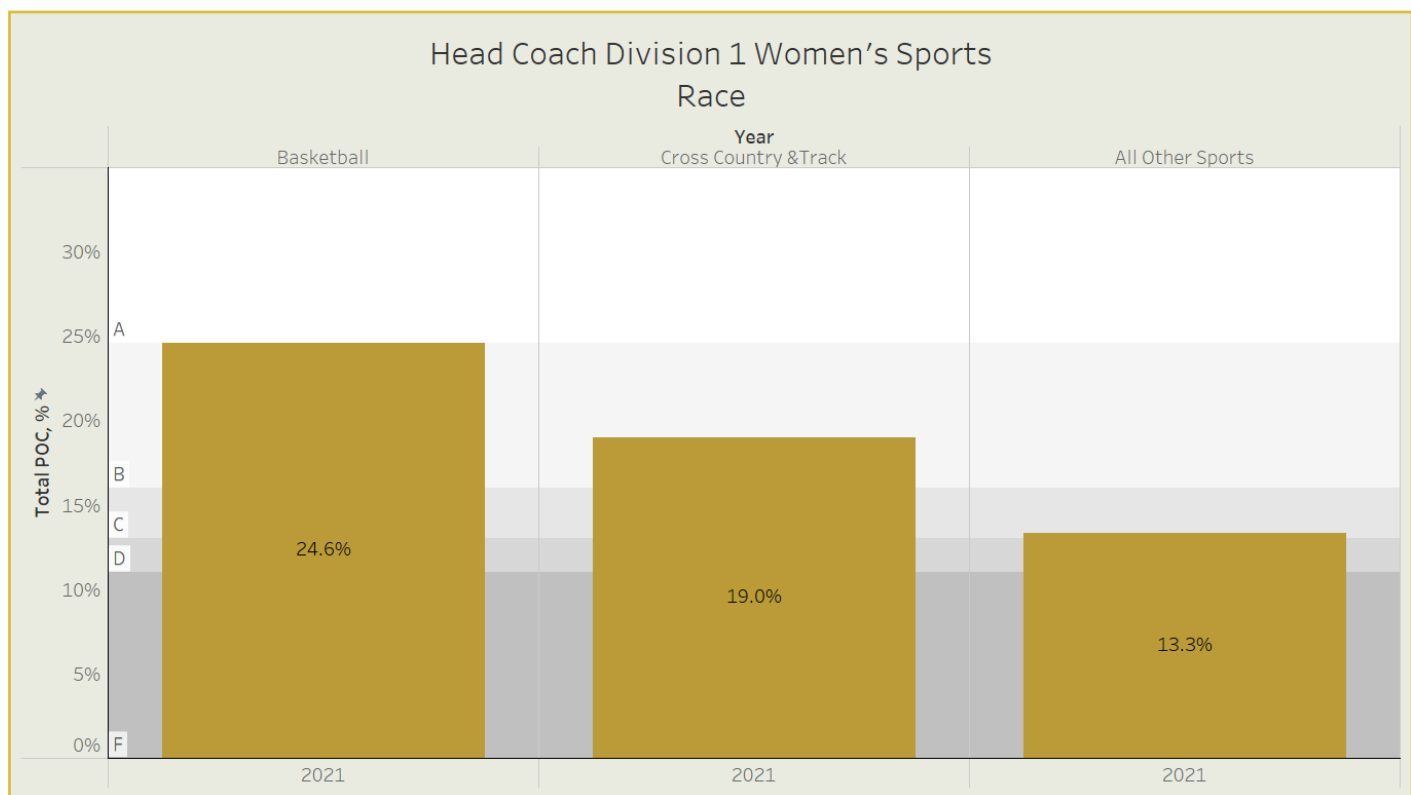
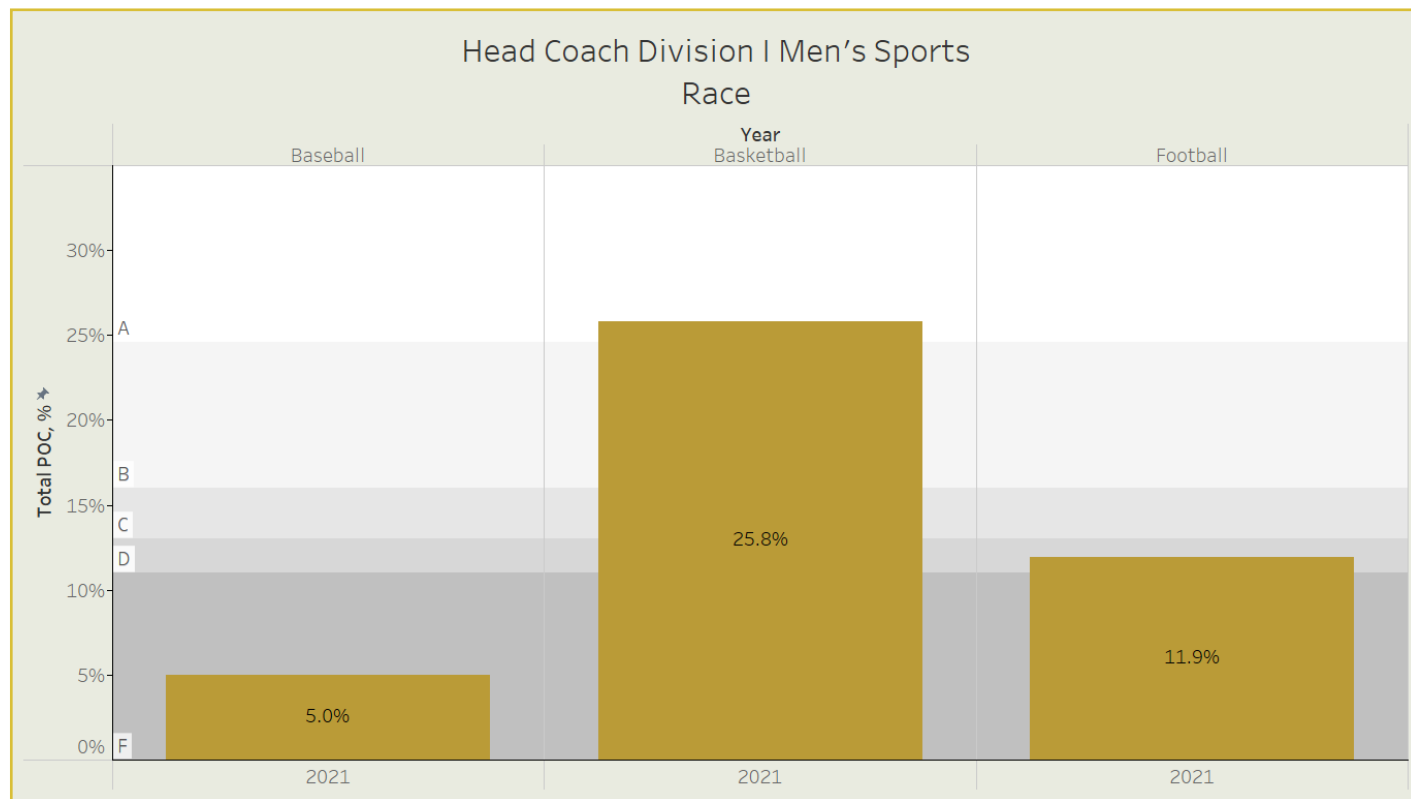
D+  **41.3%**
Women

*Racial Hiring Grade for
Head Coaches of All DI
Women's Basketball Teams*

A-  **24.6%**
People of Color

*Gender Hiring Grade for
Head Coaches of All DI
Women's Basketball Teams*

A+  **64.4%**
Women



Division I Assistant Coaches**Men's Teams*

In 2020-2021, white people held 61.2 percent of the assistant coach positions on men's teams in Division I, compared to 2019-2020 when white people held 61.6 percent. Black or African American assistant coaches for men's teams held 20.5 percent of the positions, compared to 2019-2020 when Black or African Americans held 20.4 percent. Hispanic/Latino(a) assistant coaches for men's teams remained constant at 2.0 percent, compared to 2019-2020. In 2020-2021, Asians and Hawaiian/Pacific Islanders both held 0.7 percent of the total assistant coaching positions, respectively.. American Indians or Alaskan Natives held 0.1 percent, which is the same as in the previous year of 2019-2020.

The assistant coach position is often a stepping-stone to future head coaching positions. During the 2020-2021 year, Black or African Americans held 45.1 percent of the Division I assistant coach positions in men's basketball and 31.0 percent of the assistant coach positions in football. Hispanic/Latino(a)s held 1.2 percent of the assistant coach positions in men's basketball and in football. Of all Division I college baseball assistant coaching positions, 1.3 percent were held by Black or African Americans and 3.8 percent were held by Hispanic/Latino(a)s.

Among the men's teams in 2020-2021, women held 9.2 percent of the assistance coaching positions in Division I. In 2019-2020, women held 8.6 percent of the positions.

Women's Teams

Among the women's teams in Divisions I in 2020-2021, white people held 71.0 percent of assistant coach positions, compared to 71.8 percent in 2019-2020. Black or African Americans held 16.1 percent of the women's assistant coach positions in Divisions I. Hispanic/Latino(a)s held 2.9 percent of the assistant coach positions within women's sports in Divisions I. Asians held 1.7 percent, Hawaiians/Pacific Islanders held 0.4 percent. In 2020-2021, American Indians and Alaskan Natives held 0.2 percent of assistant coach positions within women's sports in Division I. Those who identified as Two or More

Races, Non-Resident Aliens, and unknown combined to make up 2.0 percent, 2.5 percent and 3.3 percent of these positions.

The percentage of women assistant coaches in women's sports has remained the same in Division I at 47.2 percent. This remains an inexcusable portion of the positions nearly 50 years after the passage of Title IX.

Racial Hiring Grade for Assistant Coaches of All DI Men's Teams

A-  **27.6%**
People of Color

Gender Hiring Grade for Assistant Coaches of All DI Men's Teams

F  **9.2%**
Women

See Tables 16, 17, 18, 19, 20, and 21.

See Appendix II for Division I, II and comparatives

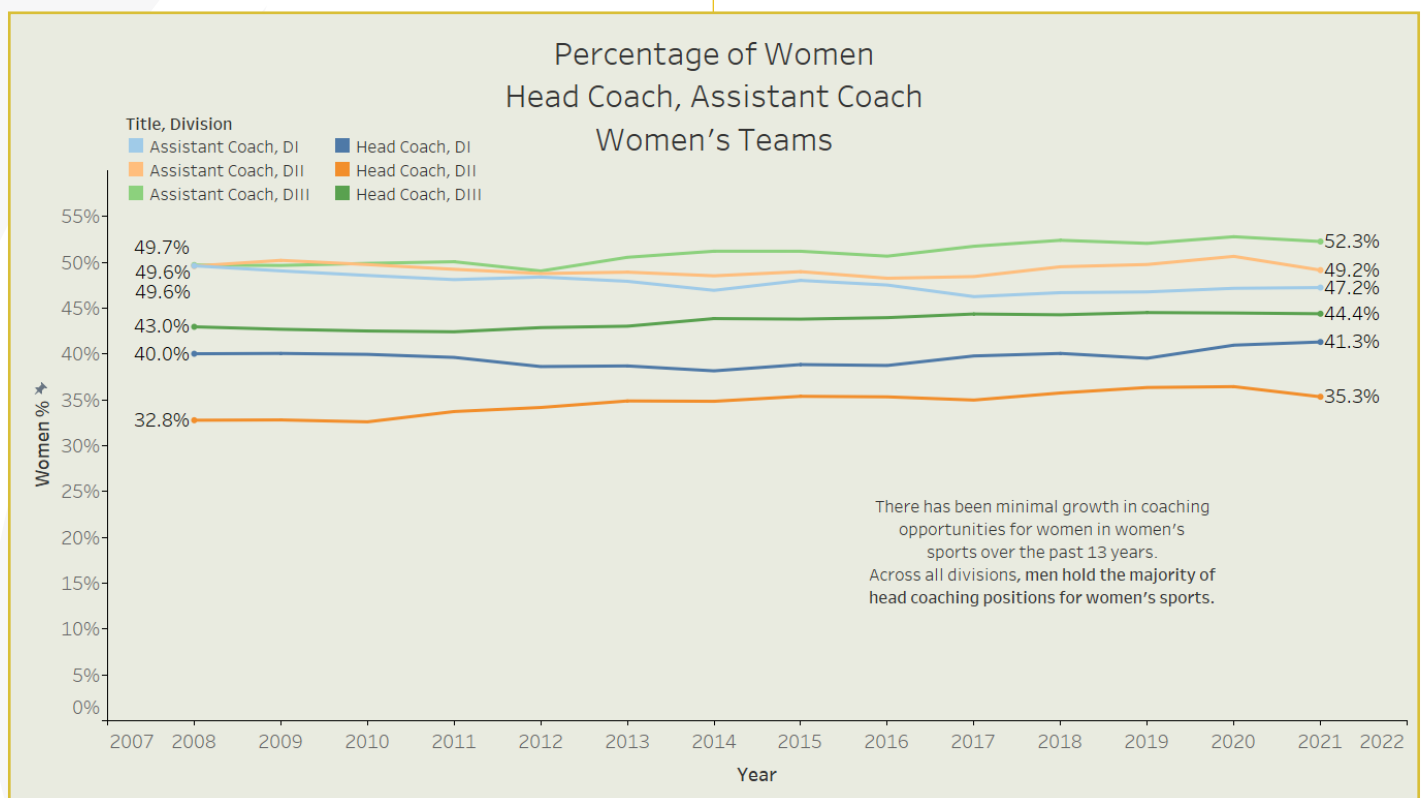
Racial Hiring Grade for Assistant Coaches of All DI Women's Teams

B+  **23.3%**
People of Color

Gender Hiring Grade for Assistant Coaches of All DI Women's Teams

B-  **47.2%**
Women

* It is important to note the NCAA data represents demographics by position, not in sum. There is potential for double counting race or people of color in some instances



Division I College Athletics Directors

Within Division I athletics in 2020-2021, excluding HBCUs, white people held 82.3 percent of the athletics director positions, which decreased from 83.0 percent in 2019-2020. Black or African Americans held 12.2 percent of the athletics director positions in 2020-2021, which was a significant increase from 10.4 percent in 2019-2020. Hispanic/Latino(a)s held 2.7 percent of the positions, which remained the same from the year before. No American Indians or Alaskan Natives and Hawaiian/Pacific Islanders held the position in either 2020-2021 or 2019-2020. Asian athletics directors held 0.6 percent of the positions, which remained the same from 2019-2020.

While women who are athletics directors in Division I decreased from 14.6 percent to 14.0 percent in 2020-2021, they remained seriously underrepresented in the athletics director position. White women made up 10.7 percent, while Hispanic/Latinas represented 0.9 percent, Asian and Hawaiian/Pacific Islanders were not represented. Black or African Americans represented 1.5 percent of the athletics director positions within Division I, the same from 2019-2020. Two or More Races were not represented among women athletics directors. There was one woman serving as an athletics director reported in 2020-2021 who classified as unknown.

According to the 2021 NCAA DI FBS Leadership Report Card, of the 130 athletic directors who oversee FBS football programs, there were 107 (82.3 percent) white people held that position, a decrease of 0.8 percent from last year. The number of people of color holding the athletic director position at the FBS level totaled 24 (18.3 percent) which was 1.4 percentage point significant increase from the 2020 Report. The athletic directors of color included the following:

15 Black or African Americans

- Ray Anderson, Arizona State University
- Terrance Tumey, California State University, Fresno
- Nina King, Duke University
- Eric A. Wood, Louisiana Tech University
- Sean T. Frazier, Northern Illinois University
- Derrick Gragg, Northwestern University
- Eugene Smith, The Ohio State University
- Bernard Muir, Stanford University
- Mark Alnutt, University at Buffalo, the State University of New York

- Martin Jarmond, The University of California, Los Angeles
- Damon Evans, University of Maryland, College Park
- Warde J. Manuel, University of Michigan
- Erick Harper, University of Nevada Las Vegas
- Carla Williams, University of Virginia
- Candice Storey Lee, Vanderbilt University

Three Hispanic/Latino(a)s

- Lisa Campos, University of Texas at San Antonio
- Eddie Nuñez, University of New Mexico
- Christopher McIntosh, University of Wisconsin - Madison

One Asian

- Patrick Chun, Washington State University

Four identifying as Two or more races

- Bob Moosbrugger, Bowling Green State University
- Jamie Pollard, Iowa State University
- Mario Moccia, New Mexico State University
- Terry Mohajir, University of Central Florida

13 women including three Black or African American woman and one Hispanic/Latina woman

- Beth Goetz, Ball State University
- Amy Folan, Central Michigan University
- Nina King, Duke University
- Julie Cromer, Ohio University
- Sandy Barbour, Pennsylvania State University
- Jennifer Strawley, University of Miami
- Desiree Reed-Francois, University of Missouri
- Heather Lyke, University of Pittsburgh
- Lisa Campos, University of Texas at San Antonio
- Carla Williams, University of Virginia
- Jennifer Cohen, University of Washington
- Candice Storey Lee, Vanderbilt University
- Kathy Beauregard, Western Michigan University

Racial Hiring Grade for All DI Athletic Directors

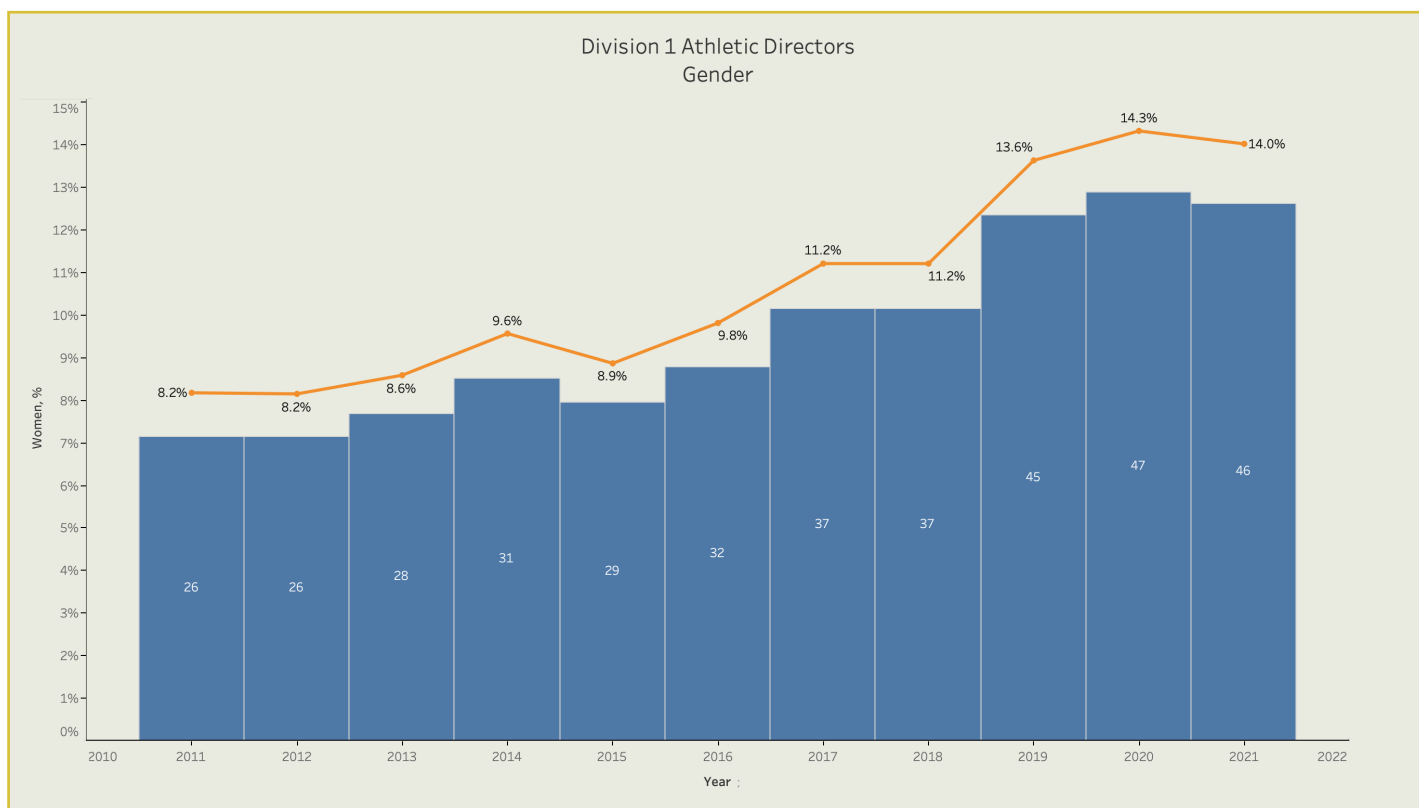
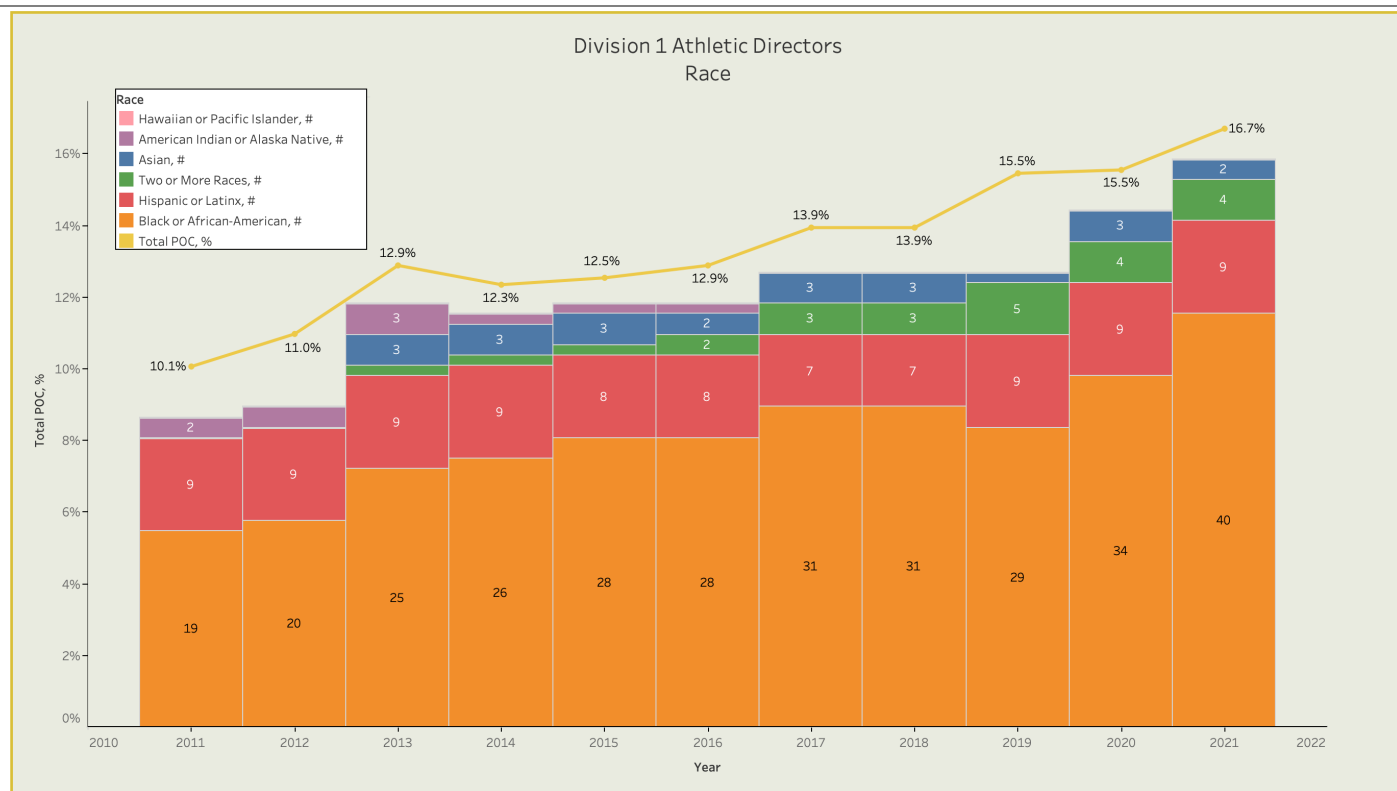
B-  **16.7%**
People of Color

Gender Hiring Grade for All DI Athletic Directors

F  **14.3%**
Women

See Tables 22, 23, and 24.

See Appendix II for Division I, II and III comparatives



Division I College Associate and Assistant Athletics Directors

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

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

In Division I, the gender breakdown was similar between associate and assistant athletics directors. Associate athletics directors were 67.6 percent men and 32.4 percent were women in Division I and assistant athletics directors were 67.0 percent men and 33.2 percent women in Division I in 2020-2021. This compared to 2019 – 2020 when associate athletics directors were 68.0 percent men and 32.0 percent women in Division I and assistant athletics directors were 69.0 percent men and 31.0 percent women in Division I.

Associate Athletics Directors

The representation for people of color in Division I at the associate athletics director position has remained the same from 2019-2020 to 2020-2021. In 2020-2021, white people held 84.0 percent of the total.. In 2020-2021, Black or African Americans held 10.0 percent of the associate athletics director positions in Division I, an increase from 9.0 percent in 2019-2020. In 2020-2021, Hispanic/Latino(a)s, held 2.4 percent of the associate athletics director positions in Division I, compared to 2.3 percent in 2019-2020. Asians and Hawaiians/Pacific Islanders held 1.0 percent, and 0.3 percent, respectively. In 2020-2021 associate athletics director classified as Two or More Races held 1.0 percent, which is an increase

from 0.1 percent in 2019-2020. In 2020-2021, those classified as Unknown held 1.0percent, a decrease from 0.1 percent in 2019-2020.

The percentage of women in Division I who held associate athletics director positions increased from 32.0 percent in 2019-2020 to 32.4 percent in 2020-2021.

Assistant Athletics Director*

At the assistant athletics director position in 2020-2021, representation for people of color decreased by 0.6 percentage points in Division I. Black or African Americans held 8.7 percent, a decrease from 9.3 percent in 2019-2020. Hispanic/Latino(a)s, Asians, Hawaiians/Pacific Islanders, and American Indians or Alaskan Natives held 2.8 percent, 1.3 percent, 0.2 percent, and 0.2 percent of the Division I assistant athletics director positions, respectively, in 2020-2021. This was compared to 2019-2020 when Hispanic/Latino(a)s, Asians, Hawaiians/Pacific Islanders, and Native-Americans held 3.0 percent, 1.5 percent, 0.5 percent, and 0.2 percent of the Division I assistant athletics director positions, respectively. In 2020-2021 assistant athletics directors classified as Two or More Races held 1.6 percent of the positions, compared to 1.0 percent in 2019-2020. In 2020-2021 Assistant athletics directors classified as Unknown held 2.4 percent of the positions, an increase from 2.0 percent in 2019-2020.

In 2020-2021, Division I saw an increase in the representation of women at the assistant athletics director position. Women held 33.2 percent of the assistant athletic director positions in Division I, compared to 31.0 percent in 2019-2020.

Racial Hiring Grade for All DI Associate Athletic Directors

C**14.7%**

People of Color

Gender Hiring Grade for All DI Associate Athletic Directors

C+**32.4%**

Women

*See Tables 25.**See Appendix II for Division I, II and III comparatives*

Senior Woman Administrators

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

The senior woman administrator (SWA) is a significant position within an athletic department. The SWA is the highest ranking woman in each NCAA athletics department or conference office, helping to promote meaningful representation of women within leadership positions throughout member institutions. Voted on by the membership in 1981, the SWA designation was added while women's championships were added to ensure adequate gender involvement in such an industry dominated by men.

White women continued to dominate the position in 2020-2021 with 79.0 percent in Division I. However, this was a decrease of 0.4 percent from 2019-2020 when they held 79.4 percent. Despite changes being implemented, the racial diversity of SWA positions remains low.

In Division I, Black or African American women held 14.8 percent of the SWA positions, Hispanic/Latina women held 2.1 percent, Asian women held 1.5 percent,

Two or more races held 0.6 percent, and Unknown held 0.9 percent. Hawaiian/Pacific Islands, American Indian/Alaska Native, and International women had no representation.

Overall, women of color occupied 13.1 percent of the SWA positions in 2020-2021 within Division I compared to 2019-2020 when they held 19.7 percent.

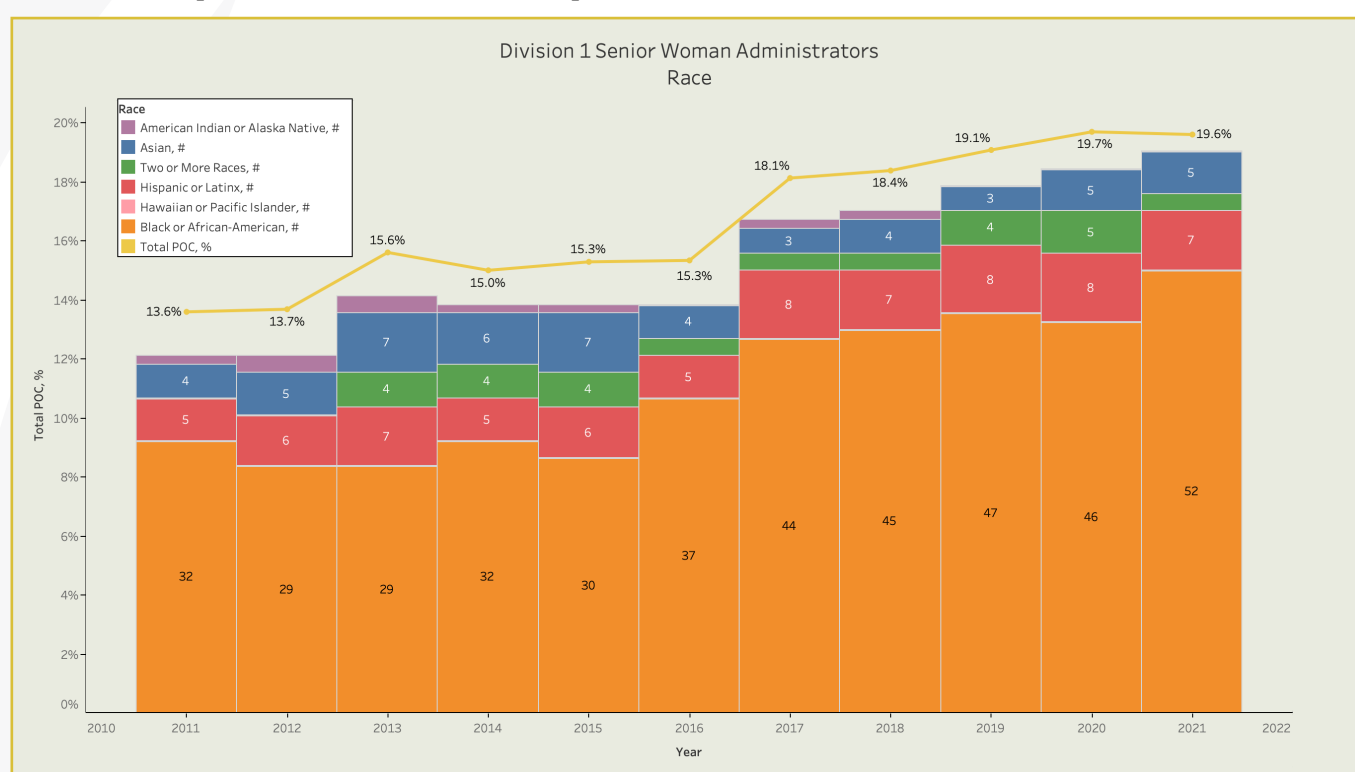
Racial Hiring Grade for All DI Senior Woman Administrators

B+  **19.6%**
People of Color

See Table 26.

** It is important to note the NCAA data represents demographics by position, not in sum. There is potential for double counting race or people of color in some instances. Also, the gender hiring grade is not calculated in the final grade.*

See Appendix II for Division I, II and III comparatives



Faculty Athletics Representatives

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

The FAR is a representative of the university on issues regarding athletics. The FAR is usually appointed by the president and is not only involved with ensuring academic integrity of the athletic programs, but also maintaining the welfare of the student-athlete. The NCAA requires each of its member institutions to appoint a FAR who must be on faculty and administrative staff and may not hold a position within the athletics department in any capacity. This role could include professors and other non-athletic department personnel.

White people continued to hold most of the faculty athletics representative (FAR) positions in 2020-2021 with 87.0 percent, 89.8 percent, and 91.9 percent in Divisions I, II, and III, respectively. Women held 34.4 percent, 30.6 percent, and 39.8 percent of the FAR positions in 2020-2021 in Divisions I, II, and III. Women held 36.7 percent, 30.3 percent, and 40.4 percent of the FAR positions in 2019-2020 in Divisions I, II, and III.

In Division I, the racial diversity of the FAR position continued to be minimal. Black or African Americans held 8.1 percent of FAR positions in 2020-2021 and increase from the previous two years of 7.5 percent. Hispanic/Latino(a)s held 1.8 percent, up 0.3 percentage points from last year, while Asians held 0.6 percent, Hawaiians/Pacific Islanders held 0.3 percent, and American Indians or Alaskan Natives held 0.3 percent. There were no FARs classified as Two or More Races in Division I for 2020-2021, while those classified as Unknown held 1.8 percent. Those in the international category held 0.3 percent of these positions. In 2020-2021, women held 35.9 percent of the FAR positions, down from 36.7 percent in 2019-2020. White women held the greatest percentage of these positions with white women holding 32.2 percent of these positions.

In Division I, Black or African American women held 3.6 percent, Hispanic/Latinas held 0.3 percent, Asian women

held 0.3 percent, and American Indian or Alaskan Natives held 0.3 percent. There were no women identifying as Hawaiian or Pacific Island or Two or More Races. Those identifying as Unknown comprised 0.9 percent of positions.

Racial Hiring Grade for All DI Faculty Athletic Representatives

D



11.1%
People of Color

Gender Hiring Grade for All DI Faculty Athletic Representatives

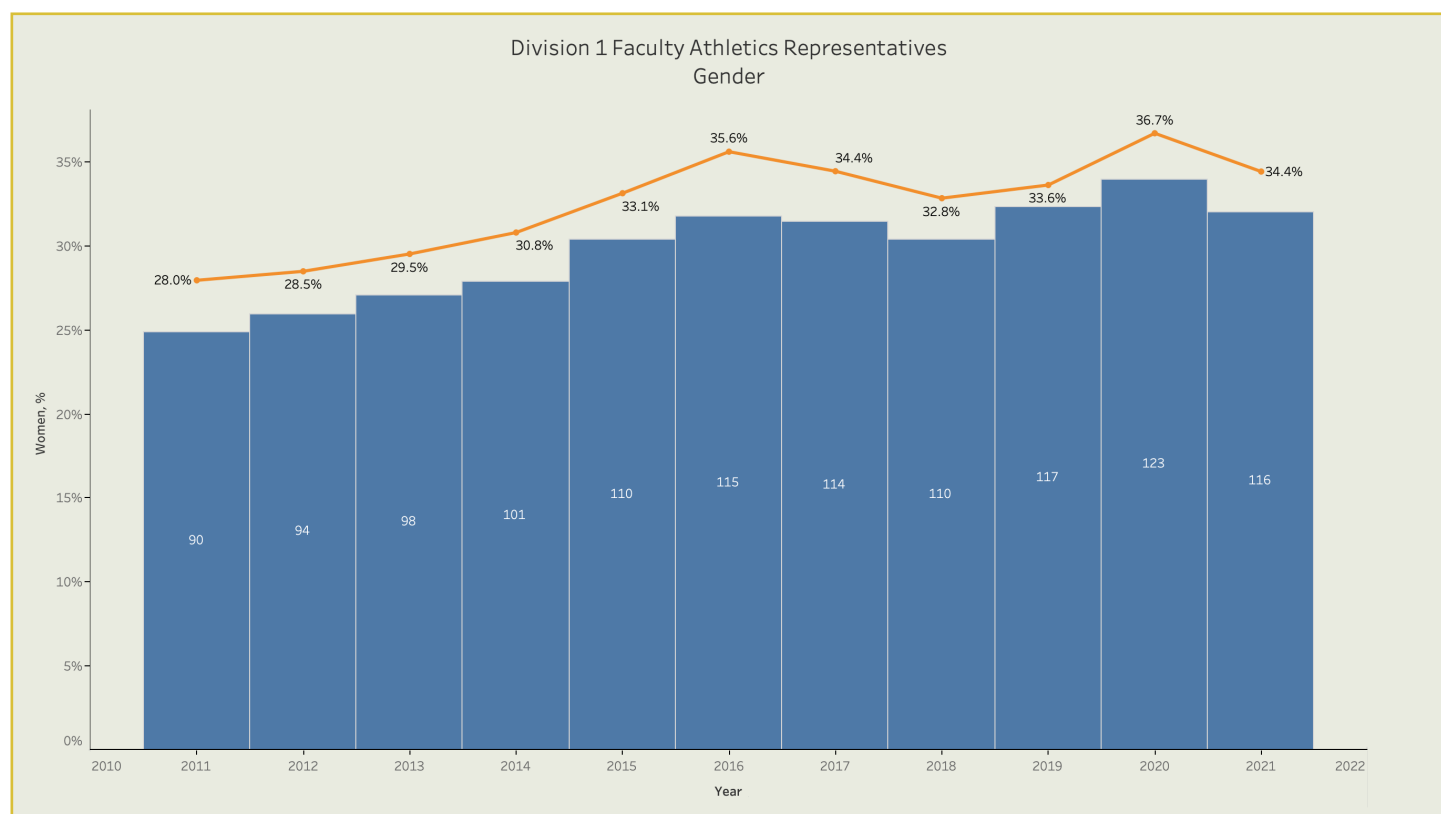
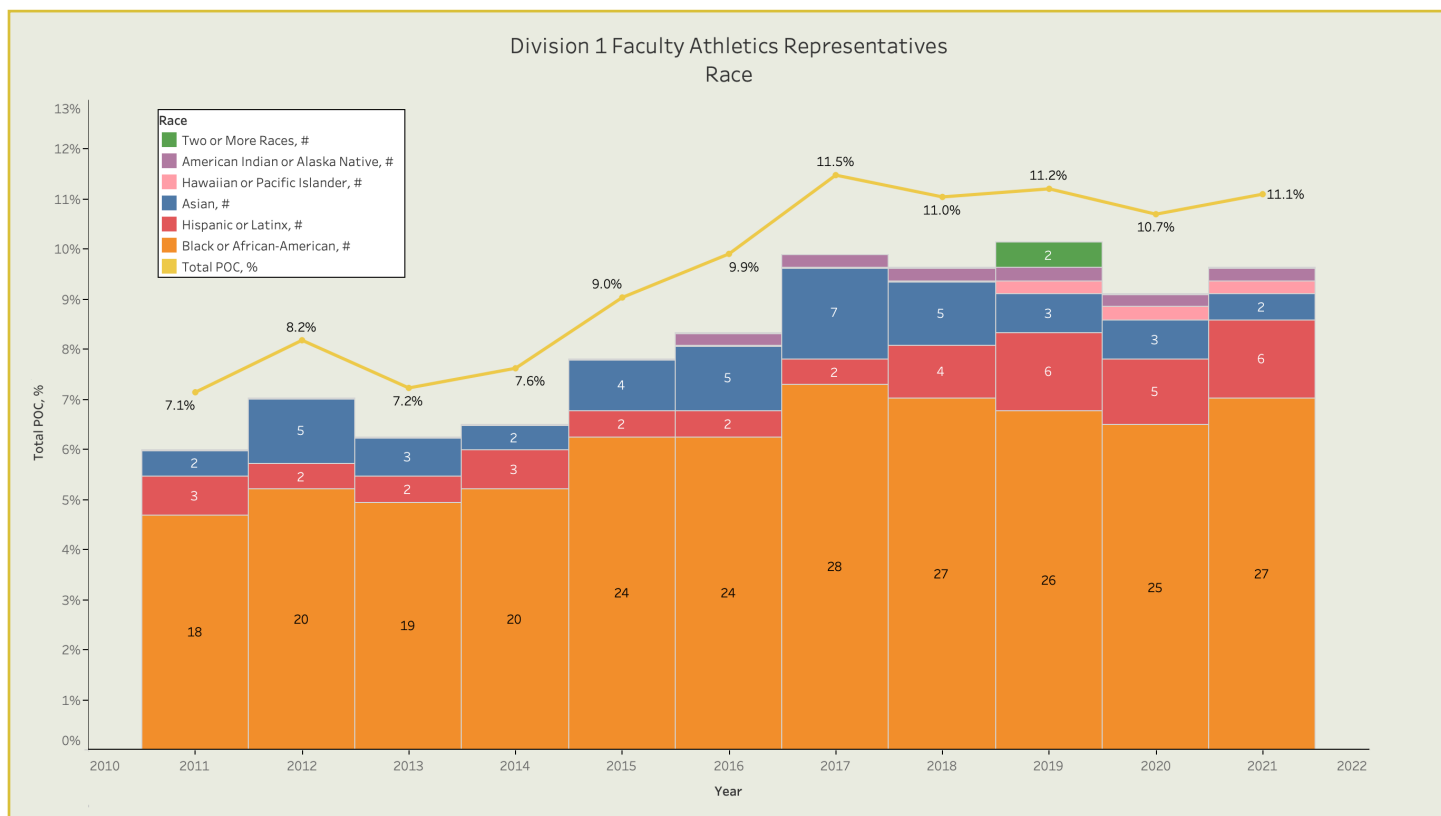
C+



34.4%
Women

See Table 27.

See Appendix II for Division I, II and III comparatives



Sports Information Directors


The Sports Information Director (SID) plays a critical role in directing the media's attention to student-athletes, coaches and teams including but not limited to coordinating communications between local/national media and the athletics department, providing updates on player/team information, and composing various stories within each sports program in the athletic department.

The sports information director position continues to be one of the least diverse positions in all of college sport. In 2020-2021, 91.4 percent of the SIDs in Division I were white, which is the same percentage as last year. This is critical because the sports information director is usually the key decision maker publicized content, including what and who among coaches and student-athletes are talked about.

Among the SIDs, 3.6 percent were Black or African American, 1.2 percent were Hispanic/Latino(a)s, 1.5 percent were Asian, 0.1 percent were Hawaiians/Pacific Islanders, 0.1 percent were American Indians or Alaskan Natives, 0.5 percent were Two or More Races, 0.4 percent were Internationals, and 1.0 percent were Unknown.

Women held 17.3 percent of the sports information director positions in 2020-2021 which was a 0.1 percent decrease from the last year's Report.

Racial Hiring Grade for All DI Sports Information Directors

F  **7.0%**
People of Color

Gender Hiring Grade for All DI Sports Information Directors

F  **17.3%**
Women

See Table 28

See Appendix II for Division I, II and III comparatives

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, 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 HBCUs.

These positions are often starting points from which many people rise to higher level positions within a university or athletic department. All of these roles are vital to the success of athletic departments throughout the NCAA membership, as they provide support to athletic department leadership and provide equitable representation across the college sport decision making platform.

***Racial Hiring Grade for All DI
Professional Administration***
B
17.4%
People of Color

***Gender Hiring Grade for All DI
Professional Administration***
B-
34.8%
Women

See Tables 29 and 30.

