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The 2011 Racial and Gender Report Card: College Sport

by Richard Lapchick

with Chris Orpilla, Elizabeth Schulz, Andrew Lilly, Robert Agusta, Nathaniel Kinkopf, Frank McPhee, Brenton Nickerson, Manny Ortiz, Bernardo Rodriguez, and Sean Williams

EXECUTIVE SUMMARY

Orlando, FL...— College sport showed a modest gain for racial hiring practices and a decline for gender hiring practices as reported in the 2011 **College Sport Racial and Gender Report Card (CRGC)**. College sport repeated its **B** for both racial and gender hiring practices which it also earned in the 2010. It accumulated 82.2 points for race (up from 81.9 in 2010) and 80.7 points for gender (down from 82.3 in 2010). The combined grade was again a solid **B** with 81.5 points (down from 82.1 in 2010).

Richard Lapchick, Director of The Institute for Diversity and Ethics in Sports and the primary author of the report, noted that, "College Sport continued to improve its record for racial while experiencing a decline for gender hiring practices. There were improvements in racial hiring practices, for all men's head coaches, head coaches for women's basketball, assistant coaches for all men's and women's teams, senior women's administrators and student athlete opportunities. However, there were decreases for race in the important categories of head men's basketball coaches, athletics directors and assistant and associate athletics directors and professional administrative positions."

There were increases for gender at the NCAA Headquarters, professional administrative positions at college and university athletics departments, and student athlete opportunities. These were three of the most heavily weighted categories. There were slight decreases for women as head coaches of all women's teams, head coaches of women's basketball teams, assistant coaches for all women's teams, athletics directors, assistant and associate athletics directors.

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

The 2011 Report Card features updated racial and gender personnel data at the NCAA headquarters as well as for university presidents, athletic directors, head football coaches, football coordinators and faculty athletic representatives at the 120 institutions in the Division I Football Bowl Subdivision (FBS). In addition, this year's report card updated the sections pertaining to conference commissioners and NCAA student-athletes throughout all athletic divisions. The data utilized to update the 2011 report card sections were collected from several sources, including the NCAA website's Race and Gender Demographics Search Database, the Division I Campus Leadership Study published by TIDES in November 2011 titled *Mild Progress Continues: Assessing Diversity among Campus and Conference Leaders for Football Bowl Subdivision (FBS) Schools in the 2011-12 Academic Year*, self-reported demographic data on NCAA Headquarters personnel for the fiscal year 2010-2011 and information contained in previous studies by TIDES. In all cases regarding employment in college athletics, the data reported throughout the 2011 Racial and Gender Report Card excluded Historically Black Colleges and Universities (HBCU's).

Tables for the College Racial and Gender Report Card are included in Appendix I.

The commitment to fostering opportunities for women and people of color at the collegiate level was evidenced the last several years under the leadership of the late NCAA President Myles Brand and current NCAA President Mark Emmert. Brand hired Charlotte Westerhaus in 2005 to be the NCAA Vice-President for Diversity and Inclusion and also created the Office of Diversity and Inclusion. In October 2010 Westerhaus' position was eliminated as part of an NCAA organizational restructuring. All diversity and inclusion issues were placed under the leadership of Executive Vice President of Membership and Student-Athlete Affairs and Chief Inclusion Officer, Dr. Bernard W. Franklin.

In terms of expanding opportunities in sport for women and people of color, the greatest prospects exist in college sport rather than at the professional sport level because of the number of jobs available. However, there is still significant room for improvement as far as expanding opportunities in college sport for women and people of color.

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 athletics department positions.

It is imperative that athletic leadership allow the best athletes to not only play but also to win games. TIDES strives to emphasize the value of diversity within athletic departments when they choose their team in these office environments. Initiatives such as diversity management training can help change attitudes and increase the applicant pool for open positions. It is clearly the choice of the institution regarding which applicant is the best fit for their department, but TIDES intends to illustrate how important it is to have a diverse organization with different races or genders. This element of diversity can provide a different perspective, and possibly a competitive advantage in the executive offices and on the athletic fields of play.

The report, which was authored by TIDES director Richard Lapchick with Chris Orpilla, Elizabeth Schulz, Andrew Lilly, Bernardo Rodriguez, Robert Agusta, Manny Ortiz, Nathaniel Kinkopf, Frank McPhee, Brenton Nickerson, and Sean Williams, follows previously released reports on Major League Baseball, the National Basketball Association, the Women's National Basketball Association, the National Football League and Major League Soccer. The complete Racial and Gender Report Card will be published separately this year.

REPORT HIGHLIGHTS FOR 2011

University Leadership Positions at Football Bowl Subdivision Institutions

- The number of female presidents at the 120 FBS institutions remained the same at 22.
- 90.8 percent (109) of FBS university presidents were white, while there were five African-American presidents, four Asian presidents, and two Latino presidents. There were no Native American university presidents.
- The level of diversity within the athletic director position at FBS schools remained the same as last year's study, as 14 people of color held this position. However, there were no women of color in this position.
- Before the 2011 season, the hiring of Jon Embree at Colorado, Darrell Hazell at Kent State, Don Treadwell at Miami (Ohio), David Shaw at Stanford, James Franklin at Vanderbilt, and Everett Withers at North Carolina, coupled with the dismissal of Randy Shannon at Miami (FL) and Mike Haywood at Pittsburgh, brought the number of African-American head coaches to 17. Several coaching changes were made after the 2011 season. Turner Gill, Mike Locksley and Larry Porter were fired by Kansas, New Mexico and Memphis, respectively, while Withers was not retained by North Carolina. However, four other coaches of color were hired, as of January 2012: two African-Americans (Garrick McGee at UAB and Curtis Johnson at Tulane), one Asian-American (Norm Chow at Hawaii) and one Latino (Justin Fuente at the University of Memphis). Kevin Sumlin left Houston to take the head coaching position at Texas A&M, which will compete in the SEC next year.
- The number of minority head football coaches at the FBS level for the 2011 season was 19. This represented the highest number and percentage of coaches of color ever at FBS schools. This included coaches in the ACC, SEC, Big East, Big 12 and Pac-12.
- Of the 260 offensive and defensive coordinators in the FBS in 2011, there were 31 African-American coordinators, two fewer than the 2010 total of 33. There were also three Latino and five Asian coordinators.

NCAA Headquarters

- At the NCAA headquarters people of color in the positions of executive vice president, senior vice president and vice president decreased from 29.4 percent in 2010 to 23.5 percent in 2011. The data shows that the overall numbers decreased from five total people of color in 2010 to four people of color in 2011. The number of women in these same positions has increased from three in 2010 to four women in 2011. African-Americans continue to be the only people of color represented at the executive vice president, senior vice president and vice president positions.
- The percentage of people of color who are executives at the managing director/director positions decreased from 23.7 percent in 2010 to 22 percent in 2011. Women accounted for 42.6 percent of the positions at the managing director/director level in 2011 which was a 1.8 percentage point decrease from 2010. Whites occupied 77.9 percent of the positions in 2011 (up from 76.4 percent) while African-Americans represented 17.6 percent, which was an increase of 0.9 percentage point

from the 2010 totals. The percentage of Latinos in these positions increased slightly from 2.8 percent in 2010 to 2.9 percent in 2011, while the percentage of Asians decreased from 2.8 percent to 1.5 percent in the respective years.

- At the Administrator level, the total percentage of people of color also decreased slightly from 20.8 percent in 2010 to 20.3 percent in 2011. The percentage of African-Americans decreased from 17.3 percent in 2010 to 16.3 percent in 2011 while Latino and Asian representation remained the same at one percent and 2.5 percent, respectively. The percentage of white NCAA administrators increased slightly from 79.2 percent in 2010 to 79.7 percent in 2011. The percentage of women in administrative positions also increased from 52 percent in 2010 to 54.5 percent in 2011.

Conference Commissioners

- Once again, 100 percent of the 11 Football Bowl Subdivision (FBS), formerly known as Division I-A, conference commissioners were white men.
- Looking at all Division I conferences, 48 commissioners were white, four were African-American, one was Latino, one was Asian, and 11 were women.
- The percentage of women who held an associate commissioner position within a NCAA conference increased from 36.5 percent in 2010 to 37 percent in 2011. While the percentage of African-Americans decreased slightly from 10.4 percent to 10.2 percent, the overall percentage of people of color increased from 12.2 percent in 2010 to 13 percent in 2011. The percentage of whites decreased slightly from 87.8 percent to 87.2 percent.

Student-Athletes

- In Division I football at the FBS level, African-Americans accounted for 52.1 percent of football student-athletes while whites made up 42.8 percent, Latinos 1.8 percent, Asians 2.5 percent, and Native-Americans 0.1 percent. Those describing themselves as “two or more” or “other” were 0.7 percent.
- The breakdown for all Division I football student-athletes is as follows: white 47 percent, African-American 42.4 percent, Latino 2.4 percent, Asian one percent, and Native American 0.1 percent. Those describing themselves as “two or more” or “other” were five percent.
- Since the 2007-2008 season the percentage of white participants playing in Division I football has steadily decreased from 45.3 percent to 41.6 percent in 2010-2011 at the FBS level and from 50 percent to 47 percent at the entire Division I level. The decrease in white participants might be explained by the number of those identifying as “two or more” or “other,” which has increased from 2.1 percent in 2007-2008 to 4.9 percent in 2010-2011 at the FBS level and from 2.4 percent to five percent at the entire Division I level over the same time period. The percentage of football student-athletes who are people of color has remained relatively constant over the same time period.

- In Division I men's basketball, African-Americans accounted for 56.8 percent of the student-athletes and whites held 30.6 percent.
- African-American female student-athletes accounted for 47.4 percent of the Division I women's basketball participants, representing a 0.1 percentage point decrease from last year. White female student-athletes accounted for 39.3 percent also representing a 3.9 percentage point decrease.
- In Division I softball, the percentage of student-athletes who are people of color has increased from 18.3 percent in 2010 to 20.2 percent in 2011. This represents a continued upward trend since the 2008 season.
- 20.2 percent of Division I softball student-athletes were people of color compared to only 14.6 percent of Division I baseball players.
- The percentage of white male student-athletes, in all of Division I athletics, stands at 62.9 percent, a decrease of 2.5 percentage points from 2010. Of all Division I male athletes, 21.2 percent are African-American, which was a 0.8 percentage point decrease from 2010.
- The percentage of white male student-athletes at the Division I, II and III levels combined was 69.9 percent. African-American male athletes accounted for 15.6 percent, Latinos 4.4 percent, Asians 1.7 percent, and American Indian/Alaskan Natives 0.4 percent. The remaining 7.7 percent identified as "two or more," "other," and "non-resident aliens."
- The percentage of white female student-athletes at the Division I, II and III levels combined was 76.9 percent. African-American female athletes accounted for 8.9 percent, Latinas were four percent, Asians/Pacific Islanders were 2.1 percent, and American Indian/Alaskan Natives were 0.4 percent. The remaining 7.6 percent identified as "two or more," "other," and "non-resident aliens."

Coaching

- Whites dominate the head coaching ranks on men's teams holding 87.6 percent, 88.3 percent and 91.8 percent of all head coaching positions in Divisions I, II and III, respectively.
- African-Americans held 7.4 percent, 5.2 percent and 4.3 percent of the men's head coaching positions in Divisions I, II and III, respectively.
- Likewise on the women's teams, whites held 85.6 percent, 88.3 percent and 91.8 percent of all head coaching positions in Divisions I, II and III, respectively.
- African-Americans held 7.4 percent, 4.4 percent and 3.9 percent of the women's head coaching positions in Divisions I, II and III, respectively.
- In men's Division I basketball, 18.7 percent of all head coaches were African-American, which was down two percentage points from the 20.7 percent total that was reported in the 2009-10 and down 6.5 percentage points from the 25.2 percent total that was reported in the 2005-06 season. The 25.2 percent reported in the 2005-06 season was an all-time high for men's head basketball coaches who were African-American. This is a major area of concern in the Racial and Gender Report

Card. The 18.7 percent all head coaches who were African-American was the lowest percentage since the 1995-96 season.

- Only 6.7 percent of Division I head baseball coaches were people of color: 3.7 percent were Latino, 1.5 percent were Asian, 0.4 percent were others and only 1.1 percent were African-American.
- In fact, African-Americans were so underrepresented as head coaches that, once again, the total percent of women coaching men's teams in Division III actually exceeded that of African-Americans coaching men's teams in Division III (4.7 percent versus 4.1 percent). In Division II, the total percentage of women coaching men's teams was similarly low to the percentage of African-Americans coaching men's teams (4.4 percent versus 5.2 percent).
- Forty years after the passage of Title IX, women coaching women's teams still do not represent the majority of coaches in the women's sports. Women held 39.5 percent of the head coaching jobs in Division I. In addition, this year's numbers show no progress in women coaching women's sports. Women head coaches in Division I basketball decreased slightly from 66.1 percent in 2009-10 to 64.3 percent in 2010-11. Head coaches of Division I Cross Country/Track, which combines the head coaches of Cross Country, Indoor Track and Outdoor Track, saw a slight increase in women head coaches from 18.1 percent in 2009-10 to 18.4 percent in 2010-11. In all other sports, men led 55 percent of the women's teams while women were head coaches of only 45 percent of the programs.
- For Division I women's basketball, African-American women head coaches held 10.8 percent of the positions in 2010-11 and African-American men held 3.8 percent of the positions in 2010-11 for a combined percentage of 14.6 percent which is up from the 13.6 percent that was reported in 2009-10. Nonetheless, the 13.6 percent stood in stark contrast to the 47.4 percent of the African-American women student-athletes who played basketball.
- On the men's teams in 2010-11, whites held 74.5 percent, 78.6 percent and 87.3 percent of the assistant coaching positions in Division I, II and III, respectively. There were more white assistant coaches in 2010-11 than in 2009-10 in Divisions II and III and slightly less in Division I. The percentages were 75.5 percent, 79.4 percent, and 87.2 percent in the 2009-10 year. In 2010-11, African-Americans held 18.8 percent, 12.2 percent and 8.5 percent of the men's assistant coach positions in Division I, II and III respectively.
- Among the women's teams in 2010-11, whites held 75.9 percent, 79.9 percent, and 88.6 percent of the assistant coaching positions in Divisions I, II and III, respectively. There were more white assistant coaches in 2010-11 than in 2009-10 in Divisions III and fewer in Divisions I and II. The percentages were 78 percent, 82 percent, and 88.5 percent in the 2009-10 year. In 2010-11 African-Americans held 14.3 percent, 8.7 percent, and 6.9 percent of the women's assistant coach positions in Division I, II and III respectively. In 2009-10 African-American held 14.8 percent, 9.6 percent and 6.8 percent of the assistant coaching jobs on women's teams in the respective Divisions.
- The percentage of women assistants on women's teams declined slightly in Divisions I and II but increased in Division III from the 2009-10 year to the 2010-11 year. As assistants in women's sports, women in the 2010-11 year held 48.1 percent of the positions in Division I, 49.2 percent in Division II and 50.1 percent in Division III. In 2009-2010 there was 49.1 percent in Division I, 49.8 percent in Division II and 49.9 percent in Division III.

Athletics Directors

- Whites held the overwhelming percentage of positions of athletics directors in all three divisions during the 2010-11 year at 89.9 percent, 91.2 percent and 95.8 percent in Divisions I, II and III, respectively. These numbers were slightly lower in Divisions II and III and slightly higher in Division I when compared to the reported numbers of 89.6 percent, 92.7 percent and 96 percent for Divisions I, II and III respectively during the 2009-10 period.
- African-Americans held six percent, four percent and 2.7 percent of the athletic director positions in Divisions I, II and III respectively. Division I saw a slight decrease when compared to the 6.6 percent that was reported during the 2009-10 year. Both Division II and Division III saw a slight increase in these numbers when compared to the reported 3.5 percent and 2.5 percent respectively during the 2009-10 year.
- Latinos accounted for 2.8 percent, 3.6 percent, and 0.2 percent of the athletic directors in Divisions I, II and III respectively. These percentages saw a slight increase in Divisions I and II and remained the same in Division III when compared to the reported 2.2 percent, 3.1 percent and 0.2 percent, respectively, during the 2009-10 year.
- Asians accounted for zero percent, 0.8 percent, and 0.4 percent of the athletic directors at Division I, II and III respectively while Native-Americans accounted for 0.6 percent, zero percent, and zero percent of the athletic directors in Divisions I, II and III respectively.
- Women showed a decrease as athletics directors in Division I as the reported percentages dropped from 8.5 percent during the 2009-10 year to 8.2 percent during the 2010-11 year. However, women showed an increase in Divisions II and III, where they went from 14.9 percent to 16 percent and 28.6 percent to 29.1 percent, respectively.

College Associate and Assistant Athletic Directors

- At the associate athletic director position, whites comprised 88.7 percent, 87.6 percent and 94.8 percent of the total population at Divisions I, II and III respectively. These percentages were lower in Divisions I and III and higher in Division II during the 2009-10 year when they were 87.5 percent, 88.9 percent and 95.2 percent respectively. African-Americans held 8.3 percent, 6.6 percent, and 4.5 percent of the associate athletic director positions at Divisions I, II and III respectively. Latinos held 1.9 percent, two percent and 0.4 percent of the associate athletic director positions at Divisions I, II and III respectively. Asians held 0.7 percent, two percent and 0.4 percent in Divisions I, II and III while Native-Americans held 0.1 percent of the associated athletics director position in Division I and had no representation in Divisions II and III.
- The percentage of women filling associate athletic director positions was 29.3 percent in Division I, 42 percent in Division II and 49.1 percent in Division III compared to 30, 42.2 and 47.6 percent in Divisions I, II and III respectively in 2009-10
- Women held 98.4 percent, 99.6 percent and 100 percent of the senior woman administrator (SWA) jobs in Division I, II and III, respectively, during the 2010-11 year. White women continued to dominate the SWA position holding 83.8 percent, 89 percent and 96.5 percent in Division I, II and III,

respectively. African-American women represented 10.2 percent, 5.5 percent and 1.9 percent of the SWA position holdings in Divisions I, II and III respectively.

- Whites continue to fill the overwhelming majority of the faculty athletics representatives (FAR) positions with 92 percent, 93.2 percent and 94.1 percent of the total in Divisions I, II and III, respectively. Women hold 28 percent, 25 percent and 31 percent of the FAR positions.
- The sports information director (SID) position is also overwhelmingly white in all three divisions with 92.6, 93.1, and 97 percent of the SID positions being held by whites in Divisions I, II and III, respectively. Women held 13.3, 9.8 and 13.8 percent of the SID positions in Divisions I, II and III, respectively.

OVERALL GRADES

College sport got **B's** for racial and gender hiring practices and for their combined grade in the 2011 **College Sport Racial and Gender Report Card (CRGC)**. College sport showed a modest gain for racial hiring practices by accumulating 82.2 points for race (up from 81.9 in 2010) and a decline for gender hiring practices with 80.7 points for gender (down from 83.8 in 2010). The 2011 combined grade was again a solid **B** with 81.5 points (down from 82.9 in 2010).

For racial hiring practices, the NCAA headquarters, men's Division I basketball head coaches, Division I assistant men's coaches, and Division I assistant women's coaches all earned at least an **A-**. There was a **B+** for women's Division I basketball head coaches while professional administration in athletic departments, senior women's administrators, Division I head football coaches, assistant/associate athletic directors, Division I men's and women's head coaches received a **B**. Division I conference commissioners received a **C** while Athletic directors received a **C+** in racial hiring practices. There was an **A+** for student-athlete opportunities.

For gender hiring practices, the NCAA headquarters, women's Division I basketball head coaches and senior women's administrators all earned at least an **A**. There was a **B+** for professional administration in athletic departments and a **B** for Division I assistant women's coaches. Assistant/associate athletic directors received a **C+** while Division I women's head coaches received a **C-**. Student-athlete opportunities received an **A**. There were **F's** for athletics directors and conference commissioners.

The NCAA received an **A+** for Diversity Initiatives.

THE REPORT BY CATEGORY

University Leadership Positions at Football Bowl Subdivision (FBS) Institutions

The key leadership positions at Football Bowl Subdivision (FBS) schools and conferences remained overwhelmingly white and male even though there were a record number of 19 head coaches of color in the 2011 college football season at the FBS level (formerly Division I-A), according to a study released in

November 2011 by TIDES. This study, titled *Mild Progress Continues: Assessing Diversity among Campus and Conference Leaders for Football Bowl Subdivision (FBS) Schools in the 2011-12 Academic Year*, reported on the racial and gender demographics and trends at the 120 FBS institutions. Highlights of this study concerning the leadership of university presidents, athletic directors, football coaching staff and faculty athletic representatives are included and analyzed within this section.

University Presidents at FBS Institutions

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

Among the 120 FBS Institutions, 109 (90.8 percent) presidents were white. There were 11 presidents of color and 22 women serving as president as of October 2011. This number of female presidents remained the same from 2010, while the number of presidents of color increased by two over this same time period.

- There were five (4.2 percent) African-American presidents
 - Elson S. Floyd, Washington State University
 - Bernadette Gray-Little, University of Kansas
 - Roderick McDavis, Ohio University
 - Sidney McPhee, Middle Tennessee State University
 - George E. Ross, Central Michigan University
- There were two (1.7 percent) Latino presidents
 - France A. Cordova, Purdue University
 - Luis Proenza, University of Akron
- Asian presidents increased from two to four (3.3 percent)
 - Renu Khator, University of Houston
 - Wallace D. Loh, University of Maryland, College Park
 - Satish K. Tripathi, University of Buffalo
 - Mohammad Qayoumi, San Jose State University
- There were 22 (18.3 percent) women presidents
 - Nancy Cantor, Syracuse University
 - Mary Sue Coleman, University of Michigan
 - France A. Cordova, Purdue University (**Latina**)
 - Barbara Couture, New Mexico State University
 - Martha Dunagin Saunders, University of Southern Mississippi
 - Carol Garrison, University of Alabama at Birmingham
 - Judy Genshaft, University of South Florida
 - Bernadette Gray-Little, University of Kansas (**African-American**)
 - Jo Ann M. Gora, Ball State University
 - Ann Weaver Hart, Temple University
 - Susan Herbst, University of Connecticut
 - Virginia S. Hinshaw, University of Hawaii, Manoa
 - Renu Khator, University of Houston (**Asian**)
 - Lou Anna Kimsey Simon, Michigan State University
 - Susan W. Martin, Eastern Michigan University
 - Sally Mason, University of Iowa
 - Mary Ellen Mazey, Bowling Green State University
 - Diana S. Natalicio, University of Texas at El Paso

- Shirley Raines, University of Memphis
- Mary Jane Saunders, Florida Atlantic University
- Donna E. Shalala, University of Miami (Florida)
- Teresa A. Sullivan, University of Virginia

+Grade for presidents:

Race: C

Gender: F

+ not calculated in final grade

Athletics Directors at FBS Institutions

As of October 2011, there were nine African-American, four Latino, one Native American and no Asian athletics directors at FBS institutions. Of the 120 ADs who oversee FBS football programs, there were 106 (88.3 percent) white males. The people of color included the following.

- Nine (7.5 percent) African-Americans
 - Warde Manuel, The State University of New York at Buffalo
 - Keith Tribble, University of Central Florida
 - Derrick Gragg, Eastern Michigan University
 - McKinley Boston Jr., New Mexico State University
 - Eugene Smith, The Ohio State University
 - Daryl J. Gross, Syracuse University
 - Kevin Anderson, University of Maryland
 - David Williams II, Vanderbilt University
 - Craig K. Littlepage, University of Virginia
- Four (3.3 percent) Latinos
 - Daniel G. Guerrero, University of California, Los Angeles
 - Pete Garcia, Florida International University
 - Rick Villarreal, University of North Texas
 - Barry Alvarez, University of Wisconsin, Madison
- One (0.8 percent) Native-American
 - Rick Dickson, Tulane University

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

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

Christine A. Plonsky at the University of Texas at Austin and Joan C. Cronan at the University of Tennessee both head separate women’s departments and do not oversee football.

The level of diversity within the athletic director position at FBS schools has stayed constant from last year’s study, as 14 (11.7 percent) people of color hold this position.

Head Football Coaches and Coordinators at FBS Institutions

Seventeen of the 120 FBS head coaches were African-American during the 2011 collegiate football season, an increase of two from last year's study. Prior to the start of the 2011 season, six new African-American coaches were hired, including Jon Embree by Colorado, Darrell Hazell by Kent State, Don Treadwell by Miami of Ohio, Everett Withers by North Carolina, David Shaw by Stanford, and James Franklin by Vanderbilt.

There were two other head coaches of color for a total of 19 in the 2011 season. This was the highest number in the history of FBS schools.

In the 2011 season, there were 120 head football coaches at FBS schools. Of the 120, 101 (84.2 percent) were white males. In addition, there were:

- 17 (14.2 percent) African-Americans
 - Jon Embree, University of Colorado
 - Ron English, Eastern Michigan University
 - James Franklin, Vanderbilt University
 - Turner Gill, University of Kansas
 - Darrell Hazell, Kent State University
 - Mike Locksley, University of New Mexico
 - Mike London, University of Virginia
 - Ruffin McNeill, East Carolina University
 - Joker Philips, University of Kentucky
 - Larry Porter, University of Memphis
 - David Shaw, Stanford University
 - Charlie Strong, University of Louisville
 - Kevin Sumlin, University of Houston
 - Willie Taggart, Western Kentucky University
 - Don Treadwell, Miami University (Ohio)
 - DeWayne Walker, New Mexico State University
 - Everett Withers (interim), University of North Carolina
- One (0.8 percent) Latino
 - Mario Cristobal, Florida International University
- One (0.8 percent) Asian (Polynesian)
 - Ken Niumatalolo, U.S. Naval Academy

Several coaching changes were made in the offseason. Gill, Locksley and Porter were fired by Kansas, New Mexico, and Memphis, respectively, while Withers was not retained by North Carolina. However, four other coaches of color were hired, as of January 2012:

- Two African-Americans
 - Garrick McGee, UAB
 - Curtis Johnson, Tulane
- One Asian-American
 - Norm Chow, Hawaii
- One Latino
 - Justin Fuente, Memphis

In addition, Sumlin was named head coach of Texas A&M, bringing the number of African-American head coaches who will coach in the SEC next year to three, including Franklin at Vanderbilt and Phillips at Kentucky.

The offensive and defensive coordinators are often viewed as the pipeline for the head coaching position. Among the FBS schools, there were 260 coaches who were considered either offensive or defensive coordinators. This number excludes 10 offensive or defensive coordinators (Georgia Institute of Technology, Kent State, University of Nevada - Reno, San Diego State University, University of South Carolina-Columbia, Southern Methodist University, Texas A&M University – College Station, Utah State University, West Virginia University and Western Michigan University) who also serve as the head coach.

Of the 260 coordinators, 220 (84.6 percent) were white males, 31 (11.9 percent) were African-American, three (1.2 percent) were Latino, five (1.9 percent) were Asian and one (0.4 percent) was Native American. There were two fewer African-Americans, while the number of Asian and Latino coordinators remained the same.

Faculty Athletics Representatives at FBS Institutions

The faculty athletics representative (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 athletics programs, but also maintaining the welfare of the student-athlete.

As of October 2011, there were four African-American and three Latino faculty athletics representatives at FBS institutions. Of the 120 FBS schools, there are 125 faculty athletics representatives. The people of color included:

- Four (3.2 percent) African-Americans
 - Percy Bates, University of Michigan
 - Alex Byrd, Rice University
 - William Smith, University of Utah
 - Be Stoney, Kansas State University
- Three (2.4 percent) Latino
 - Consuelo Stebbins, University of Central Florida
 - Raymond Saldivar, Stanford University
 - Col. Maritza Ryan, US Military Academy, West Point (Army)

There are 42 white women (33.6 percent) in total serving as faculty athletics representatives.

Conference Commissioners

Once again, 100 percent of the 11 Football Bowl Subdivision (FBS), formerly known as Division I-A, conference commissioners were white men. Acting as a conference commissioner is a powerful position and those that head BCS Conferences are considered to be among the most powerful and influential people in college sport. There were some opportunities for people of color and women at the associate commissioner position. As of October 2011, there were 67 Associate Commissioners at FBS schools, with women occupying 21 positions, or 31.3 percent. People of color made up just 11.9 percent of available

positions at the associate commissioner level. The information in this section was collected by TIDES from the conferences and not from NCAA reports.

The RGRC breaks down the female conference commissioners as follows:

There were five women in 2011, which stayed consistent with the five who headed Division I conferences in 2010:

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

In terms of associate commissioner roles at the FBS level, the percent held by women dropped from 34.6 percent to 31.3 percent. While the percentage of African-Americans increased from 9.6 percent to 10.4 percent, the overall percentage of people of color decreased from 13.5 percent to 11.9 percent in 2011.

There were 21 women who held associate commissioner positions at the FBS level:

- Nora Lynn Finch, Atlantic Coast Conference
- Amy Yakola, Atlantic Coast Conference
- Dru Hancock, Big XII Conference
- Donna DeMarco Egan, Big East Conference
- Danielle Donehew, Big East Conference
- Wendy Fallen, Big Ten Conference
- Jennifer Heppel, Big Ten Conference
- Andrea Williams, Big Ten Conference
- Judy MacLeod, Conference USA
- Kelly Carney, Conference USA
- Catrina Gibson, Conference USA
- Donyale Canada, Mid-American Conference
- Jackie Mynarski, Mid-American Conference
- Carrie Coll, Mountain West Conference
- Carolayne Henry, Mountain West Conference
- Gloria Nevarez, Pacific 12 Conference
- Danette Leighton, Pacific 12 Conference
- Chris Dawson, Pacific 12 Conference
- Debbie Corum, Southeastern Conference
- Kathy Keene, Sunbelt Conference
- Connie Hulburt, Western Athletic Conference

Grade for Division I Conference Commissioners:

Race: C
Gender: F

See Tables 6 and 7.

Student-athletes

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

- Beginning this year, the NCAA Student-Athlete Data can be retrieved from the NCAA Race and Gender Demographics Search Database.
- The 2010-2011 data included the status of “non-resident alien” to the *NCAA Student-athlete Ethnicity Report* detailing the resident alien status of the student-athletes separately from their race/ethnicity. The numbers corresponding with the status “non-resident alien” were combined with the numbers corresponding with the status “other.” Student-athletes whose ethnicities are identified as “non-resident alien” are no longer identified with an ethnic category. This is particularly relevant in certain sports such as tennis and ice hockey, which each have over 20 percent of total participants identified as having “non-resident alien” status. Some decreases in ethnic percentages from earlier years can be attributed to this change in methodology.
- Each year, the Racial and Gender Report Card takes a look at three Division I sports and highlights trends for both male and female athletes. For the male athletes, these sports are basketball, football and baseball. For the female athletes, a change was made last year to make this snapshot picture more comparable to the sports chosen for the men. Before last year, the three categories chosen for female athletes were basketball, cross-country and track combined and all other sports. With female athlete participation numbers continuing to increase across the board, there was less need to combine sports for a large observation sample. Beginning with this year, the three female sports for the Division I observations will be basketball, outdoor track, and softball. These sports have both strong participation levels and comparatively high media attention in relation to other female sports.

In Division I men’s basketball, the percentage of African-Americans decreased by 1.3 percentage points to 56.8 in 2011. Latino representation showed a decrease of 0.2 percentage points to 1.8 percent in 2011. Asians participation remained constant, while white participation decreased 2.1 percentage points to 30.6 percent. The category “two or more” showed an increase of 0.4 percentage points to 1.6 percent. The categories “other” and “non-resident alien” combined to make up 8.5 percent for 2010-2011.

In Division I football at the FBS level, African-Americans accounted for 52.1 percent of football student-athletes while whites made up 42.8 percent, Latinos 1.8 percent, Asians 2.5 percent, and Native-Americans 0.1 percent. Those describing themselves as “two or more” or “other” were 0.7 percent.

The breakdown for all Division I football student-athletes is as follows: white 47 percent, African-American 42.4 percent, Latino 2.4 percent, Asian one percent, and Native American 0.1 percent. Those describing themselves as “two or more” or “other” were five percent.

Since the 2007-2008 season the percentage of white participants playing in Division I football has steadily decreased from 45.3 percent to 41.6 percent in 2010-2011 at the FBS level and from 50 percent to 47 percent at the entire Division I level. The decrease in white participants might be explained by the number of those identifying as “two or more” or “other,” which has increased from 2.1 percent in 2007-2008 to 4.9 percent in 2010-2011 at the FBS level and from 2.4 percent to five percent at the entire

Division I level over the same time period. The percentage of football student-athletes who are people of color has remained relatively constant over the same time period.

In baseball, white participation dropped from 86.4 percent to 85 percent. African-American participation dropped from 2.8 to 2.5 percent. This was the lowest level for African-Americans since the 2008-2009 academic year. This parallels the decline of African-Americans playing Major League Baseball. Latino participation increased to 5.9 percent, which was the second highest all-time for participation since 1991-1992.

Over the years, there has not been much variance in the racial make-up of the male student-athlete population across all Division I sports, although Latino representation reached an all-time high at 4.3 percent.

In women's Division I basketball, African-American student-athletes account for 47.4 percent of the participants, which represented a 0.1 percentage point decrease from last year. The percentage of whites decreased 3.9 percentage points to 39.3 percent, Latinas increased 0.3 percentage points to 1.8 percent, Asian participation decreased 0.3 percentage points, and American Indian/Alaskan Natives remained at 0.1 percent.

In women's outdoor track, 61.1 percent of the athletes were white, which is a 1.2 percentage point decrease from last year; African-American participation also decreased to 24.5 percent.

In softball, the percentage of white student-athletes dropped in 2011 by 2.4 percentage points from 2010 to 79.6 percent. Latinas accounted for 7.6 percent (a decrease of 0.1 percentage point), African-Americans 4.1 percent (an increase of 0.7 percentage points), Asians 2.9 percent (an increase of 0.1 percentage point), and American Indian/Alaskan Natives 0.8 percent (an increase of 0.1 percentage points).