See Appendix II for Division I, II and III comparatives

NCAA Diversity Initiatives

College Sport continues to be one of the industry leaders with their diversity initiatives for leadership, administrators, and student-athletes alike. The Leadership Development department at the NCAA National Office continues to put forward programming that challenges and encourages growth for all individuals involved. All the initiatives put forth by the NCAA National Office can be found in Appendix I.

***Grade for
NCAA Diversity Initiatives***
A+

How Grades Were Calculated

The 2021 College Racial and Gender Report Card data showed that college athletics departments' hiring practices do not nearly reflect the number of student-athletes of color competing on their teams. However, to give it perspective for sports fans, The Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state the workplace should reflect the percentage of the people in the racial group in the population. When TIDES first published the Racial and Gender Report Card in the late 1980s, approximately 24 percent of the population was comprised of people of color. Thus, 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 9 percent, a D if it was at least 6 percent and F for anything below 6 percent.

The following chart shows the current scale used for 2021 Racial and Gender Report Cards. For issues of race, an A would be earned if 28.6 percent of the employees were people of color, B for 17.0 percent, C for 14.0 percent, D for 11.0 percent, and F for anything below 11.0 percent. For issues of gender, an A would be earned if 44.1 percent of the employees were women, B for 37.6 percent, C for 30.6 percent, D for 24.0 percent and F for anything below 24.0 percent.

Scale	Percentage	Points	Race	Percentage	Gender	Percentage
A+	95 - 100	10	A+	42.2 and above	A+	50.0 and above
A	90.0 - 94.9	9.5	A	39.3-42.1	A	47.5-49.9
A-	89.0 - 89.9	8.9	A-	36.4-39.2	A-	45.0-47.4
B+	85.0 - 88.9	8.5	B+	33.5-36.3	B+	42.5-44.9
B	80.0 - 84.9	8	B	30.6-33.4	B	40.0-42.4
B-	79.0 - 79.9	7.9	B-	27.7-30.5	B-	37.5-39.9
C+	75.0 - 78.9	7.5	C+	24.8-27.6	C+	35.0-37.4
C	70.0 - 74.9	7	C	21.9-24.7	C	32.5-34.9
C-	69.0 - 69.9	6.9	C-	19.0-21.8	C-	30.0-32.4
D+	65.0 - 68.9	6.5	D+	16.1-18.9	D+	27.5-29.9
D	60.0 - 64.9	6	D	13.2-16.0	D	25.0-27.4
F	59.9 and below	5	F	13.1 and below	F	24.9 and below

Starting with the 2022 Racial and Gender Report Card series, TIDES will use the 2020 Census data. According to the data, racial ethnic minorities totaled 42.2 percent. The adapted grading scale is shown below for comparison purposes but did not factor into the grades for this Report Card. For issues of race, an A would be earned if 39.3

percent of the employees were people of color, B for 30.6 percent, C for 21.9 percent, D for 13.2 percent and F for anything below 13.2 percent. For issues of gender, an A would be earned if 47.5 percent of the employees were women, B for 40.0 percent, C for 32.5 percent, D for 25.0 percent and F for anything below 25.0 percent.

The Institute once again acknowledges that even those sports where grades are low generally have better records on race and gender than society.

Methodology

All data were self-reported to the NCAA National Office and shared with the research team at The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida's DeVos Sport Business Management Program.

The Institute's research team also gathered data from the FBS schools for presidents, athletics directors, football coaches and faculty athletics representatives, as listed from the 2021 DI FBS Leadership College Racial and Gender Report Card.

It is important to note that the racial categories of Asian and Native Hawaiian/Pacific Islander were separated into their own categories. The category of Native American has been updated for this year to reflect American Indian/Native Alaskan. The category of Latino(a) has been updated to include the Hispanic category. These are the official racial designations made by the NCAA in its Demographics Database.

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 then sent to the NCAA National Office to be reviewed for accuracy.

The report covers both the 2019-2020 and 2020-2021 academic years depending upon the availability of data for each position. Listings of presidents, athletics directors, conference commissioners, associate commissioners and head coaches in Football Bowl Subdivision were updated as of November 27, 2020.

About the Racial and Gender Report Card

The Racial and Gender Report Card (RGRC) 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), the National Football League (NFL), Major League Baseball (MLB), Major League Soccer (MLS) and the Women's National Basketball Association (WNBA), as well as in collegiate athletics departments.

The Racial and Gender Report Card is published by The Institute for Diversity and Ethics in Sport, 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 University and now at UCF. (Until 1998, the report was known as the Racial Report Card.) In addition to Dr. Lapchick, Noor Ahmed, Rachel Bernardo, Josue Etienne, Charlie Kruger, Meghann Maguire, Candace Martin, Harry Moberly, Hannah Nelson, Molly O'Halloran, Alan Owens, Brianna Patton, and Darnell Theriot, Jr. contributed greatly to the completion of this year's College Racial and Gender Report Card.

The Institute for Diversity and Ethics in Sport (TIDES)

The Institute for Diversity and Ethics in Sport ("TIDES" or the "Institute") serves as a comprehensive resource for issues related to gender and race in amateur, collegiate and professional sport. The Institute researches and publishes a variety of studies, including annual studies of student-athlete graduation rates and racial attitudes in

sport as well as the internationally recognized Racial and Gender Report Card, an assessment of hiring practices in professional and college sport. The Institute also monitors some of the critical ethical issues in college and professional sport, including the potential for 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 was the founder of the DeVos Sport Business Management Program in the College of Business Administration at UCF, where The Institute is located. In addition, Dr. Lapchick serves as President of the Institute for Sport and Social Justice (ISSJ), which uses the power of sport to affect positive social change while focusing sports organizations and athletes on issues such as diversity, equity, and inclusion, conflict resolution and men's violence against women. It was formerly known as the National Consortium for Academics and Sports (NCAS).

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 social issues in sport. It offers a dual-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.



DeVos Sport Business Management Program

UNIVERSITY OF CENTRAL FLORIDA

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"MAKING WAVES OF CHANGE"

Appendix I

NCAA INCLUSION INITIATIVES

NCAA Diversity, Equity and Inclusion Information

The NCAA has a long history of supporting diversity, equity and inclusion for its member administrators, coaches, faculty and student-athletes through educational programs, policies and various initiatives. The Association also has committed significant resources to funding grants, to the professional development of minorities and women, and for postgraduate scholarship support for former student-athletes pursuing careers in athletics.

NCAA national office staff, under the leadership of President Mark Emmert, and the Association's committees continue to prioritize academics, well-being and fairness, while also advocating for the safety, excellence and physical and mental health of student-athletes. The NCAA has taken strong stances to affirm its commitment of ensuring nondiscriminatory and safe environments for all college athletes who qualify for championship competition.

Inclusive strategies have a direct tie to NCAA principles. Strategies include developing a culture that recognizes and values diversity's role in organizational excellence and in providing outstanding service to the higher education community and student-athletes. Having an inclusive culture is imperative, as it represents a shift from viewing diversity only as a metric to encouraging inclusion as an important value in the leadership and decision-making processes.

The NCAA Board of Governors adopted a framework for inclusion in 2010 to guide the Association's efforts. This statement was amended by the Board of Governors in 2017:

"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 office of inclusion 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, national origin, creed, educational background, religion, gender identity, disability, gender expression, geographical location, income, marital status, parental status, sexual orientation and work experiences."

With its long-standing focus on a commitment to nurturing and encouraging diversity and inclusion, the NCAA also has been vocal during the ongoing racial and social justice movements, and the Association bases much of its strategy around its Eight-Point Plan to Advance Racial Equity. The NCAA also continues to review operations and efforts around gender equity as it relates to competition and advancement opportunities for women.

The NCAA inclusion, education and community engagement division is leading ongoing inclusive and equitable efforts in the Association and at the national office. IECE is composed of the office of inclusion, leadership development and community engagement. Working with IECE to specifically address diversity, equity and inclusion are the Committee on Women's Athletics, the Minority Opportunities and Interests Committee, and the Gender Equity Task Force. All three committees report to the NCAA Committee to Promote Cultural Diversity and Equity, which answers directly to the NCAA Board of Governors — the highest Association committee.

Spearheading efforts on the front line, the NCAA office of inclusion advances diversity, equity and inclusion in college athletics for over 1,100 member schools and athletics conferences. The office supports student-athletes and athletics departments in five core areas: disabilities, international backgrounds, the LGBTQ community, race/ethnicity and women. The office of inclusion also facilitates programming,

provides educational resources, and advocates for diverse, equitable, and inclusive environments that enhance the student-athlete experience and provide opportunities for coaches and administrators.

The NCAA leadership development office directs education and empowerment programs for student-athletes, coaches and athletics administrators through transformative experiences that develop effective leaders, cultivate an inclusive community and enhance the college sports landscape. Leadership development focuses strategies on building, launching and advancing careers in athletics for student-athletes, administrators and coaches. The office is dedicated to developing diverse leaders to reflect the diversity of student-athletes, sports and society more proportionally.

Additionally, NCAA community engagement efforts advance IECE's strategic priority of inclusive external engagement through outcomes-driven community investment, academic grant programs for lower-resourced schools and the Historically Black Colleges and Universities Collaborative.

Below are committees, initiatives, programs and scholarships/grants that highlight the NCAA's continued commitment to diversity, equity and inclusion:

NCAA Governance Committees, Task Forces and Working Groups

Board of Governors Committee to Promote Cultural Diversity and Equity

In August 2017, the NCAA Board of Governors unanimously approved the charter and composition for the NCAA Board of Governors Committee to promote cultural diversity and equity. The committee's charge is to review, endorse and make recommendations regarding diversity and inclusion matters that impact the Association. Specifically, the committee shall review and react to recommendations from the NCAA Committee on Women's Athletics and the NCAA Minority Opportunities and Interests Committee, receive information and explanations of Association-wide activities, review and react

to topics referred to it by the Board of Governors, and provide comment to the Board of Governors on Association-wide matters of interest.

The committee requested that Divisions I, II, and III review and act on appropriate strategies from a research report about NCAA membership committees that uses the lens of diversity and inclusion to focus on areas such as demographics, appointment processes, eligibility requirements, and training. The committee has also championed initiatives like the West Coast Conference's Bill Russell Rule that seek with intentionality to create a more diverse leadership in intercollegiate athletics that better reflects the increasingly diverse student-athlete population. In addition, the committee has been focused on equity in NCAA championships and across the Association by contributing to the implementation of recommendations from the external Gender Equity Review of NCAA championships. The committee has also been monitoring progress of the NCAA Eight-Point Plan to Advance Racial Equity.

Board of Governors Student-Athlete Engagement Committee

The Student-Athlete Engagement Committee was established by the NCAA Board of Governors in April 2017 to facilitate dialogue within the student-athlete community and to provide student input on Association-wide issues, policies and key initiatives. The committee comprises 11 members: three from each of the divisional Student-Athlete Advisory Committees, one from the Board of Governors and one from the Division I Council or Division II and Division III Management Councils. The committee primarily reviews and reacts to topics referred by the Board of Governors and provides comments to the board on Association-wide areas of interest.

Committee on Women's Athletics

The 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 student-athletes who are women, 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. During 2021, the committee partnered with the NCAA Gender Equity Task Force to write a Gender Equity Principles and Recommendations document to guide the Association's efforts to achieve equity. In addition, the committee is contributing to the implementation of recommendations from the external Gender Equity Review of NCAA championships.

Division III LGBTQ Working Group

In 2016, the Division III Management Council endorsed the creation of a Lesbian, Gay, Bisexual, Transgender and Questioning Working Group. The working group's charge is to examine the current LGBTQ landscape in Division III. Examination and research have led to the creation of several Division III LGBTQ OneTeam resources, including a nondiscrimination policy guide, a peer education program and branding items. Most recently, during the 2021 NCAA Convention, the working group held the inaugural Division III OneTeam Recognition Awards Program and honored a student-athlete, a coach and a university as Division III LGBTQ of the Year recipients. Three new recipients will be honored and recognized at the 2022 NCAA Convention.

Division III Diversity and Inclusion Working Group

At the 2015 NCAA Convention, the Division III delegates endorsed the creation of a Diversity and Inclusion Working Group. The working group's charge is to assess the current diversity and inclusion landscape within Division III, evaluate current initiatives and propose next steps (for example, resources, new initiatives, policies, etc.) to the membership. To date, this working group has assisted in the development of three new initiatives to diversify the division: Student Immersion Program; Next Steps Program and the Senior Woman Administrator Program, as well as creating The Diverse Workforce guide. This guide is designed to help Division III schools fulfill their role in recruiting, selecting and retaining a diverse workforce. As a reflection of its overall efforts with

the start of the 2021 academic year, 33% of Division III athletics directors are women — the highest of any division in the Association. Nine percent of athletics directors are individuals of color — an increase from 6% in 2014-15.

Gender Equity Task Force

The NCAA Gender Equity Task Force engages the membership, student-athletes, the governance structure and affiliate organizations in identifying gender equity strategies for goals such as increasing and supporting participation of student-athlete who are women and women in leadership roles in intercollegiate athletics. The task force works closely with NCAA Association-wide membership committees, like the Committee on Women's Athletics, and reports regularly to the NCAA's Board of Governors and the Division I, II and III governance leadership. The NCAA Board of Governors approved the Gender Equity Task Force's recommendations in April 2017.

The task force continues to partner with NCAA office of inclusion staff and other membership diversity, equity and inclusion committees to achieve related goals outlined in the recommendations. A major success that emanated from the task force's recommendations is Division I legislate a required diversity, equity and inclusion review by all member schools' athletics departments every four years. During 2021, the task force partnered with the NCAA Committee on Women's Athletics to write a Gender Equity Principles and Recommendations document to guide the Association's efforts to achieve equity. In addition, the task force is contributing to the implementation of recommendations from the external Gender Equity Review of NCAA championships.

Minority Opportunities and Interests Committee

The mission of the Minority Opportunities and Interests Committee is to champion the causes of ethnic minorities by fostering an inclusive environment, thereby creating a culture that promotes fair and equitable access to opportunities and resources. Formed by the Association in January 1991, the MOIC reviews issues related to the interests and advocacy of student-athletes, coaches

and administrators who are ethnic minorities, are LGBTQ or have disabilities. The committee examines and advocates for NCAA programs and policies that affect and include ethnic minorities, individuals with disabilities and the LGBTQ community. In 2019, MOIC proposed legislation in all three divisions. Every athletics department and conference office would establish an athletics diversity and inclusion designee to serve as the primary contact and conduit for diversity-and-inclusion-related information between conference offices, campuses, athletics departments and the NCAA. In January 2020, the athletics diversity and inclusion designation was legislated within all three divisions.

National Student-Athlete Advisory Committees

The mission of the NCAA Division I, II and III Student-Athlete Advisory Committees is to enhance the total student-athlete experience by promoting opportunity, protecting student-athlete welfare and fostering a positive student-athlete image. The national SAACs are made up of student-athletes from each division, assembled to provide insight on the student-athlete experience. Additionally, the SAACs offer input on the rules, regulations and policies that affect the lives of student-athletes on NCAA member campuses. In 2020, the three divisional SAACs collaborated with the Board of Governors Student-Athlete Engagement Committee to create a national Unity Pledge and logo as a symbolic gesture to generate stronger unity among the Association's 1,100 schools and nearly 500,000 student-athletes.

NCAA Diversity, Equity, and Inclusion Initiatives

Accelerating Academic Success Program

Providing opportunities for learning is at the heart of the NCAA's mission, and the Association holds schools accountable for the academic success of student-athletes by tracking academic progress. The NCAA provides support for schools as they work to meet the NCAA's academic standards via the Accelerating Academic Success Program, which assists Division I schools as they develop programs and systems designed to increase graduation rates and ensure academic success. Established in 2012

by the NCAA Executive Committee (which is now the Board of Governors), the AASP includes grants for eligible schools and student-athletes. The program also offers an annual conference.

The NCAA provides grants to schools to assist in creating programming and systems that further academic success and to student-athletes to promote professional development. The annual AASP Conference offers administrators the chance to delve into a broad set of topics that will enhance their professional development, in addition to topics related to the academic success of college athletes.

Common Ground

The Common Ground initiative was established in 2014 to provide LGBTQ individuals and individuals of faith at public and private NCAA member schools, LGBTQ organizations and faith-based organizations an opportunity to discuss commonalities and differences and learn how to work more cohesively within athletics. The main goal of the Common Ground initiative is to break down barriers of fear, lack of trust, misunderstanding and judgment between these communities and individuals, as well as to foster athletics environments that respect and support the dignity and well-being of all student-athletes and those who teach and lead them. While the 2020 pandemic forced the cancellation of the annual in-person Common Ground program, Common Ground programming was part of the online 2020 NCAA Summer Inclusion Series. During 2021, the Common Ground leadership team worked on a virtual Common Ground program for the NCAA membership.

Disability Advisory Group and Resource Development

The office of inclusion Disability Advisory Group was established in spring 2021 to review and expand the office's disability guides and share disability-related resources and program ideas to support NCAA member schools and conference offices. The Disability Advisory Group consists of higher education and disability leaders and professionals. The guides will be made available to the NCAA membership in summer 2022.

Diversity and Inclusion Social Media Campaign

The Diversity and Inclusion Social Media Campaign was first launched in 2018 in partnership with the NCAA Minority Opportunities and Interests Committee and national Student-Athlete Advisory Committees to provide an opportunity for student-athletes, coaches, and fans to use their platform to create a dialogue surrounding diversity, equity and inclusion. The goal of the campaign is to create awareness, education and engagement and to communicate the need for and benefit of developing inclusive environments on campus. The 2021 campaign garnered strong national participation numbers, including over 300,000 total impressions on Twitter.

Eight-Point Plan to Advance Racial Equity

In the summer of 2020, led by the NCAA Senior Management Team, the national office released the Eight-Point Plan to Advance Racial Equity, identifying eight action items to address racial justice and equity at the national office and within the membership. The goals of the action items are to provide tools that foster a culture that advances racial equity and improves ways to engage student-athletes, particularly students of color. Since the plan's inception, numerous programs on race, social justice, social responsibility and microaggressions, and bystander intervention have been provided for national office staff and the NCAA membership.

In spring 2021, an inclusive language guide was created for national office staff to use when reviewing national office policies, procedures and manuals and when creating new materials. The second edition of the guide was made available to staff in December 2021. The guide covers best practices for using language that intentionally avoids and defuses discriminatory biases. National office staff have also engaged in an inclusive language educational program.

Over 50% of NCAA staff participated in a racial justice survey that NCAA research, human resources and inclusion education and community engagement administered, which helped inform racial justice efforts and how staff preferred to

receive racial equity-related resources. As part of the Eight-Point Plan to Advance Racial Equity, the NCAA Standardized Test Score Task Force was created to review initial-eligibility requirements, particularly the SAT/ACT score component. The task force is composed of Division I and Division II leaders. The group engaged several groups for feedback, including governance groups, the Knight Commission on Intercollegiate Athletics, the National Association for College Admission Counseling, and the testing agencies, specifically the College Board and ACT. The group also surveyed Division I and II membership for additional insight. The task force recommended that standardized test scores no longer be required of high school applicants intending to play a Division I or Division II sport in college. In February 2022, the Division I Committee on Academics and Division II Academic Requirements Committee will consider the task force recommendation.

In the fall of 2021, all national office staff participated in a required 90-minute unconscious bias training. The training also will be added as part of the onboarding process for new employees. In addition to the training, staff completed the Global Inclusion assessment and will have a year to complete other online modules. A train-the-trainer program will take place in 2022, along with other educational sessions. The Association engages and recognizes community and social justice efforts through the NCAA Legacy Awards, hosted during Final Four events.

Emerging Sports for Women

The Emerging Sports for Women program was created in 1994 to grow meaningful intercollegiate sport participation opportunities for student-athletes who are women in sports that have the potential to reach the required number of varsity teams to be considered for NCAA championship status. NCAA legislation allows a National Collegiate Championship or a division championship to be established in an emerging sport if at least 40 NCAA schools sponsor the sport at the varsity level. NCAA schools may use emerging sports to satisfy minimum sports-sponsorship requirements for all divisions and minimal financial aid awards for Divisions

I and II. If a school lists an emerging sport on its NCAA sports sponsorship and demographics form, that sport must follow all applicable NCAA rules. Since the Emerging Sports for Women program was established in 1994, five sports have earned NCAA championship status.

Currently, there are five emerging sports for women: acrobatics and tumbling, equestrian (Divisions I and II only), rugby, triathlon, and women's wrestling. In 2021, despite the global pandemic, all five sports currently on the Emerging Sports for Women list have reported back to the NCAA Committee on Women's Athletics on demonstrated growth and different degrees of expansion and have successfully fulfilled the program's purpose of increasing opportunities for student-athletes who are women.

Inclusion Forum

The annual NCAA Inclusion Forum brings together intercollegiate athletics leaders, student-athletes and subject matter experts passionate about improving the educational and professional environment for student-athletes, coaches and staff. Sessions engage on a broad range of topics related to research, best practices and policy around the office of inclusion's five core areas of disabilities, international backgrounds, the LGBTQ community, race/ethnicity and women. The 2021 NCAA Inclusion Forum, which took place virtually in June, gathered more than 4,300 registrants for three days of engagement on activism, diversity, equity and inclusion. The higher education and intercollegiate athletics leaders and student-athletes in attendance engaged in programming that offered useful knowledge, engaging dialogue, and practical takeaways to empower efforts on equity, diversity and inclusion initiatives on their campuses.

The 2022 theme, "A Vision for Change: Empowering Voices and Rising to Action," was inspired by two late civil rights leaders: award-winning author Maya Angelou and U.S. Rep. John Lewis. To learn more about the inspiration, we encourage you to read Angelou's "Still I Rise" and Lewis' "Across That Bridge: A Vision for Change and the Future of America." In addition to programming on core areas, this year's event featured special sessions for

student-athletes, presidents and chancellors, and athletics diversity and inclusion designees.

International Student-Athlete Inclusion Think Tank

As part of a strategic plan to enhance inclusion efforts for international student-athletes, the NCAA office of inclusion conducted its first International Student-Athlete Inclusion Think Tank in November 2021. The virtual session gathered more than 50 student-athletes, coaches, administrators and faculty members of more than 15 nationalities. They engaged in discussions on the various challenges international student-athletes and those who lead them face, as well as participating in a collective brainstorming process on potential solutions to address these challenges, both on the campus level and through the national office. The high level of engagement and information gathered will inform the office of inclusion in strategy and future actions.

NCAA/MOAA Award for Diversity and Inclusion

This annual national award represents a partnership formed by the NCAA and the Minority Opportunities Athletic Association to recognize and celebrate the initiatives, policies and practices of schools and conferences that embrace diversity and inclusion across the intercollegiate athletics community. Nominees are evaluated on their equity, diversity and inclusion efforts in the areas of leadership, infrastructure, evaluation and assessment, education, and collaboration. The annual award is presented at the NCAA Convention. The 2020 winner was the University of Oregon. Towson was the recipient of the 2021 award, and Arizona, Tiffin and Coast Guard received the 2021 honorable mentions. The 2022 award recipient is Northern Illinois University. The Pacific-12 Conference, the Central Intercollegiate Athletic Association and DePauw University are the 2022 honorable mentions.

NCAA Convention Programming

In 2021, the NCAA office of inclusion partnered with NCAA research and the Sport Science Institute to produce a session on mental health, coping with the COVID-19 pandemic and addressing racial justice. Another session, in partnership with the Ross Initiative in Sports for Equality, focused on fostering

brave conversations on racial justice. In addition, a session on supporting student-athlete activism was featured. In 2022, the office of inclusion will offer multiple sessions on topics such as striving for gender equity, racial justice through the lens of historically Black colleges and universities, continuing the conversation on mental health, coping with the COVID-19 pandemic and addressing racial justice, and the recruitment and retainment of diverse talent. Additionally, the winner of the annual NCAA/MOAA Award for Diversity and Inclusion will be recognized at the Saluting Excellence luncheon hosted by the office of inclusion.

Optimizing the Impact of the Athletics Diversity and Inclusion Designee

The NCAA office of inclusion has partnered with the NCAA Minority Opportunities and Interests Committee on initiatives to optimize the athletics diversity and inclusion designee. The ADID serves as the primary conduit of diversity and inclusion information from the NCAA to athletics departments or conference offices. The purpose of the designation is to help athletics departments and conference offices advance and sustain their diversity, equity and inclusion initiatives and support efforts to foster inclusive environments. Resources to optimize the designation are available on the ADID webpage, which includes survey results, educational webinars and best practices.

Optimizing the Impact of the Senior Woman Administrator

The NCAA office of inclusion is partnering with the Committee on Women's Athletics, the Gender Equity Task Force, and the Minority Opportunities and Interests Committee on an initiative to optimize the senior woman administrator designation. The SWA is the highest-ranking woman in NCAA athletics departments and conference offices. The purpose of the SWA designation is to promote meaningful representation of women in the leadership and management of college sports. Efforts to optimize the designation are available on ncaa.org and include disseminating the results of a national research study on the SWA, educational resources that provide clarity about the designation and ways to optimize it, video spotlights that feature successful SWAs,

and division-specific best practices guides.

Presidential Pledge and Commitment to Promoting Diversity and Gender Equity in Intercollegiate Athletics

Launched in September 2016, the Presidential Pledge is a commitment from presidents and chancellors at NCAA member colleges and universities to establish initiatives for achieving ethnic and racial diversity and gender equity in college sports hiring practices. The pledge was developed out of a membership concern about the low representation of racial and ethnic minorities and women in coaching and athletics administration at all levels. To date, 78% of all schools and 73% of all conferences (94% of multisport conferences) have pledged their support, including the NCAA Board of Governors, whose 16 presidents and chancellors were among the first signatories. Women Leaders in College Sports also endorsed the pledge.

Woman of the Year

The NCAA Woman of the Year program was established in 1991 and honors the academic achievements, athletics excellence, community service and leadership of graduating women who are collegiate athletes from all three divisions. In 2021, 535 college athletes who are women were nominated by NCAA member schools for the NCAA Woman of the Year award. Kendall Cornick, a former Augustana (South Dakota) softball player who majored in biology and psychology, was celebrated as the 2021 NCAA Woman of the Year.

NCAA Professional Development and Education

Basketball Coaches Academy

The NCAA Basketball Coaches Academy provides current, full-time intercollegiate basketball coaches at NCAA member institutions an opportunity to expand their knowledge and insight into the world of intercollegiate basketball coaching. During the academy, selected participants will be trained in a variety of areas that encourage effective coaching at the intercollegiate level, with a focus on the holistic well-being and development of the student-athlete.

Career in Sports Forum

The Career in Sports Forum brings together selected NCAA student-athletes to learn about and explore potential careers in sports, particularly college athletics. This unique programming experience will help student-athletes chart their career paths, while presenting copious opportunities for attendees to learn from current industry leaders.

Notable speakers cover the following topics and more to prepare attendees for success navigating their futures: self-awareness and its role in professional development; practical approaches to the sports job search; personal branding; developing a career plan; managing yourself as a professional in the sports industry. Through panels, engaging breakout sessions, keynote presentations and facilitated discussions, program participants will complete their experience with a thorough understanding of athletics as a career path and where they fit into the industry's landscape.

Champion Forum

The Champion Forum provides current coaches with a unique and transformative professional development opportunity. Participants gain a realistic view of what it takes to become a head coach at the collegiate level. Throughout the academic year, NCAA leadership development staff execute three iterations of the program: Champion Forum for Football, Champion Forum for Men's Basketball and Champion Forum for Women's Basketball. High-performing, high-potential ethnic minority assistant coaches from these three sports who have been identified as rising stars in the industry will be selected to participate in this immersive educational experience. The Champion Forum prepares tomorrow's leaders in football and basketball, populating a talented pool of future head coaches primed to influence a vital shift in college athletics.

Dr. Charles Whitcomb Leadership Institute

The Dr. Charles Whitcomb Leadership Institute provides tailored programming to assist ethnic minorities in strategically mapping and planning their careers in athletics administration by providing professional development programming over the course of a calendar year, which includes one-week

programs at the beginning and conclusion of that year.

Combining in-person sessions, continuing education resources and the well-connected alumni group, participants not only enhance and master skillsets pertinent to their success in their current roles, they also explore and plan to achieve future career aspirations. With a successful track record in producing the most influential leaders in college sports, the Leadership Institute provides participants with a transformational and empowering experience that will define their careers for decades.

Emerging Leaders Seminar

The Emerging Leaders Seminar provides leadership, educational and transitional programming for current graduate assistants and interns from NCAA member schools, conference offices and affiliate organizations. The three-day virtual program educates, develops and connects selected participants and equips attending young professionals with the skills necessary to accelerate their career progression in college sports. Learners walk away with valuable insight into college athletics and a refined understanding of professional paths within the industry. Additionally, participants will gain an expansive network of peers and industry leaders to call upon throughout their professional journey. Through this exposure, participants return to their current roles with applicable skills and knowledge that will help them succeed within their current and future roles.

Foundations of Fundraising (NEW)

With a focus on women and ethnic minorities, Foundations of Fundraising is a collaborative effort between the NCAA and the National Association of Athletic Development Directors designed to educate future leaders (interns, graduate assistants, development associates, etc.) in the field of development in intercollegiate athletics. The nine-week hybrid learning course was created so that learners will view development/fundraising as a viable career option with great advancement opportunities. Learners will walk away having an in-depth exposure and introduction into athletics development as a viable career path within college sports. Participation in the four-month hybrid

program will provide essential career development to allow learners to thrive in their current roles while preparing them to obtain elevated positions in the industry. A key focus for curriculum content is the learner visualization of fundraising as a pathway to opportunity to access senior-level positions in college athletics, particularly as an avenue to ascend to the athletics director seat.

Leadership Collective

The NCAA Leadership Collective serves as a tool to progress toward an environment of diverse representation in collegiate coaching and athletics administration. The Leadership Collective is an interactive and user-friendly platform, which highlights the vast professional accomplishments of ethnic minorities within college sports through customizable, in-depth personal profiles.

The Leadership Collective encourages inclusive practices throughout the membership and demonstrates the NCAA's commitment to promoting cultural diversity and equity in college sports, in conjunction with the NCAA Presidential Pledge campaign. The Leadership Collective answers the commonly posed question, "Where can I find qualified ethnic minority candidates?" Through the showcase of the achievements of its users, the NCAA Leadership Collective helps NCAA member school and athletics conference executives diversify their talent lists and be more inclusive when making personnel decisions. The resource is used for hiring senior staff, making committee appointments, finding speakers and filling other related needs.

Learning Management System (e-Learning)

The Learning Management System is designed to provide electronic learning experiences for both NCAA staff and the membership. The LMS portal serves as a vehicle to deliver content surrounding certifications, attestations, professional development and virtual program delivery. The LMS also serves as a repository for learning materials and has the capability to track participant process.

NCAA-Athleda HBCU STEM Mentoring Program — ARISE (NEW)

The NCAA and Athleda launched a partnership

to sponsor a STEM mentoring program serving student-athletes at historically Black colleges and universities. The program, called ARISE, connects HBCU student-athletes with experts and professionals in science, technology, engineering and math fields to provide guidance, mentorship and insight about developing a successful career in STEM. The mentorship will follow a structured developmental curriculum that will enhance connection and allow participants to explore vast postgraduate career pathways in STEM. The mentorship program comes out of an analysis of metrics indicating a significant lack of representation of minorities and student-athletes in professional STEM roles. The pilot mentorship program will launch in the winter, with two HBCUs selected for student-athlete participation. Upon completion of the pilot launch, the NCAA and Athleda will seek to expand to offer more campuses and student-athletes the mentorship opportunity.

NFL/NCAA Administrators Academy (NEW)

The NFL/NCAA Administrators Academy assists graduate assistants and interns by expanding their capacity to perform in leadership roles within college and professional athletics administration. The academy provides young professionals seeking opportunities in football administration at the collegiate and pro level with professional development resources and the necessary skills to adapt to an evolving sports business landscape. The NFL and NCAA partner with key industry stakeholders (college conference offices, NFL and Club administrators, and more) on programming content. The programming experience is separated into two phases: first, educational and leadership sessions led by sports business professionals and industry experts and second, a mentorship experience pairing participants with a mentor from the sports business industry for five months.

NCAA and NFL Coaches Academy

The NCAA and NFL Coaches Academy is an opportunity for current, full-time intercollegiate football coaches at NCAA member institutions and former NFL athletes to expand their knowledge and insight into the world of intercollegiate football coaching. During the three-day academy, the NCAA

and the NFL educate, and train selected participants in a variety of areas that encourage effective coaching and improve student-athlete well-being at both the intercollegiate and professional levels. Topical education and conversation during the academy may include effective communication with campus and community constituents, the importance of building culture focused on the overall success of the student-athletes both on and off the field, budget management of a football program, and coaching strategies and philosophies.

NCAA-Women Leaders in College Sports Executive Institute

The Executive Institute is an advanced professional development program for women in collegiate athletics administration. Program goals include preparation to become an athletics director or commissioner, connection to search firms and college presidents, and creation of new networks with current athletics directors and commissioners.

NCAA/Women Leaders in College Sports Institute for Administrative Advancement

The Institute for Administrative Advancement is the premier “level one” leadership development program for women in intercollegiate athletics administration. Engaging faculty members — including pioneers in women’s athletics and leaders representing all NCAA divisions — prepare, empower and inspire participants to become successful administrators and advance within the profession.

NCAA/Women Leaders in College Sports Leadership Enhancement Institute

The Leadership Enhancement Institute is the premier “level two” leadership development program for women in intercollegiate athletics administration. Open to Women Leaders in College Sports members and graduates of the Institute for Administrative Advancement (formerly NACWAA/HERS), the Leadership Enhancement Institute provides advanced educational opportunities, professional development and more in-depth training for women serving as athletics administrators.

NCAA-Women Leaders in College Sports Women’s Leadership Symposium

The NCAA/Women Leaders in College Sports Women’s Leadership Symposium is developed for women aspiring to or just beginning a career in intercollegiate athletics. This program aims to enrich participants’ skills, expand their professional network and promote the recruitment and retention of women working in intercollegiate athletics administration. This program asks participants to take an active role in exploring:

- Personal branding.
- Individual strengths and values.
- Resume building.
- Interviewing.
- Goal and vision setting.

NCAA/WeCOACH Women Coaches Academy

The Women Coaches Academy is a four-day educational training available to NCAA coaches of all experience levels. The academy is designed for coaches who are women who are ready and willing to increase their individual effectiveness by learning advanced skills and strategies that directly affect their personal and team success. Participants will focus on concepts that are not sport specific in an environment that fosters inclusion across the sports community. The NCAA provides scholarships to qualified HBCU coaches to attend the academy to promote the professional development of coaches of color.

NCAA/WeCOACH Women Coaches Academy 2.0

The Women Coaches Academy 2.0 takes a coach’s game to the next level. It builds on the sense of community, the passion and the renewed sense of joy for coaching that participants experienced at the NCAA Women Coaches Academy. The 2.0 version provides a master learning opportunity — in a small class setting — which progresses on the skills, strategies and knowledge gained from the Women Coaches Academy.

Pathway Program

The Pathway Program is designed to elevate those currently in senior-level positions within athletics administration to the next step as a director of athletics or conference commissioners. This program is an intensive, experiential learning opportunity for

selected participants equally representing NCAA Divisions I, II and III. This yearlong program provides an opportunity for participants to identify how values fit into their philosophy and execution of leadership within college athletics and higher education. Participants also develop knowledge in areas such as budgeting, strategic planning and fundraising for both their current job responsibilities and for their next role as a director of athletics or conference commissioner.

The Pathway Program also looks into the NCAA governance structure, exposes participants to key stakeholders from member schools and the NCAA, and matches participants with a president and director of athletics who will provide guidance and mentorship. The experience includes a thorough mock director of athletics/conference commissioner interview that provides learners with vital preparation to excel in the job interview stage. The program boasts an accomplished alumni pool, featuring dozens of athletics departments and conference office leaders across all three divisions.

Postgraduate Internship Program

The NCAA Postgraduate Internship Program provides on-the-job learning experiences annually for 31 college graduates who express an interest in pursuing a career in intercollegiate athletics administration. A yearlong paid program based at the national office in Indianapolis, the NCAA postgraduate internship exposes participants to the inner workings of college sports from the national perspective, one they may eventually share as full-time athletics administrators on campuses and in conference offices. A particular emphasis is placed on the selection of women and ethnic minority candidates. Internship positions are offered in the following areas: academic and membership affairs, administrative services, championships and alliances, communications, community engagement initiatives, the NCAA Eligibility Center, enforcement, executive affairs, governance, inclusion and leadership development.

Student-Athlete Leadership Forum

The NCAA Student-Athlete Leadership Forum has served as a life-changing experience for more than 5,000 student-athletes who have grown personally

and professionally because of their attendance. Student-athletes selected to attend the forum return to campus with invaluable leadership skills, a refined understanding of the relationship among personal values, core beliefs and behavioral styles, and the support of a close personal network of like-minded peers to provide continued connection and dialogue after the program concludes. This best-in-class programming experience serves as a transformational opportunity for student-athletes and administrators to build a leadership toolkit and develop vital self-awareness that allows them to realize their potential.

NCAA Scholarships and Grants

Division II Coaching Enhancement Grant

This Division II Coaching Enhancement Grant was created to provide financial assistance to the division's member schools that are committed to enhancing ethnic minority and gender representation in newly created assistant coaching positions for any NCAA-sponsored sport. The NCAA grant will fund \$25,000 in the first year, \$15,000 in the second year and \$8,000 in the third year. Professional development funding of \$1,200 is also provided during the first three years. All applications are reviewed and confirmed by a selection committee of non-NCAA staff.

Division II Ethnic Minorities and Women's Internship Grant Program

The Division II Ethnic Minorities and Women's Internship Grant is designed to provide financial assistance to Division II conferences and member schools committed to enhancing ethnic minority and gender representation in full-time, entry-level administrative positions. Selected recipients receive one year of grant funds, including \$30,000 to be allocated toward the hired intern's salary and \$3,000 in professional development funding. Recipients also must contribute \$3,700, at minimum, as an in-kind gift to the hired intern as outlined in their proposal. All applications are reviewed and confirmed by a selection committee of non-NCAA staff.

Division II Membership Support

Division II also partners with organizations and offers additional grants to support its efforts. It has an annual Governance Academy in partnership with Women Leaders in College Sports. It offers a mentoring program for aspiring athletics directors, particularly women and ethnic minorities, which has resulted in 25 individuals rising to athletics director positions. Division II also has an enhanced partnership with the DII Athletics Directors Association that targets aspiring athletics directors, particularly women and ethnic minorities, to advance their careers. In addition, the division's second-largest grant distribution is a conference grant program to all Division II active conferences. The program requires that at least 10% of the funds be earmarked toward efforts that enhance diversity, equity and inclusion in the membership.

Division II Strategic Alliance Matching Grant Enhancement Program

The Division II Strategic Alliance Matching Grant Enhancement Program provides funding for the creation of new, or the enhancement of current, full-time, senior-level administrative positions at Division II schools and conference offices to encourage access, recruitment, selection and long-term success of ethnic minorities and women. The grant will fund 75% of the grant request in the first year, 50% in the second year and 25% in the third year. Professional development funding of \$3,000 is provided during the first three years. Technology funding of \$3,000 is provided in the first year, and \$500 is provided in the third year. All applications are reviewed and confirmed by a selection committee of non-NCAA staff.

Division III Coaching Enhancement Grant

Established in 2019, the Division III Coaching Enhancement Grant was created to provide financial assistance to the division's member schools that are committed to enhancing ethnic minority and gender representation in newly created assistant coaching positions for any NCAA-sponsored sport during a two-year commitment. The grant provides a \$7,500 annual salary and \$1,500 in professional development funding. The next grant cycle for the Division III Coaching Enhancement Grant will open

in fall of 2020. All applications are reviewed and confirmed by a selection committee of non-NCAA staff.

Division III Ethnic Minorities and Women's Internship Grant Program

The Division III Ethnic Minorities and Women's Internship Grant Program was founded to assist in enhancing diversity and inclusion within Division III athletics administrative staffs. The internship grant is a \$23,660 grant designated for a Division III school to hire a 10-month full-time individual and give that person the opportunity for learning in administration and coaching, with NCAA member schools or conference offices providing administrative supervision and mentorship throughout the program. Assistant coaching responsibilities are allowed, including strength and conditioning, but the percentage of time focused on assistant coaching should be realistic but be no more than 25% of the outlined job responsibilities.

Division III Strategic Alliance Matching Grant

The Division III Strategic Alliance Matching Grant is a five-year grant program that provides funding for mid- to senior-level administrative positions at Division III schools and conference offices to encourage access, recruitment, selection and the long-term success of ethnic minorities and women. The grant will fund 75% of the grant request in the first year, 50% in the second year and 25% in the third year. Assistant coaching responsibilities are allowed but should be limited in nature. No head coaching responsibilities are allowed for positions funded by the grant.

Ethnic Minority and Women's Enhancement Graduate Scholarship

The Ethnic Minority and Women's Enhancement Graduate Scholarship was developed by the NCAA Committee on Women's Athletics and the NCAA Minority Opportunities and Interests Committee to increase the pool of and opportunities for qualified women and minority candidates in intercollegiate athletics through graduate scholarships. The NCAA awards \$10,000 to 13 women and 13 ethnic minorities college graduates who will be entering a graduate program. The applicant must be seeking admission

or have been accepted into a sports administration program or other graduate program that will help the applicant obtain a career in intercollegiate athletics, such as athletics administrator, coach or athletic trainer, or a career that provides a direct service to intercollegiate athletics. The applicant must enroll in an NCAA member school.

Jim McKay Graduate Scholarship

The NCAA established the Jim McKay Graduate Scholarship to recognize the immense contributions and legacy of pioneer sports journalist Jim McKay. Annually, one man and one woman student or student-athlete will be awarded a one-time \$10,000 Jim McKay scholarship in recognition of outstanding academic achievement and their potential to make a major contribution to the sports communication industry or public relations. McKay scholars will be recognized as having a unique aptitude and commitment to the communications field while displaying the highest level of professional integrity, including the principles of truthfulness, accuracy, objectivity, impartiality, fairness and public accountability, with the element of compassion that so infused McKay's long and storied career. While McKay scholars do not need a major in communications or journalism, they should demonstrate achievement in sport communication or public relations or at least show an interest in contributing to the field.

Postgraduate Scholarship

The NCAA awards up to 126 Postgraduate Scholarships annually. The scholarships are awarded to student-athletes who excel academically and athletically and who have completed or are at least in their final year of intercollegiate athletics competition. The one-time nonrenewable scholarships of \$10,000 are awarded three times a year corresponding to each sport season (fall, winter and spring). Each sports season there are 21 scholarships available for men and 21 scholarships available for women for use in an accredited graduate program. All former student-athletes who earned an undergraduate degree from an NCAA member school are eligible to be nominated by that school for an NCAA graduate degree scholarship, regardless of when they received their undergraduate degree.

Walter Byers Graduate Scholarship

The NCAA established the Walter Byers Graduate Scholarship as a means of recognizing the contributions of the former NCAA executive director through encouraging excellence in academic performance by student-athletes. Annually, one man and one woman student-athlete are awarded the \$24,000 scholarship in recognition of outstanding academic achievement and potential for success in graduate study. It is intended that an individual named a Byers Scholar will be recognized as one who has combined the best elements of mind and body to achieve national distinction and who promises to be a future leader in the individual's chosen field of career service.