For female athletes across all Division I sports, the level of change in the demographics was also very low. Latina participation increased to 4.1 percent, the second highest all time (it was 4.7 percent in 2007-2008).

According to the data collected, the percentage of male student-athletes at the Division I, II and III levels who were white amounted to 69.9 percent in 2011 versus 72.8 percent in 2010. The percentage of African-American male student athletes amounted to 15.6 percent, 4.4 percent for Latinos, 1.7 percent for Asians, 0.4 percent for American Indian/Alaskan Natives and 1.6 percent for males of two or more races. Non-resident aliens accounted for 2.9 percent of male student-athletes. In 2010 the percentage of African-American male student athletes amounted to 16.1 percent, four percent for Latinos, 1.8 percent for Asian men, 0.3 percent for American Indian/Alaskan Natives and 0.8 percent for males of two or more races.

In 2011, the percentage of Division I, II and III female student-athletes who were white amounted to 76.9 percent, while 8.9 percent were African-American females, four percent were Latinas, 2.1 percent were Asian females, 0.4 percent were American Indian/Alaskan Native females, 1.5 percent were females of two or more races and three percent were non-resident aliens. While in 2010, the percentage of white female student-athletes amounted to 79.7 percent, 9.2 percent for African-American females, four percent for Latinas, 2.2 percent for Asian females, 0.4 percent for American Indian/Alaskan Native females and one percent for females of two or more races.

In Divisions I, II and III, white male student-athletes comprised 62.9, 63.1 and 79 percent of the total male student-athletes, respectively. Compared to 2010, in Divisions I, II and III, white male student-athletes comprised 65.4, 69.5 and 81 percent of the total male student-athletes, respectively. In Division I, white female student-athletes comprised 70.1 percent in 2011 versus 73.5 percent in 2010 of the total female student-athlete population. In Division II, they make up 77 percent in 2011 versus 80.4 percent in 2010. In Division III, white females make up 84 percent in 2011 versus 85.7 percent in 2010

In Division I, II and III, African-American male student-athletes make up 21.2 percent, 18.3 percent, and 9.4 percent of total male student-athletes, respectively. Latinos made up 4.3 percent, six percent, and 3.7 percent, respectively and Asians comprised 1.9 percent, 1.3 percent, and 1.9 percent, respectively. Native-Americans made up 0.4 percent, 0.5 percent, and 0.2 percent, respectively. Males of two or more races made up 1.5 percent, 2.6 percent, and 1.1 percent, respectively. Non-resident aliens make up 4.5 percent, 3.9 percent, and 0.9 percent of total male student-athletes, respectively.

In Division I, II and III, African-American female student-athletes comprised 13 percent, 8.6 percent, and five percent of the total female student-athlete population, respectively. Latinas made up 4.1 percent, 5.5 percent, and 3.2 percent, respectively. Asians comprised 2.3 percent, 1.7 percent, and two percent, respectively. Native-Americans made up 0.4 percent, 0.5 percent, and 0.3 percent, respectively in each division. Females of two or more races made up 1.7 percent, 1.4 percent, and 1.2 percent, respectively. Non-resident aliens make up 5.2 percent, 3.4 percent, and 0.5 percent of total female student-athletes, respectively.

According to the NCAA, 43.1 percent of all NCAA Division I, II and III student-athletes combined are female and 56.9 percent are male.

All student-athlete data came from the Student-Athlete Data in the Race and Gender Demographics Search Database.

Grade for Student-athlete participation:

Race: A+
Gender: A/A+

See Tables 8, 9 and 10.

NCAA Headquarters

The data in this section on the NCAA headquarters was supplied by the NCAA for 2011 and is compared to the NCAA data from 2010.

Throughout his tenure as NCAA President, the late Myles Brand strongly expressed his support of creating opportunities for women and people of color within the NCAA headquarters and at the member institutions that comprise the NCAA. In his State of the NCAA address in January 2008, Brand stated, "Women continue to be under-represented in terms of grants-in-aid for student-athletes, coaching opportunities for women's sports and leadership positions in terms of athletics director positions. Athletic scholarships, coaching positions and athletics directorships must, of course, be

allocated on the bases of talent and hard work. But it is simply incredulous that the talent pool is so weighted toward men to produce this imbalance. The facts, as well as the history of past lack of female representation, point to a continuing problem of injustice.”

When comparing the numbers between 2008 and 2011, the percentage of the total full-time NCAA Headquarters staff decreased for African-Americans, Asians and women while increasing for Latinos. At the executive vice president, senior vice president and vice president levels in the NCAA headquarters, the percentage of African-Americans has increased between 2009 and 2011. During the same time period no Latinos or Asians have held any of these positions. At the Managing Director level, the percent of African-Americans increased from 16.7 to 17.6 while the percentage of Asians decreased from 4.4 percent in 2008 to 1.5 percent in 2011 and the percent of women decreased from 44.4 in 2010 to 42.6 in 2011.

Brand also said that the lack of African-American head football coaches is an embarrassment to all of intercollegiate athletics and that “the talent pool exists and it contains men who are ready and able to successfully lead these teams, but we are yet to see more than eight head coaches among the 120 teams in the Football Bowl Subdivision. And as bad as that is, it is worse in the Football Championship Subdivision and in Divisions II and III.” Dr. Brand helped set the stage for the large positive changes in FBS head coaches after the 2009 season. As stated elsewhere in the report, there has been a dramatic increase in head football coach positions held by people of color with 19 during the 2011 season.

At the NCAA headquarters the number of people of color in the positions of executive vice president, senior vice president and vice president decreased from 2010 to 2011. The data shows that the overall numbers decreased from five total people of color in 2010 to four in 2011. The number of women in these same positions, however, has increased from three women in 2010 to four women in 2011. African-Americans continue to be the only people of color represented at the level of executive vice president, senior vice president and vice president occupying 23.5 percent of the positions which is down from 29.4 percent in 2010. Whites held the remaining 76.5 percent of the positions in 2011.

The percentage of executives at the managing director/director positions who are of people of color decreased from 23.7 percent in 2010 to 22 percent in 2011 which was a difference of 1.7 percentage points. Women accounted for 42.6 percent of the positions at the managing director/director level in 2011 which was a 1.8 percentage point decrease from 2010. Whites occupied 77.9 percent of the positions in 2011 while African-Americans represented 17.6 percent, which was an increase of 0.9 percent from the 2010 totals. The percentage of Latinos in these positions increased slightly from 2.8 percent in 2010 to 2.9 percent in 2011, while the percentage of Asians decreased from 2.8 percent to 1.5 percent in the respective years.

At the Administrator level, the total percentage of people of color has also decreased slightly from 20.8 percent in 2010 to 20.3 percent in 2011. The percentage of African-Americans decreased from 17.3 percent in 2010 to 16.3 percent in 2011 while Latino and Asian representation remained the same at one percent and 2.5 percent, respectively. The percentage of white NCAA administrators increased slightly to 79.2 percent in 2010 to 79.7 percent in 2011. The number of women in administrative positions also increased from 52 percent in 2010 to 54.5 percent in 2011.

Within the Support Staff positions at the NCAA headquarters, which includes all levels of assistants, the percentage of people of color decreased slightly from 19.2 percent in 2010 to 19.1 percent in 2011. The number of women in these positions remained constant at 93.3 percent from 2010 to 2011.

The total number of full-time NCAA employees as of September 1, 2011 was 392 which was 18 less than the 410 reported in 2010. The percentage of women in the NCAA has decreased from 63.7 percent in 2010 to 61.5 percent in 2011 which was a difference of 2.2 percentage points. The percentage of people of color has also decreased from 20.9 percent in 2010 to 20.4 percent in 2011. Finally, the percentage of African-Americans and Asians both decreased by 0.5 percent and 0.2 percent respectively from 2010 to 2011.

These numbers are as of September 1, 2011. It should be noted that these numbers are a snapshot in time for the NCAA. As a result, there is some fluctuation that occurs based upon the time of when staff are starting or departing. For consistency in the grading of our reports year to year, all data regarding the NCAA offices is taken from September 1.

Charlotte Westerhaus served as the Vice President for the Office of Diversity and Inclusion until her position was removed in October 2010 as part of an NCAA organizational restructuring. The NCAA renewed its commitment to diversity and inclusion by placing all inclusion issues under the leadership of Executive Vice President and Chief Inclusion Officer, Dr. Bernard W. Franklin.

The four African-American vice-presidents were:

- Bernard W. Franklin, Executive Vice President and Chief Inclusion Officer
- Donald Remy, Vice President of Legal Affairs
- Robert Vowels, Vice President for Education Services
- Bob Williams, Vice President of Communications

The four women vice presidents were:

- Julie Roe Lach, Vice President of Enforcement
- Sue Donohoe, Vice President of Women's Division I Basketball
- Kathleen T. McNeely, Vice President of Administration and Chief Financial Officer
- Joni Comstock, Vice President for NCAA Championships

Grade for NCAA Headquarters:

Race: A-
Gender: A+

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

Head Coaches*

Institutions continued to be criticized for their hiring practices since the vast majority of head coaching positions in college sports, both for men's and women's teams, continued to be filled with white males. Action has been taken to improve this situation. The Black Coaches and Administrators (BCA) issued a Football Hiring Report Card in October every year from 2004 to 2011 to assess how universities handle the process for hiring head football coaches. It evaluates whether the school contacted the BCA for assistance, who served on the search committee, which candidates were interviewed, who was hired, and whether the athletic department followed their school's affirmative action guidelines. This football hiring report card has been a very positive tool in evaluating the hiring process of college coaches

regarding increasing candidates of color and diverse search committees. The gains for coaches at FBS institutions were reflected in the positive hiring trends for coaches of color in football that were discussed in the section on *University Leadership Positions at FBS Institutions* section near the beginning of this report.

There has been an equally positive result from the BCA's Hiring Report Card for Women's Basketball Coaches at FBS schools since the publication of the first such Report Card in 2007-08. The results can be seen later in this section.

In the 2010-2011 year, the percentage of African-Americans coaching men's teams increased slightly by 0.3 percent, 0.1 percent and 0.1 percent in Division I, II and III respectively, while whites coaching men's teams decreased by 1.7 percent, 1.1 percent and 0.1 percent in Divisions I, II and III respectively.

Whites dominate the head coaching ranks on men's teams holding 87.6 percent, 88.3 percent and 91.8 percent of all head coaching positions in Divisions I, II and III, respectively in 2010-11.

African-Americans held 7.4 percent, 5.2 percent and 4.3 percent of the men's head coaching positions in Divisions I, II and III, respectively. Latinos held 1.7 percent, 2.9 percent, and 1.6 percent of head coaching positions for men's teams in the respective divisions for 2010-11. When compared to 2009-10, Latinos held 1.8 percent, 3.2 percent and 1.3 percent of the college head coaching positions which reflects a slight decrease in Division I and Division II while Division III saw a slight increase. Asians held 0.9 percent, 1.1 percent, and 0.8 percent of the head coaching positions for men's teams in the respective divisions, which showed slight increases in Division I (0.7 percent in 2010-2011) and II (0.9 percent in 2010-2011), but remained constant for Division III when compared to the statistics reported in 2009-10. Native American representation was minimal. These figures accounted for male and female head coaches of men's teams.

Among the most alarming statistics in the Racial and Gender Report Card was another decline for African-Americans this year in Division I men's basketball where 18.7 percent of all head coaches were African-American, which was down 2 percent from the 20.7 percent total that was reported in the 2009-10 and down 6.5 percent from the 25.2 percent total that was reported in the 2005-06 year. The 25.2 percent reported in the 2005-06 year was an all-time high for men's head basketball coaches who were African-American. This is a major area of concern in the Racial and Gender Report Card.

For the statistics reported in 2010-11 for Division I football head coaching positions, African-Americans held 8.8 percent of the positions and Latinos held 0.5 percent.

Only 6.7 percent of Division I head baseball coaches were people of color; 3.7 percent were Latino, 1.5 percent were Asian, 0.4 percent were "other" and only 1.1 percent African-American.

Division I tend to have the most diverse group of coaches, with less diversity at the Division II and Division III levels. For men's basketball in all divisions combined, African-Americans held 12.4 percent of the head coaching positions which is a 0.5 percent decrease from the numbers reported in 2009-10. In all divisions combined for football, African-Americans held 4.9 percent of the head coaching positions which is an increase of 1.1 percent from the 2009-10 numbers. In all three of the divisions for baseball, African-Americans held 0.9 percent of the positions which is down 0.1 percent from the report in 2009-10. Whites, on the other hand, held 85.7 percent, 93.8 percent, and 94.6 percent of the head coaching positions for all three divisions in basketball, football, and baseball respectively. In 2010, Latinos gained

ground in baseball head coaching positions, throughout all three divisions, showing an increase of 0.5 percent from the 2.5 percent reported in 2009-2010.

In fact, African-Americans were so underrepresented as head coaches that, once again, the percent of women coaching men's teams in Division III actually exceeded that of African-Americans coaching men's teams in Division III (4.7 percent versus 4.3 percent). In Division II, the percentage of women coaching men's teams was similarly low to the percentage of African-Americans coaching men's teams (4.4 percent versus 5.2 percent).

In Division I, women coaching men's teams were 0.1 percent points higher than Latinos, Asians and Native Americans combined (three percent vs. 2.9 percent).

More than three-and-a-half decades after the passage of Title IX, women coaching women's teams still do not represent the majority of coaches in the women's game. In addition, this year's numbers show no progress in women coaching women's sports. Women head coaches in Division I basketball decreased slightly from 66.1 percent in 2009-10 to 64.3 percent in 2010-11. Head coaches of Division I Cross Country/Track, which combines the head coaches of Cross Country, Indoor Track and Outdoor Track, saw a slight increase in women head coaches from 18.1 percent in 2009-10 to 18.4 percent in 2010-11. In all other sports, men led 55 percent of the women's teams while women were head coaches of only 45 percent of the programs.

In 2010-11 in Division I, women who coached women's teams comprised 39.6 percent of head coaches while they coached only three percent of the men's teams in Division I. In Division II, women comprised 33.7 percent of the head coaches on women's teams but only 4.4 percent of the men's teams in Division II. For Division III, women who coached women's teams comprised 42.4 percent of the head coaches but only 4.7 percent of men's teams in Division III.

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

In Division I, women's basketball head coaching positions were dominated by whites as they held 83.1 percent of the head coaching positions which was a decrease from the 85.2 percent in 2009-10. Women held 64.3 percent of the head coaching positions in Division I basketball which was down from the 66.1 percent in 2009-10. The percentage of white women head coaches in Division I women's basketball decreased slightly from 54.2 percent in 2009-10 to 51.6 percent in 2010-11. Meanwhile, white men showed a slight increase from the 31 percent in 2009-10 to the 31.5 percent in 2010-11. African-American women held 10.8 percent of the head coach positions in Division I for the 2010-11 report while African-American men held 3.8 percent of the positions which combined for a percentage of 14.6 percent. That was an increase from 13.6 percent in 2009-10. There were no Native American coaches during this time. Latino head coaches, both male and female, held only 0.9 percent of the total head coach positions in Division I. Only two (0.3 percentage) Asian women held head coaching positions at a Division I women's basketball program.

All of this stands in stark contrast to the 47.4 percent of the student-athletes playing women's basketball who were African-American in Division I. The disparity is what compelled the BCA to initiate a women's basketball hiring report card for 2007-08 for the FBS schools. This report has been published

each year since then and has noted a substantial increase for women who were people of color as head women's basketball coaches. The percentage of women who were people of color as head coaches in the FBS schools in the 2011 report card include 19 African-American women.

Head coaches in NCAA Division I track/cross-country teams have the highest, and still increasing, percent of people of color in head coaching positions for women's college sports. Whites held 77.6 percent of the head coaches positions for Division I women's cross country/track teams which has decreased from the reported 79.9 percent in 2009-10 while African-Americans held 17 percent of the positions in 2010-11. Latinos held 1.3 percent of these positions which has decreased from the reported 1.8 percent in 2009-10. Women overall held 18.4 percent of these positions which is slightly higher than the 18.1 percent reported in 2009-10. African-American women remained constant at 6.3 percent from 2009-10 to 2010-11 and white women had a slight increase from the 11.4 percent reported in 2009-10 to the 11.5 percent reported in 2010-11. Men coached 81.6 percent of the men's and women's track/cross country teams, which decreased from the 81.9 percent reported in 2009-10.

Despite the progress in the percentage of African-Americans coaching women's teams, whites still dominated as coaches of women's teams of each division. In 2010, whites held 85.9 percent, 88.2 percent, and 91.9 percent of all head coaching positions of women's sports in Divisions I, II and III, respectively. When compared to 2009-10, the percentages of white coaches dropped in Divisions I and II and increased in Division III with 87.8 percent, 89.5 percent and 91.4 percent for Division I, II and III respectively.

African-Americans held 7.5 percent (up from 7.3 percent in 2009-10), 4.4 percent (down from 4.6 percent in 2009-10) and 3.9 percent (down from 4.1 percent in 2009-10) of the women's head coaching positions in the three NCAA divisions, respectively. Latinos held 1.7 percent, 2.7 percent, and 1.6 percent of head coaching positions for women's teams in the respective divisions (1.9 percent, three percent, and 1.5 percent in 2009-10 respectively). Asians held 1.5, 1.5, and 1.3 percent of head coaching positions for women's teams in the respective divisions, which showed a slight increase in Division I and Division III while Division II remained constant from the 2009-10 numbers. Native American representation was minimal. These figures accounted for male and female head coaches of women's teams.

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

Race: B

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

Race: B

*Gender: C

Grade for Head Coaches for all FBS football teams:

Race: B

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

Race: A-

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

Race: B+
***Gender:** A

**In the case of women's head coaches of women's teams and women's assistant coaches of women's teams, it should be expected as a minimum that at least half of the positions are held by women. Thus in that category, 50 percent would earn a B.*

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

Assistant Coaches*

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

In Division I African-Americans held 39.2 percent of the assistant coach positions in men's basketball and 25.6 percent of the assistant coach positions in football during the 2010-11 year. Only 1.4 percent of the Division I assistant baseball coaches are African-American. Latinos currently hold 4.5 percent of the Division I assistant coach positions in baseball while only holding 0.9 percent of the assistant coach positions in basketball.

On the men's teams in 2010-11, whites held 74.5 percent, 78.6 percent and 87.3 percent of the assistant coaching positions in Division I, II and III, respectively. African-Americans held 18.8 percent, 12.2 percent and 8.5 percent of the men's assistant coach positions in Division I, II and III, respectively. In 2010-11, Latino assistant head coaches held 2 percent, 4.6 percent and 2.1 percent of the positions, respectively, in Divisions I, II, and III. Asians held 1.1 percent, 1 percent and 0.8 percent of the assistant coaches positions in Divisions I, II and III, respectively, and Native Americans held 0.1 percent, 0.2 percent and 0.1 percent of the assistant coaches positions in Divisions I, II and III, respectively.

Among the women's teams in 2010-11, whites held 75.9 percent, 79.9 percent, and 88.6 percent of the assistant coaching positions in Divisions I, II and III, respectively. African-Americans held 14.3 percent, 8.7 percent, and 6.9 percent of the women's assistant coach positions in Division I, II and III, respectively. In 2009-10 African-Americans held 14.8 percent, 9.6 percent and 6.8 percent of the assistant coaching jobs on women's teams in the respective Divisions.

Latinos held 2.2 percent, 4.4 percent and 1.8 percent of the assistant coach positions on women's teams in Divisions I, II, and III, respectively. Asians held 1.9 percent, 2.4 percent and 1.1 percent of the assistant coach positions on women's teams in Divisions I, II, and III, respectively. Native Americans held 0.3 percent, 0.2 percent, and 0.1 percent of the positions in Division I, II, and III, respectively.

The percentage of women assistant coaches on women's teams declined slightly in all three Divisions from the 2009-10 season to the 2010-11 season. As assistant coaches in women's sports, women in 2010-11 held 48.1 percent of the positions in Division I, 49.2 percent in Division II and 50.1 percent in Division III.

Women have increased their presence on the coaching staffs of men's teams at the assistant coaching level over the last couple of years. Their percentages have increased from 8.4 percent, 8.3 percent and 9 percent in Divisions I, II and III, respectively, in 2009-10 to 9.9 percent, 8.4 percent, and 10 percent, respectively, in 2010-11.

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

Race: A

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

Race: A

***Gender: B**

**In the case of women's head coaches of women's teams and women's assistant coaches of women's teams, it should be expected as a minimum that at least half of the positions are held by women. Thus in that category, 50 percent would earn a B.*

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

College Athletic Directors*

In Division I in 2010-11, whites held 89.9 percent of the athletic director positions, which increased slightly from the 89.6 percent in 2009-10. African-Americans held six percent of the athletic director positions in 2010-11, which decreased from 6.6 percent in 2009-10. Latinos held 2.8 percent of the positions, which increased slightly from the 2.2 percent in 2009-10 while Native Americans held 0.6 percent in 2010-11, which was also lower when compared to the 0.9 percent that was reported in 2009-10. There were no Asian athletic directors in Division I in 2010-11.

Women continue to struggle to increase representation in the athletic director position. Their representation in Division I has decreased from the 8.5 percent reported in 2009-10 to 8.2 percent in 2010-11. Of that 8.2 percent, white women made up 7.2 percent, while African-Americans, Latinos and Native Americans all represented 0.3 percent in the athletic director positions within Division I. There were also no Asian female athletic directors reported in 2010-11.

As of October 2011, there were nine African-American, four Latino and one Native American athletic directors at FBS institutions. Of the 120 ADs who oversee FBS football programs, there were 106 (88.3 percent) whites. The people of color included the following.

- Nine (7.5 percent) African-Americans
 - Warde Manuel, State University of New York at Buffalo
 - Keith R. Tribble, University of Central Florida
 - Derrick Gragg, Eastern Michigan University
 - McKinley Boston Jr., New Mexico State University
 - Gene Smith, The Ohio State University
 - Daryl J. Gross, Syracuse University
 - Kevin Anderson, University of Maryland, College Park

- David Williams II, Vanderbilt University
- Craig K. Littlepage, University of Virginia
- Four (3.3 percent) Latinos
 - Daniel G. Guerrero, University of California, Los Angeles
 - Pete Garcia, Florida International University
 - Rick Villarreal, University of North Texas
 - Barry Alvarez, University of Wisconsin, Madison
- One (0.8 percent) Native American
 - Rick Dickson (Tulane University)
- No Asians

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

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

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

The percentage of people of color within the athletic director position at the FBS level decreased from 16 (13.3 percent) in 2009-2010 to 14 (11.7 percent) in 2010-2011.

In Division II, excluding the HBCUs, whites held 91.2 percent of the athletic director jobs in 2010-11 which was a decrease from the 92.7 percent that was reported in 2009-10. African-Americans increased to 4 percent in 2010-11 when compared to the 3.5 percent in 2009-10. Latinos held 3.6 percent which was an increase over the previously reported 3.1 percent. Asians remained constant at 0.8 percent and Native Americans had no representation when comparing the percentages from 2009-10 to 2010-11. The percentage of white men was 76.7 percent in 2010-11, which was a decrease from 79 percent in 2009-10.

Women held 16 percent of the Division II athletic director posts, which was an increase from 14.9 percent in 2009-10. White women had 14.5 percent of these positions, which was an increase from 13.7 percent in 2009-10. African-American women represented 0.7 percent, and Asian women represented 0.4 percent which remained constant with the numbers reported in 2009-10.

When considering all divisions combined, the athletic director position was one of the least diverse positions in all of sport when HBCUs were excluded. The other position that had a large percentage of whites filling the position was the Sports Information Director, which was 92.6 percent, 93.1 percent, and 97 percent in Division I, II and III respectively.

Although Division III has a poor record for racial diversity among athletic directors, this division does offer women the greatest opportunity for this position. Women held 29.1 percent of the athletic director jobs, an increase of 0.5 percent from 2009-10. Among the female athletic directors, white women held 28.3 percent, while African-American women held 0.2 percent and Asian women held 0.4 percent. There were no Latina or Native American athletic directors in 2010-11 in Division III.

Grade for Division I Athletic Directors:

Race: C+
Gender: F

See Tables 25, 26, and 27.

College Associate and Assistant Athletic Directors*

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

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

At the Associate Athletics Director position, whites comprised 88.7 percent, 87.6 percent and 94.8 percent of the total population at Divisions I, II and III respectively. The percentages in 2010-2011 for Division II and III decreased while there was an increase in Division I. In 2009-10 they were 87.5 percent, 88.7 percent and 95.2 percent respectively.

In 2010-11, women lost ground as associate athletic directors in Division I and Division II but gained ground in Division III. In Division I women occupied 29.3 percent of the positions in 2010-11, which was a decrease from 30 percent in 2009-10. In Division II women saw a smaller decrease, as they held 42 percent of the associate athletic director positions in 2010-11 compared to the 42.2 percent in 2009-10. Division III was the only Division that showed an increase as women occupied 49.1 percent of the associate athletic director position in 2010-11 compared to the 47.6 percent in 2009-10.

African-Americans held 8.3 percent, 6.6 percent, and 4.5 percent of the Associate Athletics Director positions at Divisions I, II and III, respectively. Latinos held 1.9 percent, two percent and 0.4 percent of the Associate Athletics Director positions at Divisions I, II and III, respectively. Asians held 0.7 percent, two percent and 0.4 percent in Divisions I, II and III while Native Americans held 0.1 percent of the Associated Athletics Director positions in Division I and had no representation in Divisions II and III.

At the assistant athletic director position in 2010-11, whites held 86 percent, 87.9 percent and 92.8 percent of the positions in Divisions I, II and III, respectively.

African-Americans totaled 9.9 percent, six percent and 4.3 percent of the assistant athletic directors in 2010-11 for Divisions I, II and III, respectively. Latinos held 2.4 percent, 2.6 percent and 1.9 percent of the assistant athletic directors in 2010-11 for Divisions I, II and III, respectively while Asians held 0.9 percent, 1.7 percent and 0.2 percent of the positions at each level. There were no Native Americans

represented in Division II. However, they made up 0.2 percent in both Division I and Division III for the assistant athletic director position in 2010-11.

Women occupied 28.9 percent of the assistant athletic directors in Division I, 38.3 percent in Division II and 38.6 percent in Division III in 2010-11 year.

In Divisions I and II, the gender breakdown was very similar between associate and assistant athletic directors in their respective divisions. Associate athletic directors were 70.7 percent male and 29.3 percent female in Division I and assistant athletic directors were 71.1 percent male and 28.9 percent female in Division I in 2010-11. In Division II, associate athletic directors were 58 percent male and 42 percent female and assistant athletic directors were 61.7 percent male and 38.3 percent female in 2010-11. At the Division III level, the associate athletic director position was closer to a 50/50 split between males and females, with males holding 50.9 percent and females holding 49.1 percent; the assistant athletic director position had males holding 61.4 percent and females holding 38.6 percent in 2010-11.

Grade for Division I Associate and Assistant Athletic Directors:

Race: B
Gender: C+

See Table 28.

Senior Woman Administrator*

The senior woman administrator (SWA) is a designation within an athletic department. Women held 96.4 percent, 99.6 percent, and 100 percent of the SWA jobs at the Division I, Division II, and Division III levels, respectively.

White women continued to dominate the position with 83.8 percent, 89 percent, and 96.5 percent in Division I, II and III, respectively.

In Division I, African-American women held 10.2 percent (up 0.5 percentage points from 2009-2010), Asian women held 1.3 percent, Latinas held 1.6 percent, and Native American women held 0.3 percent. Overall a total of 14.7 percent SWA positions were occupied by females of color in 2010-2011, a decrease of 0.1 percentage points from 2009-2010.

The senior woman administrator position is less diverse at the Division II level. White women held 89 percent of these positions, a 1.3 percentage point drop. African-American women held 5.5 percent, Latinas held 2.2 percent, and Asians accounted for 1.1 percent. Women of color made gains with an increase from 9.7 in 2009-2010 to 10.6 percent in 2010-2011. Overall women held 99.6 percent of all the senior woman administrator positions in Division II.

Senior woman administrators in Division III were 100 percent female. Of these women, 96.5 percent were white women, 1.9 percent were African-American women, 0.9 percent were Latina, and 0.2 percent were Native American. People of color decreased from 5.5 percentage points in 2009-2010 to 3.5 percentage points in 2010-2011.

Grade for Division I Senior Woman Administrators:

Race: **B**
Gender: **A+**

See Table 29.

Sports Information Directors*

The sports information director (SID) position is one of the least diverse positions in all of sport when HBCUs are excluded. It is 92.6, 93.1, and 97 percent white in Division I, II and III respectively. This is very important because the SID is usually the key decision maker in what and who is publicized among coaches and student-athletes.

The SID position in Division I athletics is 92.6 percent white, 2.6 percent African-American, 2.1 percent Asian, 2.3 percent Latino, and 0.2 percent other. Division II consisted of 93.1 percent white, 1.8 percent African-American, 1.4 percent Asian, 1.8 percent Latino, and 1.8 percent other. Division III consisted of 97 percent white, 1.4 percent African-American, 0.2 percent Asian, 1.1 percent Latino, and 0.2 percent other.

Women held 13.3, 9.8 and 13.8 percent of the SID positions in Divisions I, II and III, respectively.

+Grade for Division I Sports Information Directors:

Race: **D+**
Gender: **F**

+not calculated in final grade

See Table 31.

Professional Administration*

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

Although there was improvement for people of color in all three divisions, whites continued to dominate the professional administration category by holding 85.3 percent, 87.9 percent, and 92.4 percent of all professional administration positions in Divisions I, II and III, respectively.

African-Americans held 9.5 percent, 5.9 percent and 4.6 percent of all professional administration positions in Division I, II, and III, respectively. Latinos held 2.5 percent, 2.6 percent, and 1.4 percent of positions for all professional administration positions in the respective divisions. Asians held 1.5 percent, 1.6 percent, and 0.9 percent of all professional administration positions in Divisions I, II and III, respectively. Native American representation was minimal.

Women accounted for 35.3 percent, 32.8 percent and 33.6 percent of all professional administration positions in the three NCAA divisions, respectively.

Women were especially well represented in the positions of academic advisor/counselor, life skills coordinator, business manager, and compliance coordinator/officer. In the academic advisor/counselor position, women held 61.5 percent of the positions at Division I institutions. Within the life skills coordinator position, women held 71.8 percent of the positions at Division I institutions. In the business manager position, 57.5 percent of the positions were held by women at Division I institutions. The compliance coordinator/officer also had a strong representation of women at the Division I level holding 52.5 percent of the positions.

Grade for Division I Professional Administrators:

Race: B
Gender: B+

See Tables 32 and 33.

NCAA Diversity Initiatives *

College Sport has outstanding diversity initiatives, which can be found in Appendix II.

NCAA Grade for Diversity Initiatives: A+

HOW GRADES ARE CALCULATED

The 2011 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. Thus, with approximately 24 percent of the population being people of color, an **A** was achieved if 24 percent of the positions were held by people of color, **B** if 12 percent of the positions were held by people of color, **C** if it had nine percent, a **D** if it was at least six percent and **F** for anything below six percent.

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

METHODOLOGY

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

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

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

The report covers both the 2009-2010 and 2010-2011 academic years depending upon the availability of data for each position. Listings of presidents, athletics directors, conference commissioners and associate commissioners in Football Bowl Subdivision (formerly known as Division IA) were updated as of October 2011, while the names and win-loss records of head football coaches were updated as of November 2011 in order to reflect the latest off-season coaching changes.

ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 19th issue of the ***Racial and Gender Report Card (RGRC)***, which is the definitive assessment of hiring practices of women and people of color in most of the leading professional and amateur sports and sporting organizations in the United States. The report considers the composition – assessed by racial and gender makeup – of players, coaches and front office/athletic department employees in our country's leading sports organizations, including the National Basketball Association (NBA), 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 complete Racial and Gender Report Card, including all the leagues and college sport, will be issued next month now that the individual reports on the NBA and WNBA, NFL, MLB, MLS and college sport have been published.

The ***Racial and Gender Report Card*** is published by The Institute for Diversity and Ethics in Sport, 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 Lapchick, Professor Scott Bukstein, Robert Agusta, Chris Orpilla, Elizabeth Schulz, Andrew Lilly, Nathaniel Kinkopf, Frank McPhee, Brenton Nickerson, Manny Ortiz, Bernardo Rodriguez, Sean Smith and Sean Williams contributed greatly to the completion of the 2011 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. Additionally, the Institute conducts diversity management training in conjunction with the National Consortium for Academics and Sports. 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 is Chair of the DeVos Sport Business Management Program in the College of Business Administration at UCF, where The Institute is located. In addition, Lapchick serves as President and CEO of the National Consortium for Academics and Sports (NCAS), a group of more than 220 colleges and universities that helps student-athletes complete their college degrees while serving their communities on issues such as diversity, conflict resolution and men's violence against women.

DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

The DeVos Sport Business Management Program is a landmark program focusing on business skills necessary for graduates to conduct successful careers in the rapidly changing and dynamic sports industry while also emphasizing diversity, community service and 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.