Appendix II

DIVISION I, II, AND III COMPARATIVES

Not all of the grades listed below are used in the calculation of the final grades. These are provided for comparative analysis only. The only sections that are included in the final grade are the measures of Division II and III Student-Athletes. As in all cases regarding student-athletes and employment in college athletics, the data reported on associate and assistant athletics directors, senior woman administrators and faculty athletics representatives excludes HBCUs.

Student Athletes

According to the NCAA, 44.4 percent of all NCAA Division I, II, and III student-athletes combined are female and 55.6 percent are male.

Total white Male Student Athletes

The percentage of white men student-athletes participating at the Divisions I, II, and III levels combined, increased from 61.3 percent in 2019-2020 to 61.4 percent in 2020-2021.

In the 2020-2021 year, white men student-athletes comprised 54.4, 55.5, and 71.3 percent of all student-athletes who are men, in Divisions I, II, and III, respectively. This compares to last year, where white men student-athletes comprised 54.0, 55.9 and 70.5 percent of all student-athletes who are men in Divisions I, II, and III, respectively.

Total Male Student Athletes of Color

In the 2020-2021 year, 17.8 percent of student-athletes who are men were Black or African American, 6.6 percent were Hispanic/Latinos, 1.7 percent were Asian, 0.4 percent were Hawaiian or Pacific Islander, 0.4 percent were American Indian or Alaskan Native, 4.5 percent were men of Two or More Races, 4.2 percent were International and 2.9 percent were unknown.

In the 2019-2020 year, 18.0 percent of student-athletes who are men were Black or African

American, 6.4 percent were Hispanic/Latinos, 1.6 percent were Asian, 0.4 percent were Hawaiian or Pacific Islander, 0.4 percent were American Indian or Alaskan Native, 4.4 percent were men of Two or More Races, 4.2 percent were International and 3.2 percent were unknown.

During the 2020-2021 year, Black or African American student-athletes who are men comprised 22.8 percent, 20.4 percent and 11.7 percent of all student-athletes who are men in Divisions I, II and III, respectively. Hispanic/Latinos were 5.6 percent, 7.5 percent and 6.8 percent, respectively. Asians were 1.5 percent, 1.0 percent and 2.4 percent, respectively. Hawaiian or Pacific Islanders were 0.6 percent, 0.4 percent and 0.2 percent, respectively. American Indian or Alaskan Natives were 0.3 percent, 0.7 percent and 0.3 percent, respectively. Student-athletes who are men of Two or More Races were 5.7 percent, 4.6 percent and 3.5 percent, respectively. International student-athletes were 6.2 percent, 6.1 percent and 1.2 percent of all student-athletes who are men, respectively. Student-athletes identifying as Unknown were 2.8 percent, 3.8 percent, and 2.5 percent, respectively.

Total white Female Student Athletes

The percentage of white women who are student-athletes participating at the Divisions I, II, and III levels combined declined from 69.6 percent in 2019-2020 to 69.4% in 2020-2021.

In the 2020-2021 year, white women who are student-athletes comprised 62.8, 66.6 and 78.4 percent of all student-athletes who are women in Divisions I, II, and III, respectively.

In the 2019-2020 year, white women who are student-athletes comprised 62.9, 67.1 and 78.0 percent of all student-athletes who are women in Divisions I, II, and III, respectively.

Total Female Student Athletes of Color

In the 2020-2021 year, the percentage of Black or African American student-athletes who are women in all three divisions combined was 9.1 percent, 6.2 percent were Hispanic/Latina, 2.0 percent were Asian, 0.4 percent were Hawaiian or Pacific Islander,

0.4 percent were American Indian or Alaskan Native, 4.7 percent were women of Two or More Races, 4.3 percent were International, and 2.8 percent were unknown.

In the 2019-2020 year, the percentage of Black or African American women who are student-athletes in all three divisions combined was 9.2 percent, 6.1 percent were Hispanic/Latina, 2.3 percent were Asian, 0.3 percent were Hawaiian or Pacific Islander, 0.4 percent were American Indian or Alaskan Native, 4.6 percent were women of Two or More Races, 4.3 percent were International, and 3.2 percent were Unknown.

During the 2020-2021 year, Black or African American women who are student-athletes comprised 12.0 percent, 9.8 percent and 5.5 percent of all student-athletes who are women in Divisions I, II and III, respectively. Hispanic/Latinas were 5.9 percent, 7.3 percent and 5.9 percent. Asians comprised 2.3 percent, 1.5 percent and 3.2 percent. Hawaiian or Pacific Islanders were 0.4 percent, 0.5 percent and 0.2 percent, respectively. American Indians or Alaskan Natives were 0.3 percent, 0.8 percent and 0.3 percent. Student-athletes who are women of Two or More Races were 6.0 percent, 4.9 percent and 3.6 percent. International student-athletes were 7.7 percent, 5.1 percent and 0.7 percent. Finally, student-athletes classified as Unknown comprised 2.6, 3.5, and 2.3 percent of all student-athletes who are women, respectively.

Head Coaches*

Men's Teams (Race)

In 2020-2021, white people still dominate the head coaching positions, holding 85.3 percent, 86.0 percent, and 89.6 percent of the positions within men's sports in Divisions I, II, and III, respectively. Opportunities for Black or African Americans as head coaches continued to be poor in 2020-2021. Black or African Americans held 9.0 percent, 6.2 percent, and 5.9 percent of the men's head coaching positions in Divisions I, II, and III, respectively. Comparing those figures to 2019-2020, Black or African Americans coaching men's teams remained the same in Division I, increased by 0.4 percentage

point in Division II and increased by 0.2 percentage points in Division III. Hispanic/Latino(a)s held 2.2 percent, 3.0 percent, and 1.7 percent of head coaching positions for men's teams in the respective divisions during 2019-2020. Comparing those figures to 2019-2020, Hispanic/Latino(a)s coaching men's teams increased by 0.1 percentage point in Division I, decreased by 0.2 percentage points in Division II, and decreased by 0.2 Percentage points in Division III. Asians held 0.6 percent, 0.8 percent, and 0.9 percent of the head coaching positions for men's teams in the respective divisions in 2020-2021. American Indian or Alaskan Native and Hawaiian or Pacific Islander representation was again minimal with 0.0 percent in Division I, 0.2 percent in Division II, and 0.1 percent in Division III. Two or more races held 0.8 percent in Division I, 0.8 percent in Division II and 1.0 percent in Division III. Internationals held 0.9 percent in Division I, 1.9 percent in Division II, and 0.2 percent in Division III. Unknown represented 1.1 percent in Division I, 0.9 percent in Division II, and 0.6 percent in Division III. These figures accounted for men and women head coaches of men's teams.

Men's Teams (Gender)

The percentage of women serving as head coaches of men's teams was 4.5, 4.8 and 6.8 percent in the respective divisions. While there was an increase in Divisions I and II compared to the 2019-2020 dataset, the increases were minimal.

Women's Teams (Gender)

In 2020-2021, women held 41.3 percent of head coaching positions at the Division I level for women's sports, while they only held 4.5 percent of the head coaching positions at the Division I level for men's sports. In Division II, women comprised 35.3 percent of the head coaches of women's teams and only 4.8 percent of the head coaching positions for men's teams. At the Division III level, women held 44.4 percent of all head coaches for women's teams and decreased from 7.2 percent in 2019-2020 to 6.8 percent in 2020-2021 of the head coaching positions for men's teams. Overall, women held 40.3 percent of the head coaching positions for women's sports for all three divisions combined. While some categories did increase slightly, they are all reflective of how far women must go to achieve equality under

Title IX 49 years after its adoption.

Women's Teams (Race)

White people also dominated the head coaching positions in women's sports in Division I overall, holding 82.1 percent of head coaching positions, 84.9 percent in Division II, and 88.7 percent in Division III. Compared to 2019-2020, there was a 0.4 percentage point decrease in representation for Division I, a 0.1 percentage point decrease in Division II, and a decrease of 0.8 percentage points in Division III.

In 2018-2019, Black or African Americans held 9.1 percent, 6.3 percent, and 5.7 percent of the women's head coaching positions in Divisions I, II and III, respectively (8.8 percent, 5.9 percent, and 5.2 percent in 2019-2020). Hispanic/Latino(a)s held 2.5 percent, 3.1 percent, and 1.9 percent of head coaching positions for women's teams in Divisions I, II, and III, respectively (2.6 percent, 3.2 percent, and 2.0 percent in 2019-2020). Asians held 1.4, 1.3, and 1.4 percent of head coaching positions for women's teams in the respective divisions. Hawaiian or Pacific Islanders held 0.5 percent, 0.4 percent, and 0.2 percent, respectively. These figures accounted for men and women serving as head coaches of women's teams.

** It is important to note the NCAA data represents demographics by position, not in sum. There is potential for double counting race or people of color in some instances.*

See Tables 9, 10, 11, 12, 13, 14, and 15.

Assistant Coaches*

Men's Teams (Race)

In 2020-2021, white people held 67.4 percent, 71.1percent, and 82.1 percent of the assistant coach positions on men's teams in Divisions I, II, and III, respectively. This compared to 2019-2020 when white people held 67.7 percent, 72.2 percent, and 82.5 percent. Black or African American assistant coaches for men's teams across the three divisions held 22.5percent, 17.0 percent, and 10.8 percent

of the positions, respectively. This compared to 2019-2020 when Black or African American held 22.2percent, 16.2percent, and 10.5percent. Hispanic/Latino(a) assistant coaches for men's teams across the three divisions held 2.2 percent, 4.4 percent, and 3.2 percent of the positions, respectively, compared to 2019-2020 when they held 2.2percent, 4.0percent, and 3.1percent. In 2020-2021, Asians held 0.8 percent, 0.6 percent, and 1.1percent of the total assistant coaching positions, respectively. Hawaiian or Pacific Islanders held 0.7 percent, 0.4 percent and 0.2 percent, respectively. American Indian or Alaskan Natives held 0.1 percent, 0.2 percent, and 0.2 percent, respectively.

Men's Teams (Gender)

Among Divisions I, II and III men's teams in 2020-2021, women held 9.2 percent, 10.2 percent, and 12.0 percent of the assistant coach positions, respectively. In 2019-2020, women held 8.6 percent, 10.4 percent, and 12.6 percent. There was an increase in Division I and a slight decrease in Divisions II and III.

Women's Teams (Race)

Among the women's teams during 2020-2021, white people held 71.1 percent, 74.3 percent, and 85.2 percent of the assistant coach positions in Divisions I, II, and III, respectively, compared to 71.8 percent, 74.4 percent, and 85.4 percent in 2019-2020. Black or African American held 16.1 percent, 12.9 percent, and 7.7 percent of the women's team assistant coach positions in Divisions I, II, and III, respectively. Hispanic/Latino(a)s held 2.9percent, 4.6 percent, and 2.8 percent of the assistant coach positions within women's sports in Divisions I, II, and III, respectively. Asians held 1.7 percent, 1.1 percent, and 1.4 percent, respectively. Hawaiian or Pacific Islanders held 0.4 percent, 0.5 percent and 0.2 percent, respectively. In 2020-2021, American Indians or Alaskan Natives held 0.2 percent, 0.2 percent, and 0.2 percent of assistant coach positions within women's sports in the three divisions, respectively.

Women's Teams (Gender)

The percentage of women assistant coaches in women's sports increased in Division I, II, and III. In Divisions I, II, and III, it increased from 47.2 percent,

49.2 percent, and 52.3 percent in 2020-2021 to 47.2 percent, 50.7 percent, and 52.8 percent in 2019-2020 in 2019-2020, respectively.

** It is important to note the NCAA data represents demographics by position, not in sum. There is potential for double counting race or people of color in some instances.*

Athletics Directors, Associate Athletics Directors* and Assistant Athletics Directors*

Athletics Directors (Race)

In Division I in 2020-2021, excluding HBCUs, white people held 82.3 percent of the athletics director positions, which decreased slightly from the 83.0 percent in 2019-2020. The percentage of white men was 71.6 percent in 2020-2021, which was a decrease from 72.3 percent in 2019-2020. Black or African Americans held 12.2 percent of the athletics director positions in 2020-2021, which was also an increase from the 10.3 percent in 2019-2020. Hispanic/Latino(a)s held 2.7 percent of the positions. Asians held 0.6 percent of the athletic director positions in Division I. American Indians or Alaskan Natives and Hawaiian or Pacific Islanders held none of the positions in 2020-2021.

In Division II, excluding HBCUs, white people held 89.9 percent of the athletics director jobs in 2020-2021, which was a slight decrease from the 90.6 percent that was reported in 2019-2020. The percentage of white men was 68.1 percent in 2020-2021, which was a decrease from 70.8 percent in 2019-2020. Black or African Americans increased from 4.1 percent in 2019-2020 to 4.9 percent in 2020-2021. Hispanic/Latino(a)s held 2.5 percent of the athletics director positions, a decrease from 2.7 percent in 2019-2020.

Division III had the worst record for racial diversity in the position of athletics director. White people held 90.5 percent of the athletics director positions, which was a 0.7 percent decrease from 91.2 percent in 2019-2020. The percentage of white men was 61.3 percent in 2020-2021, which was a 0.3 percentage point decrease from 61.6 percent in 2019-2020. Black or African Americans held 6.6 percent of the

athletics director positions, Hispanic/Latino(a)s held 1.3 percent, while less than one percent were held by Asians, American Indians or Alaskan Native, and those classified as Two or More Races.

Athletics Directors (Gender)

The percent of women athletics directors in Division I decreased from 14.3 percent to 14.0 percent in 2020-2021 showing that women continued to remain underrepresented in the athletics director position this year.

White women made up 10.7 percent, while Hispanic/Latinas represented 0.9 percent, Asian represented 0.6 percent, and Black or African Americans represented 1.5 percent of the athletics director positions within Division I. Those noted as Other represented 0.3 percent of women athletics directors. There were no women athletics directors reported in 2020-2021 who were American Indian or Alaskan Native, Two or more races or Unknown.

Women held 24.2 percent of the Division II athletics director positions, which was an increase from 21.9 percent in 2019-2020. White women held 21.8 percent of these positions, which was an increase from 19.8 percent. There was an increase in Black or African American women from 1.0 percent to 1.4 percent. Hispanic/Latinas and Asians held 0.4 percent of these positions. There were no Hawaiian or Pacific Islander, American Indian or Alaskan Native women serving in Division II athletics director positions in 2020-2021. Those identifying as International held less than 1.0 percent of women of athletic director positions in 2020-2021 in Division II.

Division III offers women the greatest opportunity at the athletics director level. Women held 33.0 percent of the athletics director positions, an increase of 0.4 percentage points from 2019-2020. Among the women serving as athletics directors, white women held 29.2 percent, while Black or African American women held 3.2 percent and Hispanic/Latinas, Internationals, and those identifying as Two or more races held 0.2 percent.

Associate Athletics Director (Race)

There was a slight improvement for people of color in Divisions I, II, and III at the associate athletics director position. In 2020-2021, Black or African Americans held 10.0 percent, 5.2 percent, and 5.7 percent of the associate athletics director positions in Divisions I, II, and III, respectively. This compared to last year's 9.0 percent, 5.0 percent, and 5.4 percent, respectively. Hispanic/Latino(a)s held 2.4 percent, 3.6 percent, and 1.4 percent of the associate athletics director positions in Divisions I, II, and III, respectively which compared to last year's 2.3 percent, 2.6 percent and 1.0 percent, respectively. Asians held 1.0 percent, 1.1 percent, and 0.2 percent in Divisions I, II, and III in 2020-2021. Hawaiian/Pacific Islanders held 0.3 percent in Division I and in Division II and III had no representation. In 2020-2021 American Indians or Alaskan Natives held 0.0 percent in Division I, 0.5 percent in Division II and had 0.2 percent of these positions in Division III. In 2020-2021, associate athletics directors classified as Two or more races held 1.0 percent, 1.4 percent and 1.2 percent of the positions in Divisions I, II, and III, respectively. This compared to 2019-2020 when they held 0.9 percent, 1.9 percent and 1.2 percent, respectively. In 2020-2021, those identifying as Unknown held 1.0 percent in Division I, 0.3 percent in Division II, and 0.5 percent in Division III which compared to 2019-2020 when they held 1.2 for Division I, 0.3 percent for Division II and 0.2 percent for Division III.

Associate Athletics Director (Gender)

In Division I, women occupied 32.4 percent of the positions in 2020-2021, which was an increase from 32.0 percent in 2019-2020. In Division II, women saw a decrease as they held 40.9 percent of the associate athletics director positions in 2020-2021 compared to 42.3 percent in 2019-2020. There was a decrease in Division III where women occupied 47.9 percent of the associate athletics director positions in 2020-2021 compared to 50.0 percent in 2019-2020.

Assistant Athletics Director (Race)

At the assistant athletics director position in 2020-2021, representation of people of color showed minimal improvements in all three divisions. Black or African Americans held 8.7 percent, 5.8 percent

and 5.3 percent of the assistant athletics director positions in 2020-2021 for Divisions I, II, and III, respectively. This was compared to 2019-2020 when Black or African Americans held 10.0 percent of the assistant athletics director positions in Division I, 4.7 percent in Division II, and 4.3 percent in Division III. Hispanic/Latino(a)s held 2.8 percent, 3.6 percent, and 1.7 percent of the assistant athletics director positions in 2020-2021 for Divisions I, II, and III, respectively. This was compared to 2019-2020 when they held 3.1 percent of the assistant athletics director positions in Division I, 2.7 percent in Division II, and 1.2 percent in Division III. In 2020-2021 Asians held 1.3 percent, 1.8 percent, 1.3 percent of the positions at each level. Hawaiians and Pacific Islanders held 0.2 percent in Division I and 0.4 percent in Divisions II and none in Division III. In 2020-2021, American Indian or Alaskan Natives held 0.2 percent, 0.8 percent and 0.2 percent in Divisions I, II, and III, respectively. In 2020-2021 assistant athletics directors classified as Two or more races held 1.6 percent, 1.6 percent, and 0.4 percent in Divisions I, II, and III, respectively. In 2020-2021, those identifying as Unknown held 2.4 percent, 0.8 percent, and 0.4 percent in Divisions I, II, and III, respectively. This compared to 2019-2020 when they held 2.0 percent of assistant athletics director positions in Division I, 1.0 percent in Division II, and 0.7 percent in Division III.

Assistant Athletics Director (Gender)

In 2020-2021, there was an increase in Division I, II and III in the representation of women at the assistant athletics director position. Women occupied 33.2 percent of the assistant athletics directors in Division I, 38.4 percent in Division II, and 42.8 percent in Division III. This compared to 2019-2020 when women occupied 32.1 percent in Division I, 36.5 percent in Division II, and 39.7 percent in Division III, respectively.

Associate and Assistant Athletics Director (Gender)

In Division I, the gender breakdown was similar between associate and assistant athletics directors. Associate athletics directors were 67.6 percent men and 32.4 percent women in Division I and assistant athletics directors were 67.9 percent men and 33.2 percent women in Division I in 2020-2021. This

compared to 2019-2020 when associate athletics directors were 68.0 percent men and 32.0 percent women in Division I and assistant athletics directors were 69.0 percent men and 31.0 percent women in Division I.

In Division II, associate athletics directors were 59.1 percent men and 40.9 percent women, and assistant athletics directors were 68.5 percent men and 38.4 percent women in 2020-2021. This compared to 2019-2020 when associate athletics directors were 57.7 percent men and 42.3 percent women, and assistant athletics directors were 62.9 percent men and 37.1 percent women in Division II.

At the Division III level in the associate athletics director position, men held 52.1 percent and women held 47.9 percent of the positions. For the assistant athletics director position, men held 59.9 percent and women held 42.8 percent in 2020-2021. This is comparable to 2019-2020 when the associate athletics director position was comprised of 50.0 percent men and 50.0 percent women and assistant athletics directors were 59.6 percent men and 40.4 percent women in Division III.

Senior Woman Administrators

The senior woman administrator (SWA) is a significant position within an athletic department. White women continued to dominate the position in 2020-2021 with 79.0 percent, 85.1 percent, and 91.0 percent in Divisions I, II, and III, respectively. Even with the improvement, the racial diversity of the SWA position continued to be very low.

In Division I, Black or African American women held 14.8 percent of the SWA positions, Asian women held 1.5 percent, Hispanic/Latina women held 2.1 percent, and women classified as Two or More Races women held 0.6 percent. Women classified as Unknown held 0.9 percent of these positions. Overall, women of color occupied 20.0 percent of the SWA positions in 2020-2021 within Division I. This compared to 2019-2020 when Black or African American women held 14.2 percent, Hispanic/Latina women held 2.5, and Asian women held 1.50.

percent. Women classified as Two or More Races held 1.5 percent while those identifying as Unknown held 0.9 percent and International held 0.0 percent.

The senior woman administrator position was even less diverse at the Division II level in 2020-2021. Black or African American women held 7.5 percent, Hispanic/Latina women held 2.5 percent, and Asian women accounted for 1.1 percent of these positions. Hawaiian or Pacific Islander women held 0.4 percent, and American Indian or Alaskan Native held 0.4 percent. Women who were classified as Two or more races held 1.8 percent, Unknown held 0.4 percent, and International held 0.4 percent. Women of color overall occupied 14.5 percent of the SWA positions in 2020-2021 within Division II. This compared to 2019-2020 when Black or African American women held 6.7 percent, Hispanic/Latina women held 2.8 percent, Asian women held percent, Hawaiian or Pacific Islander women held 0.4 percent, American Indian or Alaskan Native women held 0.0 percent and women classified as Two or more races held 1.4 percent. Both classifications of Unknown and International held 0.4 percent each.

In Division III, the senior woman administrator position continued to be the least diverse of all three divisions in 2020-2021. Black or African American women held 4.1 percent, Hispanic/Latina women held 1.4 percent, Asian women held 0.7 percent, American Indian or Alaska Native women held 0.9 percent, Hawaiian or Pacific islander women held 0.0 percent, and women classified as Two or More Races held 1.4 percent, and women classified as Unknown held 0.2 percent. Women of color occupied an overall 8.7 percent of the SWA positions in 2020-2021 within Division III. This compared to 2019-2020 when Black or African American women held 4.6 percent, Hispanic/Latina women held 1.4 percent, Asian women held 0.2 percent, women classified as Two or More Races held 1.4percent, women classified as Unknown held 0.7 percent, and American Indian or Alaskan Native women held 1.2 percent.

Faculty Athletics Representatives

For the FAR positions in 2020-2021, white people held 87.0 percent, 89.8 percent, and 91.9 percent at Divisions I, II, and III, respectively. In 2019-2020, the percentages were 86.8 percent, 89.9 percent, and 92.7 percent. The racial diversity of the FAR position continued to be minimal. In 2020-2021, Black or African Americans held 8.1 percent, 5.0 percent, and 2.8 percent of the FAR positions at Divisions I, II, and III, respectively. For the 2019-2020 report, Black or African Americans represented 7.5 percent, 4.5 percent, and 2.6 percent for Divisions I, II, and III. In 2020-2021, Hispanic/Latino(a)s held 1.8 percent, 1.8 percent, and 1.0 percent of the FAR positions at Divisions I, II, and III, respectively. Asians held 0.6 percent, 1.8 percent, and 2.0 percent in Divisions I, II, and III, respectively. Hawaiian or Pacific Islanders held 0.3 percent in Division I, 0.0 percent in Division II, and 0.0 percent in Division III respectively. American Indians or Alaskan Natives held 0.3 percent in Division I, 0.4 percent in Division II, and 0.4 percent in Division III. FARs classified as Two or more races held 0.0 percent in Division I, 0.0 percent in Division II, and 0.8 percent in Division III. Internationals held 0.3 percent in Division I, 0.4 percent in Division II, and 0.0 percent in Division III. Those classified as Unknown held 1.8 percent, 1.1 percent, and 1.0 percent in Divisions I, II, and III, respectively.

In 2020-2021 women held 34.4 percent, 30.6 percent, and 39.8 percent of the FAR positions. This compared to 2019-2020 when women held 36.7 percent of the FAR positions in Division I, 30.3 percent in Division II, and 40.4 percent in Division III. White women held the greatest percentage of these positions with 29.1 percent, 28.2 percent, and 36.6 percent in Division I, II, and III, respectively.

In Division I, Black or African American women held 3.6 percent, Hispanic/Latinas held 0.3 percent, Asian women held 0.3 percent, American Indian or Alaskan Native held 0.3 percent, Hawaiian or Pacific Islander held 0.0 percent, International women held 0.0 percent and women identifying as Two or more races held 0.0 percent of FAR positions. Women classified as Unknown held 0.9 percent.

In Division II, Black or African American women held 1.1 percent, Hispanic/Latinas held 0.4 percent, Asian women held 0.7 percent, while American Indian or Alaskan Native women, Hawaiian or Pacific Islander women, and those classified as Two or More Races had no representation. Those classified as unknown held 0.4 percent of positions.

In Division III, Black or African American women held 0.8 percent, Hispanic/Latinas held 0.4 percent, Asian women held 0.8 percent, American Indian or Alaskan Native women held 0.4 percent, Two or more races held 0.4 percent and those who were classified as Unknown held 0.4 percent of FAR positions. Hawaiian or Pacific Islander and International held 0.0 percent of FAR positions.

Sports Information Directors

Not all the below grades are used in the calculation of the final grades. These are provided for comparative analysis only.

The Sports Information Director plays a critical role in directing the media's attention to student-athletes, coaches and teams.

The sports information director position was one of the least diverse positions in all of college sport. In 2020-2021, the position was 91.4, 90.0, and 94.6 percent white in Divisions I, II, and III, respectively. The percentages did not change much from 2019-2020 when it was 91.4, 92.1, and 95.4 percent white in Division I, II, and III, respectively. This is very important because the sports information director is usually the key decision maker in what and who is publicized among coaches and student-athletes.

The sports information director position in Division I athletics was 91.4 percent white, 3.6 percent Black or African American, 1.2 percent Hispanic/Latino(a)s, 1.5 percent Asian, 0.1 percent Hawaiian or Pacific Islander, 0.1 percent American Indian or Alaska Native, 0.5 percent Two or More races, 0.4 International, and 1.0 percent Unknown.

Division II consisted of 92.0 percent white staff, 2.4 percent Black or African American, 2.4 percent Hispanic/Latino(a), 2.1 percent Asian, 0.0 percent

Hawaiian or Pacific Islander, 0.3 percent American Indian or Alaskan Native, 1.0 percent Two or More races, 1.4 percent International, and 0.3 percent Unknown.

Division III was 94.6 percent white, 3.8 percent Black or African American, 2.4 percent Hispanic/Latino(a), 0.7 percent Asian, and 1.0 percent Two or More races.

Women held 17.3, 8.9, and 14.7 percent of the sports information director positions in Divisions I, II, and III, respectively.

Professional Administrators

Not all the below grades are used in the calculation of the final grades. These are provided for comparative analysis only.

This category includes a wide range of job descriptions. At NCAA member institutions, jobs that fit in this category is academic advisor/counselor, compliance coordinator/officer, 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 HBCUs. These positions are often starting points from which, many people rise to higher level positions within a university or athletic department.

This Report shows that opportunities for women who serve in professional administration positions have increased by 0.1 percent across all three divisions combined since last year. In 2020-2021 women accounted for 34.8 percent, 36.6 percent, and 36.1 percent of all professional administration positions in Divisions I, II, and III, respectively.

In 2020-2021 white people held 79.3 percent, 83.6 percent, and 88.7 percent of the professional administration in Divisions I, II, III, respectively.

Black or African Americans held 10.3 percent, 6.2 percent, and 6.6 percent of all professional

administration positions in Divisions I, II, and III, respectively. Hispanic/Latino(a)s held 3.9 percent, 3.9 percent, and 2.3 percent of positions for all professional administration positions in Divisions I, II, and III, respectively. Asian held 1.4 percent, 1.7 percent, and 0.9 percent of all professional administration positions in Divisions I, II, and III, respectively. American Indian or Alaskan Native representation was minimal, with 0.2 percent, 0.5 percent and 0.2 percent in each division, 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 62.5 percent of the positions at Division I institutions. Within the life skills coordinator position, women held 71.3 percent of the positions at Division I institutions. In the business manager position, women held 60.8 percent of the positions at Division I institutions. The compliance coordinator/officer also had a strong representation of women at the Division I level holding 47.9 percent of the positions.

Appendix III

NCAA Executive/Senior/Vice Presidents					
	%	#		%	#
2021			2011		
White	76.5%	13	White	76.5%	13
Black or African American	23.5%	4	African-American	23.5%	4
Hispanic or Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Women	23.5%	4
Two or More Races	0.0%	0	Total	x	17
Other	0.0%	0			
Total	x	17			
Women	41.2%	7			
2020			2010		
White	68.4%	13	White	70.6%	12
Black or African American	31.6%	6	African-American	29.4%	5
Hispanic or Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Women	17.6%	3
Two or More Races	0.0%	0	Total	x	17
Other	0.0%	0			
Total	x	19			
Women	36.8%	7			
2019			2009		
White	68.4%	13	White	83.3%	15
Black or African American	31.6%	6	African-American	16.7%	3
Hispanic or Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Women	22.2%	4
Two or More Races	0.0%	0	Total	x	18
Other	0.0%	0			
Total	x	19			
Women	42.1%	8			
2018			2008		
White	70.6%	12	White	83.3%	15
African-American	29.4%	5	African-American	16.7%	3
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Women	35.3%	6	Women	22.2%	4
Total	x	17	Total	x	18
2017			2007		
White	75.0%	12	White	82.4%	14
African-American	25.0%	4	African-American	17.6%	3
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Women	31.3%	5	Women	23.5%	4
Total	x	16	Total	x	17
2016			2006		
White	75.0%	12	White	81.3%	13
African-American	25.0%	4	African-American	18.8%	3
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Women	25.0%	4	Women	25.0%	4
Total	x	16	Total	x	16
2015			2004		
White	76.5%	13	White	87.5%	14
African-American	23.5%	4	African-American	12.5%	2
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Women	23.5%	4	Women	18.8%	3
Total	x	17	Total	x	16
2014			2002		
White	76.5%	13	White	81.0%	13
African-American	23.5%	4	African-American	19.0%	3
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Women	23.5%	4	Women	25.0%	4
Total	x	17	Total	x	16
2013			2000		
White	77.8%	14	White	83.3%	10
African-American	22.2%	4	African-American	16.7%	3
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Other	0.0%	0
Other	0.0%	0	Women	26.7%	4
Women	22.2%	4	Total	x	15
Total	x	18			
2012			1998		
White	73.7%	14	White	81.2%	13
African-American	26.3%	5	African-American	18.8%	3
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Other	0.0%	0
Other	0.0%	0	Women	25.0%	4
Women	21.1%	4	Total	x	16
Total	x	19			

TABLE 1

*1999, 2001, 2003, 2005 data not recorded
Note: Data provided by the NCAA

NCAA Managing Directors/Directors					
	%	#		%	#
2021			2011		
White	79.6%	74	White	77.9%	53
Black or African American	15.1%	14	African-American	17.6%	12
Hispanic or Latino	1.1%	1	Latino	2.9%	2
Asian	3.2%	3	Asian	1.5%	1
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Women	42.6%	29
Two or More Races	1.1%	1	Total	x	68
Other	0.0%	0			
Total	x	93			
Women	51.6%	48			
2020			2010		
White	78.1%	75	White	76.4%	55
Black or African American	18.8%	18	African-American	16.7%	12
Hispanic or Latino	1.0%	1	Latino	2.8%	2
Asian	2.1%	2	Asian	2.8%	2
Hawaiian or Pac. Islander	0.0%	0	Other	1.4%	1
Am. Indian or Alaska Native	0.0%	0	Women	44.4%	32
Two or More Races	0.0%	0	Total	x	72
Other	0.0%	0			
Total	x	96			
Women	52.1%	50			
2019			2009		
White	77.9%	81	White	75.7%	53
Black or African American	18.3%	19	African-American	17.1%	12
Hispanic or Latino	1.0%	1	Latino	4.3%	3
Asian	2.9%	3	Asian	1.4%	1
Hawaiian or Pac. Islander	0.0%	0	Other	1.4%	1
Am. Indian or Alaska Native	0.0%	0	Women	41.4%	29
Two or More Races	0.0%	0	Total	x	70
Other	0.0%	0			
Total	x	104			
Women	50.0%	52			
2018			2008		
White	80.7%	71	White	76.5%	52
African-American	15.9%	14	African-American	16.2%	11
Latino	1.1%	1	Latino	2.9%	2
Asian	2.3%	2	Asian	4.4%	3
Other	0.0%	0	Other	0.0%	0
Women	47.7%	42	Women	41.1%	28
Total	x	88	Total	x	68
2017			2007		
White	80.7%	71	White	77.4%	48
African-American	15.9%	14	African-American	14.5%	9
Latino	1.1%	1	Latino	1.6%	1
Asian	2.3%	2	Asian	4.8%	3
Other	0.0%	0	Other	1.6%	1
Women	47.7%	42	Women	41.9%	26
Total	x	88	Total	x	62
2016			2006		
White	83.1%	74	White	75.9%	44
African-American	14.6%	13	African-American	19.0%	11
Latino	1.1%	1	Latino	1.7%	1
Asian	1.1%	1	Asian	3.4%	2
Other	0.0%	0	Other	0.0%	0
Women	46.1%	41	Women	41.4%	24
Total	x	89	Total	x	58
2015			2004		
White	81.2%	69	White	81.3%	33
African-American	16.5%	14	African-American	12.5%	5
Latino	1.2%	1	Latino	2.0%	1
Asian	1.2%	1	Asian	4.0%	2
Other	0.0%	0	Other	0.0%	0
Women	44.7%	38	Women	48.0%	20
Total	x	85	Total	x	41
2014			2002		
White	81.9%	68	White	79.0%	x
African-American	15.7%	13	African-American	14.0%	x
Latino	1.2%	1	Latino	5.0%	x
Asian	1.2%	1	Asian	2.0%	x
Other	0.0%	0	Other	0.0%	x
Women	44.6%	37	Women	42.0%	x
Total	x	83	Total	x	x
2013			2000		
White	82.9%	68	White	82.9%	34
African-American	15.9%	13	African-American	9.7%	4
Latino	0.0%	0	Latino	2.4%	1
Asian	1.2%	1	Other	4.8%	2
Other	0.0%	0	Women	39.0%	16
Women	41.5%	34	Total	x	41
Total	x	82			
2012			1998		
White	79.5%	58	White	85.7%	36
African-American	16.4%	12	African-American	7.1%	3
Latino	2.7%	2	Latino	2.4%	1
Asian	1.4%	1	Other	4.8%	2
Other	0.0%	0	Total	x	41
Women	42.5%	31			
Total	x	73			

*1999, 2001, 2003, 2005 data not recorded
Note: Data provided by the NCAA

TABLE 2

NCAA Administrators					
	%	#		%	#
2021			2011		
White	76.2%	256	White	79.7%	161
Black or African American	14.9%	50	African-American	16.3%	33
Hispanic or Latino	3.3%	11	Latino	1.0%	2
Asian	3.0%	10	Asian	2.5%	5
Hawaiian or Pac. Islander	1.5%	5	Other	0.5%	1
Am. Indian or Alaska Native	0.0%	0	Women	54.5%	110
Two or More Races	0.9%	3	Total	x	202
Other	0.3%	1			
Total	x	336			
Women	56.0%	188			
2020			2010		
White	76.3%	302	White	79.2%	160
Black or African American	15.9%	63	African-American	17.3%	35
Hispanic or Latino	2.8%	11	Latino	1.0%	2
Asian	3.0%	12	Asian	2.5%	5
Hawaiian or Pac. Islander	1.0%	4	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Women	52.0%	105
Two or More Races	1.0%	4	Total	x	202
Other	0.0%	0			
Total	x	396			
Women	56.1%	222			
2019			2009		
White	76.9%	340	White	78.0%	160
Black or African American	15.4%	68	African-American	18.0%	37
Hispanic or Latino	2.9%	13	Latino	2.0%	4
Asian	2.9%	13	Asian	2.0%	4
Hawaiian or Pac. Islander	0.9%	4	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Women	53.2%	109
Two or More Races	0.9%	4	Total	x	205
Other	0.0%	0			
Total	x	442			
Women	58.8%	260			
2018			2008		
White	77.5%	351	White	76.9%	150
African-American	16.3%	74	African-American	19.0%	37
Latino	2.2%	10	Latino	2.1%	4
Asian	2.2%	10	Asian	2.1%	4
Other	1.8%	8	Other	0.0%	0
Women	58.7%	266	Women	54.9%	107
Total	x	453	Total	x	195
2017			2007		
White	80.9%	254	White	78.4%	145
African-American	13.1%	41	African-American	18.4%	34
Latino	1.9%	6	Latino	2.2%	4
Asian	2.2%	7	Asian	1.1%	2
Other	1.9%	6	Other	0.0%	0
Women	50.6%	159	Women	55.1%	102
Total	x	314	Total	x	185
2016			2006		
White	80.7%	251	White	76.5%	x
African-American	13.8%	43	African-American	19.7%	x
Latino	1.6%	5	Latino	1.1%	x
Asian	2.6%	8	Asian	1.6%	x
Other	1.3%	4	Other	1.1%	x
Women	51.1%	159	Women	55.2%	x
Total	x	311	Total	x	x
2015			2004		
White	80.8%	244	White	76.7%	124
African-American	14.2%	43	African-American	22.2%	37
Latino	1.0%	3	Latino	0.0%	0
Asian	3.0%	9	Asian	1.2%	2
Other	1.0%	3	Other	0.0%	0
Women	53.3%	161	Women	54.3%	88
Total	x	302	Total	x	163
2014			2002		
White	79.8%	233	White	77.3%	x
African-American	15.8%	46	African-American	22.2%	x
Latino	2.7%	8	Latino	0.0%	x
Asian	1.4%	4	Asian	<1%	x
Other	0.3%	1	Other	0.0%	x
Women	53.1%	155	Women	54.5%	x
Total	x	292	Total	x	x
2013			2000		
White	79.6%	227	White	76.6%	105
African-American	15.8%	45	African-American	21.9%	30
Latino	1.8%	5	Latino	0.7%	1
Asian	2.8%	8	Other	0.7%	1
Other	0.0%	0	Women	49.6%	68
Women	56.5%	161	Total	x	137
Total	x	285			
2012			1998		
White	82.4%	210	White	78.3%	90
African-American	14.5%	37	African-American	19.1%	22
Latino	0.8%	2	Latino	2.6%	3
Asian	2.4%	6	Other	0.0%	0
Other	0.0%	0	Women	49.2%	53
Women	55.3%	141	Total	x	115
Total	x	255			

Table 3

*1999, 2001, 2003, 2005 data not recorded
 Note: Data provided by the NCAA

Total Full-Time NCAA Staff					
	%	#		%	#
2021			2014		
White	76.9%	343	White	79.6%	386
Black or African American	15.2%	68	African-American	16.7%	81
Hispanic or Latino	2.7%	12	Latino	1.0%	5
Asian	2.9%	13	Asian	2.5%	12
Hawaiian or Pac. Islander	1.1%	5	Other	0.2%	1
Am. Indian or Alaska Native	0.0%	0	Women	57.9%	281
Two or More Races	0.9%	4	Total	x	485
Other	0.2%	1	2013		
Total	x	446	White	80.0%	385
Women	54.5%	243	African-American	16.6%	80
2012			Latino	1.0%	5
White	76.3%	390	Asian	2.3%	11
Black or African American	17.0%	87	Other	0.0%	0
Hispanic or Latino	2.3%	12	Women	59.9%	288
Asian	2.7%	14	Total	x	481
Hawaiian or Pac. Islander	0.8%	4	2012		
Am. Indian or Alaska Native	0.0%	0	White	81.1%	365
Two or More Races	0.8%	4	African-American	16.0%	72
Other	0.0%	0	Latino	0.9%	4
Total	x	511	Asian	2.0%	9
Women	54.6%	279	Other	0.0%	0
2019			Women	59.6%	268
White	76.8%	434	Total	x	450
Black or African American	16.5%	93	2011		
Hispanic or Latino	2.5%	14	White	79.6%	312
Asian	2.8%	16	African-American	16.8%	66
Hawaiian or Pac. Islander	0.7%	4	Latino	1.3%	5
Am. Indian or Alaska Native	0.0%	0	Asian	2.0%	8
Two or More Races	0.7%	4	Other	0.3%	1
Other	0.0%	0	Women	61.5%	241
Total	x	565	Total	x	392
Women	56.6%	320	2010		
2018			White	79.0%	324
White	77.9%	434	African-American	17.3%	71
African-American	16.5%	92	Latino	1.2%	5
Latino	2.0%	11	Asian	2.2%	9
Asian	2.2%	12	Other	0.2%	1
Other	1.4%	8	Women	63.7%	261
Women	56.2%	313	Total	x	410
Total	x	557	2009		
2017			White	78.7%	326
White	79.9%	417	African-American	17.4%	72
African-American	14.9%	78	Latino	1.9%	8
Latino	1.5%	8	Asian	1.7%	7
Asian	2.1%	11	Other	0.2%	1
Other	1.5%	8	Women	62.1%	257
Women	54.2%	283	Total	x	414
Total	x	522	2008		
2016			White	78.1%	307
White	80.5%	401	African-American	17.6%	69
African-American	15.1%	75	Latino	0.0%	6
Latino	1.4%	7	Asian	2.3%	9
Asian	2.0%	10	Other	0.5%	2
Other	1.0%	5	Women	62.3%	245
Women	56.2%	280	Total	x	393
Total	x	498	2007		
2015			White	76.1%	299
White	79.9%	394	African-American	16.5%	65
African-American	15.8%	78	Latino	1.5%	6
Latino	0.8%	4	Asian	1.8%	7
Asian	2.4%	12	Other	0.5%	2
Other	1.0%	5	Women	63.1%	239
Women	57.4%	283	Total	x	379
Total	x	493			