APPENDIX I

NCAA Executive/Senior/Vice Presidents					
	%	#		%	#
2011			2005		
White	76.5%	13	Data Not Recorded		
African-American	23.5%	4	2004		
Latino	0.0%	0	White	87.5%	14
Asian	0.0%	0	African-American	12.5%	2
Other	0.0%	0	Latino	0.0%	0
Women	23.5%	4	Asian	0.0%	0
Total	x	17	Other	0.0%	0
2010			Women	18.8%	3
White	70.6%	12	Total	x	16
African-American	29.4%	5	2003		
Latino	0.0%	0	Data Not Recorded		
Asian	0.0%	0	2002		
Other	0.0%	0	White	81.0%	13
Women	17.6%	3	African-American	19.0%	3
Total	x	17	Latino	0.0%	0
2009			Asian	0.0%	0
White	83.3%	15	Other	0.0%	0
African-American	16.7%	3	Women	25.0%	4
Latino	0.0%	0	Total	x	16
Asian	0.0%	0	2001		
Other	0.0%	0	Data Not Recorded		
Women	22.2%	4	2000		
Total	x	18	White	83.3%	10
2008			African-American	16.7%	3
White	83.3%	15	Latino	0.0%	0
African-American	16.7%	3	Other	0.0%	0
Latino	0.0%	0	Women	26.7%	4
Asian	0.0%	0	Total	x	15
Other	0.0%	0	1999		
Women	22.2%	4	Data Not Recorded		
Total	x	18	1998		
2007			White	81.2%	13
White	82.4%	14	African-American	18.8%	3
African-American	17.6%	3	Latino	0.0%	0
Latino	0.0%	0	Other	0.0%	0
Asian	0.0%	0	Women	25.0%	4
Other	0.0%	0	Total	x	16
Women	23.5%	4			
Total	x	17			
2006					
White	81.3%	13			
African-American	18.8%	3			
Latino	0.0%	0			
Asian	0.0%	0			
Other	0.0%	0			
Women	25.0%	4			
Total	x	16			

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

TABLE 1

NCAA Managing Directors/Directors					
	%	#		%	#
2011			2005		
White	77.9%	53	Data Not Recorded		
African-American	17.6%	12	2004		
Latino	2.9%	2	White	81.3%	33
Asian	1.5%	1	African-American	12.5%	5
Other	0.0%	0	Latino	2.0%	1
Women	42.6%	29	Asian	4.0%	2
Total	x	68	Other	0.0%	0
2010			Women	48.0%	20
White	76.4%	55	Total	x	41
African-American	16.7%	12	2003		
Latino	2.8%	2	Data Not Recorded		
Asian	2.8%	2	2002		
Other	1.4%	1	White	79.0%	x
Women	44.4%	32	African-American	14.0%	x
Total	x	72	Latino	5.0%	x
2009			Asian	2.0%	x
White	75.7%	53	Other	0.0%	x
African-American	17.1%	12	Women	42.0%	x
Latino	4.3%	3	Total	x	x
Asian	1.4%	1	2001		
Other	1.4%	1	Data Not Recorded		
Women	41.4%	29	2000		
Total	x	70	White	82.9%	34
2008			African-American	9.7%	4
White	76.5%	52	Latino	2.4%	1
African-American	16.2%	11	Other	4.8%	2
Latino	2.9%	2	Women	39.0%	16
Asian	4.4%	3	Total	x	41
Other	0.0%	0	1999		
Women	41.1%	28	Data Not Recorded		
Total	x	68	1998		
2007			White	85.7%	36
White	77.4%	48	African-American	7.1%	3
African-American	14.5%	9	Latino	2.4%	1
Latino	1.6%	1	Other	4.8%	2
Asian	4.8%	3			
Other	1.6%	1			
Women	41.9%	26			
Total	x	62			
2006					
White	75.9%	44			
African-American	19.0%	11			
Latino	1.7%	1			
Asian	3.4%	2			
Other	0.0%	0			
Women	41.4%	24			
Total	x	58			
Note: Data provided by the NCAA. Historically Black Institutions excluded.					
x= Data not recorded					
TABLE 2					

NCAA Administrators					
	%	#		%	#
2011			2005		
White	79.7%	161		Data Not Recorded	
African-American	16.3%	33	2004		
Latino	1.0%	2	White	76.7%	124
Asian	2.5%	5	African-American	22.2%	37
Other	0.5%	1	Latino	0.0%	0
Women	54.5%	110	Asian	1.2%	2
Total	x	202	Other	0.0%	0
2010			Women	54.3%	88
White	79.2%	160	Total	x	163
African-American	17.3%	35	2003		
Latino	1.0%	2		Data Not Recorded	
Asian	2.5%	5	2002		
Other	0.0%	0	White	77.3%	x
Women	52.0%	105	African-American	22.2%	x
Total	x	202	Latino	0.0%	x
2009			Asian	<1%	x
White	78.0%	160	Other	0.0%	x
African-American	18.0%	37	Women	54.5%	x
Latino	2.0%	4	Total	x	x
Asian	2.0%	4	2001		
Other	0.0%	0		Data Not Recorded	
Women	53.2%	109	2000		
Total	x	205	White	76.6%	105
2008			African-American	21.9%	30
White	76.9%	150	Latino	0.7%	1
African-American	19.0%	37	Other	0.7%	1
Latino	2.1%	4	Women	49.6%	68
Asian	2.1%	4	Total	x	137
Other	0.0%	0	1999		
Women	54.9%	107		Data Not Recorded	
Total	x	195	1998		
2007			White	78.3%	90
White	78.4%	145	African-American	19.1%	22
African-American	18.4%	34	Latino	2.6%	3
Latino	2.2%	4	Other	0.0%	0
Asian	1.1%	2	Women	49.2%	53
Other	0.0%	0	Total	x	115
Women	55.1%	102			
Total	x	185			
2006					
White	76.5%	x			
African-American	19.7%	x			
Latino	1.1%	x			
Asian	1.6%	x			
Other	1.1%	x			
Women	55.2%	x			
Total	x	x			
Historically Black Institutions excluded.					
x= Data not recorded					

TABLE 3

NCAA Support Staff					
	%	#		%	#
2011			2005		
White	81.0%	85		Data Not Recorded	
African-American	16.2%	17	2004		
Latino	1.0%	1	White	85.1%	97
Asian	1.9%	2	African-American	12.3%	13
Other	0.0%	0	Latino	0.9%	1
Women	93.3%	98	Asian	1.7%	2
Total	x	105	Other	0.0%	0
2010			Women	90.4%	103
White	80.8%	97	Total	x	113
African-American	16.7%	20	2003		
Latino	0.8%	1		Data Not Recorded	
Asian	1.7%	2	2002		
Other	0.0%	0	White	84.5%	x
Women	93.3%	112	African-American	13.0%	x
Total	x	120	Latino	x	x
2009			Asian	x	x
White	81.0%	98	Other	2.5%	x
African-American	16.5%	20	Women	84.0%	x
Latino	0.8%	1	Total	x	x
Asian	1.7%	2	2001		
Other	0.0%	0		Data Not Recorded	
Women	95.0%	115	2000		
Total	x	121	White	84.0%	100
2008			African-American	13.4%	16
White	80.4%	90	Latino	0.8%	1
African-American	16.1%	18	Other	1.6%	2
Latino	0.0%	0	Women	90.7%	108
Asian	1.8%	2	Total	x	119
Other	1.8%	2	1999		
Women	94.6%	106		Data Not Recorded	
Total	x	112	1998		
2007			White	90.5%	105
White	80.0%	92	African-American	6.9%	8
African-American	16.5%	19	Latino	0.0%	0
Latino	0.9%	1	Other	2.5%	3
Asian	1.7%	2	Women	94.8%	110
Other	0.9%	1	Total	x	122
Women	93.0%	107			
Total	x	115			
2006					
White	81.6%	x			
African-American	15.8%	x			
Latino	0.9%	x			
Asian	1.8%	x			
Other	0.0%	x			
Women	91.2%	x			
Total	x	x			

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

TABLE 4

Total Full-Time NCAA Staff		
	%	#
2011		
White	79.6%	312
African-American	16.8%	66
Latino	1.3%	5
Asian	2.0%	8
Other	0.3%	1
Women	61.5%	241
Total	x	392
2010		
White	79.0%	324
African-American	17.3%	71
Latino	1.2%	5
Asian	2.2%	9
Other	0.2%	1
Women	63.7%	261
Total	x	410
2009		
White	78.7%	326
African-American	17.4%	72
Latino	1.9%	8
Asian	1.7%	7
Other	0.2%	1
Women	62.1%	257
Total	x	414
2008		
White	78.1%	307
African-American	17.6%	69
Latino	0.0%	6
Asian	2.3%	9
Other	0.5%	2
Women	62.3%	245
Total	x	393
2007		
White	78.9%	299
African-American	17.2%	65
Latino	1.6%	6
Asian	1.8%	7
Other	0.5%	2
Women	63.1%	239
Total	x	379
<i>Note: Data provided by the NCAA.</i> <i>Data Calculated From Tables 1-4</i>		
TABLE 5		

Conference Commissioners						
	Division I (FBS)			Division I (All)		
	%	# Men	# Women	%	# Men	# Women
2010-11						
White	100.0%	11	0	90.6%	38	10
African-American	0.0%	0	0	7.5%	4	0
Asian	0.0%	0	0	0.0%	0	0
Latino	0.0%	0	0	1.9%	1	0
Native American	0.0%	0	0	0.0%	0	0
Other	0.0%	0	0	0.0%	0	0
Total	100.0%	11	0	100.0%	43	10
2009-2010						
White	100.0%	11	0	86.8%	36	10
African-American	0.0%	0	0	7.6%	4	0
Asian	0.0%	0	0	1.9%	1	0
Latino	0.0%	0	0	1.9%	1	0
Native American	0.0%	0	0	0.0%	0	0
Other	0.0%	0	0	1.9%	1	0
Total	100.0%	11	0	100.1%	43	10
2008-2009						
White	100.0%	11	0	91.8%	35	10
African-American	0.0%	0	0	6.1%	3	0
Asian	0.0%	0	0	0.0%	0	0
Latino	0.0%	0	0	2.0%	1	0
Native American	0.0%	0	0	0.0%	0	0
Other	0.0%	0	0	0.0%	0	0
Total	100.0%	11	0	99.9%	39	10
2007-2008						
White	100.0%	11	0	86.5%	36	9
African-American	0.0%	0	0	9.6%	5	0
Asian	0.0%	0	0	0.0%	0	0
Latino	0.0%	0	0	1.9%	1	0
Native American	0.0%	0	0	0.0%	0	0
Other	0.0%	0	0	1.9%	1	0
Total	100.0%	11	0	99.9%	43	9
Data provided by TIDES Leadership Study and the NCAA. Historically Black Institutions excluded.						
Note: Percentages may not equal 100 percent due to rounding.					Table 6	

Associate Conference Commissioners

		Division I		
		%	Men	Women
2010-11				
	White	87.2%	60	34
	African-American	10.2%	7	4
	Asian	0.9%	0	1
	Latino	1.9%	1	1
	Native American	0.0%	0	0
	Other	0.0%	0	0
	Total	100.2%	68	40
2009-10				
	White	87.8%	67	34
	African-American	10.4%	6	6
	Asian	0.9%	0	1
	Latino	0.9%	0	1
	Native American	0.0%	0	0
	Other	0.0%	0	0
	Total	100.0%	73	42
2008-09				
	White	86.7%	62	29
	African-American	9.5%	5	5
	Asian	0.9%	0	1
	Latino	0.9%	1	0
	Native American	0.9%	0	1
	Other	0.9%	0	1
	Total	99.8%	68	37
2007-08				
	White	87.7%	65	28
	African-American	10.4%	6	5
	Asian	0.9%	0	1
	Latino	0.0%	0	0
	Native American	0.0%	0	0
	Other	0.9%	0	1
	Total	99.9%	71	35

Data provided by the NCAA. Historically Black Institutions excluded.

Note: Percentages may not equal 100 percent due to rounding.

x= Data not recorded

TABLE 7

Male Student-Athletes: Division I								
	Basketball	Football	Baseball		Basketball	Football	Baseball	
2010-2011				2002-03				
White	30.6%	47.0%	85.0%	White	32.3%	49.3%	84.1%	
African-American	56.8%	42.4%	2.5%	African-American	57.9%	43.8%	6.1%	
Latino	1.8%	2.4%	5.9%	Latino	1.3%	2.2%	5.1%	
American Indian/Alaskan Native	0.1%	0.1%	0.1%	American Indian/Alaskan Native	0.4%	0.4%	0.3%	
Asian/ Pacific Islander	0.1%	1.0%	1.2%	Asian	0.2%	1.6%	1.2%	
Two or More Races	1.6%	2.2%	1.3%	Non-Resident Aliens	5.3%	0.5%	1.2%	
Non-Resident Aliens	5.9%	0.3%	1.0%	Other	2.6%	2.3%	2.0%	
Other	2.6%	2.8%	2.6%	2001-02				
2009-2010				White	32.3%	50.1%	83.4%	
White	32.7%	48.3%	86.4%	African-American	57.7%	42.6%	6.9%	
African-American	58.1%	42.0%	2.8%	Latino	1.5%	2.1%	5.2%	
Latino	2.0%	2.4%	5.3%	American Indian/Alaskan Native	0.3%	0.4%	0.4%	
American Indian/Alaskan Native	0.1%	0.1%	0.1%	Asian	0.2%	1.4%	1.1%	
Asian/ Pacific Islander	0.1%	1.0%	1.3%	Non-Resident Aliens	4.8%	0.5%	1.1%	
Two or More Races	1.2%	1.4%	0.1%	Other	3.2%	2.8%	1.9%	
Other	4.9%	3.1%	2.7%	2000-01				
2008-09				White	32.5%	49.4%	81.3%	
White	34.2%	50.0%	87.3%	African-American	57.1%	42.1%	6.7%	
African-American	57.5%	41.7%	2.5%	Latino	1.4%	2.1%	5.6%	
Latino	2.2%	2.6%	5.3%	American Indian/Alaskan Native	0.4%	0.4%	0.4%	
American Indian/Alaskan Native	0.1%	0.1%	0.1%	Asian	0.2%	1.3%	0.9%	
Asian/ Pacific Islander	0.1%	1.1%	1.1%	Non-Resident Aliens	5.1%	1.7%	2.1%	
Non-Resident Aliens	x	x	x	Other	3.3%	2.9%	3.0%	
Two or More Races	0.1%	0.1%	0.0%	1999-00				
Other	4.5%	3.0%	2.3%	White	34.6%	51.3%	83.0%	
2007-08				African-American	55.0%	39.5%	6.6%	
White	32.0%	50.0%	86.9%	Latino	1.6%	1.8%	4.3%	
African-American	60.4%	42.4%	3.3%	American Indian/Alaskan Native	0.2%	0.3%	0.4%	
Latino	2.2%	2.4%	6.0%	Asian	0.3%	1.3%	1.1%	
American Indian/Alaskan Native	0.1%	0.1%	0.1%	Non-Resident Aliens	3.0%	0.2%	0.6%	
Asian	0.1%	1.0%	1.2%	Other	5.3%	5.7%	3.9%	
Native Hawaiian/Pacific Islander	0.1%	1.0%	0.1%	1998-99				
Two or More Races	0.1%	0.1%	0.1%	White	34.0%	46.9%	88.1%	
Other	5.7%	2.3%	1.7%	African-American	55.9%	46.4%	2.8%	
2006-07				Latino	1.4%	1.9%	4.7%	
White	32.5%	47.0%	84.5%	American Indian/Alaskan Native	0.3%	0.4%	0.5%	
African-American	60.4%	45.9%	6.0%	Asian	0.3%	2.0%	0.8%	
Latino	1.8%	2.2%	5.4%	Non-Resident Aliens	5.5%	1.0%	1.4%	
American Indian/Alaskan Native	0.4%	0.4%	0.4%	Other	2.6%	1.9%	1.7%	
Asian	0.4%	1.6%	1.2%	1997 - 98				
Other	4.7%	2.9%	2.5%	Data Not Recorded				
2005-06				1996-97				
White	29.9%	47.1%	84.6%	White	33.8%	46.9%	89.5%	
African-American	58.9%	45.4%	5.7%	African-American	57.3%	47.6%	3.0%	
Latino	1.8%	2.1%	5.0%	Latino	1.5%	1.9%	4.3%	
American Indian/Alaskan Native	0.3%	0.9%	0.4%	American Indian/Alaskan Native	0.2%	0.3%	0.5%	
Asian	0.5%	1.6%	1.1%	Asian	0.3%	1.2%	0.6%	
Non-Resident Aliens	6.2%	2.4%	1.0%	Non-Resident Aliens	4.4%	0.6%	0.9%	
Other	2.3%	0.4%	2.5%	Other	2.5%	1.5%	1.2%	
2004-05				1992 - 96				
White	31.9%	47.7%	83.7%	Data Not Recorded				
African-American	57.8%	45.4%	6.5%	1991-92				
Latino	1.5%	2.3%	5.4%	White	34.5%	53.2%	90.0%	
American Indian/Alaskan Native	0.6%	0.3%	0.3%	African-American	61.8%	42.7%	4.3%	
Asian	0.4%	1.6%	1.2%	Latino	0.8%	1.4%	3.9%	
Non-Resident Aliens	5.4%	0.4%	1.0%	American Indian/Alaskan Native	0.2%	0.3%	0.3%	
Other	2.5%	2.3%	1.9%	Asian	0.2%	1.0%	0.7%	
2003-04				Non-Resident Aliens	x	x	x	
White	31.6%	48.3%	83.8%	Other	2.5%	1.4%	0.8%	
African-American	58.2%	44.3%	6.1%					
Latino	1.5%	2.4%	4.9%					
American Indian/Alaskan Native	0.3%	0.4%	0.3%					
Asian	0.2%	1.6%	1.2%					
Non-Resident Aliens	5.7%	0.6%	1.3%					
Other	2.5%	2.4%	2.1%					

Data provided by the NCAA. Historically Black institutions excluded.

Note: Percentages may not equal 100 percent due to rounding.

x=Data not recorded

TABLE 8

Female Student-Athletes: Division I

		Basketball	Outdoor Track	Softball			Basketball	Outdoor Track	Softball
2010-11					2004-05				
	White	39.3%	61.1%	79.6%		White	44.6%	59.7%	80.6%
	African-American	47.4%	24.5%	4.1%		African-American	43.7%	28.5%	7.9%
	Latino	1.8%	4.0%	7.6%		Latino	1.6%	3.2%	5.9%
	American Indian/Alaskan Native	0.1%	0.1%	0.8%		American Indian/Alaskan Native	0.5%	0.4%	0.5%
	Asian/ Pacific Islander	1.3%	1.4%	2.9%		Asian	1.3%	1.2%	1.9%
	Two or More Races	2.6%	1.9%	2.0%		Non-Resident Aliens	5.8%	3.9%	1.2%
	Non-Resident Aliens	4.0%	3.7%	1.0%		Other	2.5%	3.1%	2.0%
	Other	2.7%	2.8%	1.8%	2003-04				
2009-10						White	46.8%	59.6%	79.4%
	White	43.2%	62.3%	82.0%		African-American	41.6%	28.1%	9.1%
	African-American	47.5%	26.1%	3.4%		Latino	1.8%	3.2%	5.1%
	Latino	1.5%	4.0%	7.7%		American Indian/Alaskan Native	0.5%	0.4%	0.6%
	American Indian/Alaskan Native	0.1%	0.1%	0.7%		Asian	1.3%	1.2%	2.1%
	Asian/ Pacific Islander	1.6%	1.4%	2.8%		Non-Resident Aliens	5.3%	4.3%	1.3%
	Two or More Races	1.4%	0.9%	1.3%		Other	2.8%	3.2%	2.3%
	Other	4.3%	4.6%	2.4%	2002-03				
2008-09						White	48.7%	61.0%	79.9%
	White	44.0%	64.0%	82.5%		African-American	40.9%	27.6%	9.1%
	African-American	47.8%	28.0%	4.0%		Latino	1.7%	3.0%	4.8%
	Latino	1.7%	3.6%	8.0%		American Indian/Alaskan Native	0.6%	0.4%	0.5%
	American Indian/Alaskan Native	0.1%	0.1%	0.1%		Asian	1.2%	1.4%	1.9%
	Asian/ Pacific Islander	1.0%	0.1%	2.0%		Non-Resident Aliens	4.5%	3.7%	1.0%
	Two or More Races	0.1%	0.1%	1.0%	2001-02				
	Other	4.0%	4.6%	2.8%		White	50.2%	60.5%	80.7%
2007-08						African-American	39.7%	28.0%	9.0%
	White	44.5%	59.6%	87.0%		Latino	1.7%	3.0%	4.1%
	African-American	46.2%	28.7%	2.3%		American Indian/Alaskan Native	0.5%	0.5%	0.6%
	Latino	1.8%	5.9%	6.6%		Asian	0.8%	1.0%	1.7%
	American Indian/Alaskan Native	0.1%	0.1%	0.1%		Non-Resident Aliens	4.3%	3.6%	1.0%
	Asian	1.7%	1.7%	1.7%		Other	2.8%	3.3%	2.8%
	Native Hawaiian/Pacific Islander	0.1%	0.1%	0.1%	2000-01				
	Two or More Races	0.8%	0.1%	0.1%		White	50.6%	58.1%	68.9%
	Other	4.8%	3.5%	1.9%		African-American	38.6%	28.1%	8.4%
2006-07						Latino	1.7%	2.5%	3.1%
	White	44.4%	60.8%	78.6%		American Indian/Alaskan Native	0.5%	0.4%	0.3%
	African-American	47.4%	28.7%	8.5%		Asian	0.8%	1.0%	3.6%
	Latino	2.0%	3.6%	6.8%		Non-Resident Aliens	5.0%	5.7%	6.8%
	American Indian/Alaskan Native	0.4%	0.5%	0.6%		Other	2.8%	4.2%	8.9%
	Asian	1.1%	1.4%	2.3%	1999-00				
	Other	4.7%	4.9%	3.2%		White	53.6%	61.9%	80.3%
2005-06						African-American	35.7%	26.8%	8.6%
	White	44.3%	60.0%	79.2%		Latino	1.5%	2.4%	3.5%
	African-American	44.6%	27.7%	7.8%		American Indian/Alaskan Native	0.4%	0.3%	0.6%
	Latino	1.6%	3.4%	6.7%		Asian	0.7%	0.8%	1.3%
	American Indian/Alaskan Native	0.3%	0.4%	0.5%		Non-Resident Aliens	2.4%	2.1%	0.6%
	Asian	1.6%	1.3%	1.9%		Other	5.6%	5.7%	5.2%
	Non-Resident Aliens	5.2%	4.5%	1.7%					
	Other	2.4%	2.7%	2.4%					

Data provided by the NCAA. Historically Black institutions excluded.

Note: Percentages may not equal 100 percent due to rounding

x=Data not recorded

TABLE 9

All Student-Athletes											
Division I			Division II			Division III			All Divisions		
	Male	Female		Male	Female		Male	Female		Male	Female
2010-11											
White	62.9%	70.1%		63.1%	77.0%		79.0%	84.0%		69.9%	76.9%
African-American	21.2%	13.0%		18.3%	8.6%		9.4%	5.0%		15.6%	8.9%
Latino	4.3%	4.1%		6.0%	5.5%		3.7%	3.2%		4.4%	4.0%
American Indian/Alaskan Native	0.4%	0.4%		0.5%	0.5%		0.2%	0.3%		0.4%	0.4%
Asian/Pacific Islander	1.9%	2.3%		1.3%	1.7%		1.9%	2.0%		1.7%	2.1%
Two or More Races	1.5%	1.7%		2.6%	1.4%		1.1%	1.2%		1.6%	1.5%
Non-Resident Aliens	4.5%	5.2%		3.9%	3.4%		0.9%	0.5%		2.9%	3.0%
Other	3.0%	3.0%		2.1%	1.9%		3.7%	3.8%		3.2%	3.1%
2009-10											
White	65.4%	73.5%		69.5%	80.4%		81.0%	85.7%		72.8%	79.7%
African-American	22.0%	13.0%		19.0%	9.0%		10.0%	5.0%		16.1%	9.2%
Latino	4.0%	4.0%		6.3%	5.8%		3.6%	2.9%		4.0%	4.0%
American Indian/Alaskan Native	0.3%	0.4%		0.5%	0.5%		0.2%	0.3%		0.3%	0.4%
Asian/Pacific Islander	2.1%	2.4%		1.3%	0.3%		2.1%	2.1%		1.8%	2.2%
Two or More Races	1.0%	1.2%		0.7%	1.0%		0.7%	0.8%		0.8%	1.0%
Other	5.2%	5.0%		2.0%	2.0%		3.0%	3.0%		3.6%	3.8%
2008-09											
White	66.7%	74.0%		70.1%	80.4%		82.4%	86.6%		74.0%	80.2%
African-American	21.5%	13.0%		18.0%	8.0%		9.0%	5.0%		15.5%	8.9%
Latino	4.0%	4.0%		6.5%	6.0%		3.0%	3.0%		4.3%	4.0%
American Indian/Alaskan Native	0.1%	0.3%		0.5%	0.5%		0.2%	0.2%		0.3%	0.3%
Asian/Pacific Islander	2.0%	2.3%		1.5%	1.8%		2.1%	2.1%		1.8%	2.2%
Two or More Races	0.1%	0.4%		0.4%	0.6%		0.5%	0.6%		0.5%	0.6%
Other	5.0%	5.0%		3.0%	2.3%		3.0%	3.0%		3.5%	3.7%
2007-08											
White	58.7%	73.5%		70.7%	81.0%		82.9%	87.4%		74.5%	83.6%
African-American	31.4%	14.0%		18.0%	7.7%		9.0%	4.7%		16.1%	6.8%
Latino	4.0%	4.7%		6.6%	6.3%		3.3%	2.7%		4.3%	4.0%
American Indian/Alaskan Native	0.4%	0.3%		0.5%	0.6%		0.2%	0.2%		0.3%	0.3%
Asian/Pacific Islander	1.3%	2.0%		1.3%	1.7%		1.9%	2.2%		1.7%	2.1%
Two or More Races	0.3%	0.5%		0.2%	0.5%		0.4%	0.5%		0.3%	0.5%
Other	3.0%	5.0%		2.6%	2.4%		2.4%	2.4%		2.7%	2.7%
Data provided by the NCAA. Historically Black institutions excluded.											
Note: Percentages may not equal 100 percent due to rounding											
x=Data not recorded											

TABLE 10

Historical Listing of African-American and Latino Division IA Head Football Coaches			
	Team	Year(s)	Record
Willie Jeffries	Wichita State	5	21-32-0
Dennis Green	Northw estern	5	10-45-0
	Stanford	3	16-18-0
Joe Kapp	California, Berkeley	5	20-34-1
Cleve Bryant	Ohio University	5	9-44-2
Wayne Nunnely	Las Vegas	4	19-25-0
Francis Peay	Northw estern	6	13-51-1
Willie Brown	Long Beach State	1	2-8-2
James Caldwell	Wake Forest	8	26-63-0
Ron Cooper	Eastern Michigan	2	9-13-0
	Louisville	3	13-20-0
Matt Simon	University of North Texas	4	18-26-1
Bob Simmons	Oklahoma State	6	29-37-1
John Blake	Oklahoma	3	11-21-0
Tony Samuel	New Mexico State	8	39-57
	Southeast Missouri State	3	7-20
Jerry Baldwin	Louisiana Lafayette	3	6-27-0
Bobby Williams	Michigan State	2	12-11-0
Ron Dickerson	Temple	5	8-47
Fitzgerald Hill	San Jose State	4	14-32-0
Tyrone Willingham	Stanford	7	44-36-1
	Notre Dame	2	21-15-0
	Washington	4	11-37
Karl Dorrell	UCLA	5	35-27
Sylvester Croom	Mississippi State	5	21-38
Barry Alvarez	Wisconsin	16	118-73-4
Ron Prince	Kansas State	3	17-20
Turner Gill	Buffalo	4	20-30
	Kansas	2	5-19
Randy Shannon	Miami	4	28-22
Mario Cristobal	Florida International	5	24-38
Ken Niumatalolo	Naval Academy	4	32-21
Kevin Sumlin	Houston	3	35-17
	Texas A&M	First Season	0-0
DeWayne Walker	UCLA	Bowl	0-1
	New Mexico State	3	9-29
Ron English	Eastern Michigan	3	9-29
Mike Haywood	Miami (Ohio)	2	9-15
	Pittsburgh	0	0-0
Mike Locksley	New Mexico	3	2-26
Charlie Strong	Louisville	2	14-12
Willie Taggart	Western Kentucky	2	9-15
Larry Porter	Memphis	2	3-21
Mike London	Virginia	2	12-13
Joker Phillips	Kentucky	2	11-14
Ruffin McNeill	East Carolina	2	11-14
Don Treadwell	Michigan State	Interim	2-0
	Miami (Ohio)	1	4-8
Jon Embree	Colorado	1	3-10
James Franklin	Vanderbilt	1	6-7
Darrell Hazell	Kent State	1	5-7
David Shaw	Stanford	1	11-2
Everett Withers	North Carolina	1	7-6
Garrick McGee	UAB	First Season	0-0
Curtis Johnson	Tulane	First Season	0-0
Norm Chow	Hawaii	First Season	0-0
Justin Fuente	Memphis	First Season	0-0

TABLE 11

College Head Coaches: Men's Teams															
		Basketball		Football		Baseball				Basketball		Football		Baseball	
		%	#	%	#	%	#			%	#	%	#	%	#
		Division I								Division I, II, III					
2010-11								2010-11							
	White	80.0%	252	88.9%	193	93.4%	254		White	85.7%	856	93.8%	559	94.6%	832
African-American		18.7%	59	8.8%	19	1.1%	3	African-American		12.4%	124	4.9%	29	0.9%	8
	Asian	0.0%	0	0.9%	2	1.5%	4		Asian	0.2%	2	0.5%	3	0.7%	6
	Latino	0.6%	2	0.5%	1	3.7%	10		Latino	0.8%	8	0.5%	3	3.0%	26
Native American		0.0%	0	0.9%	2	0.0%	0	Native American		0.1%	1	0.3%	2	0.0%	0
	Other	0.6%	2	0.0%	0	0.4%	1		Other	0.8%	8	0.0%	0	0.9%	8
2009-10								2009-10							
	White	78.1%	242	90.7%	196	94.2%	259		White	84.7%	830	94.9%	556	94.4%	822
African-American		20.7%	64	6.9%	15	1.1%	3	African-American		12.9%	126	3.8%	22	1.0%	9
	Asian	0.0%	0	0.5%	1	1.5%	4		Asian	0.2%	2	0.3%	2	0.8%	7
	Latino	0.7%	2	0.9%	2	2.2%	6		Latino	1.0%	10	0.5%	3	2.5%	22
Native American		0.0%	0	0.9%	2	0.0%	0	Native American		0.1%	1	0.3%	2	0.1%	1
	Other	0.7%	2	0.0%	0	1.1%	3		Other	1.1%	11	0.2%	1	1.2%	10
2008-09								2008-09							
	White	77.6%	239	93.1%	201	94.5%	259		White	85.3%	841	95.6%	559	94.1%	812
African-American		20.8%	64	5.1%	11	1.1%	3	African-American		12.6%	124	2.6%	15	1.2%	10
	Asian	0.0%	0	0.0%	0	1.5%	4		Asian	0.2%	2	0.3%	2	0.9%	8
	Latino	1.3%	4	0.9%	2	2.6%	7		Latino	1.0%	10	0.5%	3	3.0%	26
Native American		0.0%	0	0.9%	2	0.0%	0	Native American		0.1%	1	0.5%	3	0.0%	0
	Other	0.0%	1	0.0%	0	0.4%	1		Other	0.8%	8	0.5%	3	0.8%	7
2007-08								2007-08							
	White	76.3%	232	93.5%	200	96.0%	257		White	85.5%	833	95.2%	553	94.9%	819
African-American		22.4%	68	4.7%	10	0.4%	1	African-American		12.4%	121	2.9%	17	0.8%	7
	Asian	0.0%	0	0.0%	0	1.5%	4		Asian	0.4%	4	0.3%	2	0.9%	8
	Latino	0.7%	2	0.5%	1	2.2%	6		Latino	0.9%	9	0.5%	3	2.9%	25
Native American		0.3%	1	0.9%	2	0.0%	0	Native American		0.2%	2	0.5%	3	0.1%	1
	Other	0.3%	1	0.5%	1	0.0%	0		Other	0.5%	5	0.5%	3	0.4%	3
2006-07								2006-07							
Data Not Recorded								Data Not Recorded							
2005-06								2005-06							
	White	73.9%	x	92.7%	x	95.9%	x		White	84.2%	x	95.4%	x	95.3%	x
African-American		25.2%	x	6.1%	x	0.5%	x	African-American		14.0%	x	3.2%	x	0.7%	x
	Asian	0.0%	x	0.0%	x	0.0%	x		Asian	0.3%	x	0.0%	x	0.5%	x
	Latino	0.5%	x	1.2%	x	2.6%	x		Latino	1.0%	x	0.7%	x	2.7%	x
Native American		0.5%	x	0.0%	x	0.0%	x	Native American		0.3%	x	0.0%	x	0.2%	x
	Other	0.0%	x	0.0%	x	1.0%	x		Other	0.0%	x	0.5%	x	0.7%	x
2004-05								2004-05							
Data Not Recorded								Data Not Recorded							
2003-04								2003-04							
	White	76.4%	201	96.0%	179	96.4%	217		White	86.0%	713	97.7%	502	96.2%	702
African-American		23.2%	61	2.9%	4	0.9%	2	African-American		12.3%	102	1.6%	8	0.7%	5
	Other	0.4%	1	1.1%	2	2.7%	6		Other	1.7%	14	0.8%	4	3.1%	23
2001-03								2001-03							
Data Not Recorded								Data Not Recorded							
2000-01								2000-01							
	White	76.7%	x	96.9%	x	97.5%	x		White	86.6%	x	97.1%	x	96.8%	x
African-American		22.9%	x	2.1%	x	0.0%	x	African-American		12.7%	x	2.0%	x	0.4%	x
	Other	0.4%	x	1.0%	x	2.5%	x		Other	0.7%	x	0.9%	x	2.8%	x
1999-2000								1999-2000							
	White	78.0%	x	95.3%	x	95.2%	x		White	85.9%	x	97.3%	x	96.0%	x
African-American		21.6%	x	4.7%	x	0.4%	x	African-American		12.7%	x	1.8%	x	0.4%	x
	Other	0.3%	x	0.0%	x	4.4%	x		Other	1.4%	x	0.9%	x	3.6%	x
1998-99								1998-99							
Data Not Recorded								Data Not Recorded							
1997-98								1997-98							
	White	79.9%	x	92.2%	x	96.7%	x		White	87.2%	x	97.0%	x	96.7%	x
African-American		19.4%	x	7.8%	x	0.4%	x	African-American		12.2%	x	2.6%	x	0.7%	x
	Other	0.7%	x	0.0%	x	2.9%	x		Other	0.6%	x	0.4%	x	2.6%	x
1996-97								1996-97							
Data Not Recorded								Data Not Recorded							
1995-96								1995-96							
	White	81.5%	x	94.4%	x	97.6%	x		White	87.3%	x	96.5%	x	97.6%	x
African-American		17.4%	x	5.6%	x	0.0%	x	African-American		11.3%	x	2.7%	x	0.8%	x
	Other	1.0%	x	0.0%	x	2.4%	x		Other	1.5%	x	0.7%	x	1.6%	x
Data provided by the NCAA. Historically Black institutions excluded.															
Note: Percentages may not equal 100 percent due to rounding.															
x=Data not recorded															
TABLE 1															

Data provided by the NCAA. Historically Black institutions excluded.