Note: Data provided by the NCAA

TABLE 4

Conference Commissioners						
	Division I (ALL)			Division I (FBS)		
	%	# Men	# Women	%	# Men	# Women
2020-21						
White	86.7%	18	8	80.0%	7	1
Black or African American	6.7%	2	0	20.0%	2	0
Hispanic or Latino	3.3%	0	1	0.0%	0	0
Asian	3.3%	0	1	0.0%	0	0
Hawaiian or Pac. Islander	0.0%	0	0	0.0%	0	0
Am. Indian or Alaska Native	0.0%	0	0	0.0%	0	0
Two or More Races	0.0%	0	0	0.0%	0	0
Other	0.0%	0	0	0.0%	0	0
Total	100.0%	20	10	100.0%	9	1
2019-20						
White	86.7%	18	8	80.0%	7	1
Black or African American	6.7%	2	0	20.0%	2	0
Hispanic or Latino	3.3%	0	1	0.0%	0	0
Asian	3.3%	0	1	0.0%	0	0
Hawaiian or Pac. Islander	0.0%	0	0	0.0%	0	0
Am. Indian or Alaska Native	0.0%	0	0	0.0%	0	0
Two or More Races	0.0%	0	0	0.0%	0	0
Other	0.0%	0	0	0.0%	0	0
Total	100.0%	20	10	100.0%	9	1
2018-19						
White	86.7%	19	7	80.0%	7	1
Black or African American	6.7%	2	0	20.0%	2	0
Hispanic or Latino	3.3%	0	1	0.0%	0	0
Asian	3.3%	0	1	0.0%	0	0
Hawaiian or Pac. Islander	0.0%	0	0	0.0%	0	0
Am. Indian or Alaska Native	0.0%	0	0	0.0%	0	0
Two or More Races	0.0%	0	0	0.0%	0	0
Other	0.0%	0	0	0.0%	0	0
Total	100.0%	21	9	100.0%	9	1
2017-18						
White	93.3%	21	7	100.0%	9	1
African-American	0.0%	0	0	0.0%	0	0
Asian/Pacific Islander	3.3%	0	1	0.0%	0	0
Latino	3.3%	0	1	0.0%	0	0
Native American	0.0%	0	0	0.0%	0	0
Two or More Races	0.0%	0	0	0.0%	0	0
Non-Resident Alien	0.0%	0	0	0.0%	0	0
Other	0.0%	0	0	0.0%	0	0
Total	100.0%	21	9	100.0%	9	1
2016-17						
White	93.3%	20	8	100.0%	9	1
African-American	3.3%	0	1	0.0%	0	0
Asian/Pacific Islander	3.3%	0	1	0.0%	0	0
Latino	0.0%	0	0	0.0%	0	0
Native American	0.0%	0	0	0.0%	0	0
Non-Resident Alien	0.0%	0	0	0.0%	0	0
Other	0.0%	0	0	0.0%	0	0
Total	100.0%	20	10	100.0%	9	1
2015-16						
White	93.3%	20	8	100.0%	10	1
African-American	3.3%	0	1	0.0%	0	0
Asian/Pacific Islander	3.3%	0	1	0.0%	0	0
Latino	0.0%	0	0	0.0%	0	0
Native American	0.0%	0	0	0.0%	0	0
Non-Resident Alien	0.0%	0	0	0.0%	0	0
Other	0.0%	0	0	0.0%	0	0
Total	100.0%	20	10	100.0%	10	1
2014-15						
White	100.0%	22	7	100.0%	10	1
African-American	0.0%	0	0	0.0%	0	0
Asian	0.0%	0	0	0.0%	0	0
Latino	0.0%	0	0	0.0%	0	0
Native American	0.0%	0	0	0.0%	0	0
Non-Resident Alien	0.0%	0	0	0.0%	0	0
Other	0.0%	0	0	0.0%	0	0
Total	100.0%	22	7	100.0%	10	1
2013-14						
White	96.7%	22	7	100.0%	11	0
African-American	0.0%	0	0	0.0%	0	0
Asian	3.3%	0	1	0.0%	0	0
Latino	0.0%	0	0	0.0%	0	0
Native American	0.0%	0	0	0.0%	0	0
Non-Resident Alien	0.0%	0	0	0.0%	0	0
Other	0.0%	0	0	0.0%	0	0
Total	100.0%	22	8	100.0%	11	0

TABLE 5

Note: Data provided by the NCAA

Conference Commissioners						
	Division I (ALL)			Division I (FBS)		
	%	# Men	# Women	%	# Men	# Women
2012-13						
White	96.7%	23	6	100.0%	11	0
African-American	0.0%	0	0	0.0%	0	0
Asian	3.3%	0	1	0.0%	0	0
Latino	0.0%	0	0	0.0%	0	0
Native American	0.0%	0	0	0.0%	0	0
Non-Resident Alien	0.0%	0	0	0.0%	0	0
Other	0.0%	0	0	0.0%	0	0
Total	100.0%	23	7	100.0%	11	0
2011-12						
White	96.7%	24	5	100.0%	11	0
African-American	0.0%	0	0	0.0%	0	0
Asian	3.3%	0	1	0.0%	0	0
Latino	0.0%	0	0	0.0%	0	0
Native American	0.0%	0	0	0.0%	0	0
Non-Resident Alien	0.0%	0	0	0.0%	0	0
Other	0.0%	0	0	0.0%	0	0
Total	100.0%	24	6	100.0%	11	0
2010-11						
White	90.0%	25	5	100.0%	11	0
African-American	0.0%	0	0	0.0%	0	0
Asian	0.0%	0	0	0.0%	0	0
Latino	0.0%	0	0	0.0%	0	0
Native American	0.0%	0	0	0.0%	0	0
Other	0.0%	0	0	0.0%	0	0
Total	100.0%	25	5	100.0%	11	0
2009-10						
White	86.0%	25	5	100.0%	11	0
African-American	0.0%	0	0	0.0%	0	0
Asian	0.0%	0	0	0.0%	0	0
Latino	0.0%	0	0	0.0%	0	0
Native American	0.0%	0	0	0.0%	0	0
Other	0.0%	0	0	0.0%	0	0
Total	100.0%	25	5	100.0%	11	0
2008-09						
White	92.0%	27	3	100.0%	11	0
African-American	6.0%	0	0	0.0%	0	0
Asian	0.0%	0	0	0.0%	0	0
Latino	0.0%	0	0	0.0%	0	0
Native American	0.0%	0	0	0.0%	0	0
Other	0.0%	0	0	0.0%	0	0
Total	100.0%	27	3	100.0%	11	0
2007-08						
White	86.5%	27	3	100.0%	11	0
African-American	0.0%	0	0	0.0%	0	0
Asian	0.0%	0	0	0.0%	0	0
Latino	0.0%	0	0	0.0%	0	0
Native American	0.0%	0	0	0.0%	0	0
Other	0.0%	0	0	0.0%	0	0
Total	100.0%	27	3	100.0%	11	0

TABLE 5 (continued)

Note: Data provided by the NCAA

Male Student-Athletes: Division I											
Basketball				Football		Baseball					
2020-21				2007-08							
White		24.0%	39.6%	79.0%		White		32.0%	50.0%	86.9%	
Black or African American		52.8%	43.9%	3.9%		African-American		60.4%	42.4%	3.3%	
Hispanic or Latino		2.4%	3.4%	7.7%		Latino		2.2%	2.4%	6.0%	
Asian		0.5%	0.4%	1.2%		Am. Indian or Alaska Native		0.1%	0.1%	0.1%	
Hawaiian or Pac. Islander		0.1%	1.6%	0.2%		Asian		0.1%	1.0%	1.2%	
Am. Indian or Alaska Native		0.3%	0.3%	0.4%		Hawaiian or Pac. Islander		0.1%	1.0%	0.1%	
Two or More Races		7.2%	7.4%	4.4%		Two or More Races		0.1%	0.1%	0.1%	
International		10.3%	0.8%	1.4%		Other		5.7%	2.3%	1.7%	
Unknown		2.4%	2.7%	1.9%							
2019-20				2006-07							
White		24.5%	39.4%	79.0%		White		32.5%	47.0%	84.5%	
Black or African American		53.2%	44.6%	4.0%		African-American		60.4%	45.9%	6.0%	
Hispanic or Latino		2.2%	3.2%	7.5%		Latino		1.8%	2.2%	5.4%	
Asian		0.4%	0.3%	1.0%		Am. Indian or Alaska Native		0.4%	0.4%	0.4%	
Hawaiian or Pac. Islander		0.1%	1.6%	0.2%		Asian		0.4%	1.6%	1.2%	
Am. Indian or Alaska Native		0.3%	0.3%	0.3%		Other		4.7%	2.9%	2.5%	
Two or More Races		6.5%	6.4%	4.1%							
Non-Resident Alien		9.5%	0.8%	1.2%							
Other		3.4%	3.4%	2.7%							
2018-19				2005-06							
White		24.7%	39.4%	78.9%		White		29.9%	47.1%	84.6%	
Black or African American		53.2%	45.1%	4.1%		African-American		58.9%	45.4%	5.7%	
Hispanic or Latino		2.4%	3.0%	7.2%		Latino		1.8%	2.1%	5.0%	
Asian		0.5%	0.4%	1.0%		Am. Indian or Alaska Native		0.3%	0.9%	0.4%	
Hawaiian or Pac. Islander		0.0%	1.5%	0.2%		Asian		0.5%	1.6%	1.1%	
Am. Indian or Alaska Native		0.3%	0.4%	0.5%		Non-Resident Aliens		6.2%	2.4%	1.0%	
Two or More Races		6.5%	6.0%	4.2%		Other		2.3%	0.4%	2.5%	
Non-Resident Alien		9.4%	0.8%	1.1%							
Other		3.1%	3.5%	2.8%							
2017-18				2004-05							
White		25.5%	40.1%	79.9%		White		31.9%	47.7%	83.7%	
African-American		53.6%	44.8%	3.7%		African-American		57.8%	45.4%	6.5%	
Latino		2.2%	3.2%	6.9%		Latino		1.5%	2.3%	5.4%	
Am. Indian or Alaska Native		0.3%	0.4%	0.5%		Am. Indian or Alaska Native		0.6%	0.3%	0.3%	
Asian/ Pacific Islander		0.5%	2.0%	1.1%		Asian		0.4%	1.6%	1.2%	
Two or More Races		5.7%	5.7%	3.8%		Non-Resident Aliens		5.4%	0.4%	1.0%	
Non-Resident Aliens		8.9%	0.6%	0.8%		Other		2.5%	2.3%	1.9%	
Other		3.3%	3.2%	3.2%							
2016-17				2003-04							
White		26.9%	41.5%	80.8%		White		31.6%	48.3%	83.8%	
African-American		53.0%	44.2%	3.7%		African-American		58.2%	44.3%	6.1%	
Latino		1.8%	2.9%	6.5%		Latino		1.5%	2.4%	4.9%	
Am. Indian or Alaska Native		0.4%	0.4%	0.5%		Am. Indian or Alaska Native		0.3%	0.4%	0.3%	
Asian/ Pacific Islander		0.4%	1.7%	1.1%		Asian		0.2%	1.6%	1.2%	
Two or More Races		5.4%	5.3%	3.7%		Non-Resident Aliens		5.7%	0.6%	1.3%	
Non-Resident Aliens		8.2%	0.5%	0.9%		Other		2.5%	2.4%	2.1%	
Other		3.9%	3.6%	2.9%							
2015-16				2002-03							
White		26.8%	42.6%	81.9%		White		32.3%	49.3%	84.1%	
African-American		54.8%	43.8%	3.3%		African-American		57.9%	43.8%	6.1%	
Latino		1.7%	2.8%	6.5%		Latino		1.3%	2.2%	5.1%	
Am. Indian or Alaska Native		0.4%	40.0%	0.4%		Am. Indian or Alaska Native		0.4%	0.4%	0.3%	
Asian/ Pacific Islander		0.5%	1.8%	1.1%		Asian		0.2%	1.6%	1.2%	
Two or More Races		5.1%	4.6%	3.0%		Non-Resident Aliens		5.3%	0.5%	1.2%	
Non-Resident Aliens		7.4%	0.5%	0.7%		Other		2.6%	2.3%	2.0%	
Other		3.2%	3.5%	3.2%							
2014-15				2001-02							
White		27.0%	43.1%	83.3%		White		32.3%	50.1%	83.4%	
African-American		55.6%	43.6%	2.9%		African-American		57.7%	42.6%	6.9%	
Latino		1.8%	2.8%	5.8%		Latino		1.5%	2.1%	5.2%	
Am. Indian or Alaska Native		0.3%	0.4%	0.4%		Am. Indian or Alaska Native		0.3%	0.4%	0.4%	
Asian/ Pacific Islander		0.4%	2.0%	1.1%		Asian		0.2%	1.4%	1.1%	
Two or More Races		4.6%	4.4%	2.9%		Non-Resident Alien		4.8%	0.5%	1.1%	
Non-Resident Aliens		7.1%	0.4%	0.8%		Other		3.2%	2.8%	1.9%	
Other		3.2%	3.1%	2.8%							
2013-14				2000-01							
White		28.8%	44.3%	84.6%		White		32.5%	49.4%	81.3%	
African-American		55.1%	43.3%	2.8%		African-American		57.1%	42.1%	6.7%	
Latino		1.7%	2.5%	5.8%		Latino		1.4%	2.1%	5.6%	
Am. Indian or Alaska Native		0.3%	0.4%	0.4%		Am. Indian or Alaska Native		0.4%	0.4%	0.4%	
Asian/ Pacific Islander		0.4%	2.0%	1.0%		Asian		0.2%	1.3%	0.9%	
Two or More Races		3.6%	3.8%	2.2%		Non-Resident Aliens		5.1%	1.7%	2.1%	
Non-Resident Aliens		6.6%	0.4%	0.8%		Other		3.3%	2.9%	3.0%	
Other		3.5%	3.3%	2.4%							
2012-13				1999-2000							
White		29.0%	45.4%	84.2%		White		34.6%	51.3%	83.0%	
African-American		55.7%	42.7%	2.6%		African-American		55.0%	39.5%	6.6%	
Latino		2.0%	2.6%	5.9%		Latino		1.6%	1.8%	4.3%	
Am. Indian or Alaska Native		0.3%	0.4%	0.4%		Am. Indian or Alaska Native		0.2%	0.3%	0.4%	
Asian/ Pacific Islander		0.4%	2.1%	1.1%		Asian		0.3%	1.3%	1.1%	
Two or More Races		2.9%	3.2%	2.1%		Non-Resident Aliens		3.0%	0.2%	0.6%	
Non-Resident Aliens		6.5%	0.5%	0.7%		Other		5.3%	5.7%	3.9%	
Other		3.1%	3.2%	3.0%							
2011-12				1998-99							
White		29.4%	46.4%	85.3%		White		34.0%	46.9%	88.1%	
African-American		57.2%	43.2%	2.6%		African-American		55.9%	46.4%	2.8%	
Latino		2.0%	2.3%	6.0%		Latino		1.4%	1.9%	4.7%	
Am. Indian or Alaska Native		0.1%	0.5%	0.4%		Am. Indian or Alaska Native		0.3%	0.4%	0.5%	
Asian/ Pacific Islander		0.1%	2.6%	1.2%		Asian		0.3%	2.0%	0.8%	
Two or More Races		2.5%	2.0%	1.6%		Non-Resident Aliens		5.5%	1.0%	1.4%	
Non-Resident Aliens		5.9%	0.4%	0.6%		Other		2.6%	1.9%	1.7%	
Other		2.6%	2.7%	2.4%							
2010-11				1996-97							
White		30.6%	47.0%	85.0%		White		33.8%	46.9%	89.5%	
African-American		56.8%	42.4%	2.5%		African-American		57.3%	47.6%	3.0%	
Latino		1.8%	2.4%	5.9%		Latino		1.5%	1.9%	4.3%	
Am. Indian or Alaska Native		0.1%	0.1%	0.1%		Am. Indian or Alaska Native		0.2%	0.3%	0.5%	
Asian/ Pacific Islander		0.1%	1.0%	1.2%		Asian		0.3%	1.2%	0.6%	
Two or More Races		1.6%	2.2%	1.3%		Non-Resident Aliens		4.4%	0.6%	0.9%	
Non-Resident Aliens		5.9%	0.3%	1.0%		Other		2.5%	1.5%	1.2%	
Other		2.6%	2.8%	2.6%							
2009-10				1997-92							
White		32.7%	48.3%	86.4%		White		34.5%	53.2%	90.0%	
African-American		58.1%	42.0%	2.8%		African-American		61.8%	42.7%	4.3%	
Latino		2.0%	2.4%	5.3%		Latino		0.8%	1.4%	3.9%	
Am. Indian or Alaska Native		0.1%	0.1%	0.1%		Am. Indian or Alaska Native		0.2%	0.3%	0.3%	
Asian/ Pacific Islander		0.1%	1.0%	1.3%		Asian		0.2%	1.0%	0.7%	
Two or More Races		1.2%	1.4%	0.1%		Non-Resident Aliens		x	x	x	
Non-Resident Aliens		1.2%	1.4%	0.1%		Other		2.5%	1.4%	0.8%	
Other		4.9%	3.1%	2.7%		Notes:					
2008-09				1) Data provided by the NCAA. Historically Black institutions excluded.							
White		34.2%	50.0%	87.3%		2) Only student-athletes receiving financial aid are included in this report.					
African-American		57.5%	41.7%	2.5%							
Latino		2.2%	2.6%	5.3%							
Am. Indian or Alaska Native		0.1%	0.1%	0.1%							
Asian/ Pacific Islander		0.1%	1.1%	1.1%							
Two or More Races		0.1%	0.1%	0.0%							
Other		4.5%	3.0%	2.3%							

Female Student-Athletes: Division I									
		Basketball	Outdoor Track	Softball			Basketball	Outdoor Track	Softball
2020-21					2009-10				
White	33.6%	55.0%	71.0%		White	43.2%	62.3%	82.0%	
Black or African American	40.7%	22.8%	4.8%		African-American	47.5%	26.1%	3.4%	
Hispanic or Latino	3.0%	5.5%	11.5%		Latino	1.5%	4.0%	7.7%	
Asian	0.6%	1.1%	1.3%		Am. Indian or Alaska Native	0.1%	0.1%	0.7%	
Hawaiian or Pac. Islander	0.6%	0.3%	0.9%		Asian/ Pacific Islander	1.6%	1.4%	2.8%	
Am. Indian or Alaska Native	0.5%	0.3%	0.7%		Two or More Races	1.4%	0.9%	1.3%	
Two or More Races	8.6%	6.2%	7.4%		Other	4.3%	4.6%	2.4%	
International	9.9%	6.1%	0.6%						
Unknown	2.3%	2.7%	1.7%						
2019-20					2008-09				
White	33.3%	55.5%	71.4%		White	44.0%	64.0%	82.5%	
Black or African American	41.9%	22.4%	4.4%		African-American	47.8%	26.0%	4.0%	
Hispanic or Latino	2.6%	5.3%	10.9%		Latino	1.7%	3.6%	8.0%	
Asian	0.7%	1.1%	1.3%		Am. Indian or Alaska Native	0.1%	0.1%	0.1%	
Hawaiian or Pac. Islander	0.4%	0.3%	0.9%		Asian/ Pacific Islander	1.0%	0.1%	2.0%	
Am. Indian or Alaska Native	0.4%	0.3%	0.8%		Two or More Races	0.1%	0.1%	1.0%	
Two or More Races	7.7%	5.8%	7.0%		Other	4.0%	4.6%	2.8%	
Non-Resident Alien	9.6%	5.4%	0.6%						
Other	3.4%	3.9%	2.7%						
2018-19					2007-08				
White	34.0%	55.2%	72.6%		White	44.5%	59.6%	87.0%	
Black or African American	41.9%	23.0%	4.0%		African-American	46.2%	28.7%	2.3%	
Hispanic or Latino	2.8%	5.3%	9.8%		Latino	1.8%	5.9%	6.6%	
Asian	0.7%	1.1%	1.3%		Am. Indian or Alaska Native	0.1%	0.1%	0.1%	
Hawaiian or Pac. Islander	0.3%	0.2%	1.0%		Asian	1.7%	1.7%	1.7%	
Am. Indian or Alaska Native	0.4%	0.4%	0.8%		Hawaiian or Pac. Islander	0.1%	0.1%	0.1%	
Two or More Races	7.7%	5.7%	7.3%		Two or More Races	0.8%	0.1%	0.1%	
Non-Resident Alien	9.3%	5.4%	0.6%		Other	4.8%	3.5%	1.9%	
Other	2.7%	3.6%	2.7%						
2017-18					2006-07				
White	33.8%	56.2%	73.1%		White	44.4%	60.8%	78.6%	
African-American	43.0%	23.9%	4.0%		African-American	47.4%	28.7%	8.5%	
Latino	2.8%	4.6%	9.8%		Latino	2.0%	3.6%	6.8%	
Am. Indian or Alaska Native	0.4%	0.4%	0.8%		Am. Indian or Alaska Native	0.4%	0.5%	0.6%	
Asian/ Pacific Islander	1.1%	1.5%	2.3%		Asian	1.1%	1.4%	2.3%	
Two or More Races	7.0%	5.1%	7.0%		Other	4.7%	4.9%	3.2%	
Non-Resident Alien	8.2%	5.1%	0.5%						
Other	3.5%	3.3%	2.4%						
2016-17					2005-06				
White	35.3%	56.5%	74.5%		White	44.3%	60.0%	73.8%	
African-American	43.4%	24.0%	3.9%		African-American	44.6%	27.7%	7.8%	
Latino	2.6%	4.7%	8.9%		Latino	1.6%	3.4%	6.7%	
Am. Indian or Alaska Native	0.4%	0.3%	0.7%		Am. Indian or Alaska Native	0.3%	0.4%	0.5%	
Asian/ Pacific Islander	1.2%	1.3%	2.3%		Asian	1.6%	1.3%	1.9%	
Two or More Races	6.5%	4.9%	6.0%		Non-Resident Alien	5.2%	4.5%	1.7%	
Non-Resident Alien	7.5%	4.5%	0.6%		Other	2.4%	2.7%	2.4%	
Other	3.3%	3.9%	3.1%						
2015-16					2004-05				
White	34.8%	58.4%	75.3%		White	44.6%	59.7%	80.6%	
African-American	45.4%	23.9%	3.6%		African-American	43.7%	28.5%	7.9%	
Latino	2.8%	4.3%	9.1%		Latino	1.6%	3.2%	5.9%	
Am. Indian or Alaska Native	0.5%	0.4%	0.8%		Am. Indian or Alaska Native	0.5%	0.4%	0.5%	
Asian/ Pacific Islander	0.7%	1.2%	2.4%		Asian	1.3%	1.2%	1.9%	
Two or More Races	6.5%	4.5%	5.2%		Non-Resident Alien	5.8%	3.9%	1.2%	
Non-Resident Alien	6.4%	4.1%	0.6%		Other	2.5%	3.1%	2.0%	
Other	2.9%	3.3%	2.9%						
2014-15					2003-04				
White	34.9%	59.2%	75.4%		White	46.8%	59.6%	79.4%	
African-American	47.3%	23.6%	3.9%		African-American	41.6%	28.1%	9.1%	
Latino	2.2%	4.1%	9.4%		Latino	1.8%	3.2%	5.1%	
Am. Indian or Alaska Native	0.4%	0.3%	0.8%		Am. Indian or Alaska Native	0.5%	0.4%	0.6%	
Asian/ Pacific Islander	1.0%	1.3%	2.5%		Asian	1.3%	1.2%	2.1%	
Two or More Races	6.0%	4.6%	4.4%		Non-Resident Alien	5.3%	4.3%	1.3%	
Non-Resident Alien	5.1%	3.9%	1.1%		Other	2.8%	3.2%	2.3%	
Other	3.0%	3.0%	2.5%						
2013-14					2002-03				
White	36.2%	60.5%	77.8%		White	48.7%	61.0%	79.9%	
African-American	47.7%	23.2%	3.6%		African-American	40.9%	27.6%	9.1%	
Latino	2.2%	4.2%	8.2%		Latino	1.7%	3.0%	4.8%	
Am. Indian or Alaska Native	0.6%	0.4%	0.8%		Am. Indian or Alaska Native	0.6%	0.4%	0.5%	
Asian/ Pacific Islander	1.0%	1.5%	2.4%		Asian	1.2%	1.4%	1.9%	
Two or More Races	4.9%	3.6%	3.8%		Non-Resident Alien	4.5%	3.7%	1.0%	
Non-Resident Alien	4.6%	3.5%	1.0%		Other	2.4%	3.0%	2.8%	
Other	2.8%	3.2%	2.4%						
2012-13					2001-02				
White	35.5%	60.4%	78.1%		White	50.2%	60.5%	80.7%	
African-American	48.4%	23.9%	4.1%		African-American	39.7%	28.0%	9.0%	
Latino	2.1%	4.2%	8.3%		Latino	1.7%	3.0%	4.1%	
Am. Indian or Alaska Native	0.5%	0.4%	0.7%		Am. Indian or Alaska Native	0.5%	0.5%	0.6%	
Asian/ Pacific Islander	1.0%	1.5%	2.5%		Asian	0.8%	1.0%	1.7%	
Two or More Races	3.9%	3.0%	3.4%		Non-Resident Alien	4.3%	3.6%	1.0%	
Non-Resident Alien	4.3%	3.5%	0.9%		Other	2.8%	3.3%	2.8%	
Other	3.3%	3.1%	1.9%						
2011-12					2000-01				
White	38.2%	60.9%	79.4%		White	50.6%	58.1%	68.9%	
African-American	47.9%	24.0%	4.1%		African-American	38.6%	26.1%	8.4%	
Latino	2.0%	4.0%	7.2%		Latino	1.7%	2.9%	3.1%	
Am. Indian or Alaska Native	0.6%	0.5%	0.8%		Am. Indian or Alaska Native	0.5%	0.4%	0.3%	
Asian/ Pacific Islander	1.1%	1.4%	2.8%		Asian	0.8%	1.0%	3.6%	
Two or More Races	3.1%	2.3%	2.5%		Non-Resident Alien	5.0%	5.7%	6.8%	
Non-Resident Alien	4.1%	3.6%	1.0%		Other	2.8%	4.2%	8.9%	
Other	3.0%	3.3%	2.1%						
2010-11					1999-2000				
White	39.3%	61.1%	79.6%		White	53.6%	61.9%	80.3%	
African-American	47.4%	24.5%	4.1%		African-American	35.7%	26.8%	8.6%	
Latino	1.8%	4.0%	7.6%		Latino	1.5%	2.4%	3.5%	
Am. Indian or Alaska Native	0.1%	0.1%	0.8%		Am. Indian or Alaska Native	0.4%	0.3%	0.6%	
Asian/ Pacific Islander	1.3%	1.4%	2.9%		Asian	0.7%	0.8%	1.3%	
Two or More Races	2.6%	1.9%	2.0%		Non-Resident Alien	2.4%	2.1%	0.6%	
Non-Resident Alien	4.0%	3.7%	1.0%		Other	5.6%	5.7%	5.2%	
Other	2.7%	2.8%	1.8%						

Notes:

- 1) Data provided by the NCAA. Historically Black institutions excluded.
- 2) Only student-athletes receiving financial aid are included in this report.
- 3) Percentages may not equal 100 percent due to rounding.

TABLE 7

All Student-Athletes											
Division I			Division II			Division III			Division I,II,III		
	Male	Female		Male	Female		Male	Female		Male	Female
2020-21											
White	54.4%	62.8%	White	55.5%	66.6%	White	71.3%	78.4%	White	61.4%	69.4%
Black or African American	22.8%	12.0%	Black or African American	20.4%	9.8%	Black or African American	11.7%	5.5%	Black or African American	17.8%	9.1%
Hispanic or Latino	5.6%	5.9%	Hispanic or Latino	7.5%	7.3%	Hispanic or Latino	6.8%	5.9%	Hispanic or Latino	6.6%	6.2%
Asian	1.5%	2.3%	Asian	1.0%	1.5%	Asian	2.4%	3.2%	Asian	1.7%	2.4%
Hawaiian or Pac. Islander	0.6%	0.4%	Hawaiian or Pac. Islander	0.4%	0.5%	Hawaiian or Pac. Islander	0.2%	0.2%	Hawaiian or Pac. Islander	0.4%	0.3%
Am. Indian or Alaska Native	0.3%	0.3%	Am. Indian or Alaska Native	0.7%	0.8%	Am. Indian or Alaska Native	0.3%	0.3%	Am. Indian or Alaska Native	0.4%	0.4%
Two or More Races	5.7%	6.0%	Two or More Races	4.6%	4.9%	Two or More Races	3.5%	3.6%	Two or More Races	4.5%	4.8%
International	6.2%	7.7%	International	6.1%	5.1%	International	1.2%	0.7%	International	4.2%	4.5%
Other	2.8%	2.6%	Other	3.8%	3.5%	Other	2.5%	2.3%	Other	2.9%	2.7%
2019-20											
White	54.0%	62.9%	White	55.9%	67.1%	White	70.5%	78.0%	White	61.3%	69.6%
Black or African American	23.1%	12.0%	Black or African American	20.4%	9.9%	Black or African American	12.5%	5.9%	Black or African American	18.0%	9.2%
Hispanic or Latino	5.3%	5.6%	Hispanic or Latino	7.5%	7.3%	Hispanic or Latino	6.6%	5.8%	Hispanic or Latino	6.4%	6.1%
Asian	1.4%	2.2%	Asian	0.9%	1.4%	Asian	2.2%	3.0%	Asian	1.6%	2.3%
Hawaiian or Pac. Islander	0.6%	1.3%	Hawaiian or Pac. Islander	0.6%	0.7%	Hawaiian or Pac. Islander	0.3%	0.3%	Hawaiian or Pac. Islander	0.4%	0.3%
Am. Indian or Alaska Native	0.3%	0.4%	Am. Indian or Alaska Native	0.4%	0.4%	Am. Indian or Alaska Native	0.2%	0.1%	Am. Indian or Alaska Native	0.4%	0.4%
Two or More Races	5.3%	5.7%	Two or More Races	6.5%	5.2%	Two or More Races	1.3%	0.8%	Two or More Races	4.4%	4.6%
Non-Resident Alien	6.1%	7.2%	Non-Resident Alien	4.5%	4.6%	Non-Resident Alien	3.7%	3.5%	Non-Resident Alien	4.2%	4.3%
Other	3.7%	3.7%	Other	3.3%	3.4%	Other	2.9%	2.5%	Other	3.3%	3.2%
2018-19											
White	54.5%	63.3%	White	56.7%	67.8%	White	71.2%	78.5%	White	62.0%	70.2%
Black or African American	23.4%	12.2%	Black or African American	20.2%	10.0%	Black or African American	12.7%	5.9%	Black or African American	18.1%	9.3%
Hispanic or Latino	5.1%	5.4%	Hispanic or Latino	7.3%	7.3%	Hispanic or Latino	6.2%	5.5%	Hispanic or Latino	6.1%	5.8%
Asian	1.4%	2.1%	Asian	0.9%	1.4%	Asian	2.1%	2.9%	Asian	1.6%	2.2%
Hawaiian or Pac. Islander	0.6%	0.4%	Hawaiian or Pac. Islander	0.4%	0.5%	Hawaiian or Pac. Islander	0.2%	0.1%	Hawaiian or Pac. Islander	0.4%	0.3%
Am. Indian or Alaska Native	0.3%	0.4%	Am. Indian or Alaska Native	0.6%	0.6%	Am. Indian or Alaska Native	0.2%	0.3%	Am. Indian or Alaska Native	0.4%	0.4%
Two or More Races	5.1%	5.4%	Two or More Races	4.4%	4.3%	Two or More Races	3.3%	3.4%	Two or More Races	4.2%	4.4%
Non-Resident Alien	5.9%	7.2%	Non-Resident Alien	6.4%	5.1%	Non-Resident Alien	1.3%	0.8%	Non-Resident Alien	4.1%	4.3%
Other	3.7%	3.6%	Other	3.2%	3.0%	Other	2.8%	2.6%	Other	3.2%	3.1%
2017-18											
White	55.6%	64.1%	White	57.7%	68.8%	White	71.4%	79.1%	White	62.7%	70.9%
African-American	22.6%	12.4%	African-American	20.5%	9.8%	African-American	12.8%	6.0%	African-American	18.0%	9.4%
Latino	5.1%	5.1%	Latino	7.0%	7.0%	Latino	6.2%	5.0%	Latino	6.0%	5.5%
Am. Indian/Alaskan Native	0.3%	0.4%	Am. Indian/Alaskan Native	0.6%	0.7%	Am. Indian/Alaskan Native	0.3%	0.3%	Am. Indian/Alaskan Native	0.4%	0.4%
Asian/Pacific Islander	2.0%	2.5%	Asian/Pacific Islander	1.3%	1.7%	Asian/Pacific Islander	2.2%	3.2%	Asian/Pacific Islander	1.9%	2.6%
Two or More Races	4.6%	4.9%	Two or More Races	4.1%	4.3%	Two or More Races	3.2%	3.1%	Two or More Races	3.9%	4.1%
Non-Resident Aliens	5.8%	7.0%	Non-Resident Aliens	6.0%	4.8%	Non-Resident Aliens	1.2%	0.7%	Non-Resident Aliens	3.9%	4.1%
Other	3.9%	3.7%	Other	2.8%	2.8%	Other	2.8%	2.7%	Other	3.2%	3.1%
2016-17											
White	56.8%	64.9%	White	58.3%	70.0%	White	72.5%	79.8%	White	63.7%	71.7%
African-American	22.3%	12.5%	African-American	20.4%	9.5%	African-American	12.2%	5.9%	African-American	17.6%	9.3%
Latino	4.8%	4.8%	Latino	7.0%	7.0%	Latino	5.6%	4.6%	Latino	5.7%	5.2%
Am. Indian/Alaskan Native	0.3%	0.4%	Am. Indian/Alaskan Native	0.6%	0.6%	Am. Indian/Alaskan Native	0.3%	0.3%	Am. Indian/Alaskan Native	0.4%	0.4%
Asian/Pacific Islander	1.9%	2.3%	Asian/Pacific Islander	1.3%	1.8%	Asian/Pacific Islander	2.1%	3.0%	Asian/Pacific Islander	1.8%	2.5%
Two or More Races	4.3%	4.6%	Two or More Races	3.6%	4.1%	Two or More Races	3.0%	2.7%	Two or More Races	3.6%	3.8%
Non-Resident Aliens	5.6%	6.5%	Non-Resident Aliens	6.1%	4.5%	Non-Resident Aliens	1.1%	0.7%	Non-Resident Aliens	3.8%	3.8%
Other	4.1%	3.9%	Other	2.7%	2.6%	Other	3.3%	3.0%	Other	3.4%	3.3%
2015-16											
White	57.9%	66.0%	White	59.5%	70.8%	White	73.7%	80.3%	White	64.9%	72.6%
African-American	22.2%	12.6%	African-American	20.2%	9.4%	African-American	11.7%	5.8%	African-American	17.3%	9.3%
Latino	4.8%	4.8%	Latino	6.8%	6.9%	Latino	5.3%	4.4%	Latino	5.5%	5.1%
Am. Indian/Alaskan Native	0.4%	0.4%	Am. Indian/Alaskan Native	0.7%	0.7%	Am. Indian/Alaskan Native	0.3%	0.3%	Am. Indian/Alaskan Native	0.4%	0.4%
Asian/Pacific Islander	1.9%	2.3%	Asian/Pacific Islander	1.2%	1.8%	Asian/Pacific Islander	2.0%	2.9%	Asian/Pacific Islander	1.8%	2.4%
Two or More Races	3.8%	4.1%	Two or More Races	3.2%	3.7%	Two or More Races	2.7%	2.6%	Two or More Races	3.2%	3.4%
Non-Resident Aliens	5.3%	6.2%	Non-Resident Aliens	6.0%	4.4%	Non-Resident Aliens	1.1%	0.7%	Non-Resident Aliens	3.7%	3.7%
Other	3.7%	3.5%	Other	2.4%	2.3%	Other	3.2%	3.1%	Other	3.2%	3.1%
2014-15											
White	58.9%	66.8%	White	60.7%	71.8%	White	74.3%	80.6%	White	65.8%	73.2%
African-American	22.1%	12.5%	African-American	19.7%	9.1%	African-American	11.2%	5.6%	African-American	17.0%	9.1%
Latino	4.5%	4.5%	Latino	6.8%	6.8%	Latino	5.2%	4.1%	Latino	5.4%	4.9%
Am. Indian/Alaskan Native	0.3%	0.4%	Am. Indian/Alaskan Native	0.6%	0.7%	Am. Indian/Alaskan Native	0.3%	0.3%	Am. Indian/Alaskan Native	0.4%	0.4%
Asian/Pacific Islander	1.9%	2.3%	Asian/Pacific Islander	1.3%	1.8%	Asian/Pacific Islander	2.0%	2.8%	Asian/Pacific Islander	1.8%	2.4%
Two or More Races	3.5%	4.1%	Two or More Races	2.7%	3.1%	Two or More Races	2.3%	2.4%	Two or More Races	2.8%	3.2%
Non-Resident Aliens	4.8%	5.9%	Non-Resident Aliens	5.7%	4.3%	Non-Resident Aliens	1.2%	0.8%	Non-Resident Aliens	3.5%	3.5%
Other	3.9%	3.5%	Other	2.4%	2.4%	Other	3.5%	3.5%	Other	3.4%	3.3%

Notes:

- 1) Data provided by the NCAA. Historically Black institutions excluded.
- 2) Only student-athletes receiving financial aid are included in this report.
- 3) Percentages may not equal 100 percent due to rounding.

TABLE 8

All Student-Athletes											
Division I			Division II			Division III			Division I,II,III		
	Male	Female		Male	Female		Male	Female		Male	Female
2013-14											
White	60.2%	68.2%	White	62.7%	73.7%	White	75.8%	81.2%	White	67.3%	74.4%
African-American	21.9%	12.4%	African-American	19.1%	8.8%	African-American	10.5%	5.3%	African-American	16.5%	8.8%
Latino	4.3%	4.4%	Latino	6.4%	6.3%	Latino	4.5%	3.7%	Latino	4.9%	4.5%
Am. Indian/Alaskan Native	0.4%	0.4%	Am. Indian/Alaskan Native	0.6%	0.7%	Am. Indian/Alaskan Native	0.3%	0.3%	Am. Indian/Alaskan Native	0.4%	0.5%
Asian/Pacific Islander	1.8%	2.4%	Asian/Pacific Islander	1.3%	1.7%	Asian/Pacific Islander	1.9%	2.5%	Asian/Pacific Islander	1.8%	2.2%
Two or More Races	2.9%	3.4%	Two or More Races	2.4%	2.4%	Two or More Races	2.0%	2.0%	Two or More Races	2.4%	2.6%
Non-Resident Aliens	4.6%	5.3%	Non-Resident Aliens	5.2%	4.1%	Non-Resident Aliens	1.4%	0.7%	Non-Resident Aliens	3.3%	3.3%
Other	3.8%	3.5%	Other	2.4%	2.3%	Other	4.0%	4.3%	Other	3.5%	3.6%
2012-13											
White	60.0%	68.5%	White	64.1%	74.6%	White	76.1%	81.8%	White	67.7%	75.0%
African-American	22.4%	12.7%	African-American	18.6%	8.6%	African-American	10.4%	5.3%	African-American	16.4%	8.9%
Latino	4.4%	4.3%	Latino	6.0%	5.9%	Latino	4.2%	3.5%	Latino	4.7%	4.3%
Am. Indian/Alaskan Native	0.4%	0.4%	Am. Indian/Alaskan Native	0.5%	0.6%	Am. Indian/Alaskan Native	0.3%	0.3%	Am. Indian/Alaskan Native	0.4%	0.4%
Asian/Pacific Islander	2.0%	2.4%	Asian/Pacific Islander	1.2%	1.8%	Asian/Pacific Islander	1.9%	2.4%	Asian/Pacific Islander	1.7%	2.3%
Two or More Races	2.5%	2.8%	Two or More Races	2.0%	2.1%	Two or More Races	1.9%	1.8%	Two or More Races	2.1%	2.3%
Non-Resident Aliens	4.7%	5.2%	Non-Resident Aliens	4.9%	3.7%	Non-Resident Aliens	1.0%	0.6%	Non-Resident Aliens	3.2%	3.1%
Other	3.7%	3.6%	Other	2.6%	2.7%	Other	4.3%	4.3%	Other	3.7%	3.7%
2011-12											
White	61.2%	69.5%	White	65.4%	77.6%	White	78.1%	83.5%	White	69.4%	76.2%
African-American	22.0%	12.6%	African-American	18.8%	8.5%	African-American	10.1%	5.2%	African-American	16.2%	8.6%
Latino	4.1%	4.1%	Latino	6.0%	6.0%	Latino	3.9%	3.3%	Latino	4.5%	4.2%
Am. Indian/Alaskan Native	0.4%	0.4%	Am. Indian/Alaskan Native	0.5%	0.5%	Am. Indian/Alaskan Native	0.3%	0.3%	Am. Indian/Alaskan Native	0.4%	0.4%
Asian/Pacific Islander	1.9%	2.3%	Asian/Pacific Islander	1.3%	1.8%	Asian/Pacific Islander	1.9%	2.3%	Asian/Pacific Islander	1.7%	2.2%
Two or More Races	2.0%	2.2%	Two or More Races	1.5%	1.6%	Two or More Races	1.4%	1.5%	Two or More Races	1.6%	1.8%
Non-Resident Aliens	4.8%	5.4%	Non-Resident Aliens	4.5%	3.7%	Non-Resident Aliens	1.0%	0.6%	Non-Resident Aliens	3.1%	3.2%
Other	3.3%	3.5%	Other	2.1%	2.2%	Other	3.3%	3.4%	Other	3.1%	3.2%
2010-11											
White	62.9%	70.1%	White	63.1%	77.0%	White	79.0%	84.0%	White	69.9%	76.9%
African-American	21.2%	13.0%	African-American	18.3%	8.6%	African-American	9.4%	5.0%	African-American	15.6%	8.9%
Latino	4.3%	4.1%	Latino	6.0%	5.5%	Latino	3.7%	3.2%	Latino	4.4%	4.0%
Am. Indian/Alaskan Native	0.4%	0.4%	Am. Indian/Alaskan Native	0.5%	0.5%	Am. Indian/Alaskan Native	0.2%	0.3%	Am. Indian/Alaskan Native	0.4%	0.4%
Asian/Pacific Islander	1.5%	2.3%	Asian/Pacific Islander	1.3%	1.7%	Asian/Pacific Islander	1.9%	2.0%	Asian/Pacific Islander	1.7%	2.1%
Two or More Races	1.5%	1.7%	Two or More Races	2.6%	1.4%	Two or More Races	1.1%	1.2%	Two or More Races	1.6%	1.5%
Non-Resident Aliens	4.5%	5.2%	Non-Resident Aliens	3.9%	3.4%	Non-Resident Aliens	0.9%	0.5%	Non-Resident Aliens	2.9%	3.0%
Other	3.0%	3.0%	Other	2.1%	1.9%	Other	3.7%	3.8%	Other	3.2%	3.1%
2009-10											
White	65.4%	73.5%	White	69.5%	80.4%	White	81.0%	85.7%	White	72.8%	79.7%
African-American	22.0%	13.0%	African-American	19.0%	9.0%	African-American	10.0%	5.0%	African-American	16.1%	9.2%
Latino	4.0%	4.0%	Latino	6.3%	5.8%	Latino	3.6%	2.9%	Latino	4.0%	4.0%
Am. Indian/Alaskan Native	0.3%	0.4%	Am. Indian/Alaskan Native	0.5%	0.5%	Am. Indian/Alaskan Native	0.2%	0.3%	Am. Indian/Alaskan Native	0.3%	0.4%
Asian/Pacific Islander	2.5%	2.4%	Asian/Pacific Islander	1.3%	0.3%	Asian/Pacific Islander	2.1%	2.1%	Asian/Pacific Islander	1.8%	2.2%
Two or More Races	0.4%	1.2%	Two or More Races	0.7%	1.0%	Two or More Races	0.7%	0.8%	Two or More Races	0.6%	1.0%
Other	5.0%	5.0%	Other	2.0%	2.0%	Other	3.0%	3.0%	Other	3.6%	3.8%
2008-09											
White	66.7%	74.0%	White	70.1%	80.4%	White	82.4%	86.6%	White	74.0%	80.2%
African-American	21.5%	13.0%	African-American	18.0%	8.0%	African-American	9.0%	5.0%	African-American	15.5%	8.9%
Latino	4.0%	4.0%	Latino	6.5%	6.0%	Latino	3.0%	3.0%	Latino	4.3%	4.0%
Am. Indian/Alaskan Native	0.1%	0.3%	Am. Indian/Alaskan Native	0.5%	0.5%	Am. Indian/Alaskan Native	0.2%	0.2%	Am. Indian/Alaskan Native	0.3%	0.3%
Asian/Pacific Islander	2.0%	2.3%	Asian/Pacific Islander	1.5%	1.8%	Asian/Pacific Islander	2.1%	2.1%	Asian/Pacific Islander	1.8%	2.2%
Two or More Races	0.1%	0.4%	Two or More Races	0.4%	0.6%	Two or More Races	0.5%	0.6%	Two or More Races	0.5%	0.6%
Other	5.0%	5.0%	Other	3.0%	2.3%	Other	3.0%	3.0%	Other	3.5%	3.7%
2007-08											
White	58.7%	73.5%	White	70.7%	81.0%	White	82.9%	87.4%	White	74.5%	83.6%
African-American	31.4%	14.0%	African-American	18.0%	7.7%	African-American	9.0%	4.7%	African-American	16.1%	6.8%
Latino	4.0%	4.7%	Latino	6.6%	6.3%	Latino	3.3%	2.7%	Latino	4.3%	4.0%
Am. Indian/Alaskan Native	0.4%	0.3%	Am. Indian/Alaskan Native	0.5%	0.6%	Am. Indian/Alaskan Native	0.2%	0.2%	Am. Indian/Alaskan Native	0.3%	0.3%
Asian/Pacific Islander	1.3%	2.0%	Asian/Pacific Islander	1.3%	1.7%	Asian/Pacific Islander	1.9%	2.2%	Asian/Pacific Islander	1.7%	2.1%
Two or More Races	0.3%	0.5%	Two or More Races	0.2%	0.5%	Two or More Races	0.4%	0.5%	Two or More Races	0.3%	0.5%
Other	3.0%	5.0%	Other	2.6%	2.4%	Other	2.4%	2.4%	Other	2.7%	2.7%

Notes:

- 1) Data provided by the NCAA. Historically Black institutions excluded.
- 2) Only student-athletes receiving financial aid are included in this report.
- 3) Percentages may not equal 100 percent due to rounding.

TABLE 8 (continued)

College Head Coaches: Men's Teams															
Division I															
		Basketball		Football		Baseball				Basketball		Football		Baseball	
		%	#	%	#	%	#			%	#	%	#	%	#
2020-21															
	White	73.3%	244	87.2%	205	93.9%	262								
	Black or African American	24.3%	81	8.1%	19	1.1%	3								
	Hispanic or Latino	0.9%	3	2.1%	5	3.6%	10								
	Asian	0.3%	1	0.0%	0	0.0%	0								
	Hawaiian or Pac. Islander	0.0%	0	0.9%	2	0.4%	1								
	Am. Indian or Alaska Native	0.3%	1	0.0%	0	0.0%	0								
	Two or More Races	0.0%	0	0.9%	2	0.0%	0								
	International	0.0%	0	0.0%	0	0.0%	0								
	Other	0.9%	3	0.9%	2	1.1%	3								
	Total	X	333	X	235	X	279								
2019-20															
	White	75.5%	249	88.9%	209	93.6%	262								
	Black or African American	22.7%	75	8.1%	19	1.1%	3								
	Hispanic or Latino	0.9%	3	0.9%	2	3.9%	11								
	Asian	0.0%	0	0.0%	0	0.0%	0								
	Hawaiian or Pac. Islander	0.0%	0	0.9%	2	0.4%	1								
	Am. Indian or Alaska Native	0.3%	1	0.4%	1	0.0%	0								
	Two or More Races	0.0%	0	0.4%	1	0.0%	0								
	Non-Resident Alien	0.0%	0	0.0%	0	0.4%	1								
	Other	0.6%	2	0.4%	1	0.7%	2								
	Total	X	330	X	235	X	280								
2018-19															
	White	74.0%	248	89.7%	210	92.9%	260								
	Black or African American	23.6%	79	7.3%	17	1.1%	3								
	Hispanic or Latino	0.6%	2	0.0%	0	3.6%	10								
	Asian	0.0%	0	0.0%	0	0.4%	1								
	Hawaiian or Pac. Islander	0.0%	0	0.9%	2	0.4%	1								
	Am. Indian or Alaska Native	0.3%	1	0.4%	1	0.0%	0								
	Two or More Races	0.3%	1	0.4%	1	1.1%	3								
	Non-Resident Alien	0.0%	0	0.0%	0	0.0%	0								
	Other	1.2%	4	1.3%	3	0.7%	2								
	Total	X	335	X	234	X	280								
2017-18															
	White	75.2%	249	89.6%	208	92.8%	259								
	African-American	22.4%	74	6.9%	16	1.1%	3								
	Asian/Pacific Islander	0.0%	0	0.9%	2	0.8%	2								
	Latino	0.6%	2	0.4%	1	3.2%	9								
	Two or More Races	0.9%	3	0.4%	1	0.7%	2								
	Non-Resident Alien	0.0%	0	0.0%	0	0.0%	0								
	Native American	0.3%	1	0.9%	2	0.0%	0								
	Other	0.6%	2	0.9%	2	1.4%	4								
2016-17															
	White	74.9%	245	88.0%	206	92.8%	259								
	African-American	22.3%	73	7.7%	18	1.1%	3								
	Asian/Pacific Islander	0.0%	0	0.9%	2	0.7%	2								
	Latino	0.6%	2	0.4%	1	3.2%	9								
	Two or More Races	0.0%	0	0.9%	2	1.1%	3								
	Non-Resident Alien	0.3%	1	0.0%	0	0.0%	0								
	Native American	0.3%	1	0.9%	2	0.0%	0								
	Other	1.5%	5	1.3%	3	1.1%	3								
2015-16															
	White	76.7%	247	88.4%	205	93.5%	258								
	African-American	20.8%	67	6.9%	16	1.1%	3								
	Asian/Pacific Islander	0.0%	0	1.3%	3	0.8%	2								
	Latino	0.9%	3	0.4%	1	2.5%	7								
	Two or More Races	0.0%	0	0.4%	1	0.7%	2								
	Non-Resident Alien	0.0%	0	0.0%	0	0.0%	0								
	Native American	0.3%	1	0.9%	2	0.0%	0								
	Other	1.2%	4	1.7%	4	1.4%	4								
2014-15															
	White	76.2%	246	89.9%	204	92.9%	260								
	African-American	22.3%	72	7.9%	18	1.1%	3								
	Asian/Pacific Islander	0.0%	0	0.8%	2	1.4%	4								
	Latino	0.9%	3	0.4%	1	3.6%	10								
	Two or More Races	0.3%	1	0.4%	1	0.7%	2								
	Non-Resident Alien	0.0%	0	0.0%	0	0.0%	0								
	Native American	0.3%	1	0.4%	1	0.0%	0								
	Other	0.0%	0	0.0%	0	0.4%	1								
2013-14															
	White	76.2%	246	89.0%	203	93.9%	260								
	African-American	22.0%	71	8.3%	19	1.4%	4								
	Asian/Pacific Islander	0.0%	0	0.8%	2	1.1%	3								
	Latino	0.9%	3	0.4%	1	3.2%	9								
	Two or More Races	0.3%	1	0.4%	1	0.4%	1								
	Non-Resident Alien	0.0%	0	0.0%	0	0.0%	0								
	Native American	0.3%	1	0.4%	1	0.0%	0								
	Other	0.3%	1	0.4%	1	0.0%	0								
2012-13															
	White	75.2%	242	86.4%	197	93.5%	261								
	African-American	23.0%	74	10.5%	24	1.4%	4								
	Asian/Pacific Islander	0.0%	0	0.9%	2	1.1%	3								
	Latino	0.9%	3	0.4%	1	3.6%	10								
	Two or More Races	0.3%	1	0.0%	0	0.4%	1								
	Non-Resident Alien	0.0%	0	0.0%	0	0.0%	0								
	Native American	0.0%	0	0.9%	2	0.0%	0								
	Other	0.6%	2	0.9%	2	0.0%	0								
2011-12															
	White	79.8%	253	86.9%	193	93.8%	257								
	African-American	18.6%	59	11.3%	25	1.1%	3								
	Asian	0.0%	0	0.0%	0	1.5%	4								
	Latino	0.6%	2	0.5%	1	3.3%	9								
	Native American	0.0%	0	0.5%	1	0.0%	0								
	Other	0.3%	1	0.5%	1	0.4%	1								
2010-11															
	White	80.5%	252	88.9%	193	93.7%	254								
	African-American	18.8%	59	8.8%	19	1.1%	3								
	Asian	0.0%	0	1.0%	2	0.4%	1								
	Latino	0.6%	2	0.5%	1	3.4%	10								
	Native American	0.0%	0	1.0%	2	0.0%	0								
	Other	0.6%	2	0.0%	0	0.4%	1								
2009-10															
	White	78.1%	242	90.7%	196	94.1%	259								
	African-American	20.1%	64	6.9%	15	1.0%	3								
	Asian	0.0%	0	0.5%	1	1.4%	4								
	Latino	0.7%	2	0.9%	2	2.1%	6								
	Native American	0.0%	0	0.9%	2	0.0%	0								
	Other	0.7%	2	0.0%	0	0.4%	1								
2008-09															
	White	77.6%	239	93.0%	201	94.5%	259								
	African-American	20.8%	64	5.1%	11	1.1%	3								
	Asian	0.0%	0	0.0%	0	1.1%	3								
	Latino	1.3%	4	0.9%	2	2.6%	7								
	Native American	0.0%	0	0.9%	2	0.0%	0								
	Other	0.0%	0	0.0%	0	0.4%	1								
2007-08															
	White	76.3%	232	93.4%	200	95.8%	257								
	African-American	22.3%	68	4.7%	10	0.4%	1								
	Asian	0.0%	0	0.0%	0	1.5%	4								
	Latino	0.6%	2	0.5%	1	2.2%	6								
	Native American	0.3%	1	1.0%	2	0.0%	0								
	Other	0.3%	1	0.5%	1	0.0%	0								
2006-06															
	White	73.9%	x	92.7%	x	95.9%	x								
	African-American	25.2%	x	6.1%	x	0.5%	x								
	Asian	0.0%	x	0.0%	x	0.0%	x								
	Latino	0.5%	x	1.2%	x	2.6%	x								
	Native American	0.5%	x	0.0%	x	0.0%	x								
	Other	0.0%	x	0.0%	x	1.0%	x								
2003-04															
	White	76.4%	201	96.0%	179	96.4%	217								
	African-American	23.2%	61	2.9%	4	0.9%	2								
	Other	0.4%	1	1.1%	2	2.7%	6								
2000-01															
	White	76.7%	x	96.9%	x	97.5%	x								
	African-American	22.9%	x	2.1%	x	0.0%	x								
	Other	0.4%	x	1.0%	x	2.5%	x								
1999-2000															
	White	78.0%	x	95.3%	x	95.2%	x								
	African-American	21.6%	x	4.7%	x	0.4%	x								
	Other	0.3%	x	0.0%	x	4.4%	x								
1997-98															
	White	79.9%	x	92.2%	x	96.7%	x								
	African-American	19.4%	x	7.8%	x	0.4%	x								
	Other	0.7%	x	1.0%	x	2.9%	x								
1995-96															
	White	81.5%	x	94.4%	x	97.6%	x								
	African-American	17.4%	x	5.6%	x	0.0%	x								
	Other	1.0%	x	0.0%	x	2.4%	x								

College Head Coaches: Men's Teams																			
Division I, II, III																			
	Basketball			Football			Baseball				Basketball			Football			Baseball		
	%	#		%	#		%	#			%	#		%	#		%	#	
2020-21																			
	White	82.2%	844	89.0%	552	94.5%	866			2009-10	White	84.7%	830	94.9%	556	94.4%	822		
	Black or African American	14.4%	148	7.4%	46	1.0%	9				African-American	12.9%	126	3.8%	22	1.0%	9		
	Hispanic or Latino	1.3%	13	1.3%	8	2.6%	24				Asian	0.2%	2	0.3%	2	0.8%	7		
	Asian	0.3%	3	0.2%	1	0.2%	2				Latino	1.0%	10	0.7%	3	2.5%	22		
	Hawaiian or Pac. Islander	0.2%	2	0.6%	4	0.2%	2				Native American	0.1%	1	0.3%	2	0.1%	1		
	Am. Indian or Alaska Native	0.2%	2	0.3%	2	0.1%	1				Other	1.1%	11	0.2%	1	1.1%	10		
	Two or More Races	0.8%	8	0.6%	4	0.8%	7												
	Non-Resident Alien	0.2%	2	0.0%	0	0.1%	1												
	Unknown	0.5%	5	0.5%	3	0.4%	4												
	Total	X	1027	X	632	X	916												
2019-20																			
	White	82.3%	852	90.7%	573	94.3%	866			2008-09	White	85.3%	841	95.5%	559	94.1%	812		
	Black or African American	14.3%	148	6.5%	41	1.0%	9				African-American	14.4%	124	2.6%	15	1.2%	10		
	Hispanic or Latino	1.4%	15	0.5%	3	2.6%	24				Asian	0.2%	2	0.3%	2	0.9%	8		
	Asian	0.2%	2	0.2%	1	0.3%	3				Latino	1.2%	10	0.5%	3	3.0%	26		
	Hawaiian or Pac. Islander	0.2%	2	0.6%	4	0.2%	2				Native American	0.1%	1	0.5%	3	0.0%	0		
	Am. Indian or Alaska Native	0.2%	2	0.5%	3	0.1%	1				Other	0.9%	8	0.5%	3	0.8%	7		
	Two or More Races	0.5%	5	0.5%	3	0.9%	8												
	Non-Resident Alien	0.2%	2	0.0%	0	0.2%	2												
	Unknown	0.7%	7	0.6%	4	0.3%	3												
	Total	X	1035	X	632	X	918												
2018-2019																			
	White	82.3%	850	90.6%	570	94.6%	863			2007-08	White	85.5%	833	95.1%	553	95.0%	819		
	Black or African American	14.4%	149	6.0%	38	0.8%	7				African-American	12.4%	121	2.9%	17	0.8%	7		
	Hispanic or Latino	1.0%	10	0.3%	2	2.5%	23				Asian	0.2%	2	0.3%	2	0.9%	8		
	Asian	0.1%	1	0.2%	1	0.4%	4				Latino	0.9%	9	0.5%	3	2.9%	25		
	Hawaiian or Pac. Islander	0.3%	3	0.5%	3	0.2%	2				Native American	0.2%	2	0.5%	3	0.1%	1		
	Am. Indian or Alaska Native	0.2%	2	0.6%	4	0.1%	1				Other	0.2%	2	0.5%	3	0.3%	3		
	Two or More Races	0.9%	9	0.5%	3	1.0%	9												
	Non-Resident Alien	0.2%	2	0.0%	0	0.0%	0												
	Other	0.7%	7	1.3%	8	0.3%	3												
	Total	X	1033	X	629	X	912												
2017-18																			
	White	83.7%	872	92.0%	579	94.7%	872			2005-06	White	84.2%	x	95.4%	x	95.3%	x		
	African-American	13.1%	137	4.9%	31	0.5%	5				African-American	14.0%	x	3.2%	x	0.7%	x		
	Asian/Pacific Islander	0.4%	4	0.7%	4	0.8%	7				Asian	0.3%	x	0.0%	x	0.5%	x		
	Latino	0.9%	9	0.5%	3	2.5%	23				Latino	1.0%	x	0.7%	x	2.7%	x		
	Two or More Races	0.9%	9	0.6%	4	0.8%	7				Native American	0.3%	x	0.0%	x	0.2%	x		
	Non-Resident Alien	0.2%	2	0.2%	1	0.0%	0				Other	0.0%	x	0.5%	x	0.7%	x		
	Native American	0.2%	2	0.5%	3	0.1%	1												
	Other	0.7%	7	0.6%	4	0.7%	6												
2016-17																			
	White	84.2%	878	91.4%	576	94.5%	869			2003-04	White	86.0%	713	97.7%	502	96.2%	702		
	African-American	12.9%	135	5.4%	34	0.4%	4				African-American	12.3%	102	1.6%	8	0.7%	5		
	Asian/Pacific Islander	0.4%	4	0.6%	4	0.7%	6				Other	1.7%	14	0.8%	4	3.1%	23		
	Latino	0.9%	9	0.5%	3	3.0%	28												
	Two or More Races	0.3%	3	0.8%	5	0.7%	6												
	Non-Resident Alien	0.3%	3	0.2%	1	0.0%	0												
	Native American	0.2%	2	0.3%	2	0.1%	1												
	Other	0.9%	9	0.8%	5	0.5%	5												
2015-16																			
	White	84.2%	877	91.9%	579	95.1%	868			2000-01	White	86.6%	x	97.1%	x	96.8%	x		
	African-American	12.9%	134	4.8%	30	0.5%	5				African-American	12.7%	x	2.0%	x	0.4%	x		
	Asian/Pacific Islander	0.4%	4	0.8%	5	0.5%	5				Other	0.7%	x	0.9%	x	2.8%	x		
	Latino	1.0%	10	0.6%	4	2.4%	22												
	Two or More Races	0.5%	5	0.5%	3	0.4%	4												
	Non-Resident Alien	0.2%	2	0.2%	1	0.1%	1												
	Native American	0.3%	3	0.3%	2	0.1%	1												
	Other	0.7%	7	1.0%	6	0.8%	7												
2014-15																			
	White	83.9%	876	92.3%	575	95.5%	877			1999-2000	White	85.9%	x	97.3%	x	96.0%	x		
	African-American	13.4%	140	5.1%	32	0.5%	5				African-American	12.7%	x	1.8%	x	0.4%	x		
	Asian/Pacific Islander	0.4%	4	0.8%	5	0.7%	6				Other	1.4%	x	0.9%	x	3.6%	x		
	Latino	1.2%	13	0.5%	3	2.3%	21												
	Two or More Races	0.5%	5	0.8%	5	0.7%	6												
	Non-Resident Alien	0.2%	2	0.2%	1	0.0%	0												
	Native American	0.3%	3	0.3%	2	0.0%	0												
	Other	0.1%	1	0.0%	0	0.3%	3												
2013-14																			
	White	83.8%	865	92.4%	575	95.4%	862			1997-98	White	87.2%	x	97.0%	x	96.7%	x		
	African-American	13.5%	139	5.1%	32	0.8%	7				African-American	12.2%	x	2.6%	x	0.7%	x		
	Asian/Pacific Islander	0.5%	5	0.8%	5	0.4%	4				Other	0.6%	x	0.4%	x	2.6%	x		
	Latino	1.1%	11	0.6%	4	2.7%	24												
	Two or More Races	0.4%	4	0.3%	2	0.6%	5												
	Non-Resident Alien	0.3%	3	0.2%	1	0.0%	0												
	Native American	0.2%	2	0.2%	1	0.0%	0												
	Other	0.3%	3	0.3%	2	0.2%	2												
2012-13																			
	White	83.7%	852	91.7%	562	95.3%	854			1995-96	White	87.3%	x	96.5%	x	97.6%	x		
	African-American	13.8%	140	5.7%	35	0.8%	7				African-American	11.3%	x	2.7%	x	0.8%	x		
	Asian/Pacific Islander	0.4%	4	0.7%	4	0.7%	6				Other	1.5%	x	0.7%	x	1.6%	x		
	Latino	1.1%	11	0.8%	5	2.5%	22												
	Two or More Races	0.5%	5	0.2%	1	0.4%	4												
	Non-Resident Alien	0.1%	1	0.2%	1	0.0%	0												
	Native American	0.2%	2	0.3%	2	0.0%	0												
	Other	0.3%	3	0.5%	3	0.3%	3												
2010-11																			
	White	86.8%	865	93.8%	559	93.4%	832												
	African-American	12.4%	124	4.9%	29	0.9%	8												
	Asian	0.2%	2	0.5%	3	0.7%	6												
	Latino	0.8%	8	0.5%	3	2.9%	26												
	Native American	0.1%	1	0.3%	2	0.0%	0												
	Other	0.5%	5	0.0%	0	0.7%	6												

Notes:

1) Data provided by the NCAA. Historically Black institutions excluded.

2) Percentages may not equal 100 percent due to rounding.

3) 1998-99, 2001-03, 2004-05, 2006-07 data not recorded.

TABLE 9 (continued)

Women Head Coaches					
		Men's Sports		Women's Sports	
		%	#	%	#
2020-21					
	Division I	4.5%	128	41.3%	1,460
	Division II	4.8%	101	35.3%	911
	Division III	6.8%	270	44.4%	1,949
2019-20					
	Division I	4.2%	119	41.0%	1,447
	Division II	4.6%	101	36.4%	941
	Division III	7.2%	290	44.5%	1,952
2018-19					
	Division I	4.0%	114	40.6%	1,444
	Division II	4.1%	88	36.3%	916
	Division III	6.9%	277	44.5%	1,947
2017-18					
	Division I	4.0%	116	40.1%	1,444
	Division II	4.0%	86	35.8%	916
	Division III	6.8%	272	44.3%	1,936
2016-17					
	Division I	3.7%	106	39.8%	1,411
	Division II	3.9%	84	35.3%	909
	Division III	6.2%	244	44.4%	1,922
2015-16					
	Division I	3.5%	100	38.8%	1359
	Division II	4.1%	90	35.3%	896
	Division III	5.8%	227	43.9%	1888
2014-15					
	Division I	3.4%	96	38.9%	1352
	Division II	4.0%	85	35.4%	885
	Division III	5.2%	201	43.8%	1864
2013-14					
	Division I	3.4%	97	38.2%	1330
	Division II	4.0%	83	34.8%	840
	Division III	5.1%	196	43.9%	1849
2012-13					
	Division I	3.2%	91	38.7%	1341
	Division II	3.9%	77	34.9%	819
	Division III	5.3%	190	43.0%	1786
2011-12					
	Division I	3.0%	84	38.6%	1305
	Division II	4.1%	81	34.2%	791
	Division III	5.0%	184	42.9%	1744
2010-11					
	Division I	3.0%	85	39.5%	1317
	Division II	4.4%	84	33.7%	744
	Division III	4.7%	174	42.4%	1714
2009-10					
	Division I	2.8%	77	39.8%	1308
	Division II	3.3%	60	32.6%	669
	Division III	4.7%	173	42.5%	1715
2008-09					
	Division I	2.8%	78	40.1%	1311
	Division II	3.5%	62	32.8%	672
	Division III	4.7%	172	42.7%	1697
2007-08					
	Division I	2.7%	74	40.0%	1287
	Division II	3.7%	67	32.8%	671
	Division III	5.0%	177	43.0%	1687
Notes:					
1) Data provided by the NCAA. Historically Black institutions excluded.					
2) Percentages may not equal 100 percent due to rounding.					
TABLE 10					

College Head Coaches													
	Division I		Division II		Division III			Division I		Division II		Division III	
	Men's Sports	Women's Sports	Men's Sports	Women's Sports	Men's Sports	Women's Sports		Men's Sports	Women's Sports	Men's Sports	Women's Sports	Men's Sports	Women's Sports
2020-21							2012-13						
White	85.3%	82.1%	86.0%	84.9%	89.6%	88.7%	White	86.3%	84.7%	88.2%	87.9%	92.1%	91.7%
Black or African American	9.0%	9.1%	6.2%	6.3%	5.9%	5.7%	African-American	8.7%	7.7%	4.2%	4.1%	4.3%	4.0%
Hispanic or Latino	2.2%	2.5%	3.0%	3.1%	1.7%	1.9%	Asian/Pacific Islander	0.8%	1.2%	1.0%	1.7%	0.7%	1.3%
Asian	0.6%	1.4%	0.8%	1.3%	0.9%	1.4%	Latino	1.6%	1.8%	3.2%	2.6%	1.6%	1.4%
Hawaiian or Pac. Islander	0.1%	0.5%	0.2%	0.4%	0.1%	0.2%	Native American	0.2%	0.4%	0.1%	0.0%	0.2%	0.1%
Am. Indian or Alaska Native	0.0%	0.1%	0.2%	0.0%	0.1%	0.2%	Two or More Races	0.4%	0.9%	1.2%	1.3%	0.4%	0.4%
Two or More Races	0.8%	1.3%	0.8%	1.2%	1.0%	1.1%	Non-Resident Alien	1.2%	2.2%	1.5%	1.6%	0.2%	0.2%
International	0.9%	1.4%	1.9%	1.7%	0.2%	0.1%	Other	0.8%	1.2%	0.6%	0.7%	0.5%	0.9%
Unknown	1.1%	1.5%	0.9%	1.0%	0.6%	0.7%							
2019-20							2011-12						
White	85.3%	82.5%	86.2%	85.0%	89.6%	89.5%	White	86.2%	84.5%	88.0%	88.3%	91.9%	92.0%
Black or African American	9.0%	8.8%	5.8%	5.9%	5.7%	5.2%	African-American	8.3%	7.9%	5.2%	4.5%	4.2%	3.8%
Hispanic or Latino	2.1%	2.6%	3.2%	3.2%	1.9%	2.0%	Asian	1.0%	1.3%	1.2%	1.4%	0.8%	1.2%
Asian	0.5%	1.3%	0.9%	1.4%	0.8%	1.3%	Latino	1.7%	2.0%	2.8%	2.6%	1.7%	1.4%
Hawaiian or Pac. Islander	0.1%	0.5%	0.1%	0.3%	0.1%	0.1%	Native American	0.4%	0.5%	0.1%	0.1%	0.2%	0.0%
Am. Indian or Alaska Native	0.1%	0.2%	0.1%	0.1%	0.0%	0.1%							
Two or More Races	0.7%	1.2%	0.7%	1.2%	0.8%	1.0%							
Non-Resident Alien	1.1%	1.4%	2.0%	1.7%	0.2%	0.0%							
Unknown	1.1%	1.5%	1.0%	1.2%	0.8%	0.8%							
2018-19							2010-11						
White	85.0%	83.2%	86.9%	85.5%	91.1%	91.2%	White	87.6%	85.6%	88.3%	88.3%	91.8%	91.8%
Black or African American	9.1%	8.3%	5.7%	6.2%	5.0%	4.6%	African-American	7.4%	7.4%	5.2%	4.4%	4.3%	3.9%
Hispanic or Latino	1.9%	2.4%	3.0%	3.2%	1.8%	1.9%	Asian	0.9%	1.6%	1.1%	1.5%	0.8%	1.4%
Asian	0.6%	1.5%	0.9%	1.1%	0.5%	0.9%	Latino	1.7%	1.7%	2.9%	2.6%	1.6%	1.5%
Hawaiian or Pac. Islander	0.1%	0.5%	0.2%	0.2%	0.1%	0.2%	Native American	0.4%	0.3%	0.2%	0.1%	0.4%	0.2%
Am. Indian or Alaska Native	0.2%	0.3%	0.1%	0.1%	0.1%	0.1%							
Two or More Races	0.7%	0.8%	0.5%	1.0%	0.7%	0.6%							
Non-Resident Alien	1.1%	1.7%	1.9%	1.7%	0.2%	0.0%							
Other	1.4%	1.4%	0.7%	0.9%	0.6%	0.6%							
2017-18							2009-10						
White	86.2%	85.0%	87.4%	85.6%	91.4%	90.9%	White	89.3%	87.5%	89.4%	89.5%	91.9%	91.4%
African-American	8.1%	7.3%	4.6%	5.5%	4.9%	4.9%	African-American	7.1%	7.2%	5.1%	4.6%	4.2%	4.1%
Asian/Pacific Islander	0.8%	1.7%	0.8%	1.2%	0.5%	1.1%	Asian	0.7%	1.3%	1.0%	1.5%	0.8%	1.2%
Latino	1.9%	2.1%	2.9%	2.9%	1.7%	1.9%	Latino	1.8%	2.0%	3.2%	3.0%	1.3%	1.5%
Native American	0.1%	0.1%	0.4%	0.2%	0.1%	0.2%	Native American	0.2%	0.3%	0.2%	0.1%	0.4%	0.3%
Two or More Races	0.4%	0.5%	0.8%	1.4%	0.6%	0.5%							
Non-Resident Alien	1.5%	2.0%	1.8%	1.9%	0.1%	0.0%							
Other	1.2%	1.2%	1.3%	1.2%	0.5%	0.6%							
2016-17							2008-09						
White	86.5%	84.5%	87.8%	86.8%	91.6%	91.0%	White	89.3%	87.7%	89.2%	89.5%	92.1%	91.7%
African-American	7.6%	7.5%	4.4%	4.6%	5.0%	4.9%	African-American	6.8%	7.2%	4.8%	4.8%	3.9%	4.0%
Asian/Pacific Islander	0.8%	1.8%	0.7%	1.3%	0.6%	0.9%	Asian	0.8%	1.2%	1.0%	1.4%	0.9%	1.5%
Latino	2.0%	2.3%	3.1%	2.8%	1.6%	1.8%	Latino	1.8%	1.6%	3.4%	2.9%	1.4%	1.3%
Native American	0.2%	0.2%	0.2%	0.1%	0.1%	0.1%	Native American	0.3%	0.4%	0.2%	0.1%	0.2%	0.1%
Two or More Races	0.5%	0.8%	0.9%	1.4%	0.6%	0.5%							
Non-Resident Alien	1.4%	1.8%	1.6%	1.7%	0.2%	0.1%							
Other	1.0%	1.0%	1.3%	1.2%	0.4%	0.7%							
2015-16							2007-08						
White	86.1%	84.5%	88.1%	87.5%	91.7%	91.6%	White	89.5%	88.0%	89.5%	89.8%	91.9%	91.8%
African-American	7.7%	7.4%	4.3%	4.5%	4.7%	4.5%	African-American	6.9%	6.9%	4.5%	4.3%	4.2%	4.5%
Asian/Pacific Islander	0.7%	1.6%	1.0%	1.3%	0.7%	1.0%	Asian	0.8%	1.4%	1.3%	1.8%	0.6%	1.5%
Latino	1.9%	2.0%	2.9%	2.5%	1.4%	1.6%	Latino	1.7%	1.9%	3.8%	2.7%	1.5%	1.3%
Native American	0.1%	0.3%	0.3%	0.1%	0.1%	0.0%	Native American	0.2%	0.1%	0.2%	0.3%	0.2%	0.1%
Two or More Races	0.3%	0.8%	0.8%	1.3%	0.6%	0.3%							
Non-Resident Alien	1.5%	1.7%	1.8%	1.5%	0.2%	0.1%							
Other	1.6%	1.7%	0.9%	1.1%	0.5%	0.7%							
2014-15							2005-06						
White	87.1%	85.7%	88.8%	88.4%	91.6%	91.3%	White	90.6%	89.6%	89.5%	89.9%	93.4%	92.9%
African-American	7.9%	7.3%	4.2%	4.0%	5.0%	4.4%	African-American	7.3%	6.6%	4.4%	4.3%	4.1%	4.2%
Asian/Pacific Islander	0.8%	1.5%	1.0%	1.4%	0.7%	1.2%	Asian	0.4%	1.1%	0.7%	1.2%	0.6%	1.2%
Latino	1.8%	2.0%	2.7%	2.7%	1.5%	1.6%	Latino	1.1%	1.6%	3.6%	2.9%	1.5%	1.3%
Native American	0.3%	0.4%	0.3%	0.1%	0.1%	0.0%	Native American	0.2%	0.2%	0.6%	0.3%	0.1%	0.0%
Two or More Races	0.5%	0.7%	0.8%	1.1%	0.5%	0.4%							
Non-Resident Alien	1.2%	1.8%	1.7%	1.4%	0.2%	0.4%							
Other	0.4%	0.5%	0.6%	0.8%	0.4%	0.7%							
2013-14													
White	86.8%	85.2%	88.9%	88.5%	91.3%	91.3%							
African-American	8.2%	7.3%	4.2%	4.1%	4.8%	4.2%							
Asian/Pacific Islander	0.8%	1.4%	1.0%	1.6%	0.7%	1.2%							
Latino	2.0%	1.9%	2.7%	2.7%	1.4%	1.4%							
Native American	0.2%	0.3%	0.0%	0.1%	0.2%	0.1%							
Two or More Races	0.3%	0.8%	1.2%	1.2%	0.5%	0.4%							
Non-Resident Alien	1.3%	2.1%	1.4%	1.4%	0.3%	0.3%							
Other	0.5%	0.9%	0.6%	0.6%	0.8%	1.1%							

Notes:

1) Data provided by the NCAA. Historically Black institutions excluded.

2) Percentages may not equal 100 percent due to rounding.

3) 2006-07 data not recorded.

TABLE 11

College Head Coaches: Division I																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
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										Men's Sports				Women's Sports														Men's Sports				Women's Sports			
										Men		Women		Men		Women												Men		Women		Men		Women	
										%	#	%	#	%	#	%	#											%	#	%	#	%	#	%	#
2008-09																		2009-10																	
	White	89.7%	2437	76.9%	60	88.1%	1728	87.2%	1143		White	87.4%	x	2.5%	x	51.2%	x	38.1%	x		White	87.4%	x	2.5%	x	51.2%	x	38.1%	x						
	African-American	6.4%	174	20.5%	16	6.5%	127	8.3%	109		African-American	6.9%	x	0.4%	x	4.0%	x	3.2%	x		African-American	6.9%	x	0.4%	x	4.0%	x	3.2%	x						
	Asian	0.8%	21	0.0%	0	1.3%	26	1.1%	14		Asian	0.1%	x	0.0%	x	0.9%	x	0.4%	x		Asian	0.1%	x	0.0%	x	0.9%	x	0.4%	x						
	Latino	1.8%	49	1.30%	1	1.8%	36	1.0%	17		Latino	1.4%	x	0.1%	x	0.9%	x	0.5%	x		Latino	1.4%	x	0.1%	x	0.9%	x	0.5%	x						
	Native American	0.2%	6	1.30%	1	0.4%	7	0.5%	7		Native American	0.0%	x	0.0%	x	0.0%	x	0.1%	x		Native American	0.0%	x	0.0%	x	0.0%	x	0.1%	x						
	Other	1.1%	30	0.0%	0	2.8%	37	1.6%	21		Other	0.1%	x	0.0%	x	0.6%	x	0.0%	x		Other	0.1%	x	0.0%	x	0.6%	x	0.0%	x						
	Total	97.2%	2717	2.8%	78	59.9%	1961	40.1%	1311		Total	x	x	3.0%	x	x	x	42.3%	x		Total	x	x	3.0%	x	x	x	42.3%	x						
2007-08																		1998-99																	
	White	89.0%	2423	75.7%	56	88.1%	1699	87.8%	1130		White	89.8%	x	2.0%	x	52.5%	x	39.1%	x		White	89.8%	x	2.0%	x	52.5%	x	39.1%	x						
	African-American	6.5%	174	21.6%	16	6.2%	120	7.8%	101		African-American	5.9%	x	0.1%	x	3.1%	x	2.6%	x		African-American	5.9%	x	0.1%	x	3.1%	x	2.6%	x						
	Asian	0.9%	23	0.0%	0	1.6%	31	1.1%	14		Other	2.2%	x	0.0%	x	2.2%	x	0.4%	x		Other	2.2%	x	0.0%	x	2.2%	x	0.4%	x						
	Latino	1.7%	45	1.40%	1	2.0%	39	1.7%	22		Total	x	x	0.2%	x	x	x	42.1%	x		Total	x	x	0.2%	x	x	x	42.1%	x						
	Native American	0.1%	4	1.40%	1	0.2%	3	0.0%	0																										
	Other	1.0%	26	0.0%	0	1.9%	36	1.6%	20																										
	Total	97.3%	2695	2.7%	74	60.0%	1928	40.0%	1287																										
2005-06																		Notes:																	
	White	87.8%	x	2.8%	x	54.3%	x	35.3%	x	1) Data provided by the NCAA. Historically Black institutions excluded.																									
	African-American	6.7%	x	0.6%	x	3.6%	x	3.0%	x	2) Percentages may not equal 100 percent due to rounding.																									
	Asian	0.4%	x	0.0%	x	0.8%	x	0.3%	x	3) 1999-2000, 2001-03, 2004-05, 2006-07 data not recorded.																									
	Latino	1.1%	x	0.0%	x	1.2%	x	0.4%	x	4) x: data not recorded																									
	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																										
2003-04																																			
	White	87.6%	2030	1.9%	45	52.5%	1349	38.8%	995		White	87.6%	2030	1.9%	45	52.5%	1349	38.8%	995		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		African-American	7.2%	167	0.5%	11	3.4%	106	1.6%	79		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		Asian	0.5%	12	0.0%	1	0.9%	23	0.3%	10		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		Latino	1.4%	33	0.1%	2	1.3%	26	0.4%	8		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		Native American	0.1%	2	0.0%	1	0.0%	1	0.1%	2		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		Other	0.6%	14	0.0%	0	0.6%	17	0.1%	6		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		Total	97.4%	2258	2.5%	60	58.7%	1522	41.3%	1100		Total	97.4%	2258	2.5%	60	58.7%	1522	41.3%	1100						

TABLE 12

TABLE 12

College Head Coaches: Division II																																	
	Men's Sports						Women's Sports							Men's Sports						Women's Sports													
	Men			Women			Men			Women				Men			Women			Men			Women										
	%	#		%	#		%	#		%	#			%	#		%	#		%	#		%	#									
2020-21	White	82.5%	1750	3.5%	75		54.8%	1412	30.1%	777		2014-15	White	86.0%	1839	2.9%	61		57.6%	1441	30.7%	769		African-American	3.7%	80	0.4%	9		2.6%	64	1.4%	35
	Black or African American	5.7%	120	0.6%	12		4.3%	111	2.0%	51			Asian	0.8%	17	0.2%	4		0.8%	20	0.6%	16		Latino	2.5%	54	0.1%	3		1.6%	40	1.1%	28
	Hispanic or Latino	2.9%	61	0.1%	2		2.1%	55	1.0%	25			Native American	0.3%	6	0.0%	0		0.0%	1	0.1%	2		Two or More Races	0.7%	14	0.1%	3		0.7%	18	0.4%	10
	Asian	0.8%	16	0.1%	2		0.7%	19	0.5%	14			Non-Resident Alien	1.5%	32	0.2%	4		0.9%	22	0.6%	14		Other	0.6%	12	0.0%	1		0.4%	10	0.4%	11
	Hawaiian or Pac. Islander	0.2%	4	0.0%	0		0.2%	4	0.2%	6			Total	96.0%	2054	4.0%	85		64.6%	1616	35.4%	885											
	Am. Indian or Alaska Native	0.2%	4	0.0%	0		0.0%	0	0.0%	1																							
	Two or More Races	0.7%	14	0.1%	3		0.8%	20	0.5%	12																							
	International	1.6%	34	0.3%	6		1.1%	29	0.6%	16																							
	Unknown	0.8%	18	0.0%	1		0.7%	17	0.3%	9																							
	Total	95.2%	2021	4.8%	101		64.7%	1667	35.3%	911																							
2019-20	White	83.1%	1815	3.1%	68		54.3%	1401	30.8%	794		2013-14	White	86.1%	1777	2.8%	57		58.0%	1397	30.4%	733		African-American	3.8%	78	0.4%	8		2.5%	61	1.5%	37
	Black or African American	5.1%	111	0.7%	16		3.9%	101	2.0%	52			Asian	0.8%	17	0.2%	4		1.0%	24	0.6%	13		Latino	2.5%	52	0.2%	4		1.8%	44	0.8%	20
	Hispanic or Latino	3.0%	66	0.2%	4		2.1%	54	1.1%	29			Native American	0.0%	0	0.0%	0		0.0%	0	0.1%	2		Two or More Races	1.1%	23	0.0%	1		0.8%	20	0.4%	9
	Asian	0.8%	17	0.1%	2		0.9%	22	0.5%	13			Non-Resident Alien	1.2%	24	0.2%	5		0.8%	19	0.6%	14		Other	0.5%	10	0.1%	3		0.2%	4	0.5%	11
	Hawaiian or Pac. Islander	0.1%	3	0.0%	0		0.1%	3	0.2%	5			Total	96.0%	1981	4.0%	82		65.2%	1569	34.8%	839											
	Am. Indian or Alaska Native	0.1%	3	0.0%	0		0.0%	1	0.0%	1																							
	Two or More Races	0.6%	13	0.1%	2		0.7%	17	0.5%	14																							
	Non-Resident Alien	1.6%	36	82.0%	7		0.9%	24	0.8%	21																							
	Unknown	0.9%	19	0.1%	2		0.7%	18	0.5%	12																							
	Total	95.4%	2083	4.6%	101		63.6%	1641	36.4%	941																							
2018-19	White	84.0%	1784	2.9%	61		54.4%	1372	31.1%	783		2012-13	White	85.4%	1724	2.8%	56		57.5%	1350	30.4%	713		African-American	3.8%	77	0.3%	7		2.4%	56	1.7%	40
	Black or African American	5.2%	110	0.6%	12		4.1%	104	2.1%	53			Asian	0.8%	17	0.1%	3		1.1%	25	0.6%	15		Latino	3.1%	62	0.1%	3		1.9%	45	0.7%	17
	Hispanic or Latino	2.9%	61	0.1%	3		2.2%	56	1.0%	25			Native American	0.1%	2	0.0%	0		0.0%	1	0.0%	0		Two or More Races	1.1%	22	0.1%	2		0.9%	20	0.5%	11
	Asian	0.8%	18	0.0%	1		0.7%	17	0.4%	11			Non-Resident Alien	1.2%	24	0.3%	6		1.0%	23	0.6%	15		Other	0.6%	13	0.0%	0		0.4%	9	0.3%	8
	Hawaiian or Pac. Islander	0.2%	4	0.0%	0		0.1%	3	0.1%	3			Total	96.2%	1941	3.8%	77		65.1%	1529	34.9%	819											
	Am. Indian or Alaska Native	0.1%	3	0.0%	0		0.1%	2	0.0%	1																							
	Two or More Races	0.5%	10	0.0%	1		0.5%	12	0.5%	12																							
	Non-Resident Alien	1.5%	31	0.4%	9		1.0%	25	0.8%	19																							
	Other	0.7%	14	0.0%	1		0.5%	13	0.4%	9																							
	Total	95.9%	2035	4.1%	88		63.7%	1604	36.3%	916																							
2017-18	White	84.4%	1817	3.0%	64		55.2%	1413	30.4%	780		2011-12	White	84.8%	1693	3.3%	65		57.8%	1339	30.5%	705		African-American	4.9%	98	0.3%	6		3.3%	77	1.2%	28
	African-American	4.3%	92	0.4%	8		3.6%	91	1.9%	49			Asian	83.3%	20	0.2%	3		1.0%	22	0.4%	10		Latino	2.7%	53	0.2%	3		1.7%	40	0.9%	21
	Asian/Pacific Islanders	0.8%	17	0.0%	1		0.7%	18	0.6%	14			Native American	8.3%	2	0.0%	0		0.0%	1	0.1%	2		Other	2.5%	50	0.2%	4		1.9%	45	1.1%	25
	Latino	2.8%	60	0.1%	3		2.2%	56	0.7%	19			Total	96.0%	1916	4.2%	81		65.7%	1524	51.4%	791											
	Native American	0.4%	8	0.0%	0		0.0%	1	0.1%	3																							
	Two or More Races	0.7%	15	0.1%	2		0.7%	18	0.7%	19																							
	Non-Resident Alien	1.5%	32	0.3%	7		1.1%	29	0.8%	20																							
	Other	1.2%	26	0.0%	1		0.8%	20	0.5%	12																							
	Total	96.0%	2067	4.0%	86		64.2%	1646	35.8%	916																							
2016-17	White	85.2%	1854	2.7%	58		56.5%	1448	30.6%	785		2010-11	White	84.7%	1631	3.5%	68		58.3%	1287	29.9%	660		African-American	5.0%	96	0.2%	4		3.4%	75	1.0%	23
	African-American	4.0%	88	0.3%	7		3.2%	81	1.5%	38			Asian	1.0%	19	0.1%	2		1.0%	22	0.5%	11		Latino	2.8%	53	0.2%	3		1.7%	37	1.0%	21
	Asian/Pacific Islanders	0.7%	15	0.0%	1		1.0%	25	0.4%	9			Native American	0.2%	3	0.0%	0		0.1%	2	0.0%	1		Other	2.0%	39	0.4%	7		1.8%	39	1.3%	28
	Latino	3.0%	65	0.1%	3		1.8%	46	1.1%	27			Total	95.6%	1841	4.4%	84		66.3%	1462	33.7%	744											
	Native American	0.2%	5	0.0%	0		0.0%	1	0.0%	1																							
	Two or More Races	0.7%	15	0.2%	4		0.8%	20	0.6%	16																							
	Non-Resident Alien	1.2%	27	0.3%	7		0.9%	23	0.8%	21																							
	Other	1.1%	24	0.2%	4		0.8%	20	0.5%	12																							
	Total	96.1%	2093	3.9%	84		64.9%	1664	35.1%	900																							
2015-16	White	85.3%	1856	2.8%	61		57.0%	1440	30.7%	776		2009-10	White	86.3%	1548	3.1%	55		60.1%	1233	29.4%	604		African-American	5.1%	92	0.0%	0		3.2%	66	1.4%	28
	African-American	3.7%	81	0.6%	12		2.9%	74	1.6%	41			Asian	0.9%	16	0.1%	2		1.0%	20	0.5%	10		Latino	3.1%	56	0.1%	2		2.1%	43	0.9%	18
	Asian	0.8%	17	0.2%	4		0.6%	16	0.4%	11			Native American	0.2%	4	0.0%	0		0.1%	2	0.0%	0		Other	0.9%	17	0.1%	1		0.9%	19	0.4%	9
	Latino	2.8%	60	0.1%	3		1.6%	41	0.9%	23			Total	96.7%	1733	3.3%	60		67.4%	1383	32.6%	669											
	Native American	0.2%	5	0.0%	1		0.1%	2	0.0%	1																							
	Two or More Races	0.6%	13	0.2%	4		0.7%	17	0.7%	17																							
	Non-Resident Alien	1.6%	35	0.2%	5		0.9%	23	0.6%	16																							
	Other	0.9%	20	0.0%	0		0.8%	20	0.3%	7																							
	Total	95.9%	2087	4.1%	90		64.7%	1633	35.3%	892																							