Note: Percentages may not equal 100 percent due to rounding.

x=Data not recorded

TABLE 12

Women Head Coaches				
	Men's Sports		Women's Sports	
	%	#	%	#
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
<i>Note: Data provided by the NCAA. Historically Black institutions excluded.</i>				
<i>x=Data not recorded</i>			TABLE 13	

College Head Coaches						
	Division I		Division II		Division III	
	Men's Sports	Women's Sports	Men's Sports	Women's Sports	Men's Sports	Women's Sports
2010-11						
White	87.6%	85.6%	88.3%	88.3%	91.8%	91.8%
African-American	7.4%	7.4%	5.2%	4.4%	4.3%	3.9%
Asian	0.9%	1.6%	1.1%	1.5%	0.8%	1.4%
Latino	1.7%	1.7%	2.9%	2.6%	1.6%	1.5%
Native American	0.4%	0.3%	0.2%	0.1%	0.4%	0.2%
2009-10						
White	89.3%	87.5%	89.4%	89.5%	91.9%	91.4%
African-American	7.1%	7.2%	5.1%	4.6%	4.2%	4.1%
Asian	0.7%	1.3%	1.0%	1.5%	0.8%	1.2%
Latino	1.8%	2.0%	3.2%	3.0%	1.3%	1.5%
Native American	0.2%	0.3%	0.2%	0.1%	0.4%	0.3%
2008-09						
White	89.3%	87.7%	89.2%	89.5%	92.1%	91.7%
African-American	6.8%	7.2%	4.8%	4.8%	3.9%	4.0%
Asian	0.8%	1.2%	1.0%	1.4%	0.9%	1.5%
Latino	1.8%	1.6%	3.4%	2.9%	1.4%	1.3%
Native American	0.3%	0.4%	0.2%	0.1%	0.2%	0.1%
2007-08						
White	89.5%	88.0%	89.5%	89.8%	91.9%	91.8%
African-American	6.9%	6.9%	4.5%	4.3%	4.2%	4.5%
Asian	0.8%	1.4%	1.3%	1.8%	0.6%	1.5%
Latino	1.7%	1.9%	3.8%	2.7%	1.5%	1.3%
Native American	0.2%	0.1%	0.2%	0.3%	0.2%	0.1%
2006-07						
	Data Not Recorded					
2005-06						
White	90.6%	89.6%	89.5%	89.9%	93.4%	92.9%
African-American	7.3%	6.6%	4.4%	4.3%	4.1%	4.2%
Asian	0.4%	1.1%	0.7%	1.2%	0.6%	1.2%
Latino	1.1%	1.6%	3.6%	2.9%	1.5%	1.3%
Native American	0.2%	0.2%	0.6%	0.3%	0.1%	0.0%
Data provided by the NCAA. Historically Black institutions excluded.						
Note: Percentages may not equal 100 percent due to rounding.						
TABLE 14						

College Head Coaches: Division I								
	Men's Sports				Women's Sports			
	Men		Women		Men		Women	
	%	#	%	#	%	#	%	#
2010-11								
White	85.3%	2389	2.3%	65	52.1%	1732	33.8%	1122
African-American	6.7%	189	0.6%	17	4.0%	132	3.5%	115
Asian	0.9%	26	0.0%	0	0.9%	31	0.6%	21
Latino	1.6%	46	0.04%	1	1.2%	40	0.5%	15
Native American	0.4%	10	0.0%	0	0.2%	8	0.1%	3
Other	2.0%	56	0.1%	2	1.9%	63	1.2%	41
Total	97.0%	2716	3.0%	85	60.4%	2006	39.6%	1317
2009-10								
White	87.1%	2434	2.2%	61	53.0%	1735	34.8%	1139
African-American	6.6%	185	0.5%	14	3.9%	128	3.4%	110
Asian	0.7%	20	0.0%	0	0.8%	26	0.5%	16
Latino	1.8%	49	0.0%	1	1.4%	47	0.5%	18
Native American	0.2%	5	0.0%	0	0.2%	7	0.1%	3
Other	0.8%	23	0.0%	1	0.7%	22	0.7%	22
Total	97.2%	2716	2.8%	77	60.0%	1965	40.0%	1308
2008-09								
White	87.2%	2437	2.1%	60	52.8%	1728	34.9%	1143
African-American	6.2%	174	0.6%	16	3.9%	127	3.3%	109
Asian	0.8%	21	0.0%	0	0.8%	26	0.4%	14
Latino	1.8%	49	0.0%	1	1.1%	36	0.5%	17
Native American	0.2%	6	0.0%	1	0.2%	7	0.2%	7
Other	1.1%	30	0.0%	0	1.1%	37	0.6%	21
Total	97.2%	2717	2.8%	78	59.9%	1961	40.1%	1311
2007-08								
White	87.5%	2423	2.0%	56	52.8%	1699	35.1%	1130
African-American	6.3%	174	0.6%	16	3.7%	120	3.1%	101
Asian	0.8%	23	0.0%	0	1.0%	31	0.4%	14
Latino	1.6%	45	0.0%	1	1.2%	39	0.7%	22
Native American	0.1%	4	0.0%	1	0.1%	3	0.0%	0
Other	0.9%	26	0.0%	0	1.1%	36	0.6%	20
Total	97.3%	2695	2.7%	74	60.0%	1928	40.0%	1287
2006-07								
Data Not Recorded								
2005-06								
White	87.8%	x	2.8%	x	54.3%	x	35.3%	x
African-American	6.7%	x	0.6%	x	3.6%	x	3.0%	x
Asian	0.4%	x	0.0%	x	0.8%	x	0.3%	x
Latino	1.1%	x	0.0%	x	1.2%	x	0.4%	x
Native American	0.1%	x	0.1%	x	0.1%	x	0.1%	x
Other	0.5%	x	0.1%	x	0.4%	x	0.5%	x
Total	96.6%	x	3.6%	x	60.4%	x	39.6%	x
2004-05								
Data Not Recorded								
2003-04								
White	87.6%	2030	1.9%	45	52.5%	1349	38.8%	995
African-American	7.2%	167	0.5%	11	3.4%	106	1.6%	79
Asian	0.5%	12	0.0%	1	0.9%	23	0.3%	10
Latino	1.4%	33	0.1%	2	1.3%	26	0.4%	8
Native American	0.1%	2	0.0%	1	0.0%	1	0.1%	2
Other	0.6%	14	0.0%	0	0.6%	17	0.1%	6
Total	97.4%	2258	2.5%	60	58.7%	1522	41.3%	1100
2001-03								
Data Not Recorded								
2000-01								
White	87.4%	x	2.5%	x	51.2%	x	38.1%	x
African-American	6.9%	x	0.4%	x	4.0%	x	3.2%	x
Asian	0.1%	x	0.0%	x	0.9%	x	0.4%	x
Latino	1.4%	x	0.1%	x	0.9%	x	0.5%	x
Native American	0.0%	x	0.0%	x	0.0%	x	0.1%	x
Other	0.1%	x	0.0%	x	0.6%	x	0.0%	x
Total Women	x	x	3.0%	x	x	x	42.3%	x
1999-00								
Data Not Recorded								
1998-99								
White	89.8%	x	2.0%	x	52.5%	x	39.1%	x
African-American	5.9%	x	0.1%	x	3.1%	x	2.6%	x
Other	2.2%	x	0.0%	x	2.2%	x	0.4%	x
Total Women	x	x	0.2%	x	x	x	42.1%	x
Data provided by the NCAA. Historically Black institutions excluded.								
Note: Percentages may not equal 100 percent due to rounding.								
x=Data not recorded								

TABLE 15

College Head Coaches: Division II									
		Men's Sports				Women's Sports			
		Men		Women		Men		Women	
		%	#	%	#	%	#	%	#
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
	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
	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
	Total	95.6%	1841	4.4%	84	66.3%	1462	33.7%	744
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
	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
	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
	Total	96.7%	1733	3.3%	60	67.4%	1383	32.6%	669
2008-09									
	White	86.1%	1536	3.2%	57	59.4%	1217	30.1%	616
	African-American	4.8%	86	0.0%	0	3.5%	72	1.3%	26
	Asian	1.0%	17	0.1%	1	1.1%	23	0.2%	5
	Latino	3.2%	58	0.1%	2	2.1%	44	0.7%	15
	Native American	0.2%	3	0.0%	0	0.1%	3	0.0%	0
	Other	1.3%	23	0.1%	2	0.8%	17	0.5%	10
	Total	96.5%	1723	3.5%	62	67.2%	1376	32.8%	672
2007-08									
	White	85.9%	1549	3.6%	65	59.3%	1213	30.6%	626
	African-American	4.5%	82	0.0%	0	3.3%	67	1.0%	21
	Asian	1.3%	23	0.1%	1	1.5%	31	0.3%	6
	Latino	3.8%	68	0.1%	1	2.1%	44	0.5%	11
	Native American	0.2%	4	0.0%	0	0.3%	7	0.0%	0
	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
2006-07		Data Not Recorded							
2005-06									
	White	86.6%	x	2.9%	x	58.8%	x	31.1%	x
	African-American	4.2%	x	0.2%	x	3.0%	x	1.3%	x
	Asian	0.6%	x	0.1%	x	0.9%	x	0.3%	x
	Latino	3.5%	x	0.1%	x	2.2%	x	0.7%	x
	Native American	0.6%	x	0.0%	x	0.3%	x	0.0%	x
	Other	1.1%	x	0.1%	x	1.3%	x	0.1%	x
	Total	96.6%	x	3.4%	x	66.5%	x	33.5%	x
2004-05		Data Not Recorded							
2003-04									
	White	87.6%	1369	2.9%	46	57.2%	972	33.6%	571
	African-American	3.4%	53	0.0%	0	3.0%	51	0.7%	12
	Asian	0.9%	14	0.0%	0	0.8%	13	0.2%	3
	Latino	3.8%	59	0.1%	1	2.2%	37	0.9%	15
	Native American	0.3%	5	0.0%	0	0.2%	3	0.0%	0
	Other	1.0%	15	0.1%	1	1.1%	18	0.2%	3
	Total	97.0%	1515	3.0%	48	64.5%	1094	35.5%	604
2001-03		Data Not Recorded							
2000-01									
	White	88.6%	x	4.6%	x	58.4%	x	34.4%	x
	African-American	3.5%	x	0.3%	x	2.5%	x	1.2%	x
	Asian	0.8%	x	0.1%	x	1.0%	x	0.2%	x
	Latino	1.2%	x	0.0%	x	0.7%	x	0.3%	x
	Native American	0.1%	x	0.0%	x	0.1%	x	0.0%	x
	Other	0.8%	x	0.1%	x	0.9%	x	0.4%	x
	Total Women	x	x	5.1%	x	x	x	36.5%	x
1999-2000		Data Not Recorded							
1998-99									
	White	88.0%	x	3.2%	x	58.7%	x	33.3%	x
	African-American	3.4%	x	0.2%	x	2.4%	x	1.0%	x
	Other	4.6%	x	0.4%	x	3.7%	x	0.7%	x
	Total Women	x	x	3.8%	x	x	x	35.0%	x
Data provided by the NCAA. Historically Black institutions excluded.									
Note: Percentages may not equal 100 percent due to rounding.									
x=Data not recorded									
TABLE 10									

TABLE 16

College Head Coaches: Division III								
	Men's Sports				Women's Sports			
	Men		Women		Men		Women	
	%	#	%	#	%	#	%	#
2010-11								
White	87.3%	3208	4.5%	164	52.0%	2099	39.9%	1611
African-American	4.1%	152	0.2%	7	2.8%	113	1.1%	45
Asian	0.8%	30	0.0%	1	0.7%	30	0.6%	25
Latino	1.6%	58	0.0%	0	1.1%	43	0.5%	19
Native American	0.4%	13	0.0%	0	0.2%	8	0.0%	2
Other	1.1%	40	0.1%	2	0.8%	33	0.3%	12
Total	95.3%	3501	4.7%	174	57.6%	2326	42.4%	1714
2009-10								
White	87.4%	3194	4.5%	164	51.7%	2084	39.7%	1603
African-American	4.0%	146	0.2%	8	2.8%	114	1.3%	52
Asian	0.8%	28	0.0%	0	0.6%	25	0.6%	24
Latino	1.3%	49	0.0%	0	1.1%	43	0.4%	17
Native American	0.4%	15	0.0%	0	0.3%	12	0.0%	1
Other	1.4%	50	0.0%	1	1.0%	41	0.4%	18
Total	95.3%	3482	4.7%	173	57.5%	2319	42.5%	1715
2008-09								
White	87.8%	3183	4.3%	157	51.8%	2057	40.0%	1588
African-American	3.7%	133	0.2%	9	2.8%	111	1.2%	49
Asian	0.8%	30	0.0%	1	0.9%	36	0.6%	23
Latino	1.4%	50	0.0%	1	1.0%	38	0.4%	14
Native American	0.2%	7	0.0%	0	0.1%	2	0.0%	1
Other	1.4%	51	0.1%	4	0.8%	33	0.6%	22
Total	95.3%	3454	4.7%	172	57.3%	2277	42.7%	1697
2007-08								
White	88.3%	3122	4.6%	164	51.5%	2021	40.4%	1585
African-American	4.0%	141	0.2%	8	3.2%	127	1.2%	49
Asian	0.5%	19	0.0%	1	0.8%	30	0.5%	19
Latino	1.5%	52	0.0%	1	0.9%	37	0.3%	12
Native American	0.2%	6	0.0%	0	0.1%	2	0.0%	1
Other	0.5%	19	0.1%	3	0.6%	22	0.5%	21
Total	95.0%	3359	5.0%	177	57.0%	2239	43.0%	1687
2006-07								
Data Not Recorded								
2005-06								
White	89.5%	x	3.9%	x	51.6%	x	41.3%	x
African-American	3.7%	x	0.4%	x	2.9%	x	1.3%	x
Asian	0.6%	x	0.0%	x	0.8%	x	0.4%	x
Latino	1.5%	x	0.0%	x	1.1%	x	0.2%	x
Native American	0.1%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.3%	x	0.0%	x	0.2%	x	0.2%	x
Total	95.7%	x	4.3%	x	56.6%	x	43.4%	x
2004-05								
Data Not Recorded								
2003-04								
White	88.9%	2667	4.1%	123	50.9%	1668	42.1%	1379
African-American	3.8%	113	0.3%	9	3.0%	99	1.0%	33
Asian	0.4%	12	0.0%	1	0.6%	21	0.4%	12
Latino	1.5%	45	0.0%	0	1.0%	33	0.2%	7
Native American	0.2%	6	0.0%	0	0.2%	6	0.0%	0
Other	0.7%	21	0.0%	0	0.5%	16	0.2%	5
Total	95.5%	2864	4.4%	133	56.2%	1843	43.9%	1436
2001-03								
Data Not Recorded								
2000-01								
White	87.4%	x	5.9%	x	50.7%	x	42.7%	x
African-American	3.5%	x	0.3%	x	2.7%	x	1.3%	x
Asian	0.4%	x	0.1%	x	0.6%	x	0.2%	x
Latino	1.5%	x	0.0%	x	1.2%	x	0.4%	x
Native American	0.2%	x	0.0%	x	0.1%	x	0.0%	x
Other	0.4%	x	0.1%	x	0.1%	x	0.1%	x
Total Women	x	x	6.4%	x	x	x	44.7%	x
1999-00								
Data Not Recorded								
1998-99								
White	89.8%	x	4.1%	x	49.2%	x	44.2%	x
African-American	3.5%	x	0.1%	x	2.6%	x	1.2%	x
Other	2.4%	x	0.1%	x	2.0%	x	0.8%	x
Total Women	x	x	4.3%	x	x	x	46.2%	x
Data provided by the NCAA. Historically Black Institutions excluded.								
Note: Percentages may not equal 100 percent due to rounding.								
x=Data not recorded								