Men's Sports									Women's Sports								
Men				Women				Men				Women					
%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#		
2008-09									2000-01								
White	86.1%	1536	3.2%	57	59.4%	1217	30.1%	616	White	88.6%	x	4.6%	x	58.4%	x	34.4%	x
African-American	4.8%	86	0.0%	0	3.5%	72	1.3%	26	African-American	3.5%	x	0.3%	x	2.5%	x	1.2%	x
Asian	1.0%	17	0.1%	1	1.1%	23	0.2%	5	Asian	0.8%	x	0.1%	x	1.0%	x	0.2%	x
Latino	3.2%	58	0.1%	2	2.1%	44	0.7%	15	Latino	1.2%	x	0.0%	x	0.7%	x	0.3%	x
Native American	0.2%	3	0.0%	0	0.1%	3	0.0%	0	Native American	0.1%	x	0.0%	x	0.1%	x	0.0%	x
Other	1.3%	23	0.1%	2	0.8%	17	0.5%	10	Other	0.8%	x	0.1%	x	0.9%	x	0.4%	x
Total	96.5%	1723	3.5%	62	67.2%	1376	32.8%	672	Total	x	x	5.1%	x	x	x	36.5%	x
2007-08									1998-99								
White	85.9%	1549	3.6%	65	59.3%	1213	30.6%	626	White	88.0%	x	3.2%	x	58.7%	x	33.3%	x
African-American	4.5%	82	0.0%	0	3.3%	67	1.0%	21	African-American	3.4%	x	0.2%	x	2.4%	x	1.0%	x
Asian	1.3%	23	0.1%	1	1.5%	31	0.3%	6	Other	4.6%	x	0.4%	x	3.7%	x	0.7%	x
Latino	3.8%	68	0.1%	1	2.1%	44	0.5%	11	Total	x	x	3.8%	x	x	x	35.0%	x
Native American	0.2%	4	0.0%	0	0.3%	7	0.0%	0	Notes: 1) Data provided by the NCAA. Historically Black institutions excluded. 2) Percentages may not equal 100 percent due to rounding. 3) 1999-2000, 2001-03, 2004-05, 2006-07 data not recorded. 4) x: data not recorded.								
Other	0.6%	11	0.0%	0	0.7%	14	0.3%	7									
Total	96.3%	1737	3.7%	67	67.2%	1376	32.8%	671									
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									
2003-04									TABLE 13								
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									

College Head Coaches: Division III

		Men's Sports				Women's Sports					Men's Sports				Women's Sports				
		Men		Women		Men		Women			Men		Women		Men		Women		
		%	#	%	#	%	#	%	#		%	#	%	#	%	#	%	#	
2020-21	White	83.7%	3322	6.0%	237	48.6%	2133	40.1%	1761		White	86.9%	3375	4.7%	184	50.2%	2137	41.1%	1747
	Black or African American	5.5%	220	0.3%	13	3.9%	171	1.8%	81		African-American	4.8%	187	0.2%	6	3.3%	139	1.2%	50
	Hispanic or Latino	1.6%	63	0.2%	6	1.2%	52	0.8%	33		Asian	0.7%	26	0.0%	0	0.8%	33	0.4%	17
	Asian	0.9%	35	0.1%	2	0.9%	40	0.5%	22		Latino	1.5%	58	0.1%	2	1.1%	47	0.4%	19
	Hawaiian or Pac. Islander	0.1%	3	0.0%	0	0.0%	2	0.2%	7		Native American	0.1%	5	0.0%	0	0.0%	0	0.0%	1
	Am. Indian or Alaska Native	0.0%	1	0.0%	1	0.1%	3	0.1%	4		Two or More Races	0.4%	15	0.1%	4	0.2%	8	0.3%	11
	Two or More Races	0.8%	32	0.2%	6	0.5%	22	0.6%	25		Non-Resident Alien	0.2%	7	0.1%	2	0.2%	7	0.3%	11
	International	0.1%	4	0.1%	2	0.0%	0	0.1%	5		Other	0.3%	11	0.1%	3	0.5%	20	0.2%	8
	Unknown	0.5%	20	0.1%	3	0.4%	18	0.3%	11		Total	94.8%	3684	5.2%	201	56.2%	2391	43.8%	1864
	Total	93.2%	3700	6.8%	270	55.6%	2441	44.4%	1949										
2019-20	White	83.3%	3334	6.3%	254	48.8%	2141	40.7%	1787		White	86.6%	3322	4.7%	179	50.2%	2117	41.0%	1730
	Black or African American	5.3%	214	0.3%	13	3.6%	158	1.6%	69		African-American	4.7%	180	0.1%	5	3.0%	127	1.2%	51
	Hispanic or Latino	1.7%	68	0.2%	7	1.4%	60	0.7%	29		Asian	0.7%	25	0.0%	0	0.7%	30	0.5%	20
	Asian	0.7%	30	0.1%	3	0.8%	34	0.5%	22		Latino	1.4%	52	0.0%	1	1.0%	43	0.4%	16
	Hawaiian or Pac. Islander	0.1%	5	0.0%	0	0.0%	4	0.0%	0		Native American	0.2%	9	0.0%	0	0.1%	3	0.1%	3
	Am. Indian or Alaska Native	0.0%	2	0.0%	0	0.0%	1	0.1%	5		Two or More Races	0.5%	18	0.1%	3	0.2%	7	0.2%	9
	Two or More Races	0.6%	23	0.3%	11	0.4%	16	0.7%	29		Non-Resident Alien	0.2%	9	0.1%	2	0.2%	7	0.1%	6
	Non-Resident Alien	0.2%	7	0.0%	1	0.0%	0	0.0%	1		Other	0.6%	24	0.2%	6	0.8%	32	0.3%	14
	Unknown	0.8%	31	0.0%	1	0.5%	23	0.2%	10		Total	94.9%	3639	5.1%	196	56.1%	2366	43.9%	1849
	Total	92.8%	3714	7.2%	290	55.5%	2437	44.5%	1952										
2018-19	White	84.9%	3395	6.2%	246	50.0%	2185	41.3%	1804		White	87.5%	3285	4.6%	174	51.5%	2137	40.2%	1667
	Black or African American	4.6%	183	0.4%	16	3.2%	139	1.4%	62		African-American	4.0%	152	0.2%	9	2.8%	117	1.2%	50
	Hispanic or Latino	1.6%	64	0.2%	8	1.1%	50	0.7%	31		Asian	0.7%	27	0.0%	1	0.7%	31	0.6%	25
	Asian	0.4%	17	0.1%	2	0.8%	20	0.4%	19		Latino	1.6%	60	0.0%	0	1.0%	40	0.4%	18
	Hawaiian or Pac. Islander	0.1%	5	0.0%	0	0.2%	8	0.0%	0		Native American	0.2%	8	0.0%	0	0.1%	4	0.0%	2
	Am. Indian or Alaska Native	0.1%	4	0.0%	0	0.0%	0	0.1%	3		Two or More Races	0.4%	14	0.1%	2	0.2%	7	0.2%	9
	Two or More Races	0.6%	24	0.1%	2	0.2%	8	0.4%	18		Non-Resident Alien	0.2%	6	0.0%	0	0.1%	5	0.1%	3
	Non-Resident Alien	0.2%	7	0.0%	0	0.0%	0	0.0%	0		Other	0.4%	14	0.1%	5	0.6%	23	0.4%	16
	Other	0.5%	21	0.1%	3	0.4%	16	0.2%	10		Total	94.9%	3566	5.1%	190	57.0%	2364	43.0%	1786
	Total	93.1%	3720	6.9%	277	55.5%	2426	44.5%	1947										
2017-18	White	85.5%	3427	5.9%	236	49.7%	2175	41.1%	1797		White	87.2%	3226	4.6%	171	51.6%	2097	40.5%	1646
	African-American	4.7%	179	0.4%	17	3.3%	145	1.4%	68		African-American	4.0%	149	0.2%	7	2.7%	109	1.1%	45
	Asian/Pacific Islanders	0.5%	20	0.0%	0	0.8%	28	0.4%	18		Asian	0.8%	31	0.0%	0	0.8%	32	0.4%	18
	Latino	1.4%	58	0.3%	11	1.3%	57	0.6%	25		Latino	1.7%	64	0.0%	0	1.0%	41	0.4%	16
	Native American	0.1%	4	0.0%	1	0.1%	3	0.1%	4		Native American	0.2%	6	0.0%	0	0.0%	2	0.1%	3
	Two or More Races	0.5%	22	0.1%	4	0.3%	11	0.3%	12		Other	1.0%	38	0.0%	6	1.0%	42	0.4%	17
	Non-Resident Alien	0.1%	6	0.0%	0	0.0%	1	0.0%	1		Total	94.9%	3514	5.2%	184	132.8%	2323	75.0%	1744
	Other	0.4%	18	0.1%	3	0.3%	15	0.3%	11										
	Total	93.2%	3734	6.8%	272	55.7%	2436	44.3%	1936										
2016-17	White	86.1%	3403	5.5%	218	49.6%	2150	41.4%	1792		White	87.3%	3208	4.5%	164	52.0%	2099	39.9%	1611
	African-American	4.7%	194	0.3%	12	3.1%	137	1.3%	56		African-American	4.1%	152	0.2%	7	2.8%	113	1.1%	45
	Asian/Pacific Islanders	0.6%	22	0.0%	0	0.8%	27	0.4%	17		Asian	0.8%	30	0.0%	1	0.7%	30	0.6%	25
	Latino	1.4%	55	0.2%	9	1.1%	49	0.6%	27		Latino	1.6%	58	0.0%	0	1.1%	43	0.5%	19
	Native American	0.1%	3	0.0%	1	0.0%	2	0.1%	4		Native American	0.4%	13	0.0%	0	0.2%	8	0.0%	2
	Two or More Races	0.5%	21	0.1%	4	0.1%	5	0.3%	15		Other	1.1%	40	0.1%	2	0.8%	33	0.3%	12
	Non-Resident Alien	0.2%	6	0.0%	0	0.1%	4	0.0%	0		Total	95.3%	3501	4.7%	174	57.6%	2326	42.4%	1714
	Other	0.4%	15	0.0%	0	0.5%	21	0.3%	11										
	Total	93.8%	3709	6.2%	244	55.6%	2410	44.4%	1922										
2015-16	White	86.4%	3394	5.3%	209	50.4%	2164	41.2%	1770		White	87.4%	3194	4.5%	164	51.7%	2084	39.7%	1603
	African-American	4.5%	176	0.3%	10	3.3%	143	1.2%	52		African-American	4.0%	146	0.2%	8	2.8%	114	1.3%	52
	Asian	0.7%	28	0.0%	0	0.8%	27	0.4%	17		Asian	0.8%	28	0.0%	0	0.8%	25	0.6%	24
	Latino	1.3%	51	0.1%	3	1.0%	45	0.5%	23		Latino	1.3%	49	0.0%	0	1.1%	43	0.4%	17
	Native American	0.1%	3	0.0%	0	0.0%	0	0.0%	1		Native American	0.4%	15	0.0%	0	0.3%	12	0.0%	1
	Two or More Races	0.5%	20	0.1%	2	0.1%	4	0.3%	11		Other	1.1%	50	0.0%	1	1.0%	41	0.4%	18
	Non-Resident Alien	0.2%	9	0.0%	0	0.1%	3	0.0%	2		Total	95.3%	3482	4.7%	173	57.5%	2319	42.5%	1715
	Other	0.5%	18	0.1%	3	0.5%	20	0.3%	12										
	Total	94.2%	3699	5.8%	227	56.0%	2406	44.0%	1888										
		Men's Sports				Women's Sports						Men's Sports				Women's Sports			
		Men		Women		Men		Women				Men		Women		Men		Women	
		%	#	%	#	%	#	%	#			%	#	%	#	%	#	%	#
2008-09	White	87.8%	3183	4.3%	157	51.8%	2057	40.0%	1588		White	87.4%	x	5.9%	x	50.7%	x	42.7%	x
	African-American	3.7%	133	0.2%	9	2.8%	111	1.2%	49		African-American	3.5%	x	0.3%	x	2.7%	x	1.3%	x
	Asian	0.8%	30	0.0%	1	0.9%	36	0.6%	23		Asian	0.4%	x	0.1%	x	0.6%	x	0.2%	x
	Latino	1.4%	50	0.0%	1	1.0%	38	0.4%	14		Latino	1.5%	x	0.0%	x	1.2%	x	0.4%	x
	Native American	0.2%	7	0.0%	0	0.1%	2	0.0%	1		Native American	0.2%	x	0.0%	x	0.1%	x	0.0%	x
	Other	1.4%	51	0.1%	4	0.8%	33	0.6%	22		Other	0.4%	x	0.1%	x	0.1%	x	0.1%	x
	Total	95.3%	3454	4.7%	172	57.3%	2277	42.7%	1697		Total	x	x	6.4%	x	x	x	44.7%	x
2007-08	White	88.3%	3122	4.6%	164	51.5%	2021	40.4%	1585		White	89.8%	x	4.1%	x	49.2%	x	44.2%	x
	African-American	4.0%	141	0.2%	8	3.2%	127	1.2%	49		African-American	3.5%	x	0.1%	x	2.6%	x	1.2%	x
	Asian	0.5%	19	0.0%	1	0.8%	30	0.5%	19		Other	2.4%	x	0.1%	x	2.0%	x	0.8%	x
	Latino	1.5%	52	0.0%	1	0.9%	37	0.3%	12		Total	x	x	4.3%	x	x	x	46.2%	x
	Native American	0.2%	6	0.0%	0	0.1%	2	0.0%	1		Notes:								
	Other	0.5%	19	0.1%	3	0.6%	22	0.5%	21		1) Data provided by the NCAA. Historically Black institutions excluded.								
	Total	95.0%	3398	5.0%	177	57.0%	2239	43.0%	1687		2) Percentages may not equal 100 percent due to rounding.								
2005-06	White	89.5%	x	3.9%	x	51.6%	x	41.3%	x		3) 1999-2000, 2001-03, 2004-05, 2006-07 data not recorded.								
	African-American	3.7%	x	0.4%	x	2.9%	x	1.3%	x		4) x: data not recorded.								
	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										

TABLE 14

TABLE 15TABLE 15

College Assistant Coaches: Division I																			
		Men's Sports				Women's Sports					Men's Sports				Women's Sports				
		Men		Women		Men		Women			Men		Women		Men		Women		
		%	#	%	#	%	#	%	#		%	#	%	#	%	#	%	#	
2020-21																			
	White	61.2%	5512	6.2%	557	38.0%	2870	33.0%	2492		White	66.6%	6029	7.1%	640	39.1%	2986	36.3%	2774
	Black or African American	20.5%	1850	2.0%	180	8.3%	626	7.8%	585		African-American	17.3%	1562	1.8%	165	7.1%	540	7.3%	558
	Hispanic or Latino	2.0%	181	0.1%	13	1.5%	114	1.4%	103		Asian/Pacific Islander	1.0%	95	0.1%	7	0.9%	66	0.8%	61
	Asian	0.7%	61	0.1%	9	0.9%	66	0.8%	61		Latino	2.0%	178	0.0%	4	1.6%	120	0.9%	68
	Hawaiian or Pac. Islander	0.7%	61	0.0%	0	0.2%	17	0.2%	12		Native American	0.2%	15	0.0%	2	0.1%	8	0.1%	7
	Am. Indian or Alaska Native	0.1%	9	0.0%	3	0.1%	5	0.1%	11		Two or More Races	0.6%	54	0.0%	2	0.3%	25	0.5%	36
	Two or More Races	1.3%	117	0.1%	12	0.9%	66	1.1%	83		Non-Resident Alien	1.5%	135	0.2%	22	1.6%	123	1.3%	100
	International	1.3%	116	0.1%	13	1.3%	98	1.2%	92		Other	1.4%	131	0.2%	14	1.3%	99	0.8%	62
	Unknown	3.0%	274	0.5%	42	1.6%	117	1.7%	125		Total	90.5%	8199	9.5%	856	52.0%	3967	48.0%	3666
	Total	90.8%	8181	9.2%	829	52.8%	3979	47.2%	3564										
2019-20																			
	White	61.6%	5455	6.1%	542	37.9%	2845	33.9%	2549		White	66.8%	6000	6.9%	621	40.7%	3103	35.4%	2705
	Black or African American	20.4%	1807	1.8%	160	8.1%	609	7.4%	557		African-American	16.7%	1498	1.9%	168	7.3%	556	6.8%	517
	Hispanic or Latino	2.0%	175	0.2%	15	1.7%	127	1.4%	103		Asian/Pacific Islander	1.0%	91	0.1%	12	0.9%	68	0.9%	67
	Asian	0.6%	57	0.1%	12	0.8%	62	0.9%	65		Latino	1.8%	161	0.1%	5	1.1%	85	1.0%	73
	Hawaiian or Pac. Islander	0.5%	47	0.0%	0	0.2%	14	0.2%	13		Native American	0.2%	14	0.0%	4	0.1%	9	0.1%	7
	Am. Indian or Alaska Native	0.1%	12	0.0%	4	0.0%	3	0.1%	9		Two or More Races	0.7%	62	0.1%	6	0.4%	31	0.6%	43
	Two or More Races	1.3%	119	0.1%	5	0.9%	65	0.8%	61		Non-Resident Alien	1.7%	150	0.3%	28	1.4%	107	1.6%	119
	Non-Resident Alien	1.3%	119	0.1%	6	1.2%	90	1.0%	72		Other	1.6%	147	0.2%	16	1.1%	83	0.8%	59
	Unknown	3.4%	303	0.2%	20	2.0%	152	1.5%	113		Total	90.4%	8123	9.6%	860	53.0%	4042	47.0%	3590
	Total	91.4%	8094	8.6%	764	52.8%	3967	47.2%	3542										
2018-19																			
	White	62.5%	5933	6.9%	654	38.7%	3150	33.9%	2760		White	66.7%	5936	7.1%	629	39.5%	2953	36.5%	2732
	Black or African American	19.3%	1833	1.7%	164	7.9%	639	6.9%	558		African-American	17.1%	1519	1.6%	145	7.4%	550	6.7%	502
	Hispanic or Latino	1.9%	180	0.1%	14	1.5%	122	1.2%	100		Asian/Pacific Islander	0.9%	81	0.1%	12	0.9%	66	1.0%	74
	Asian	0.7%	67	0.1%	7	0.9%	77	0.7%	53		Latino	1.9%	165	0.2%	19	1.4%	103	1.1%	80
	Hawaiian or Pac. Islander	0.5%	47	0.0%	0	0.1%	8	0.2%	17		Native American	0.1%	9	0.0%	3	0.1%	8	0.1%	9
	Am. Indian or Alaska Native	0.1%	12	0.0%	2	0.0%	4	0.1%	8		Two or More Races	0.5%	47	0.0%	2	0.3%	23	0.3%	26
	Two or More Races	0.9%	84	0.1%	11	0.6%	47	0.9%	75		Non-Resident Alien	1.4%	126	0.3%	27	1.4%	106	1.5%	111
	Non-Resident Alien	1.3%	127	0.2%	15	1.3%	107	1.3%	102		Other	1.9%	166	0.2%	15	1.1%	83	0.7%	49
	Other	3.3%	317	0.2%	22	2.2%	175	1.6%	132		Total	90.4%	8049	9.6%	852	52.1%	3892	47.9%	3583
	Total	90.6%	8600	9.4%	889	53.2%	4329	46.8%	3805										
2017-18																			
	White	64.1%	6092	6.2%	594	39.2%	3177	33.3%	2704		White	67.1%	5704	7.3%	624	39.3%	2865	36.9%	2693
	African-American	18.6%	1765	1.7%	165	7.8%	631	7.3%	590		African-American	16.6%	1414	1.6%	138	7.2%	524	6.9%	503
	Asian/Pacific Islander	1.2%	116	0.1%	7	1.0%	89	0.9%	72		Asian	1.1%	92	0.2%	13	1.2%	90	1.1%	83
	Latino	1.8%	172	0.1%	9	1.4%	114	1.1%	91		Latino	2.0%	166	0.2%	19	1.3%	93	1.1%	78
	Native American	0.1%	14	0.0%	3	0.1%	8	0.1%	8		Native American	0.2%	16	0.0%	3	0.1%	6	0.1%	5
	Two or More Races	0.8%	76	0.1%	9	0.6%	46	0.7%	60		Other	3.2%	270	0.6%	47	2.5%	183	2.3%	166
	Non-Resident Alien	1.7%	165	0.1%	12	1.8%	147	1.4%	111		Total	90.1%	7662	9.9%	844	51.6%	3761	48.4%	3528
	Other	3.0%	287	0.2%	21	1.9%	157	1.3%	104										
	Total	91.4%	8687	8.6%	820	53.9%	4369	46.1%	3740										
2016-17																			
	White	64.4%	6021	6.2%	584	39.3%	3168	33.8%	2726		White	67.3%	5613	7.2%	602	33.6%	2803	31.4%	2621
	African-American	18.0%	1682	2.0%	186	7.7%	621	7.2%	582		African-American	17.0%	1418	1.8%	152	7.6%	544	5.8%	482
	Asian/Pacific Islander	1.4%	129	0.1%	7	1.1%	86	0.9%	69		Asian	1.0%	81	0.1%	5	0.8%	69	0.8%	66
	Latino	2.0%	190	0.1%	9	1.6%	132	1.0%	84		Latino	1.9%	158	0.1%	12	1.1%	95	0.8%	64
	Native American	0.1%	12	0.0%	1	0.0%	4	0.1%	5		Native American	0.1%	11	0.0%	3	0.1%	5	0.2%	17
	Two or More Races	0.6%	59	0.1%	8	0.5%	38	0.6%	46		Other	2.8%	231	0.6%	49	2.3%	192	2.3%	189
	Non-Resident Alien	1.7%	156	0.3%	29	1.7%	138	1.4%	115		Total	90.1%	7512	9.9%	823	51.9%	3708	48.1%	3439
	Other	2.4%	222	0.5%	50	1.8%	146	1.3%	103										
	Total	90.6%	8471	9.4%	874	53.7%	4333	46.3%	3730										
2015-16																			
	White	65.7%	6054	7.0%	643	39.1%	3044	35.1%	2734		White	69.4%	5617	6.1%	495	39.7%	2741	78.9%	2643
	African-American	17.0%	1568	1.8%	166	7.3%	572	7.2%	559		African-American	17.4%	1409	1.8%	143	7.6%	522	14.8%	497
	Asian/Pacific Islander	1.1%	101	0.1%	6	0.9%	68	1.0%	74		Asian	1.1%	91	0.1%	11	1.1%	78	1.9%	63
	Latino	1.9%	178	0.1%	9	1.4%	112	0.8%	64		Latino	2.0%	158	0.1%	11	1.6%	109	2.0%	68
	Native American	0.1%	11	0.0%	3	0.1%	4	0.1%	5		Native American	0.1%	10	0.0%	3	0.1%	4	0.2%	8
	Two or More Races	0.5%	45	0.1%	10	0.4%	31	0.7%	53		Other	1.6%	133	0.2%	14	1.4%	94	2.1%	72
	Non-Resident Alien	1.5%	138	0.3%	26	1.6%	123	1.4%	110		Total	91.6%	7418	8.4%	677	51.4%	3548	48.6%	3351
	Other	2.6%	240	0.2%	16	1.7%	130	1.3%	100										
	Total	90.5%	8335	9.5%	879	52.5%	4084	47.5%	3699										
		Men's Sports				Women's Sports					Men's Sports				Women's Sports				
		Men		Women		Men		Women			Men		Women		Men		Women		
		%	#	%	#	%	#	%	#		%	#	%	#	%	#	%	#	
2008-09																			
	White	70.5%	5530	6.1%	481	39.7%	2631	39.2%	2595		White	73.0%	x	5.5%	x	40.7%	x	40.0%	x
	African-American	16.9%	1323	1.4%	107	7.2%	478	6.8%	451		African-American	16.5%	x	1.3%	x	6.8%	x	7.4%	x
	Asian	1.0%	77	0.2%	14	1.1%	70	0.9%	62		Asian	0.6%	x	0.1%	x	1.2%	x	0.6%	x
	Latino	2.0%	155	0.1%	10	1.3%	88	0.8%	55		Latino	1.8%	x	0.1%	x	1.4%	x	0.7%	x
	Native American	0.1%	8	0.1%	5	0.0%	3	0.2%	10		Native American	0.2%	x	0.1%	x	0.1%	x	0.1%	x
	Other	1.6%	126	0.2%	12	1.5%	101	1.1%	75		Other	0.6%	x	0.1%	x	0.5%	x	0.5%	x
	Total	92.0%	7219	8.0%	629	50.9%	3371	49.1%	3248		Total Women	x	x	7.2%	x	x	x	49.3%	x
2007-08																			
	White	71.4%	5310	5.7%	421	39.4%	2404	39.8%	2429		White	74.2%	x	6.0%	x	39.1%	x	43.8%	x
	African-American	16.4%	1223	1.2%	89	13.3%	408	6.8%	418		African-American	15.2%	x	1.4%	x	5.5%	x	7.5%	x
	Asian	1.0%	73	0.1%	7	2.0%	63	0.9%	53		Other	3.0%	x	0.2%	x	2.6%	x	1.5%	x
	Latino	2.1%	153	0.1%	10	3.3%	100	0.9%	56		Total Women	x	x	7.6%	x	x	x	52.4%	x
	Native American	0.1%	8	0.0%	3	0.1%	4	0.1%	8										
	Other	1.7%	129	0.2%	13	3.2%	97	1.1%	66										
	Total	92.7%	6896	7.3%	543	50.4%	3076	49.6%	3030										
2005-06																			
	White	72.6%	x	6.6%	x	39.3%	x	42.3%	x	Notes:									
	African-American	16.3%	x	1.3%	x	6.3%	x	6.9%	x	1) Data provided by the NCAA. Historically Black institutions excluded.									
	Asian	0.6%	x	0.2%	x	1.2%	x	0.9%	x	2) Percentages may not equal 100 percent due to rounding.					</				

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TABLE 17



College Assistant Coaches: Division III

		Men's Sports				Women's Sports						Men's Sports				Women's Sports					
		Men		Women		Men		Women				Men		Women		Men		Women			
		%	#	%	#	%	#	%	#			%	#	%	#	%	#	%	#		
2020-21																					
	White	72.0%	6983	10.1%	984	40.2%	3050	45.0%	3413			White	78.4%	7116	8.9%	812	43.0%	3097	45.6%	3289	
	Black or African American	9.9%	960	0.9%	89	4.2%	321	3.4%	261			African-American	7.9%	717	0.6%	58	4.4%	320	2.5%	181	
	Hispanic or Latino	2.8%	275	0.4%	36	1.4%	107	1.4%	107			Asian	0.7%	68	0.1%	7	0.6%	45	0.5%	33	
	Asian	0.9%	89	0.2%	21	0.7%	50	0.8%	59			Latino	1.9%	171	0.2%	16	1.1%	76	0.7%	54	
	Hawaiian or Pac. Islander	0.2%	16	0.0%	0	0.1%	6	0.1%	8			Native American	0.1%	8	0.0%	0	0.1%	6	0.0%	1	
	Am. Indian or Alaska Native	0.1%	13	0.0%	3	0.1%	6	0.2%	12			Other	1.0%	93	0.1%	13	0.7%	54	0.7%	50	
	Two or More Races	0.8%	80	0.1%	13	0.3%	24	0.6%	46			Total	90.0%	8173	10.0%	906	49.9%	3598	50.1%	3608	
	International	0.2%	18	0.0%	4	0.2%	12	0.2%	13												
	Unknown	1.1%	105	0.1%	12	0.6%	44	0.6%	46												
	Total	88.0%	8539	12.0%	1162	47.7%	3620	52.3%	3965												
2019-20																					
	White	71.9%	7566	10.6%	1115	39.6%	3326	45.8%	3847			White	79.2%	6872	8.0%	697	43.1%	2962	45.4%	3121	
	Black or African American	9.5%	998	1.0%	101	4.3%	361	3.4%	284			African-American	7.9%	686	0.6%	48	4.4%	301	2.4%	165	
	Hispanic or Latino	2.7%	287	0.4%	37	1.4%	114	1.3%	109			Asian	0.7%	63	0.1%	5	0.7%	48	0.4%	30	
	Asian	0.9%	100	0.3%	27	0.7%	57	0.7%	60			Latino	1.9%	163	0.2%	16	1.0%	69	0.8%	54	
	Hawaiian or Pac. Islander	0.2%	17	0.0%	0	0.1%	8	0.1%	5			Native American	0.1%	5	0.0%	0	0.1%	4	0.0%	2	
	Am. Indian or Alaska Native	0.1%	13	0.0%	3	0.1%	8	0.1%	9			Other	1.3%	113	0.1%	11	0.8%	57	0.8%	54	
	Two or More Races	0.9%	92	0.3%	32	0.4%	35	0.8%	67			Total	91.0%	7902	9.0%	777	50.1%	3441	49.9%	3426	
	Non-Resident Alien	0.2%	24	0.1%	6	0.1%	11	0.2%	13												
	Unknown	1.0%	102	0.1%	8	0.5%	45	0.5%	41												
	Total	87.4%	9199	12.6%	1329	47.2%	3965	52.8%	4435												
2018-19																					
	White	73.1%	7987	9.9%	1083	40.5%	3568	45.3%	3989			White	79.2%	6576	8.0%	668	43.3%	2823	45.4%	2958	
	Black or African American	9.3%	1015	0.9%	93	4.1%	357	3.4%	299			African-American	7.7%	641	0.6%	47	4.1%	266	2.3%	153	
	Hispanic or Latino	2.4%	260	0.3%	34	1.4%	119	1.0%	88			Asian	0.7%	57	0.1%	5	0.7%	47	0.4%	26	
	Asian	1.0%	108	0.2%	25	0.8%	74	0.7%	61			Latino	1.9%	158	0.1%	12	1.3%	82	0.7%	47	
	Hawaiian or Pac. Islander	0.1%	11	0.0%	0	0.0%	3	0.1%	10			Native American	0.1%	5	0.0%	0	0.0%	2	0.1%	4	
	Am. Indian or Alaska Native	0.1%	13	0.0%	3	0.1%	7	0.1%	11			Other	1.5%	124	0.1%	12	1.0%	63	0.8%	51	
	Two or More Races	0.9%	95	0.1%	13	0.4%	31	0.6%	50			Total	91.0%	7561	9.0%	744	50.3%	3283	49.7%	3239	
	Non-Resident Alien	0.3%	29	0.0%	3	0.2%	14	0.2%	14												
	Other	1.3%	140	0.2%	17	0.8%	48	0.7%	64												
	Total	88.4%	9658	11.6%	1271	47.9%	4221	52.1%	4586												
2017-18																					
	White	74.5%	7912	10.6%	1124	41.2%	3493	47.0%	3986			White	79.6%	6446	7.7%	624	43.1%	2716	45.6%	2873	
	African-American	9.0%	954	1.0%	102	4.0%	341	3.3%	281			African-American	8.0%	645	0.5%	38	4.3%	274	2.2%	141	
	Asian/Pacific Islander	1.1%	120	0.2%	22	0.9%	80	0.9%	73			Asian	0.7%	53	0.1%	9	0.7%	41	0.5%	31	
	Latino	2.4%	260	0.3%	36	1.6%	132	1.2%	104			Latino	1.6%	133	0.1%	6	1.1%	71	0.6%	36	
	Native American	0.1%	14	0.0%	4	0.1%	7	0.1%	12			Native American	0.1%	6	0.0%	0	0.0%	1	0.0%	3	
	Two or More Races	0.9%	99	0.2%	17	0.3%	22	0.6%	50			Other	1.6%	132	0.1%	11	1.1%	69	0.8%	51	
	Non-Resident Alien	0.4%	38	0.0%	4	0.2%	15	0.2%	16			Total	91.5%	7415	8.5%	688	50.3%	3172	49.7%	3135	
	Other	1.3%	136	0.1%	10	0.7%	61	0.6%	49												
	Total	87.8%	9533	12.2%	1319	47.6%	4151	52.4%	4571												
2016-17																					
	White	75.0%	7962	9.7%	1026	40.6%	3444	45.9%	3891			White	79.9%	x	8.6%	x	40.6%	x	49.9%	x	
	African-American	8.3%	880	0.8%	80	4.1%	344	3.1%	259			African-American	7.3%	x	1.0%	x	3.8%	x	2.7%	x	
	Asian/Pacific Islander	1.1%	114	0.2%	16	1.0%	88	0.7%	61			Asian	0.5%	x	0.1%	x	0.6%	x	0.4%	x	
	Latino	2.4%	250	0.1%	12	1.3%	109	0.7%	61			Latino	1.8%	x	0.2%	x	0.8%	x	0.6%	x	
	Native American	0.1%	15	0.0%	2	0.1%	9	0.1%	9			Native American	0.1%	x	0.0%	x	0.0%	x	0.1%	x	
	Two or More Races	0.7%	72	0.1%	12	0.2%	21	0.5%	41			Other	0.5%	x	0.1%	x	0.2%	x	0.3%	x	
	Non-Resident Alien	0.2%	23	0.1%	6	0.2%	13	0.1%	12			Total	90.0%	x	10.0%	x	46.0%	x	54.0%	x	
	Other	1.2%	129	0.1%	15	0.7%	61	0.6%	55												
	Total	89.0%	9445	11.0%	1169	48.2%	4089	51.8%	4389												
2015-16																					
	White	75.3%	7920	9.8%	1028	41.6%	3486	45.4%	3803			White	81.1%	4124	7.8%	393	41.6%	1737	49.2%	2054	
	African-American	7.9%	835	0.8%	83	4.0%	334	2.4%	204			African-American	7.8%	398	0.7%	38	4.3%	178	2.3%	97	
	Asian/Pacific Islander	1.1%	112	0.2%	19	1.1%	92	0.6%	49			Asian	0.5%	27	0.0%	1	0.6%	24	0.4%	15	
	Latino	2.1%	217	0.2%	19	1.2%	98	0.8%	65			Latino	1.4%	73	0.1%	5	0.8%	32	0.4%	16	
	Native American	0.1%	15	0.0%	1	0.1%	11	0.1%	6			Native American	0.1%	3	0.0%	0	0.0%	0	0.1%	4	
	Two or More Races	0.6%	61	0.1%	12	0.4%	30	0.5%	44			Other	0.5%	24	0.0%	1	0.3%	14	0.2%	8	
	Non-Resident Alien	0.3%	30	0.0%	3	0.1%	10	0.2%	16			Total	91.4%	4649	8.6%	438	47.6%	1985	52.5%	2194	
	Other	1.4%	148	0.2%	17	0.8%	68	0.7%	55												
	Total	88.8%	9338	11.2%	1182	49.3%	4129	50.7%	4242												
2014-15																					
	White	75.6%	7756	9.1%	936	41.1%	3379	45.4%	3731			White	82.4%	x	7.1%	x	43.5%	x	46.6%	x	
	African-American	7.9%	808	0.9%	94	4.0%	328	2.8%	232			African-American	7.2%	x	0.8%	x	4.7%	x	2.7%	x	
	Asian/Pacific Islander	1.0%	101	0.1%	15	0.7%	58	0.6%	50			Asian	0.5%	x	0.0%	x	0.5%	x	0.3%	x	
	Latino	2.2%	225	0.2%	19	1.2%	97	0.8%	62			Latino	1.6%	x	0.0%	x	0.7%	x	0.4%	x	
	Native American	0.1%	11	0.0%	0	0.1%	8	0.0%	3			Native American	0.1%	x	0.0%	x	0.1%	x	0.1%	x	
	Two or More Races	0.5%	50	0.0%	4	0.3%	23	0.6%	48			Other	0.3%	x	0.0%	x	0.3%	x	0.1%	x	
	Non-Resident Alien	0.2%	21	0.0%	3	0.1%	9	0.2%	14			Total Women	x	x	7.9%	x	x	x	50.2%	x	
	Other	1.7%	177	0.4%	37	1.3%	111	0.9%	72												
	Total	89.2%	9149	10.8%	1108	48.8%	4013	51.2%	4212												
2013-14																					
	White	76.5%	7619	9.4%	936	41.3%	3280	46.1%	3663			White	81.6%	x	7.1%	x	42.8%	x	47.3%	x	
	African-American	7.6%	760	0.6%	63	3.9%	312	2.4%	190			African-American	8.0%	x	0.5%	x	4.9%	x	2.4%	x	
	Asian/Pacific Islander	0.8%	84	0.1%	6	0.7%	59	0.5%	39			Other	2.7%	x	0.1%	x	1.7%	x	1.0%	x	
	Latino	1.8%	175	0.2%	17	1.1%	84	0.7%	57			Total Women	x	x	7.7%	x	x	x	50.7%	x	
	Native American	0.1%	11	0.0%	0	0.1%	4	0.1%	5												
	Two or More Races	0.6%	57	0.1%	6	0.3%	23	0.4%	33												
	Non-Resident Alien	0.2%	22	0.0%	0	0.1%	8	0.1%	6												
	Other	1.9%	186	0.2%	23	1.3%	105	0.9%	75												
	Total	89.5%	8914	10.5%	1051	48.8%	3875	51.2%	4068												
2012-13																					
	White	76.6%	7409	9.0%	869	41.9%	3265	45.5%	3546			White	82.4%	x	7.1%	x	43.5%	x	46.6%	x	
	African-American	8.1%	785	0.6%	58	4.2%	330	2.5%	196			African-American	7.2%	x	0.8%	x</					

TABLE 18

[illegible]

TABLE 19

College Assistant Coaches: Men's Teams Divisions I, II, and III																																																																																																																																	
	Basketball						Football						Basketball							Basketball						Football						Basketball																																																																																																	
	Men			Women			Men			Women			Men			Women				Men			Women			Men			Women			Men			Women																																																																																														
	%	#	%	%	#	%	%	#	%	#	%	%	#	%	#	%	#	%		#	%	%	#	%	%	#	%	#	%	%	#	%	%	#	%	#																																																																																													
2016-17																																							2016-18																																																																																										
White	59.0%	1524	0.1%	3	66.3%	4148	0.4%	26	89.9%	2215	0.1%	2	White	64.0%	1812	1.2%	33	73.0%	4634	0.7%	47	89.6%	2286	1.0%	48	African-American	29.6%	831	0.2%	7	20.3%	1271	0.0%	1	1.8%	45	0.0%	0	Asian	0.5%	13	0.0%	0	1.0%	19	0.0%	0	1.0%	21	0.0%	0	Latino	1.3%	36	0.0%	0	1.6%	99	0.0%	0	3.9%	100	0.0%	0	Native-American	0.2%	6	0.0%	0	0.2%	12	0.0%	0	0.1%	3	0.0%	0	Two or More Races	0.1%	3	0.0%	0	0.1%	5	0.0%	0	0.3%	17	0.0%	0	Non-Resident Alien	0.4%	12	0.0%	0	0.2%	10	0.0%	0	0.1%	3	0.0%	0	Other	1.1%	28	0.0%	1	1.1%	66	0.0%	0	1.1%	27	0.0%	0	Total	94.4%	2226	1.5%	41	95.4%	6902	0.8%	48	95.2%	2402	1.0%	49
2016-19																																							2016-20																																																																																										
White	59.1%	1508	0.6%	16	68.0%	4326	0.8%	40	89.7%	2161	0.1%	3	White	64.0%	1763	1.1%	30	74.9%	4593	1.0%	60	89.9%	2263	1.2%	29	African-American	28.6%	788	0.3%	8	19.3%	1183	0.1%	42	1.7%	42	0.0%	0	Asian	0.7%	19	0.0%	1	1.3%	81	0.0%	0	0.5%	13	0.0%	0	Latino	1.1%	41	0.2%	0	1.0%	73	0.0%	0	1.1%	109	0.0%	0	Native-American	0.2%	6	0.0%	0	0.2%	14	0.0%	0	0.1%	7	0.0%	0	Two or More Races	0.8%	22	0.0%	0	0.6%	32	0.0%	0	2.0%	21	0.0%	0	Non-Resident Alien	0.1%	34	0.0%	0	0.1%	8	0.0%	0	1.4%	39	0.0%	0	Other	1.2%	34	0.0%	0	1.4%	83	0.0%	1	1.4%	35	0.0%	0	Total	98.3%	2558	1.7%	47	98.8%	6907	1.1%	68	98.6%	2480	1.2%	29
2017-18																																							2017-19																																																																																										
White	59.5%	1579	0.2%	7	69.1%	4530	0.3%	22	90.1%	2384	0.1%	2	White	64.1%	1756	2.3%	63	75.4%	4578	0.6%	34	89.3%	2238	2.2%	55	African-American	27.7%	753	0.4%	10	19.5%	1185	0.1%	6	1.5%	38	0.1%	2	Asian	0.5%	15	0.0%	0	1.0%	20	0.0%	0	1.0%	21	0.0%	0	Latino	1.6%	44	0.0%	0	1.3%	77	0.0%	0	4.0%	100	0.0%	0	Native-American	0.1%	2	0.0%	0	0.1%	3	0.0%	0	0.1%	2	0.0%	0	Two or More Races	0.3%	21	0.0%	0	0.3%	33	0.0%	0	0.6%	19	0.0%	0	Non-Resident Alien	0.3%	7	0.0%	0	0.2%	12	0.0%	0	0.0%	1	0.0%	0	Other	1.4%	38	2.7%	2	1.3%	81	0.0%	0	1.4%	39	0.2%	0	Total	97.2%	2641	2.8%	78	99.3%	6933	0.7%	42	97.6%	2444	2.6%	67
2017-20																																							2018-19																																																																																										
White	61.8%	1791	1.2%	30	69.6%	4598	1.0%	64	89.7%	2387	0.5%	14	White	66.0%	1780	1.8%	47	77.0%	4537	0.7%	43	90.6%	2193	1.6%	39	African-American	30.1%	878	0.2%	8	17.7%	1092	0.0%	4	1.3%	31	0.0%	0	Asian	0.6%	14	0.0%	0	1.1%	67	0.0%	0	0.6%	15	0.0%	0	Latino	1.6%	43	0.0%	0	1.3%	74	2.1%	1	4.0%	98	0.0%	0	Native-American	0.2%	5	0.0%	0	0.2%	11	0.0%	0	0.1%	3	0.0%	0	Two or More Races	0.5%	41	0.1%	3	1.1%	69	0.0%	4	1.7%	41	0.0%	0	Non-Resident Alien	0.6%	16	0.0%	0	0.2%	14	0.0%	0	0.2%	4	0.0%	0	Other	1.8%	51	0.0%	0	2.0%	169	0.0%	0	2.0%	53	0.0%	0	Total	98.2%	2521	2.1%	53	99.4%	6947	0.8%	48	98.1%	2381	1.9%	58
2018-21																																							2019-20																																																																																										
White	62.1%	1776	1.0%	29	70.9%	4525	0.8%	51	89.7%	2345	1.2%	31	White	67.1%	1797	1.8%	48	77.8%	4448	0.6%	36	88.8%	2119	3.3%	79	African-American	29.4%	717	0.1%	2	17.8%	1018	0.0%	1	1.5%	35	0.0%	0	Asian	0.6%	14	0.0%	0	1.0%	59	0.0%	0	0.6%	15	0.0%	0	Latino	1.5%	45	2.0%	1	1.3%	74	0.0%	0	4.0%	113	0.0%	0	Native-American	0.1%	3	0.0%	0	0.2%	11	0.0%	0	0.2%	5	0.0%	0	Two or More Races	1.0%	33	0.0%	0	1.0%	33	0.0%	0	1.8%	18	0.0%	0	Non-Resident Alien	0.1%	13	0.0%	0	0.1%	8	0.0%	0	0.1%	3	0.0%	0	Other	1.3%	33	0.0%	0	1.3%	81	0.0%	1	1.3%	16	0.0%	0	Total	98.1%	2650	1.9%	49	99.4%	6976	0.7%	39	98.8%	2306	3.4%	81
2019-21																																							2020-21																																																																																										
White	63.6%	1747	1.4%	38	72.3%	4600	1.1%	67	90.1%	2348	1.2%	30	White	68.6%	1740	0.1%	2	77.7%	4247	0.2%	10	91.1%	2093	0.1%	3	African-American	27.3%	691	0.2%	4	18.3%	1001	0.1%	4	1.2%	26	0.0%	0	Asian	0.5%	15	0.0%	0	1.0%	24	0.0%	0	1.0%	15	0.0%	0	Latino	1.7%	44	0.0%	1	1.3%	72	0.0%	0	3.7%	83	0.0%	0	Native-American	0.2%	4	0.0%	0	0.2%	10	0.0%	0	0.2%	10	0.0%	0	Two or More Races	0.7%	24	0.0%	0	0.7%	16	0.0%	0	2.0%	24	0.0%	0	Non-Resident Alien	0.1%	13	0.0%	0	0.1%	8	0.0%	0	0.1%	3	0.0%	0	Other	1.3%	33	0.0%	0	1.3%	81	0.0%	1	1.3%	16	0.0%	0	Total	99.7%	2652	0.3%	7	99.7%	5459	0.3%	14	99.8%	2240	0.1%	3
																																								Notes:																																																																																									
																																								1) Data provided by the NCAA. Historically Black institutions excluded.																																																																																									
																																								2) Percentages may not equal 100 percent due to rounding.																																																																																									
																																								3) 2001-03, 2004-05, 2006-07 data not recorded.																																																																																									
																																								4) x = data not recorded.																																																																																									

College Assistant Coaches: Division I Women's Teams																																					
	Basketball						Cross Country/Track						All Other Sports							Basketball						Cross Country/Track						All Other Sports					
	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#		%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
2002-03																																					
White	17.7%	178	29.6%	293	50.3%	1404	16.3%	455	34.3%	1051	46.3%	1144	2002-03	White	20.0%	196	39.9%	372	50.8%	1369	19.1%	513	35.8%	1088	48.8%	1738											
Black or African American	12.7%	126	31.3%	310	16.2%	451	7.1%	199	1.3%	49	2.0%	76	African-American	6.7%	81	25.6%	241	15.6%	388	8.0%	198	1.6%	53	1.7%	56												
Hispanic or Latino	0.5%	5	1.1%	11	1.2%	33	0.5%	15	2.0%	76	2.0%	77	Asian	0.2%	2	1.0%	9	0.5%	13	0.2%	5	1.5%	54	1.5%	45												
Asian	0.2%	2	1.0%	10	0.6%	17	0.2%	6	1.2%	47	1.2%	45	Latino	0.4%	4	0.8%	7	1.4%	37	0.4%	10	1.5%	54	1.3%	47												
Hawaiian or Pac. Islander	0.1%	1	0.0%	0	0.2%	5	0.0%	0	0.3%	11	0.3%	12	Native American	0.2%	2	0.0%	0	0.0%	1	0.5%	14	0.1%	2	0.1%	3												
Am. Indian or Alaska Native	0.0%	0	0.2%	2	0.2%	5	0.1%	4	0.0%	0	0.1%	5	Other	0.0%	0	2.4%	22	2.5%	66	1.0%	21	3.4%	100	3.3%	116												
Two or More Races	0.5%	5	1.8%	18	1.3%	36	0.8%	22	0.7%	26	1.1%	43	Total	30.7%	295	69.3%	646	70.5%	1872	29.9%	789	43.8%	1000	66.4%	2008												
Non-Resident Alien	0.6%	6	0.6%	6	1.1%	30	0.6%	17	1.7%	63	1.8%	67																									
Other	0.4%	4	1.0%	15	1.8%	50	1.5%	42	1.7%	63	1.8%	68																									
Total	32.6%	321	67.4%	667	72.8%	2055	27.2%	703	43.2%	1056	56.5%	2177																									
2007-08																																					
White	18.9%	189	31.1%	310	50.9%	1405	16.8%	463	33.4%	1056	47.2%	1178	2007-08	White	20.0%	196	41.0%	381	52.1%	1294	18.8%	466	36.4%	1261	51.2%	1778											
Black or African American	12.3%	123	30.5%	304	16.2%	446	6.8%	186	1.1%	40	1.8%	67	African-American	6.7%	81	25.6%	241	15.6%	388	8.0%	198	1.6%	53	1.7%	56												
Hispanic or Latino	0.4%	4	1.4%	14	1.4%	38	0.5%	14	2.3%	85	2.0%	75	Asian	0.2%	2	1.4%	13	0.5%	13	0.2%	5	1.8%	63	1.3%	45												
Asian	0.3%	3	0.9%	9	0.5%	15	0.3%	8	1.2%	44	1.4%	52	Latino	0.4%	4	0.9%	9	1.9%	46	0.5%	13	1.7%	50	1.4%	50												
Hawaiian or Pac. Islander	0.0%	0	0.0%	0	0.2%	5	0.0%	1	0.2%	9	0.3%	12	Native American	0.2%	2	0.1%	1	0.1%	2	0.2%	6	0.0%	0	0.0%	1												
Am. Indian or Alaska Native	0.0%	0	0.2%	2	0.1%	3	0.1%	2	0.0%	0	0.1%	5	Other	0.0%	0	0.9%	7	1.8%	38	0.5%	13	1.4%	38	1.5%	52												
Two or More Races	0.2%	2	1.3%	13	1.3%	35	0.4%	11	0.7%	28	1.0%	37	Total	35.2%	351	64.8%	659	74.1%	1781	28.4%	731	24.4%	1086	37.4%	1262												
Non-Resident Alien	0.6%	6	0.6%	6	1.1%	29	0.0%	1	1.6%	55	1.7%	65																									
Other	0.5%	5	1.2%	12	2.6%	71	0.6%	22	2.0%	75	2.1%	79																									
Total	33.5%	332	66.5%	660	74.3%	2042	25.7%	703	42.4%	1053	57.6%	2168																									
2008-09																																					
White	17.9%	181	32.2%	328	51.0%	1559	18.8%	560	34.4%	1043	45.7%	1072	2008-09	White	19.5%	179	43.1%	385	52.0%	1210	19.0%	441	36.7%	1242	52.0%	1759											
Black or African American	12.4%	125	29.7%	300	15.6%	473	6.2%	167	1.0%	41	1.7%	71	African-American	6.9%	78	25.2%	221	15.3%	365	7.7%	178	1.3%	45	1.2%	42												
Hispanic or Latino	0.9%	9	1.3%	13	1.4%	41	0.3%	8	1.5%	70	1.9%	79	Asian	0.2%	2	0.9%	5	0.9%	11	0.2%	5	1.7%	57	1.2%	52												
Asian	0.4%	4	0.8%	8	0.7%	21	0.2%	7	1.3%	52	0.9%	38	Latino	0.5%	5	0.8%	7	1.8%	42	0.6%	14	1.2%	41	1.0%	34												
Hawaiian or Pac. Islander	0.0%	0	0.1%	1	0.0%	0	0.0%	0	0.0%	0	0.4%	16	Native American	0.1%	1	0.1%	1	0.0%	1	0.3%	7	0.0%	1	0.1%	2												
Am. Indian or Alaska Native	0.0%	0	0.1%	1	0.1%	3	0.1%	2	0.0%	1	0.1%	5	Other	0.0%	0	0.4%	4	1.8%	41	0.8%	18	1.5%	52	1.6%	53												
Two or More Races	0.4%	4	1.3%	13	0.8%	24	0.6%	17	0.6%	17	0.6%	17	Total	38.5%	373	70.2%	643	71.1%	1690	28.9%	693	43.0%	1438	57.0%	1843												
Non-Resident Alien	0.5%	5	0.5%	5	0.8%	24	0.2%	6	1.9%	78	2.2%	91																									
Other	0.4%	4	1.2%	12	2.3%	70	0.9%	26	2.5%	101	2.3%	94																									
Total	32.5%	325	67.5%	673	73.5%	2051	26.5%	693	43.1%	1055	56.6%	2111																									
2009-10																																					
White	19.9%	198	30.3%	303	51.3%	1515	18.8%	496	35.2%	1044	45.7%	1005	2009-10	White	21.2%	191	53.0%	382	53.0%	1084	18.3%	370	35.4%	1129	52.0%	1677											
African-American	11.3%	112	30.3%	301	15.8%	487	7.2%	211	1.2%	52	1.9%	78	African-American	6.4%	73	14.2%	223	14.2%	287	7.7%	151	1.8%	48	1.4%	44												
Asian/Pacific Islander	0.4%	4	0.8%	8	0.7%	24	0.2%	7	1.5%	61	1.4%	57	Asian	0.2%	2	0.9%	5	0.9%	10	0.4%	5	1.6%	51	1.2%	39												
Latino	0.7%	7	0.9%	9	1.5%	43	0.2%	5	1.5%	64	1.8%	77	Latino	0.4%	4	0.8%	7	2.1%	43	0.6%	12	1.7%	53	1.4%	37												
Native American	0.0%	0	0.1%	1	0.2%	5	0.1%	4	0.1%	3	0.1%	3	Native American	0.2%	2	0.0%	0	0.1%	2	0.1%	3	0.0%	0	0.2%	5												
Two or More Races	0.2%	2	1.6%	16	1.6%	25	0.3%	9	0.5%	19	0.3%	35	Other	0.3%	3	0.3%	3	2.0%	43	0.6%	13	1.7%	53	1.6%	50												
Non-Resident Alien	0.6%	6	0.6%	6	1.2%	34	0.4%	13	2.6%	107	2.1%	89	Total	35.2%	325	64.8%	621	72.4%	1587	27.6%	657	41.4%	1344	58.1%	1852												
Other	0.5%	5	1.1%	11	2.6%	73	0.7%	20	1.5%	75	1.8%	72																									
Total	33.2%	332	66.8%	660	74.3%	2042	26.0%	701	44.4%	1085	56.6%	2117																									
2010-11																																					
White	20.9%	208	31.6%	314	51.0%	1525	18.8%	493	35.2%	1045	47.1%	1019	2010-11	White	23.3%	208	42.9%	x	x	x	x	x	x	x	x	x											
African-American	11.2%	111	29.8%	294	15.3%	459	7.3%	219	1.3%	59	1.7%	69	African-American	7.6%	81	24.2%	x	x	x	x	x	x	x	x	x												
Asian/Pacific Islander	0.4%	4	0.8%	8	0.7%	24	0.3%	8	1.5%	61	1.3%	54	Asian	0.5%	5	0.9%	x	x	x	x	x	x	x	x	x												
Latino	0.9%	9	0.9%	9	1.5%	43	0.2%	5	1.5%	60	1.6%	67	Latino	0.5%	5	0.9%	x	x	x	x	x	x	x	x	x												
Native American	0.0%	0	0.1%	1	0.0%	0	0.1%	2	0.1%	4	0.0%	2	Native American	0.0%	0	0.0%	x	x	x	x	x	x	x	x	x												
Two or More Races	0.4%	4	1.4%	14	0.8%	18	0.3%	9	0.4%	16	0.6%	23	Other	0.0%	0	0.0%	x	x	x	x	x	x	x	x	x												
Non-Resident Alien	0.4%	4	0.7%	7	1.2%	35	0.8%	23	2.4%	99	2.0%	83	Total	38.1%	373	60.5%	x	x	x	x	x	x	x	x	x												
Other	0.4%	4	0.9%	9	2.2%	60	1.2%	37	1.9%	77	1.4%	57																									
Total	34.2%	341	65.8%	656	73.4%	2105	26.8%	691	44.2%	1085	56.6%	2174																									
2011-12																																					
White	19.9%	194	34.0%	331	52.9%	1535	18.8%	548	33.6%	1013	47.5%	1057	2011-12	White	22.5%	170	48.0%	347	52.3%	761	20.9%	365	36.5%	841	53.0%	1209											
African-American	10.6%	103	28.6%	279	14.3%	418	7.6%	202	1.4%	53	2.0%	78	African-American	6.4%	48	22.4%	169	12.8%	186	9.0%	131	1.4%	33	1.4%	31												
Asian/Pacific Islander	0.1%	1	0.8%	8	0.4%	13	0.2%	5	1.4%	54	1.6%	61	Asian	0.3%	2	0.7%	5	0.9%	7	0.2%	3	1.7%	40	1.6%	37												
Latino	0.8%	8	0.9%	9	1.5%	42	0.2%	7	1.3%	52	1.2%	48	Latino	0.3%	2	0.9%	4	1.9%	27	0.6%	9	1.2%	27	0.9%	21												
Native American	0.0%	0	0.1%	1	0.0%	1	0.1%	3	0.1%	3	0.0%	1	Native American	0.1%	1	0.0%	0	0.4%	6	0.2%	3	0.0%	0	0.0%	1												
Two or More Races	0.3%	3	1.3%	13	0.4%	11	0.3%	8	0.4%	17	0.9%	32	Other	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0												
Non-Resident Alien	0.4%	4	0.7%	7	1.0%	15	0.5%	15	0.5%	15	0.5%	15	Total	30.0%	225	70.0%	628	68.2%	992	31.8%	463	47.1%	861	57.9%	1321												
Other	0.5%	5	0.8%	8	1.7%	48	0.4%	12	1.7%	76	2.0%	80																									
Total	32.6%	318	67.4%	656	72.5%	2031	27.5%	708	42.5%	1061	57.4%	2245																									
2016-17																																					
White	20.0%	203	36.3%	342	51.7%	1448	19.9%	548	34.7%	1335	46.0%	1084	2016-17	White	22.5%	x	45.7%	x	73.7%	x	20.0%	x	42.3%	x	47.0%	x											
African-American	11.6%	104	29.6%	280	15.8%	460	7.3%	211	1.2%	46	1.5%	58	African-American	6.1%	48	24.3%	x	22.0%	x	7.4%	x	6.2%	x	1.9%	x												
Asian/Pacific Islander	0.1%	1	0.8%	8	0.3%	9	0.2%	7	1.2%	46	1.2%	46	Asian	0.2%	2	0.9%	x	0.9%	x	0.2%	x	0.2%	x	0.2%	x												
Latino	0.6%	6	1.1%	11	0.6%	16	0.2%	6	1.1%																												

College Athletics Directors: Division I														
	Men			Women			Men			Women				
	%	#		%	#		%	#	%	#				
2020-21					2011-12									
White	71.6%	235		10.7%	35	White	82.1%	262		6.9%	22			
Black or African American	10.7%	35		1.5%	5	African-American	6.3%	20		0.0%	0			
Hispanic or Latino	1.8%	6		0.9%	3	Asian	0.0%	0		0.0%	0			
Asian	0.0%	0		0.6%	2	Latino	2.2%	7		0.6%	2			
Hawaiian or Pac. Islander	0.0%	0		0.0%	0	Native American	0.3%	1		0.3%	1			
Am. Indian or Alaska Native	0.0%	0		0.0%	0	Other	0.9%	3		0.3%	1			
Two or More Races	1.2%	4		0.0%	0	Total	91.8%	293		8.2%	26			
International	0.0%	0		0.0%	0									
Other	0.6%	2		0.3%	1									
Total	86.0%	282		14.0%	46									
2019-20					2010-11									
White	72.3%	237		10.7%	35	White	82.7%	263		7.2%	23			
Black or African American	8.8%	29		1.5%	5	African-American	5.7%	18		0.3%	1			
Hispanic or Latino	2.1%	7		0.6%	2	Asian	0.0%	0		0.0%	0			
Asian	0.6%	2		0.3%	1	Latino	2.5%	8		0.3%	1			
Hawaiian or Pac. Islander	0.0%	0		0.0%	0	Native American	0.3%	1		0.3%	1			
Am. Indian or Alaska Native	0.0%	0		0.0%	0	Other	0.6%	2		0.0%	0			
Two or More Races	0.6%	2		0.6%	2	Total	91.8%	292		8.2%	26			
Non-Resident Alien	0.3%	1		0.0%	0									
Other	0.9%	3		0.6%	2									
Total	85.7%	281		14.3%	47									
2018-19					2009-10									
White	74.1%	243		11.0%	36	White	82.0%	259		7.6%	24			
Black or African American	7.6%	25		1.2%	4	African-American	6.0%	19		0.6%	2			
Hispanic or Latino	2.1%	7		0.6%	2	Asian	0.0%	0		0.0%	0			
Asian	0.0%	0		0.3%	1	Latino	1.9%	6		0.3%	1			
Hawaiian or Pac. Islander	0.0%	0		0.0%	0	Native American	0.9%	3		0.0%	0			
Am. Indian or Alaska Native	0.0%	0		0.0%	0	Other	0.6%	2		0.0%	0			
Two or More Races	0.9%	3		0.6%	2	Total	91.5%	289		8.5%	27			
Non-Resident Alien	0.0%	0		0.0%	0									
Other	2.1%	7		0.0%	0									
Total	86.9%	285		13.7%	45									
2017-18					2008-09									
White	76.4%	252		8.5%	28	White	81.7%	255		7.1%	22			
African-American	7.9%	26		0.9%	3	African-American	6.7%	21		0.6%	2			
Asian/Pacific Islander	0.3%	1		0.3%	1	Asian	0.0%	0		0.0%	0			
Latino	2.4%	8		0.6%	2	Latino	1.9%	6		0.3%	1			
Native American	0.0%	0		0.0%	0	Native American	0.6%	2		0.0%	0			
Two or More Races	2.1%	7		0.3%	1	Other	0.6%	2		0.0%	0			
Non-Resident Alien	0.0%	0		0.0%	0	Total	91.7%	286		8.3%	26			
Other	0.9%	3		0.0%	0									
Total	90.0%	297		10.6%	35									
2016-17					2007-08									
White	77.3%	255		8.8%	29	White	83.7%	257		6.2%	19			
African-American	8.2%	27		1.2%	4	African-American	6.2%	19		1.0%	3			
Asian/Pacific Islander	0.6%	2		0.3%	1	Asian	0.0%	0		0.0%	0			
Latino	1.2%	4		0.9%	3	Latino	1.6%	5		0.3%	1			
Native American	0.0%	0		0.0%	0	Native American	0.3%	1		0.3%	1			
Two or More Races	0.9%	3		0.0%	0	Other	0.3%	1		0.0%	0			
Non-Resident Alien	0.0%	0		0.0%	0	Total	92.2%	283		7.8%	24			
Other	0.6%	2		0.0%	0									
Total	88.8%	293		11.2%	37									
2015-16					2005-06									
White	78.8%	257		8.3%	27	White	85.8%	x		7.3%	x			
African-American	8.0%	26		0.6%	2	African-American	5.0%	x		0.5%	x			
Asian/Pacific Islander	0.3%	1		0.3%	1	Asian	0.0%	x		0.0%	x			
Latino	1.8%	6		0.6%	2	Latino	0.9%	x		0.0%	x			
Native American	0.3%	1		0.0%	0	Native American	0.0%	x		0.0%	x			
Two or More Races	0.6%	2		0.0%	0	Other	0.5%	x		0.0%	x			
Non-Resident Alien	0.0%	0		0.0%	0	Total	92.2%	x		7.8%	x			
Other	0.3%	1		0.0%	0									
Total	90.2%	294		9.8%	32									
2014-15					2003-04									
White	79.8%	261		7.6%	25	White	88.5%	232		6.5%	17			
African-American	8.3%	27		0.3%	1	African-American	3.4%	9		0.0%	0			
Asian	0.6%	2		0.3%	1	Asian	0.0%	0		0.4%	1			
Latino	1.8%	6		0.6%	2	Latino	1.2%	3		0.0%	0			
Native American	0.3%	1		0.0%	0	Native American	0.0%	0		0.4%	1			
Two or More Races	0.3%	1		0.0%	0	Other	0.0%	0		0.0%	0			
Non-Resident Alien	0.0%	0		0.0%	0	Total	92.7%	243		7.3%	19			
Other	0.0%	0		0.0%	0									
Total	91.1%	298		8.9%	29									
2013-14					2000-01									
White	79.3%	257		8.3%	27	White	88.4%	x		6.9%	x			
African-American	7.7%	25		0.3%	1	African-American	2.9%	x		0.0%	x			
Asian	0.6%	2		0.3%	1	Asian	0.4%	x		0.0%	x			
Latino	2.2%	7		0.6%	2	Latino	1.1%	x		0.0%	x			
Native American	0.3%	1		0.0%	0	Native American	0.0%	x		0.4%	x			
Two or More Races	0.3%	1		0.0%	0	Other	0.0%	x		0.0%	x			
Non-Resident Alien	0.0%	0		0.0%	0	Total	92.8%	x		7.2%	x			
Other	0.0%	0		0.0%	0									
Total	90.4%	293		9.6%	31									
2012-13					1999-2000									
White	79.8%	260		7.4%	24	White	86.9%	x		9.0%	x			
African-American	7.7%	25		0.0%	0	African-American	2.4%	x		0.0%	x			
Asian	0.6%	2		0.3%	1	Other	1.7%	x		0.0%	x			
Latino	2.1%	7		0.6%	2	Total	91.0%	x		9.0%	x			
Native American	0.6%	2		0.3%	1	Latino	1.1%	x		0.0%	x			
Two or More Races	0.3%	1		0.0%	0	Native American	0.0%	x		0.4%	x			
Non-Resident Alien	0.0%	0		0.0%	0	Other	0.0%	x		0.0%	x			
Other	0.3%	1		0.0%	0	Total	92.8%	x		7.2%	x			
Total	91.4%	298		8.6%	28									
Notes:														
1) Data provided by the NCAA. Historically Black institutions excluded.														
2) Percentages may not equal 100 percent due to rounding.														
3) 2001-03, 2004-05, 2006-07 data not recorded.														
4) x: data not recorded.														
TABLE 22														

Notes:

1) Data provided by the NCAA. Historically Black institutions excluded.

2) Percentages may not equal 100 percent due to rounding.

3) 2001-03, 2004-05, 2006-07 data not recorded.

4) x: data not recorded.

TABLE 22

College Athletics Directors: Division II											
		Men		Women				Men		Women	
		%	#	%	#			%	#	%	#
2020-21						2011-12					
	White	68.1%	194	21.8%	62		White	75.1%	214	15.8%	45
	Black or African American	3.5%	10	1.4%	4		African-American	3.9%	11	1.1%	3
	Hispanic or Latino	2.1%	6	0.4%	1		Asian	0.4%	1	0.4%	1
	Asian	0.0%	0	0.4%	1		Latino	3.2%	9	0.4%	1
	Hawaiian or Pac. Islander	0.4%	1	0.0%	0		Native American	0.0%	0	0.0%	0
	Am. Indian or Alaska Native	1.1%	3	0.0%	0		Other	0.0%	0	0.0%	0
	Two or More Races	0.0%	0	0.0%	0		Total	82.5%	235	17.5%	50
	International	0.4%	1	0.4%	1						
	Other	0.4%	1	0.0%	0						
	Total	75.8%	216	24.2%	69						
2019-20						2010-11					
	White	70.8%	204	19.8%	57		White	76.7%	211	14.5%	40
	Black or African American	3.1%	9	1.0%	3		African-American	3.3%	9	0.7%	2
	Hispanic or Latino	2.4%	7	0.3%	1		Asian	0.4%	1	0.4%	1
	Asian	0.0%	0	0.0%	0		Latino	3.6%	10	0.0%	0
	Hawaiian or Pac. Islander	0.7%	2	0.0%	0		Native American	0.0%	0	0.0%	0
	Am. Indian or Alaska Native	0.0%	0	0.0%	0		Other	0.0%	0	0.4%	1
	Two or More Races	0.3%	1	0.3%	1		Total	84.0%	231	16.0%	44
	Non-Resident Alien	0.3%	1	0.3%	1						
	Other	0.3%	1	0.0%	0						
	Total	78.1%	225	21.9%	63						
2018-19						2009-10					
	White	74.0%	211	15.8%	45		White	79.0%	207	13.7%	36
	Black or African American	4.2%	12	1.1%	3		African-American	2.7%	7	0.8%	2
	Hispanic or Latino	2.5%	7	0.0%	0		Asian	0.4%	1	0.4%	1
	Asian	0.0%	0	0.0%	0		Latino	3.1%	8	0.0%	0
	Hawaiian or Pac. Islander	0.4%	1	0.0%	0		Native American	0.0%	0	0.0%	0
	Am. Indian or Alaska Native	0.0%	0	0.0%	0		Other	0.0%	0	0.0%	0
	Two or More Races	0.7%	2	0.4%	1		Total	85.1%	223	14.9%	39
	Non-Resident Alien	0.4%	1	0.4%	1						
	Other	0.4%	1	0.0%	0						
	Total	82.5%	235	17.5%	50						
2017-18						2008-09					
	White	73.4%	213	16.6%	48		White	78.8%	204	13.9%	36
	African-American	3.4%	10	0.7%	2		African-American	2.3%	6	0.8%	2
	Asian/Pacific Islander	0.7%	2	0.0%	0		Asian	0.4%	1	0.8%	2
	Latino	2.8%	8	0.3%	1		Latino	3.1%	8	0.0%	0
	Native American	0.0%	0	0.0%	0		Native American	0.0%	0	0.0%	0
	Two or More Races	0.7%	2	0.3%	1		Other	0.0%	0	0.0%	0
	Non-Resident Alien	0.3%	1	0.3%	1		Total	84.6%	219	15.4%	40
	Other	0.3%	1	0.0%	0						
	Total	81.7%	237	18.3%	53						
2016-17						2007-08					
	White	73.1%	215	14.3%	42		White	78.9%	206	13.8%	36
	African-American	5.4%	16	0.7%	2		African-American	2.3%	6	0.8%	2
	Asian/Pacific Islander	1.0%	3	0.3%	1		Asian	0.0%	0	0.8%	2
	Latino	3.4%	10	0.3%	1		Latino	3.1%	8	0.0%	0
	Native American	0.0%	0	0.0%	0		Native American	0.4%	1	0.0%	0
	Two or More Races	0.3%	1	0.0%	0		Other	0.0%	0	0.0%	0
	Non-Resident Alien	0.3%	1	0.3%	1		Total	84.7%	221	15.3%	40
	Other	0.3%	1	0.0%	0						
	Total	84.0%	247	16.0%	47						
2015-16						2005-06					
	White	75.5%	222	13.9%	41		White	74.7%	x	17.6%	x
	African-American	5.4%	16	1.0%	3		African-American	3.3%	x	0.5%	x
	Asian/Pacific Islander	0.3%	1	0.3%	1		Asian	0.0%	x	0.5%	x
	Latino	2.7%	8	0.0%	0		Latino	2.7%	x	0.0%	x
	Native American	0.0%	0	0.0%	0		Native American	0.5%	x	0.0%	x
	Two or More Races	0.0%	0	0.0%	0		Other	0.0%	x	0.0%	x
	Non-Resident Alien	0.0%	0	0.3%	1		Total	81.3%	x	18.7%	x
	Other	0.3%	1	0.0%	0						
	Total	84.4%	248	15.6%	46						
2014-15						2003-04					
	White	74.2%	219	17.3%	51		White	79.6%	187	14.5%	34
	African-American	3.1%	9	1.0%	3		African-American	1.3%	3	0.9%	2
	Asian	0.3%	1	0.3%	1		Asian	0.0%	0	0.9%	2
	Latino	3.1%	9	0.0%	0		Latino	2.6%	6	0.0%	0
	Native American	0.0%	0	0.0%	0		Native American	0.4%	1	0.0%	0
	Two or More Races	0.0%	0	0.0%	0		Other	0.0%	0	0.0%	0
	Non-Resident Alien	0.0%	0	0.0%	0		Total	83.8%	197	16.2%	38
	Other	0.7%	2	0.0%	0						
	Total	81.4%	240	18.6%	55						
2013-14						2000-01					
	White	75.2%	221	16.3%	48		White	82.4%	x	12.9%	x
	African-American	2.4%	7	1.0%	3		African-American	1.9%	x	0.5%	x
	Asian	0.7%	2	0.3%	1		Asian	0.0%	x	0.5%	x
	Latino	3.7%	11	0.0%	0		Latino	1.0%	x	0.5%	x
	Native American	0.0%	0	0.0%	0		Native American	0.5%	x	0.0%	x
	Two or More Races	0.0%	0	0.0%	0		Other	0.5%	x	0.0%	x
	Non-Resident Alien	0.3%	1	0.0%	0		Total	86.3%	x	14.4%	x
	Other	0.0%	0	0.0%	0						
	Total	82.3%	242	17.7%	52						
2012-13						1999-2000					
	White	76.7%	220	15.0%	43		White	79.6%	x	13.7%	x
	African-American	2.4%	7	1.0%	3		African-American	1.6%	x	1.2%	x
	Asian	0.3%	1	0.7%	2		Other	3.5%	x	0.4%	x
	Latino	3.1%	9	0.3%	1		Total	x	x	15.3%	x
	Native American	0.0%	0	0.0%	0						
	Two or More Races	0.0%	0	0.0%	0						
	Non-Resident Alien	0.0%	0	0.0%	0						
	Other	0.3%	1	0.0%	0						
	Total	82.8%	238	17.0%	49						
Notes:											
1) Data provided by the NCAA. Historically Black institutions excluded.											
2) Percentages may not equal 100 percent due to rounding.											
3) 2001-03, 2004-05, 2006-07 data not recorded.											
4) x: data not recorded											

College Athletics Directors: Division III											
		Men		Women				Men		Women	
		%	#	%	#			%	#	%	#
2020-21						2011-12					
	White	61.3%	271	29.2%	129		White	68.9%	303	27.0%	119
	Black or African American	3.4%	15	3.2%	14		African-American	2.5%	11	0.5%	2
	Hispanic or Latino	1.1%	5	0.2%	1		Asian	0.0%	0	0.2%	1
	Asian	0.5%	2	0.0%	0		Latino	0.2%	1	0.0%	0
	Hawaiian or Pac. Islander	0.0%	0	0.0%	0		Native American	0.0%	0	0.0%	0
	Am. Indian or Alaska Native	0.2%	1	0.0%	0		Other	0.5%	2	0.2%	1
	Two or More Races	0.5%	2	0.2%	1		Total	72.0%	317	28.0%	123
	International	0.0%	0	0.2%	1						
	Other	0.0%	0	0.0%	0						
	Total	67.0%	296	33.0%	146						
2019-20						2010-11					
	White	61.6%	274	29.7%	132		White	67.5%	301	28.3%	126
	Black or African American	3.4%	15	2.5%	11		African-American	2.5%	11	0.2%	1
	Hispanic or Latino	1.3%	6	0.2%	1		Asian	0.0%	0	0.4%	2
	Asian	0.4%	2	0.0%	0		Latino	0.2%	1	0.0%	0
	Hawaiian or Pac. Islander	0.0%	0	0.0%	0		Native American	0.0%	0	0.0%	0
	Am. Indian or Alaska Native	0.2%	1	0.2%	1		Other	0.7%	3	0.2%	1
	Two or More Races	0.4%	2	0.0%	0		Total	71.8%	316	29.1%	130
	Non-Resident Alien	0.0%	0	0.0%	0						
	Other	0.0%	0	0.0%	0						
	Total	67.4%	300	32.6%	145						
2018-19						2009-10					
	White	63.1%	281	29.4%	131		White	68.5%	304	27.5%	122
	Black or African American	3.1%	14	1.8%	8		African-American	2.0%	9	0.5%	2
	Hispanic or Latino	1.1%	5	0.4%	2		Asian	0.2%	1	0.5%	2
	Asian	0.2%	1	0.0%	0		Latino	0.2%	1	0.0%	0
	Hawaiian or Pac. Islander	0.0%	0	0.0%	0		Native American	0.2%	1	0.0%	0
	Am. Indian or Alaska Native	0.2%	1	0.0%	0		Other	0.2%	1	0.2%	1
	Two or More Races	0.4%	2	0.0%	0		Total	71.4%	317	28.6%	127
	Non-Resident Alien	0.0%	0	0.0%	0						
	Other	0.0%	0	0.0%	0						
	Total	68.3%	304	31.7%	141						
2017-18						2008-09					
	White	63.8%	287	28.9%	130		White	69.8%	312	26.2%	117
	African-American	3.1%	14	1.8%	8		African-American	2.0%	9	0.4%	2
	Asian/Pacific Islander	0.2%	1	0.2%	1		Asian	0.2%	1	0.4%	2
	Latino	0.9%	4	0.2%	1		Latino	0.4%	2	0.0%	0
	Native American	0.2%	1	0.0%	0		Native American	0.2%	1	0.0%	0
	Two or More Races	0.4%	2	0.0%	0		Other	0.0%	0	0.2%	1
	Non-Resident Alien	0.0%	0	0.0%	0		Total	72.7%	325	27.3%	122
	Other	0.2%	1	0.0%	0						
	Total	68.9%	310	31.1%	140						
2016-17						2007-08					
	White	64.5%	294	28.9%	132		White	70.7%	311	26.1%	115
	African-American	3.3%	15	1.1%	5		African-American	1.8%	8	0.2%	1
	Asian/Pacific Islander	0.0%	0	0.2%	1		Asian	0.2%	1	0.5%	2
	Latino	0.9%	4	0.4%	2		Latino	0.0%	0	0.0%	0
	Native American	0.2%	1	0.0%	0		Native American	0.2%	1	0.2%	1
	Two or More Races	0.2%	1	0.2%	1		Other	0.0%	0	0.0%	0
	Non-Resident Alien	0.0%	0	0.0%	0		Total	73.0%	321	27.0%	119
	Other	0.0%	0	0.0%	0						
	Total	69.1%	315	30.9%	141						
2015-16						2005-06					
	White	66.2%	302	27.4%	125		White	69.5%	x	26.6%	x
	African-American	3.3%	15	0.9%	4		African-American	1.9%	x	0.0%	x
	Asian/Pacific Islander	0.0%	0	0.2%	1		Asian	0.3%	x	0.3%	x
	Latino	0.9%	4	0.2%	1		Latino	0.3%	x	0.0%	x
	Native American	0.2%	1	0.0%	0		Native American	0.6%	x	0.3%	x
	Two or More Races	0.2%	1	0.4%	2		Other	0.0%	x	0.0%	x
	Non-Resident Alien	0.0%	0	0.0%	0		Total	72.7%	x	27.3%	x
	Other	0.0%	0	0.0%	0						
	Total	70.8%	323	29.2%	133						
2014-15						2003-04					
	White	67.0%	307	27.3%	125		White	68.6%	258	26.9%	101
	African-American	2.8%	13	1.3%	6		African-American	3.2%	12	0.0%	0
	Asian	0.0%	0	0.2%	1		Asian	0.3%	1	0.3%	1
	Latino	0.4%	2	0.0%	0		Latino	0.5%	2	0.0%	0
	Native American	0.2%	1	0.0%	0		Native American	0.3%	1	0.0%	0
	Two or More Races	0.2%	1	0.2%	1		Other	0.0%	0	0.0%	0
	Non-Resident Alien	0.2%	1	0.0%	0		Total	72.9%	274	27.1%	102
	Other	0.0%	0	0.0%	0						
	Total	71.0%	325	29.0%	133						
2013-14						2000-01					
	White	67.1%	306	27.4%	125		White	69.3%	x	23.9%	x
	African-American	2.6%	12	1.5%	7		African-American	4.5%	x	0.6%	x
	Asian	0.0%	0	0.2%	1		Asian	0.3%	x	0.6%	x
	Latino	0.7%	3	0.0%	0		Latino	0.3%	x	0.3%	x
	Native American	0.0%	0	0.0%	0		Native American	0.3%	x	0.0%	x
	Two or More Races	0.2%	1	0.2%	1		Other	0.0%	x	0.0%	x
	Non-Resident Alien	0.0%	0	0.0%	0		Total	74.7%	x	25.4%	x
	Other	0.0%	0	0.0%	0						
	Total	70.6%	322	29.4%	134						
2012-13						1999-2000					
	White	66.1%	295	27.6%	123		White	71.3%	x	24.3%	x
	African-American	3.4%	15	0.9%	4		African-American	3.0%	x	0.5%	x
	Asian	0.0%	0	0.2%	1		Other	0.7%	x	0.2%	x
	Latino	0.7%	3	0.0%	0		Total	x	x	25.0%	x
	Native American	0.0%	0	0.0%	0						
	Two or More Races	0.4%	2	0.2%	1						
	Non-Resident Alien	0.4%	2	0.0%	0						
	Other	0.0%	0	0.0%	0						
	Total	71.1%	317	28.9%	129						

TABLE 24

TABLE 24

TABLE 25ATABLE 25B

Senior Woman Administrators																									
		Division I				Division II				Division III				Division I				Division II				Division III			
		Men		Women		Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
		%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
2017-18	White	0.6%	2	79.0%	267	0.7%	2	85.1%	239	0.5%	2	91.0%	403	1.6%	5	83.3%	260	0.4%	1	89.9%	250	0.1%	3	94.3%	400
	Black or African American	0.6%	2	14.6%	50	0.0%	0	7.5%	21	0.0%	0	4.1%	18	0.0%	0	0.3%	29	0.0%	0	4.3%	12	0.2%	1	2.8%	12
	Hispanic or Latino	0.0%	0	2.1%	7	0.0%	0	2.5%	7	0.0%	0	1.4%	6	0.0%	0	1.6%	5	0.0%	0	1.1%	3	0.0%	0	0.0%	0
	Asian	0.0%	0	1.5%	5	0.0%	0	1.1%	3	0.0%	0	0.7%	3	0.0%	0	1.9%	6	0.0%	0	2.2%	6	0.0%	0	0.0%	4
	Hawaiian or Pac. Islander	0.0%	0	0.0%	0	0.0%	0	0.4%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1
	Am. Indian or Alaska Native	0.0%	0	0.0%	0	0.0%	0	0.4%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	1.6%	5	0.2%	1	0.7%	3
	Two or More Races	0.0%	0	0.0%	0	0.0%	0	0.4%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	International	0.0%	0	0.0%	0	0.0%	0	0.4%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Non-Resident Alien	0.0%	0	0.0%	0	0.0%	0	0.4%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Other	0.0%	0	0.0%	0	0.0%	0	0.4%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Total	1.2%	4	98.6%	334	0.7%	2	95.3%	279	0.5%	2	95.5%	411	1.6%	5	98.4%	360	0.4%	1	99.6%	277	1.2%	5	98.6%	419
2018-19	White	0.0%	0	79.4%	258	0.0%	0	86.0%	246	0.0%	0	90.3%	292	1.0%	3	83.8%	263	0.0%	0	89.0%	243	0.0%	0	96.0%	410
	Black or African American	0.0%	0	14.2%	46	0.0%	0	6.7%	19	0.0%	0	4.6%	20	0.0%	1	10.2%	32	0.4%	1	5.5%	16	0.0%	0	1.9%	8
	Hispanic or Latino	0.0%	0	2.5%	8	0.0%	0	2.8%	8	0.0%	0	1.4%	6	0.0%	0	1.3%	4	0.0%	0	1.1%	3	0.0%	0	0.0%	0
	Asian	0.0%	0	1.6%	5	0.0%	0	1.4%	4	0.0%	0	0.9%	3	0.0%	0	1.6%	5	0.0%	0	0.6%	2	0.0%	0	0.0%	0
	Hawaiian or Pac. Islander	0.0%	0	0.0%	0	0.0%	0	0.4%	1	0.0%	0	0.2%	1	0.0%	0	0.3%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Am. Indian or Alaska Native	0.0%	0	0.0%	0	0.0%	0	0.6%	0	0.0%	0	1.2%	5	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Two or More Races	0.0%	0	1.5%	5	0.0%	0	1.4%	4	0.0%	0	1.4%	6	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Non-Resident Alien	0.0%	0	0.0%	0	0.0%	0	0.4%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Other	0.0%	0	0.0%	0	0.0%	0	0.4%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Total	0.0%	0	98.0%	325	0.0%	0	95.4%	264	0.0%	0	92.0%	312	1.0%	3	96.4%	300	0.4%	1	99.6%	277	1.2%	5	98.6%	419
2019-20	White	0.0%	0	80.0%	260	0.0%	0	86.0%	246	0.0%	0	91.1%	397	1.0%	3	84.4%	262	0.0%	0	90.3%	252	0.2%	1	94.3%	395
	Black or African American	0.0%	0	14.6%	47	0.0%	0	7.1%	20	0.0%	0	4.8%	20	0.0%	0	0.7%	30	0.0%	0	6.2%	18	0.0%	0	2.8%	12
	Hispanic or Latino	0.0%	0	2.5%	8	0.0%	0	2.1%	6	0.0%	0	1.6%	7	0.0%	0	1.6%	5	0.0%	0	0.6%	2	0.0%	0	0.0%	0
	Asian	0.0%	0	0.9%	3	0.0%	0	0.7%	2	0.0%	0	0.7%	3	0.0%	0	1.9%	6	0.0%	0	1.5%	5	0.0%	0	1.4%	6
	Hawaiian or Pac. Islander	0.0%	0	0.0%	0	0.0%	0	0.4%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.2%	1
	Am. Indian or Alaska Native	0.0%	0	0.0%	0	0.0%	0	1.8%	5	0.0%	0	0.7%	3	0.0%	0	1.0%	3	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Two or More Races	0.0%	0	0.0%	0	0.0%	0	0.4%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Non-Resident Alien	0.0%	0	0.0%	0	0.0%	0	0.4%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Other	0.0%	0	0.0%	0	0.0%	0	0.4%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Total	0.0%	0	100.0%	325	0.0%	0	100.0%	287	0.0%	0	100.0%	436	1.0%	3	96.4%	300	0.0%	0	100.0%	252	0.2%	1	94.3%	395
2020-21	White	0.0%	0	81.3%	261	0.0%	0	86.8%	250	0.0%	0	90.8%	395	0.0%	0	83.3%	262	0.0%	0	88.8%	229	0.0%	0	94.6%	400
	African American	0.0%	0	13.8%	45	0.0%	0	6.8%	23	0.0%	0	4.8%	21	0.0%	0	10.1%	31	0.0%	0	7.4%	19	0.0%	0	3.3%	14
	Asian/Pacific Islander	0.0%	0	1.2%	4	0.0%	0	1.0%	3	0.0%	0	0.8%	2	0.0%	0	1.9%	4	0.0%	0	0.6%	2	0.0%	0	0.0%	0
	Latino	0.0%	0	2.2%	7	0.0%	0	1.7%	6	0.0%	0	2.1%	9	0.0%	0	2.0%	8	0.0%	0	2.3%	6	0.0%	0	0.0%	4
	Native American	0.0%	0	0.3%	1	0.0%	0	0.6%	0	0.0%	0	0.2%	1	0.0%	0	1.0%	3	0.0%	0	0.4%	1	0.0%	0	0.0%	1
	Two or More Races	0.0%	0	0.6%	2	0.0%	0	1.4%	4	0.0%	0	0.9%	4	0.0%	0	0.3%	1	0.0%	0	0.3%	1	0.0%	0	0.7%	3
	Non-Resident Alien	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Other	0.0%	0	0.3%	1	0.0%	0	0.7%	2	0.0%	0	0.7%	3	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Total	0.0%	0	100.0%	321	0.0%	0	100.0%	258	0.0%	0	100.0%	435	0.0%	0	100.0%	307	0.0%	0	100.0%	228	0.0%	0	100.0%	403
2021-22	White	0.0%	0	81.9%	262	0.0%	0	84.8%	248	0.0%	0	92.4%	401	1.0%	3	85.2%	259	1.6%	4	85.9%	229	0.0%	0	96.4%	400
	African American	0.0%	0	13.8%	44	0.0%	0	7.8%	23	0.0%	0	4.4%	19	0.0%	0	10.2%	31	0.8%	2	7.0%	18	0.0%	0	2.8%	12
	Asian/Pacific Islander	0.0%	0	0.9%	3	0.0%	0	1.0%	3	0.0%	0	0.5%	2	0.0%	0	1.7%	2	0.0%	0	0.9%	2	0.0%	0	0.0%	0
	Latino	0.0%	0	2.5%	8	0.0%	0	2.1%	6	0.0%	0	1.6%	7	0.0%	0	1.9%	4	0.0%	0	2.7%	7	0.0%	0	1.0%	4
	Native American	0.0%	0	0.3%	1	0.0%	0	0.3%	1	0.0%	0	0.0%	0	0.0%	0	1.0%	3	0.0%	0	0.0%	0	0.0%	0	0.5%	2
	Two or More Races	0.0%	0	0.6%	2	0.0%	0	2.4%	7	0.0%	0	0.9%	4	0.0%	0	0.3%	1	0.0%	0	0.6%	2	0.0%	0	0.0%	0
	Non-Resident Alien	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Other	0.0%	0	0.0%	0	0.0%	0	0.3%	1	0.0%	0	0.2%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Total	0.0%	0	100.0%	320	0.0%	0	100.0%	250	0.0%	0	100.0%	434	1.0%	3	98.2%	300	0.6%	4	97.7%	228	0.0%	0	96.4%	418
2022-23	White	0.0%	0	84.0%	263	0.0%	0	86.9%	250	0.0%	0	93.1%	408	1.4%	x	84.3%	x	0.0%	x	90.0%	x	1.1%	x	99.7%	x
	African American	0.0%	0	11.8%	37	0.0%	0	6.9%	20	0.0%	0	3.9%	17	0.0%	x	18.2%	x	0.0%	x	5.3%	x	0.0%	x	2.2%	x
	Asian/Pacific Islander	0.0%	0	1.3%	4	0.0%	0	1.4%	4	0.0%	0	0.2%	1	0.0%	x	0.9%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x
	Latino	0.0%	0	1.6%	5	0.0%	0	2.7%	8	0.0%	0	1.8%	8	0.0%	x	1.4%	x	0.0%	x	2.4%	x	0.0%	x	0.4%	x
	Native American	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	x	0.9%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
	Two or More Races	0.0%	0	0.6%	2	0.0%	0	1.7%	5	0.0%	0	0.9%	2	0.0%	x	0.9%	x	0.0%	x	1.2%	x	0.0%	x	0.4%	x
	Non-Resident Alien	0.0%	0	0.0%	0	0.0%	0	1.0%	3	0.0%	0	0.0%	0	0.0%	x	0.3%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
	Other	0.0%	0	0.0%	0	0.0%	0	0.3%	1	0.0%	0	0.5%	2	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
	Total	0.0%	0	100.0%	313	0.0%	0	100.0%	251	0.0%	0	100.0%	436	2.8%	x	97.7%	x	0.0%	x	98.4%	x	1.1%	x	98.9%	x
2023-24	White	0.0%	0	84.4%	265	0.0%	0	88.0%	250	0.0%	0	93.1%	404	0.4%	1	88.5%	229	0.0%	0	92.0%	201	1.2%	4	95.4%	312
	African American	0.0%	0	1.6%	30	0.0%	0	6.3%	18	0.0%	0</														

TABLE 17

Sports Information Director													
	Division I		Division II		Division III			Division I		Division II		Division III	
	Men	Women	Men	Women	Men	Women		Men	Women	Men	Women	Men	Women
2020-21	White 76.1%	15.3%	82.7%	7.3%	82.3%	12.3%	2018-14	White 81.6%	11.1%	82.9%	9.2%	83.8%	12.4%
	Black or African American 2.4%	1.2%	1.4%	1.0%	2.4%	1.4%		African-American 0.9%	0.7%	1.0%	0.7%	1.1%	0.4%
	Hispanic or Latino 1.2%	0.0%	2.1%	0.3%	1.7%	0.7%		Asian/Hawaiian 0.7%	0.7%	2.4%	0.0%	0.7%	0.0%
	Asian 0.9%	0.6%	2.1%	0.0%	0.7%	0.0%		Latino 1.4%	0.7%	0.3%	0.0%	0.2%	0.2%
	Hawaiian or Pac. Islander 0.1%	0.0%	0.0%	0.0%	0.0%	0.0%		Native American 0.0%	0.0%	0.0%	0.0%	0.0%	0.2%
	Am. Indian or Alaska Native 0.1%	0.0%	0.3%	0.0%	0.0%	0.0%		Two or More Races 0.0%	0.0%	2.0%	0.0%	0.2%	0.2%
	Two or More Races 0.4%	0.1%	0.7%	0.3%	0.7%	0.3%		Non-Resident Alien 0.2%	0.0%	0.7%	0.0%	0.2%	0.0%
	International 0.4%	0.0%	1.4%	0.0%	0.0%	0.0%		Other 1.8%	0.2%	0.7%	0.0%	0.2%	0.0%
	Other 0.9%	0.1%	0.3%	0.0%	0.0%	0.0%							
2019-20	White 76.1%	15.3%	84.2%	7.9%	82.3%	13.1%	2012-13	White 83.6%	11.4%	83.1%	8.5%	84.2%	12.6%
	Black or African American 2.4%	1.2%	0.6%	1.3%	1.6%	0.7%		African-American 1.4%	0.5%	0.4%	1.1%	1.4%	0.5%
	Hispanic or Latino 1.2%	0.0%	1.3%	0.0%	0.9%	0.4%		Asian/Hawaiian 0.9%	0.2%	1.8%	0.0%	0.2%	0.0%
	Asian 0.9%	0.6%	1.3%	0.0%	0.4%	0.0%		Latino 1.1%	0.5%	2.1%	0.0%	0.7%	0.2%
	Hawaiian or Pac. Islander 0.1%	0.0%	0.0%	0.0%	0.0%	0.0%		Native American 0.0%	0.0%	0.0%	0.4%	0.0%	0.0%
	Am. Indian or Alaska Native 0.1%	0.0%	0.6%	0.0%	0.0%	0.0%		Two or More Races 0.0%	0.0%	1.4%	0.0%	0.0%	0.0%
	Two or More Races 0.4%	0.1%	0.6%	0.6%	0.4%	0.2%		Non-Resident Alien 0.0%	0.0%	0.7%	0.0%	0.0%	0.0%
	Non-Resident Alien 0.4%	0.0%	1.3%	0.0%	0.0%	0.0%		Other 0.2%	0.0%	0.7%	0.0%	0.2%	0.0%
	Other 0.9%	0.1%	0.3%	0.0%	0.0%	0.0%							
2018-19	White 79.5%	12.8%	84.2%	6.1%	84.3%	11.5%	2011-12	White 84.1%	10.8%	86.7%	5.6%	86.3%	11.1%
	Black or African American 2.2%	1.1%	1.3%	0.6%	1.1%	0.9%		African-American 1.8%	0.8%	0.3%	1.0%	1.2%	0.2%
	Hispanic or Latino 1.1%	0.3%	1.3%	0.3%	0.4%	0.4%		Asian 0.8%	0.0%	1.7%	0.0%	0.2%	0.0%
	Asian 0.9%	0.6%	1.6%	0.0%	0.2%	0.0%		Latino 1.0%	0.3%	2.4%	0.0%	0.5%	0.2%
	Hawaiian or Pac. Islander 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		Native American 0.0%	0.0%	0.0%	0.3%	0.0%	0.0%
	Am. Indian or Alaska Native 0.0%	0.0%	1.3%	0.0%	0.0%	0.0%		Other 0.3%	0.3%	1.7%	0.0%	0.2%	0.0%
	Two or More Races 0.2%	0.0%	0.6%	0.6%	0.7%	0.0%							
	Non-Resident Alien 0.3%	0.0%	1.3%	0.0%	0.0%	0.0%							
	Other 0.8%	0.2%	0.6%	0.0%	0.4%	0.0%							
2017-18	White 80.6%	10.8%	83.4%	7.2%	83.1%	12.7%	2010-11	White 80.9%	11.7%	84.4%	8.7%	83.6%	13.4%
	African-American 2.0%	0.2%	0.3%	0.7%	1.8%	0.7%		African-American 1.4%	1.2%	1.1%	0.7%	1.4%	0.0%
	Asian/Pacific Islander 1.7%	0.8%	2.1%	0.0%	0.2%	0.0%		Asian 1.9%	0.2%	1.4%	0.0%	0.2%	0.0%
	Latino 0.9%	0.4%	1.7%	0.0%	0.4%	0.2%		Latino 2.1%	0.2%	1.4%	0.4%	0.9%	0.2%
	Native American 0.0%	0.0%	1.0%	0.0%	0.0%	0.0%		Native American 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Two or More Races 0.2%	0.2%	0.3%	1.0%	0.4%	0.0%		Other 0.2%	0.0%	1.8%	0.0%	0.0%	0.2%
	Non-Resident Alien 0.2%	0.0%	1.0%	0.0%	0.0%	0.0%							
	Other 1.3%	0.4%	1.0%	0.0%	0.4%	0.0%							
2016-17	White 81.8%	12.4%	83.9%	8.9%	84.3%	12.1%	2009-10	White 82.2%	12.6%	85.9%	8.8%	83.3%	12.6%
	African-American 0.9%	1.1%	0.3%	1.0%	1.3%	0.2%		African-American 1.3%	0.8%	1.1%	0.8%	1.4%	0.6%
	Asian/Pacific Islander 0.5%	0.9%	1.7%	0.3%	0.4%	0.0%		Asian 1.0%	0.3%	1.1%	0.0%	0.5%	0.0%
	Latino 0.7%	0.7%	1.0%	0.0%	0.4%	0.2%		Latino 1.8%	0.3%	1.5%	0.4%	1.1%	0.2%
	Native American 0.0%	0.0%	0.3%	0.0%	0.0%	0.0%		Native American 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Two or More Races 0.7%	0.0%	0.3%	0.3%	0.2%	0.2%		Other 0.0%	0.0%	0.4%	0.0%	0.2%	0.2%
	Non-Resident Alien 0.5%	0.0%	1.0%	0.0%	0.0%	0.0%							
	Other 0.0%	0.0%	0.7%	0.0%	0.4%	0.0%							
2015-16	White 82.6%	12.1%	86.4%	5.9%	84.3%	12.8%	2008-09	White 85.0%	10.4%	85.4%	9.1%	82.4%	13.1%
	African-American 0.2%	0.9%	0.7%	1.0%	0.9%	0.2%		African-American 1.1%	0.3%	1.2%	0.8%	2.8%	0.0%
	Asian/Pacific Islander 0.9%	0.2%	2.1%	0.0%	0.7%	0.0%		Asian 1.1%	0.3%	1.6%	0.0%	0.5%	0.0%
	Latino 0.9%	0.0%	0.7%	0.3%	0.4%	0.2%		Latino 1.6%	0.3%	1.6%	0.0%	0.7%	0.5%
	Native American 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		Native American 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Two or More Races 0.9%	0.0%	0.7%	0.0%	0.2%	0.0%		Other 0.0%	0.0%	0.4%	0.0%	0.0%	0.0%
	Non-Resident Alien 0.2%	0.0%	0.7%	0.0%	0.0%	0.0%							
	Other 0.5%	0.2%	1.4%	0.0%	0.2%	0.0%							
2014-15	White 84.4%	10.5%	85.4%	6.8%	84.5%	12.6%	2007-08	White 84.8%	10.2%	84.0%	10.2%	81.3%	13.8%
	African-American 1.2%	0.7%	1.0%	1.4%	0.9%	0.2%		African-American 0.3%	0.6%	2.0%	0.8%	1.9%	0.5%
	Asian/Hawaiian 1.2%	0.4%	2.4%	0.0%	0.9%	0.0%		Asian 1.7%	0.3%	1.6%	0.0%	0.7%	0.0%
	Latino 1.2%	0.0%	1.0%	0.0%	0.2%	0.2%		Latino 1.9%	0.0%	1.6%	0.0%	0.9%	0.5%
	Native American 0.0%	0.0%	0.0%	0.0%	0.2%	0.0%		Native American 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Two or More Races 0.0%	0.0%	0.7%	0.0%	0.2%	0.0%		Other 0.3%	0.0%	0.0%	0.0%	0.5%	0.0%
	Non-Resident Alien 0.2%	0.0%	0.3%	0.3%	0.0%	0.0%							
	Other 0.2%	0.0%	0.7%	0.0%	0.0%	0.0%							

Notes:
 1) Data provided by the NCAA. Historically Black institutions excluded.
 2) Percentages may not equal 100 percent due to rounding.
 3) x: data not recorded.

TABLE 28

College Professional Administration by Position

	Division I																							
	White		Black or African-American		Asian		Hispanic/Latino		Am. Indian/Alaska Nat.		Hawaiian/Pacific		Non-resident Alien		Two or More Races		Unknown							
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women						
2020-21																								
Academic Advisor/Counselor	17.3%	43.0%	8.6%	9.6%	0.4%	0.8%	1.1%	2.5%	0.0%	0.0%	0.2%	0.0%	0.0%	0.4%	0.7%	1.3%	8.9%	4.8%						
Business Mgr.	33.5%	50.4%	2.6%	5.0%	0.6%	1.0%	1.4%	2.9%	0.0%	0.1%	0.1%	0.1%	0.1%	0.0%	0.3%	0.5%	0.5%	0.8%						
Compliance Coordinator/Officer	41.9%	37.1%	5.6%	0.6%	0.8%	0.9%	0.6%	0.8%	0.2%	0.2%	0.1%	0.1%	0.1%	0.1%	0.7%	1.1%	0.7%	0.3%						
Equipment Mgr.	73.9%	9.8%	6.7%	0.5%	1.1%	0.4%	4.1%	1.1%	0.1%	0.0%	0.2%	0.0%	0.0%	0.0%	0.8%	0.1%	1.3%	0.0%						
Fundraiser/Development Mgr.	54.2%	30.1%	6.8%	2.2%	0.4%	0.4%	1.4%	0.9%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.6%	1.0%	1.4%	0.4%						
Facility Mgr.	70.0%	11.8%	6.6%	1.7%	0.9%	0.3%	4.8%	1.2%	0.2%	0.0%	0.1%	0.1%	0.1%	0.0%	0.9%	0.4%	0.6%	0.1%						
Life Skills Coordinator	12.4%	48.1%	15.0%	0.3%	0.1%	0.1%	1.3%	0.5%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.8%	0.2%	0.6%	1.3%						
Promotions/Marketing Mgr.	51.7%	31.2%	3.9%	2.5%	1.5%	0.8%	2.8%	1.5%	0.2%	0.2%	0.1%	0.0%	0.0%	0.0%	1.0%	0.6%	1.3%	0.8%						
Sports Information Director	79.9%	11.9%	1.9%	0.9%	0.6%	0.6%	1.7%	0.6%	0.0%	0.0%	0.2%	0.0%	0.2%	0.0%	0.6%	0.2%	0.2%	0.2%						
Asst. or Assoc. SID	69.4%	22.0%	1.9%	0.8%	1.7%	0.7%	0.9%	0.5%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	0.1%	1.2%	0.2%						
Strength Coaches	64.7%	12.2%	1.5%	1.9%	0.9%	0.9%	0.7%	2.6%	0.1%	0.4%	0.1%	0.0%	0.3%	0.0%	1.3%	0.3%	2.3%	0.6%						
Ticket Manager	61.2%	24.6%	3.3%	2.2%	0.9%	0.5%	3.3%	2.1%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.6%	0.1%	0.8%	0.1%						
2019-20																								
Academic Advisor/Counselor	20.5%	48.6%	9.5%	11.0%	0.4%	0.8%	1.8%	2.2%	0.1%	0.1%	0.2%	0.1%	0.1%	0.7%	0.8%	1.2%	0.7%	1.2%						
Business Mgr.	33.7%	49.6%	3.1%	4.0%	1.1%	0.8%	1.4%	3.0%	0.1%	0.2%	0.1%	0.1%	0.2%	0.0%	0.4%	0.6%	1.2%	0.8%						
Compliance Coordinator/Officer	42.7%	38.2%	5.5%	5.2%	0.4%	0.4%	1.7%	2.5%	0.0%	0.1%	0.1%	0.1%	0.1%	0.2%	0.3%	1.4%	0.3%	0.2%						
Equipment Mgr.	76.0%	6.3%	6.8%	0.3%	1.1%	0.2%	3.8%	1.0%	0.1%	0.0%	0.1%	0.0%	0.0%	0.0%	0.7%	0.2%	1.0%	0.3%						
Fundraiser/Development Mgr.	53.1%	31.1%	7.1%	2.3%	0.2%	0.4%	1.2%	0.9%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.6%	1.1%	1.1%	0.4%						
Facility Mgr.	70.0%	11.7%	6.6%	1.8%	0.9%	0.4%	4.8%	0.7%	0.1%	0.1%	0.1%	0.2%	0.1%	0.0%	0.5%	0.3%	1.3%	0.2%						
Life Skills Coordinator	13.4%	51.2%	11.9%	14.9%	0.0%	1.0%	1.5%	2.0%	0.2%	0.0%	0.5%	0.0%	0.0%	0.5%	0.5%	1.0%	0.2%	1.2%						
Promotions/Marketing Mgr.	48.5%	33.7%	3.7%	2.6%	1.5%	0.8%	2.6%	0.9%	0.2%	0.2%	0.1%	0.1%	0.1%	0.0%	0.5%	0.7%	2.5%	1.3%						
Sports Information Director	76.1%	15.3%	2.4%	1.2%	0.9%	0.6%	1.2%	0.4%	0.1%	0.0%	0.1%	0.0%	0.0%	0.0%	0.8%	0.1%	1.1%	0.4%						
Asst. or Assoc. SID	66.9%	22.3%	2.4%	1.8%	0.8%	0.5%	1.5%	0.7%	0.1%	0.0%	0.2%	0.0%	0.1%	0.0%	0.1%	0.6%	1.6%	0.2%						
Strength Coaches	76.6%	78.5%	13.8%	9.3%	1.1%	1.1%	3.0%	4.3%	0.3%	0.4%	0.5%	0.4%	0.3%	0.0%	1.5%	2.2%	2.7%	3.9%						
Ticket Manager	57.1%	27.3%	3.8%	2.6%	0.5%	0.6%	2.5%	1.4%	0.1%	0.0%	0.0%	0.1%	0.1%	0.0%	0.4%	0.4%	2.1%	0.4%						
2018-19																								
Academic Advisor/Counselor	21.5%	48.6%	8.8%	9.9%	0.5%	0.6%	1.8%	2.6%	0.1%	0.0%	0.2%	0.1%	0.1%	0.7%	0.8%	1.2%	0.7%	1.2%						
Business Mgr.	34.9%	48.7%	3.1%	4.0%	0.6%	1.0%	1.1%	2.7%	0.0%	0.2%	0.2%	0.0%	0.2%	0.0%	0.4%	0.6%	1.2%	0.7%						
Compliance Coordinator/Officer	40.5%	38.9%	5.1%	6.0%	0.9%	0.5%	1.8%	2.2%	0.0%	0.1%	0.1%	0.1%	0.1%	0.2%	0.3%	1.4%	0.3%	0.2%						
Equipment Mgr.	72.7%	9.5%	6.5%	0.5%	1.5%	0.2%	3.5%	0.9%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.7%	0.2%	1.0%	0.3%						
Fundraiser/Development Mgr.	53.5%	28.1%	6.8%	2.2%	0.3%	0.5%	1.6%	1.1%	0.1%	0.1%	0.1%	0.2%	0.1%	0.0%	0.8%	1.1%	1.5%	0.7%						
Facility Mgr.	82.0%	11.7%	6.0%	1.7%	0.9%	0.2%	5.5%	0.8%	0.0%	0.1%	0.1%	0.2%	0.1%	0.0%	0.9%	0.7%	0.7%	0.7%						
Life Skills Coordinator	13.4%	51.5%	12.1%	12.9%	0.7%	1.7%	1.2%	2.2%	0.5%	0.0%	1.5%	3.2%												
Promotions/Marketing Mgr.	44.2%	34.5%	5.2%	2.8%	1.7%	1.2%	2.2%	0.7%	0.1%	0.0%	4.5%	2.9%												
Sports Information Director	79.5%	12.8%	1.1%	1.0%	1.1%	0.6%	1.1%	0.3%	0.1%	0.0%	0.2%	0.2%												
Asst. or Assoc. SID	66.8%	21.1%	2.7%	1.4%	1.0%	0.7%	1.9%	0.7%	0.0%	0.1%	2.3%	1.4%												
Strength Coaches	66.6%	11.5%	11.5%	0.8%	1.1%	1.9%	0.2%	0.2%	0.1%	4.9%	1.2%													
Ticket Manager	55.7%	30.3%	3.4%	2.1%	0.7%	0.4%	2.1%	1.3%	0.1%	0.0%	3.3%	0.6%												
2017-18																								
Academic Advisor/Counselor	22.4%	48.2%	8.9%	10.2%	0.7%	0.9%	1.5%	2.1%	0.1%	0.1%	1.7%	3.2%												
Business Mgr.	34.1%	50.8%	3.9%	3.5%	0.5%	0.8%	1.1%	1.8%	0.1%	0.3%	1.6%	1.5%												
Compliance Coordinator/Officer	40.3%	40.2%	5.6%	5.2%	1.0%	0.4%	1.8%	2.6%	0.0%	0.1%	1.1%	1.8%												
Equipment Mgr.	75.0%	6.7%	6.0%	0.4%	1.8%	0.0%	3.0%	0.9%	0.0%	0.4%	0.3%	0.7%												
Fundraiser/Development Mgr.	55.3%	30.7%	5.5%	1.8%	0.3%	0.7%	1.1%	1.4%	0.0%	0.1%	1.7%	1.4%												
Facility Mgr.	71.0%	11.5%	7.3%	1.4%	0.8%	0.4%	4.5%	0.8%	0.1%	0.1%	1.7%	0.7%												
Life Skills Coordinator	14.9%	51.4%	13.4%	12.3%	0.6%	0.5%	1.3%	2.1%	0.5%	0.0%	0.8%	2.1%												
Promotions/Marketing Mgr.	47.3%	35.1%	4.8%	1.7%	1.3%	1.4%	1.8%	1.4%	0.0%	0.3%	1.9%	1.0%												
Sports Information Director	80.6%	18.8%	2.0%	0.2%	1.7%	0.8%	0.9%	0.4%	0.0%	0.0%	1.7%	0.6%												
Asst. or Assoc. SID	68.8%	22.1%	1.4%	0.9%	1.2%	0.6%	1.4%	0.7%	0.0%	0.0%	2.0%	1.0%												
Strength Coaches	65.9%	12.1%	11.3%	1.0%	1.3%	0.3%	2.2%	0.4%	0.2%	0.0%	4.6%	0.7%												
Ticket Manager	56.1%	31.2%	2.6%	1.7%	0.7%	0.6%	1.8%	1.4%	0.3%	0.0%	2.8%	1.2%												
2016-17																								
Academic Advisor/Counselor	22.4%	48.2%	8.9%	10.9%	0.5%	0.7%	1.5%	2.0%	0.1%	0.1%	1.3%	2.3%												
Business Mgr.	36.2%	50.5%	3.1%	3.5%	0.7%	0.9%	1.0%	1.8%	0.1%	0.2%	2.8%	1.3%												
Compliance Coordinator/Officer	42.2%	39.4%	6.1%	4.2%	0.8%	0.1%	1.5%	1.7%	0.0%	0.1%	1.4%	2.4%												
Equipment Mgr.	74.2%	10.1%	6.4%	0.2%	1.9%	0.0%	3.5%	0.9%	0.4%	0.0%	1.5%	0.7%												
Fundraiser/Development Mgr.	53.9%	33.4%	4.8%	1.8%	0.4%	0.6%	1.2%	1.0%	0.0%	0.1%	1.6%	1.2%												
Facility Mgr.	70.1%	12.0%	7.9%	1.0%	0.9%	0.3%	4.8%	0.9%	0.1%	0.5%	2.0%	1.1%												
Life Skills Coordinator	16.1%	54.6%	9.4%	11.6%	1.4%	0.8%	1.6%	1.6%	0.0%	0.0%	0.5%	2.4%												
Promotions/Marketing Mgr.	52.3%	31.5%	4.2%	2.3%	1.6%	1.5%	1.4%	0.0%	0.1%	1.7%	1.8%													
Sports Information Director	81.8%	12.4%	0.9%	1.1%	0.5%	0.9%	0.7%	0.7%	0.0%	0.0%	1.2%	0.0%												
Asst. or Assoc. SID	71.5%	20.7%	0.3%	1.3%	0.9%	0.4%	0.5%	0.0%	0.0%	0.3%	1.3%	1.0%												
Strength Coaches	67.4%	11.6%	11.1%	1.2%	1.4%	0.2%	2.1%	0.4%	0.3%	0.0%	3.7%	0.7%												
Ticket Manager	57.3%	28.6%	3.2%	2.0%	1.5%	0.9%	1.8%	1.0%	0.1%	0.0%	1.5%	1.9%												
2015-16																								
Academic Advisor/Counselor	22.2%	47.8%	10.6%	9.3%	0.8%	0.9%	1.5%	1.8%	0.1%	0.1%	1.8%	3.0%												
Business Mgr.	36.7%	48.6%	3.5%	2.9%	0.4%	1.1%	1.3%	2.9%	0.0%	0.1%	1.2%	1.1%												
Compliance Coordinator/Officer	39.9%	40.8%	5.8%	4.8%	1.1%	0.1%	1.8%	1.6%	0.0%	0.1%	2.3%	1.9%												
Equipment Mgr.	74.7%	9.4%	6.6%	0.4%	1.3%	0.1%	4.0%	0.8%	0.3%	0.0%	1.9%	0.5%												
Fundraiser/Development Mgr.	54.3%	32.3%	1.6%	0.5%	0.9%	0.9%	1.1%	0.9%	0.0%	0.1%	1.0%	1.0%												
Facility Mgr.	71.5%	12.4%	5.8%	1.4%	0.5%	0.3%	4.4%	0.6%	0.1%	0.0%	2.2%	1.1%												
Life Skills Coordinator	16.4%	50.8%	11.7%	12.8%	0.8%	0.8%	1.1%	1.9%	0.3%	0.0%	1.3%	1.9%												
Promotions/Marketing Mgr.	52.5%	32.1%	4.3%	2.3%	1.8%																			

TABLE 29

College Professional Administration by Division																	
	Division I		Division II		Division III		All Divisions			Division I		Division II		Division III		All Divisions	
	Men	Women	Men	Women	Men	Women	Men	Women		Men	Women	Men	Women	Men	Women	Men	Women
2020-21									2011-12								
White	51.9%	27.4%	53.2%	30.4%	56.9%	31.9%	53.0%	28.4%	White	56.0%	29.3%	57.3%	30.2%	61.2%	31.2%	57.3%	29.8%
Black or African American	6.6%	3.8%	3.6%	2.7%	4.2%	2.3%	5.7%	3.4%	African-American	6.1%	3.0%	4.3%	1.9%	3.0%	1.3%	5.2%	2.5%
Hispanic or Latino	2.4%	1.5%	2.6%	1.2%	1.6%	0.7%	2.3%	1.3%	Asian	1.0%	0.5%	1.2%	0.3%	0.5%	0.4%	0.9%	0.4%
Asian	0.8%	0.5%	1.1%	0.6%	0.5%	0.5%	0.8%	0.5%	Latino	1.7%	1.0%	1.9%	0.9%	0.9%	0.5%	1.6%	0.9%
Hawaiian or Pac. Islander	0.2%	0.0%	0.1%	0.2%	0.1%	0.1%	0.2%	0.1%	Native American	0.4%	0.0%	0.2%	0.0%	0.2%	0.0%	0.1%	0.0%
Am. Indian or Alaska Native	0.1%	0.1%	0.3%	0.1%	0.1%	0.1%	0.1%	0.1%	Other	0.7%	0.5%	0.9%	1.0%	0.6%	0.3%	0.7%	0.5%
Two or More Races	0.8%	0.6%	0.8%	0.8%	0.4%	0.5%	0.7%	0.6%	Total	65.6%	34.4%	65.7%	34.3%	66.4%	33.6%	65.8%	34.2%
International	0.1%	0.1%	1.0%	0.3%	0.0%	0.0%	0.2%	0.1%									
Other	2.4%	1.1%	0.7%	0.1%	0.2%	0.1%	1.8%	0.8%									
Total	65.2%	34.8%	63.4%	36.6%	63.9%	36.1%	64.7%	35.3%									
2019-20									2010-11								
White	52.6%	28.1%	53.2%	30.7%	59.1%	31.1%	53.8%	29.0%	White	55.2%	30.1%	58.8%	29.1%	60.9%	31.5%	63.4%	34.7%
Black or African American	6.6%	3.8%	3.6%	2.6%	3.8%	1.6%	5.7%	3.2%	African-American	6.3%	3.2%	4.1%	1.8%	3.5%	1.1%	6.1%	2.9%
Hispanic or Latino	2.3%	1.3%	2.9%	1.3%	1.4%	0.6%	2.2%	1.2%	Asian	0.9%	0.6%	1.0%	0.6%	0.4%	0.4%	1.0%	0.6%
Asian	0.7%	0.5%	0.8%	0.5%	0.5%	0.4%	0.7%	0.5%	Latino	1.6%	0.9%	1.8%	0.8%	1.0%	0.4%	1.7%	0.9%
Hawaiian or Pac. Islander	0.2%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	Native American	0.1%	0.0%	0.2%	0.0%	0.1%	0.1%	0.1%	0.01%
Am. Indian or Alaska Native	0.1%	0.1%	0.4%	0.1%	0.1%	0.1%	0.2%	0.1%	Other	0.6%	0.4%	1.3%	0.5%	0.5%	0.2%	0.8%	0.5%
Two or More Races	0.7%	0.7%	0.9%	0.6%	0.6%	0.3%	0.7%	0.6%	Total	64.8%	35.3%	67.2%	32.8%	66.4%	33.6%	65.5%	34.5%
Non-Resident Alien	0.1%	0.1%	0.9%	0.3%	0.0%	0.0%	0.2%	0.1%									
Other	1.4%	0.6%	0.8%	0.1%	0.2%	0.2%	0.2%	0.4%									
Total	64.7%	35.3%	63.6%	36.3%	65.8%	34.4%	63.8%	35.2%									
2018-19									2009-10								
White	52.1%	28.1%	55.5%	29.1%	58.5%	32.5%	29.0%	0.0%	White	56.2%	29.8%	58.6%	29.9%	60.4%	31.7%	62.6%	32.9%
Black or African American	6.4%	3.6%	4.0%	2.5%	3.1%	1.8%	3.1%	0.0%	African-American	6.1%	3.3%	4.1%	1.9%	3.2%	1.0%	5.6%	2.8%
Hispanic or Latino	2.3%	1.3%	2.8%	0.6%	1.1%	0.5%	1.1%	0.0%	Asian	0.8%	0.6%	1.2%	0.6%	0.3%	0.4%	0.8%	0.6%
Asian	0.9%	0.5%	0.9%	0.4%	0.3%	0.4%	0.5%	0.0%	Latino	1.3%	1.1%	1.6%	0.8%	1.2%	0.5%	1.5%	0.8%
Hawaiian or Pac. Islander	0.1%	0.0%	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%	Native American	0.1%	0.0%	0.0%	0.2%	0.1%	0.1%	0.1%	0.02%
Am. Indian or Alaska Native	0.1%	0.1%	0.6%	0.1%	0.0%	0.1%	0.1%	0.0%	Other	0.6%	0.4%	0.6%	0.4%	0.6%	0.3%	0.7%	0.4%
Two or More Races	0.7%	0.7%	0.8%	0.5%	0.5%	0.3%	0.6%	0.0%	Total	65.0%	35.0%	66.4%	33.6%	66.0%	34.0%	65.6%	34.5%
Non-Resident Alien	0.1%	0.1%	0.8%	0.4%	0.1%	0.0%	0.1%	0.0%									
Other	2.0%	1.0%	0.6%	0.1%	0.4%	0.7%	0.7%	0.0%									
Total	64.7%	35.3%	66.0%	34.0%	64.1%	35.9%	35.3%	0.0%									
2017-18									2008-09								
White	52.9%	28.6%	55.5%	28.8%	59.9%	31.5%	54.5%	29.1%	White	56.7%	29.4%	57.6%	30.4%	60.4%	32.2%	60.1%	31.4%
African-American	6.5%	3.4%	3.9%	2.6%	3.0%	1.6%	5.5%	2.9%	African-American	5.9%	3.4%	4.4%	1.6%	3.0%	1.0%	5.2%	2.7%
Asian/Pacific Islander	1.0%	0.7%	1.3%	0.5%	0.5%	0.2%	1.0%	0.6%	Asian	0.8%	0.6%	1.2%	0.3%	0.6%	0.6%	0.6%	0.6%
Latino	2.0%	1.3%	2.4%	0.5%	1.2%	0.5%	1.9%	1.0%	Latino	1.3%	0.9%	1.8%	1.0%	0.9%	0.6%	1.3%	0.9%
Native American	0.1%	0.1%	0.3%	0.0%	0.1%	0.1%	0.1%	0.1%	Native American	0.0%	0.0%	0.2%	0.1%	0.1%	0.1%	0.1%	0.03%
Other	2.2%	1.4%	2.7%	1.3%	0.9%	0.4%	2.0%	1.2%	Other	0.5%	0.4%	0.9%	0.5%	0.3%	0.3%	0.5%	0.4%
Total	64.7%	35.4%	66.1%	33.7%	65.0%	34.3%	65.0%	34.9%	Total	65.2%	34.8%	66.2%	33.8%	65.3%	34.7%	65.4%	34.6%
2016-17									2007-08								
White	53.8%	28.9%	54.2%	30.4%	52.7%	38.5%	53.7%	30.9%	White	56.0%	29.4%	60.2%	29.0%	61.3%	31.7%	57.8%	29.8%
African-American	5.9%	3.4%	3.9%	2.6%	3.1%	1.6%	5.0%	3.0%	African-American	6.0%	3.6%	3.9%	1.7%	3.1%	0.9%	5.1%	2.7%
Asian/Pacific Islander	1.1%	0.5%	1.3%	0.5%	0.4%	0.5%	1.0%	0.7%	Asian	0.9%	0.7%	1.3%	0.5%	0.4%	0.4%	0.9%	0.6%
Latino	1.9%	1.2%	2.2%	0.9%	0.9%	1.0%	1.7%	1.1%	Latino	1.7%	0.9%	1.8%	0.7%	1.2%	0.4%	1.6%	0.8%
Native American	0.1%	0.0%	0.3%	0.1%	0.0%	0.1%	0.1%	0.1%	Native American	0.0%	0.0%	0.2%	0.1%	0.1%	0.1%	0.1%	0.03%
Other	2.0%	1.2%	2.4%	1.4%	0.6%	0.5%	1.6%	1.2%	Other	0.5%	0.3%	0.5%	0.3%	0.3%	0.1%	0.5%	0.2%
Total	64.8%	35.2%	64.3%	35.9%	57.7%	42.2%	63.1%	37.0%	Total	65.1%	34.9%	67.8%	32.2%	66.4%	33.6%	65.8%	34.2%
2015-16									2006-07								
White	53.7%	28.4%	57.3%	27.5%	61.3%	30.8%	55.7%	28.7%	White	60.40%	27.50%	55.20%	34.00%	51.80%	42.60%	61.80%	27.60%
African-American	6.4%	3.2%	4.1%	2.9%	3.2%	1.2%	5.5%	3%	African-American	5.90%	2.30%	2.70%	2.30%	3.40%	1.00%	5.10%	1.80%
Asian/Pacific Islander	1.0%	0.6%	1.3%	0.7%	0.6%	0.4%	1.0%	0.6%	Asian	0.60%	0.30%	x	x	x	x	0.60%	0.30%
Latino	1.9%	1.1%	2.1%	0.8%	1.0%	0.6%	1.8%	0.9%	Latino	1.10%	0.80%	x	x	x	x	1.20%	0.70%
Native American	0.1%	0.1%	0.2%	0.1%	0.1%	0.1%	0.1%	0.1%	Native American	0.04%	0.01%	x	x	x	x	0.10%	0.10%
Other	2.2%	1.3%	1.9%	1.1%	0.3%	0.4%	1.7%	1.1%	Other	0.40%	0.60%	1.50%	1.10%	0.90%	0.40%	0.30%	0.30%
Total	65.3%	34.7%	66.9%	33.1%	66.5%	33.6%	65.8%	34.2%	Total	68.44%	31.51%	62.10%	37.80%	56.30%	44.50%	69.20%	30.80%
2014-15									2005-06								
White	54.4%	29.0%	56.7%	29.5%	60.6%	30.9%	55.9%	29.4%	White	63.0%	27.6%	57.8%	33.3%	49.6%	44.2%	61.1%	28.0%
African-American	6.5%	3.3%	3.9%	2.7%	3.4%	1.5%	5.5%	2.8%	African-American	5.3%	1.8%	3.3%	1.6%	3.5%	1.3%	5.0%	1.9%
Asian/Hawaiian	1.0%	0.7%	1.3%	0.3%	0.5%	0.3%	1.0%	0.5%	Other	1.5%	0.8%	2.8%	1.3%	1.0%	0.5%	2.4%	1.6%
Latino	1.9%	1.1%	2.2%	0.7%	0.9%	0.7%	1.8%	1.0%	Total	69.8%	30.2%	63.9%	36.2%	54.1%	46.0%	68.5%	31.5%
Native American	0.1%	0.1%	0.2%	0.2%	0.1%	0.1%	0.1%	0.1%									
Other	1.2%	0.7%	1.4%	0.9%	0.5%	0.5%	1.1%	0.7%									
Total	65.1%	34.9%	65.7%	34.3%	66.0%	34.0%	65.4%	34.6%									
2013-14									1999-2000								
White	55.7%	28.9%	56.1%	30.1%	60.7%	31.2%	56.7%	29.6%	White	62.6%	24.8%	59.5%	33.2%	52.8%	42.0%	64.3%	24.5%
African-American	6.0%	3.0%	4.2%	2.9%	2.9%	1.2%	5.1%	2.7%	African-American	6.2%	2.8%	1.7%	1.3%	2.7%	1.6%	5.2%	2.1%
Asian/Hawaiian	0.9%	0.5%	1.0%	0.3%	0.5%	0.3%	0.8%	0.5%	Other	2.3%	1.3%	2.7%	1.7%	0.2%	0.7%	2.5%	1.3%
Latino	1.8%	1.0%	1.4%	0.8%	0.9%	0.6%	1.6%	0.9%	Total	71.1%	28.9%	63.9%	36.2%	55.7%	44.3%	72.0%	27.9%
Native American	0.1%	0.0%	0.3%	0.0%	0.0%	0.1%	0.1%	0.0%									
Other	1.2%	0.9%	1.7%	1.0%	0.9%	0.7%	1.2%	0.8%									
Total	65.7%	34.3%	64.9%	35.1%	65.9%	34.1%	65.5%	34.5%									
2012-13																	
White	55.6%	29.7%	55.8%	32.0%	54.8%	37.6%	55.4%	31.6%									
African-American	5.6%	3.0%	3.7%	2.3%	2.6%	1.5%	4.6%	2.6%									
Asian/Hawaiian	0.9%	0.4%	0.6%	0.1%	0.2%	0.2%	0.4%	20.0%									
Latino	1.8%	1.2%	1.6%	0.6%	0.8%	0.8%	1.6%	1.0%									
Native American	0.1%	0.0%	0.2%	0.0%	0.1%	0.2%	0.1%	0.0%									
Other	0.6%	0.2%	0.3%	0.1%	0.3%	0.2%	0.5%	0.2%									
Total	64.6%	34.5%	62.4%	35.1%	58.6%	40.5%	62.6%	55.4%									

Notes:
 1) Data provided by the NCAA. Historically Black institutions excluded.