TABLE 17

College Head Coaches: Division I Women's Teams													
		Basketball				Cross Country/Track				All Other Sports			
		Men		Women		Men		Women		Men		Women	
		%	#	%	#	%	#	%	#	%	#	%	#
2010-11													
	White	31.5%	99	51.6%	162	66.1%	588	11.5%	102	48.9%	1045	40.1%	858
	African-American	3.8%	12	10.8%	34	10.7%	95	6.3%	56	1.2%	25	1.2%	25
	Asian	0.0%	0	0.3%	1	0.7%	6	0.0%	0	1.2%	25	0.7%	16
	Latino	0.3%	1	0.6%	2	1.2%	11	0.1%	1	1.3%	28	0.6%	12
	Native American	0.0%	0	0.0%	0	0.7%	6	0.0%	0	0.1%	2	0.1%	3
	Other	0.0%	0	1.0%	3	2.1%	19	0.6%	5	2.4%	51	2.2%	47
	Total	35.7%	112	64.3%	202	81.6%	725	18.4%	164	55.0%	1176	45.0%	961
2009-10													
	White	31.0%	96	54.2%	168	68.5%	601	11.4%	100	49.5%	1038	41.6%	871
	African-American	2.6%	8	11.0%	34	10.6%	93	6.3%	55	1.3%	27	1.0%	21
	Asian	0.0%	0	0.3%	1	0.6%	5	0.0%	0	1.0%	21	0.7%	15
	Latino	0.3%	1	0.3%	1	1.7%	15	0.1%	1	1.5%	31	0.8%	16
	Native American	0.0%	0	0.0%	0	0.6%	5	0.0%	0	0.1%	3	0.1%	3
	Other	0.0%	0	0.3%	1	0.0%	0	0.3%	3	1.5%	32	0.9%	18
	Total	33.9%	105	66.1%	205	81.9%	719	18.1%	159	55.0%	1152	45.0%	944
2008-09													
	White	30.0%	92	53.7%	165	67.2%	593	12.8%	113	50.0%	1043	41.5%	865
	African-American	3.9%	12	11.4%	35	10.2%	90	5.9%	52	1.2%	25	1.1%	22
	Asian	0.0%	0	0.0%	0	0.6%	5	0.5%	4	1.0%	21	0.7%	14
	Latino	0.3%	1	0.3%	1	1.1%	10	0.3%	3	1.2%	25	0.6%	13
	Native American	0.0%	0	0.0%	0	0.6%	5	0.5%	4	0.1%	2	0.1%	3
	Other	0.0%	0	0.3%	1	0.2%	2	0.2%	2	1.7%	35	0.9%	18
	Total	34.2%	105	65.8%	202	79.8%	705	20.2%	178	55.2%	1151	44.8%	935
2007-08													
	White	32.3%	98	54.1%	164	67.9%	579	13.0%	111	47.2%	855	47.2%	855
	African-American	3.0%	9	9.9%	30	10.0%	85	6.1%	52	0.8%	15	1.0%	19
	Asian	0.0%	0	0.0%	0	0.6%	5	0.0%	0	0.4%	8	0.8%	14
	Latino	0.3%	1	0.3%	1	1.5%	13	0.7%	6	0.4%	7	0.8%	15
	Native American	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	0.2%	2	0.0%	0	0.5%	9	0.8%	15
	Total	35.6%	108	64.4%	195	80.2%	684	19.8%	169	49.3%	894	50.7%	918
2007-06													
Data Not Recorded													
2005-06													
	White	32.6%	x	54.0%	x	69.5%	x	14.2%	x	x	x	x	x
	African-American	2.8%	x	9.3%	x	8.7%	x	6.0%	x	x	x	x	x
	Asian	0.0%	x	0.5%	x	0.0%	x	0.0%	x	x	x	x	x
	Latino	0.5%	x	0.0%	x	1.0%	x	0.2%	x	x	x	x	x
	Native American	0.0%	x	0.5%	x	0.0%	x	0.2%	x	x	x	x	x
	Other	0.0%	x	0.0%	x	0.0%	x	0.2%	x	x	x	x	x
	Total	35.9%	x	64.3%	x	79.2%	x	20.8%	x	x	x	x	x
2004-05													
Data Not Recorded													
2003-04													
	White	29.9%	78	59.4%	155	65.3%	458	15.0%	105	47.1%	813	46.5%	735
	African-American	1.9%	5	7.7%	20	11.0%	77	6.3%	44	1.4%	25	1.1%	15
	Asian	0.4%	1	0.4%	1	0.4%	3	0.0%	0	0.8%	16	0.4%	9
	Latino	0.4%	1	0.0%	0	1.4%	10	0.3%	2	1.2%	19	0.2%	6
	Native American	0.0%	0	0.0%	0	0.0%	0	0.1%	1	0.0%	0	0.1%	1
	Other	0.0%	0	0.0%	0	0.1%	1	0.0%	0	0.8%	16	0.4%	6
	Total	32.6%	85	67.5%	176	78.3%	549	21.7%	152	51.3%	889	48.8%	772
2001-03													
Data Not Recorded													
2000-01													
	White	29.2%	x	57.7%	x	65.4%	x	14.6%	x	50.6%	x	43.4%	x
	African-American	1.5%	x	9.9%	x	10.5%	x	6.2%	x	1.7%	x	0.6%	x
	Asian	0.4%	x	0.4%	x	0.5%	x	0.3%	x	0.4%	x	0.1%	x
	Latino	0.7%	x	0.4%	x	0.4%	x	0.0%	x	1.5%	x	0.0%	x
	Native American	0.0%	x	0.0%	x	0.0%	x	0.7%	x	0.2%	x	0.0%	x
	Other	0.0%	x	0.0%	x	0.3%	x	0.3%	x	0.4%	x	0.1%	x
	Total Women	x	x	68.4%	x	x	x	22.1%	x	x	x	44.2%	x
1999-00													
Data Not Recorded													
1998-99													
	White	31.3%	x	59.7%	x	69.7%	x	15.1%	x	48.9%	x	44.5%	x
	African-American	1.4%	x	5.9%	x	8.8%	x	4.8%	x	1.3%	x	1.3%	x
	Other	0.7%	x	1.0%	x	1.6%	x	0.0%	x	3.4%	x	0.6%	x
	Total Women	x	x	66.7%	x	x	x	19.9%	x	x	x	46.5%	x
Data provided by the NCAA. Historically Black institutions excluded													
Note: Percentages may not equal 100 percent due to rounding.													
x=Data not recorded													
TABLE 1													

TABLE 18

College Assistant Coaches: Division I								
	Men's Sports				Women's Sports			
	Men		Women		Men		Women	
	%	#	%	#	%	#	%	#
2010-11								
White	67.3%	5613	7.2%	602	39.2%	2803	36.7%	2621
African-American	17.0%	1418	1.8%	152	7.6%	544	6.7%	482
Asian	1.0%	81	0.1%	5	1.0%	69	0.9%	66
Latino	1.9%	158	0.1%	12	1.3%	95	0.9%	64
Native American	0.1%	11	0.0%	3	0.1%	5	0.2%	17
Other	2.8%	231	0.6%	49	2.7%	192	2.6%	189
Total	90.1%	7512	9.9%	823	51.9%	3708	48.1%	3439
2009-10								
White	69.4%	5617	6.1%	495	39.7%	2741	38.3%	2643
African-American	17.4%	1409	1.8%	143	7.6%	522	7.2%	497
Asian	1.1%	91	0.1%	11	1.1%	78	0.9%	63
Latino	2.0%	158	0.1%	11	1.6%	109	1.0%	68
Native American	0.1%	10	0.0%	3	0.1%	4	0.1%	8
Other	1.6%	133	0.2%	14	1.4%	94	1.0%	72
Total	91.6%	7418	8.4%	677	51.4%	3548	48.6%	3351
2008-09								
White	70.5%	5530	6.1%	481	39.7%	2631	39.2%	2595
African-American	16.9%	1323	1.4%	107	7.2%	478	6.8%	451
Asian	1.0%	77	0.2%	14	1.1%	70	0.9%	62
Latino	2.0%	155	0.1%	10	1.3%	88	0.8%	55
Native American	0.1%	8	0.1%	5	0.0%	3	0.2%	10
Other	1.6%	126	0.2%	12	1.5%	101	1.1%	75
Total	92.0%	7219	8.0%	629	50.9%	3371	49.1%	3248
2007-08								
White	71.4%	5310	5.7%	421	39.4%	2404	39.8%	2429
African-American	16.4%	1223	1.2%	89	6.7%	408	6.8%	418
Asian	1.0%	73	0.1%	7	1.0%	63	0.9%	53
Latino	2.1%	153	0.1%	10	1.6%	100	0.9%	56
Native American	0.1%	8	0.0%	3	0.1%	4	0.1%	8
Other	1.7%	129	0.2%	13	1.6%	97	1.1%	66
Total	92.7%	6896	7.3%	543	50.4%	3076	49.6%	3030
2006-07								
Data Not Recorded								
2005-06								
White	72.6%	x	6.6%	x	39.3%	x	42.3%	x
African-American	16.3%	x	1.3%	x	6.3%	x	6.9%	x
Asian	0.6%	x	0.2%	x	1.2%	x	0.9%	x
Latino	1.4%	x	0.1%	x	1.1%	x	0.6%	x
Native American	0.1%	x	0.1%	x	0.1%	x	0.1%	x
Other	0.7%	x	0.1%	x	0.5%	x	0.7%	x
Total	91.7%	x	8.4%	x	48.5%	x	51.5%	x
2004-05								
Data Not Recorded								
2003-04								
White	72.3%	3875	5.9%	319	39.5%	1772	41.4%	1861
African-American	16.9%	905	1.3%	69	5.9%	267	7.4%	331
Asian	0.7%	38	0.1%	6	1.1%	49	1.0%	45
Latino	1.7%	92	0.1%	4	1.2%	56	0.8%	34
Native American	0.1%	8	0.1%	3	0.2%	7	0.2%	4
Other	0.7%	36	0.1%	7	0.6%	28	0.8%	37
Total	92.4%	4954	7.6%	408	48.5%	2179	51.5%	2312
2001-03								
Data Not Recorded								
2000-01								
White	73.0%	x	5.5%	x	40.7%	x	40.0%	x
African-American	16.5%	x	1.3%	x	6.8%	x	7.4%	x
Asian	0.6%	x	0.1%	x	1.2%	x	0.6%	x
Latino	1.8%	x	0.1%	x	1.4%	x	0.7%	x
Native American	0.2%	x	0.1%	x	0.1%	x	0.1%	x
Other	0.6%	x	0.1%	x	0.5%	x	0.5%	x
Total Women	x	x	7.2%	x	x	x	49.3%	x
1999-2000								
White	74.2%	x	6.0%	x	39.1%	x	43.8%	x
African-American	15.2%	x	1.4%	x	5.5%	x	7.5%	x
Other	3.0%	x	0.2%	x	2.6%	x	1.5%	x
Total Women	x	x	7.6%	x	x	x	52.4%	x
Data provided by the NCAA. Historically Black Institutions excluded.								
Note: Percentages may not equal 100 percent due to rounding.								
x=Data not recorded.								

TABLE 19

College Assistant Coaches: Division II								
	Men's Sports				Women's Sports			
	Men		Women		Men		Women	
	%	#	%	#	%	#	%	#
2010-11								
White	71.9%	3248	6.7%	302	39.5%	1383	40.4%	1416
African-American	11.4%	516	0.8%	36	5.0%	175	3.7%	128
Asian	1.0%	46	0.0%	0	1.5%	51	0.9%	32
Latino	4.1%	184	0.5%	22	2.6%	92	1.8%	64
Native American	0.2%	9	0.0%	2	0.1%	2	0.1%	3
Other	3.0%	137	0.4%	17	2.1%	74	2.3%	81
Total	91.6%	4140	8.4%	379	50.8%	1777	49.2%	1724
2009-10								
White	72.8%	2911	6.6%	264	39.8%	1238	42.2%	1315
African-American	12.1%	483	1.1%	45	5.5%	170	4.1%	129
Asian	1.0%	41	0.0%	1	1.0%	31	0.7%	21
Latino	4.2%	167	0.4%	17	3.0%	94	1.6%	51
Native American	0.4%	15	0.0%	2	0.1%	4	0.2%	5
Other	1.2%	50	0.1%	5	0.9%	27	0.9%	28
Total	91.7%	3667	8.3%	334	50.2%	1564	49.8%	1549
2008-09								
White	72.7%	2779	6.8%	258	40.2%	1199	42.3%	1263
African-American	12.4%	474	0.9%	33	5.5%	165	4.2%	126
Asian	1.0%	37	0.1%	2	1.2%	35	0.8%	23
Latino	4.0%	152	0.4%	14	1.8%	53	1.8%	53
Native American	0.2%	7	0.1%	3	0.2%	6	0.2%	6
Other	1.5%	57	0.2%	6	0.9%	27	0.9%	27
Total	91.7%	3506	8.3%	316	49.8%	1485	50.2%	1498
2007-08								
White	73.2%	2764	6.3%	236	40.0%	1139	41.5%	1181
African-American	13.0%	489	0.7%	28	5.9%	167	3.9%	112
Asian	0.7%	27	0.1%	5	1.0%	29	1.1%	31
Latino	4.1%	153	0.6%	21	2.8%	81	2.0%	56
Native American	0.2%	8	0.1%	3	0.1%	3	0.2%	7
Other	1.0%	36	0.1%	4	0.5%	15	0.8%	24
Total	92.1%	3477	7.9%	297	50.4%	1434	49.6%	1411
2006-07								
Data Not Recorded								
2005-06								
White	75.2%	x	7.5%	x	39.2%	x	43.2%	x
African-American	11.0%	x	0.6%	x	4.8%	x	4.6%	x
Asian	0.6%	x	0.0%	x	0.5%	x	0.8%	x
Latino	3.8%	x	0.2%	x	2.8%	x	1.9%	x
Native American	0.3%	x	0.0%	x	0.3%	x	0.0%	x
Other	0.7%	x	0.1%	x	1.0%	x	0.9%	x
Total	91.6%	x	8.4%	x	48.6%	x	51.4%	x
2004-05								
Data Not Recorded								
2003-04								
White	76.4%	1889	6.1%	152	39.9%	748	43.4%	814
African-American	11.0%	273	0.5%	12	4.3%	81	3.8%	71
Asian	0.8%	19	0.0%	0	1.2%	23	0.5%	9
Latino	2.9%	72	0.7%	14	2.9%	55	1.8%	34
Native American	0.3%	7	0.0%	1	0.1%	2	0.1%	2
Other	1.3%	31	0.1%	3	1.4%	26	0.6%	12
Total	92.7%	2291	7.4%	182	49.8%	935	50.2%	942
2001-03								
Data Not Recorded								
2000-01								
White	79.6%	x	6.3%	x	41.5%	x	45.2%	x
African-American	9.6%	x	0.3%	x	4.6%	x	3.1%	x
Asian	1.0%	x	0.0%	x	1.1%	x	0.6%	x
Latino	2.3%	x	0.0%	x	1.6%	x	0.7%	x
Native American	0.1%	x	0.0%	x	0.1%	x	0.0%	x
Other	0.8%	x	0.1%	x	0.7%	x	0.9%	x
Total Women	x	x	6.6%	x	x	x	50.5%	x
1999-2000								
White	78.4%	x	5.4%	x	42.3%	x	44.2%	x
African-American	9.8%	x	0.5%	x	3.6%	x	3.3%	x
Other	5.5%	x	0.6%	x	4.3%	x	2.4%	x
Total Women	x	x	6.7%	x	x	x	49.5%	x
Data provided by the NCAA. Historically Black Institutions excluded.								
Note: Percentages may not equal 100 percent due to rounding.								
x=Data not recorded.								

TABLE 20

College Assistant Coaches: Division III								
	Men's Sports				Women's Sports			
	Men		Women		Men		Women	
	%	#	%	#	%	#	%	#
2010-11								
White	78.4%	7116	8.9%	812	43.0%	3097	45.6%	3289
African-American	7.9%	717	0.6%	58	4.4%	320	2.5%	181
Asian	0.7%	68	0.1%	7	0.6%	45	0.5%	33
Latino	1.9%	171	0.2%	16	1.1%	76	0.7%	54
Native American	0.1%	8	0.0%	0	0.1%	6	0.0%	1
Other	1.0%	93	0.1%	13	0.7%	54	0.7%	50
Total	90.0%	8173	10.0%	906	49.9%	3598	50.1%	3608
2009-10								
White	79.2%	6872	8.0%	697	43.1%	2962	45.4%	3121
African-American	7.9%	686	0.6%	48	4.4%	301	2.4%	165
Asian	0.7%	63	0.1%	5	0.7%	48	0.4%	30
Latino	1.9%	163	0.2%	16	1.0%	69	0.8%	54
Native American	0.1%	5	0.0%	0	0.1%	4	0.0%	2
Other	1.3%	113	0.1%	11	0.8%	57	0.8%	54
Total	91.0%	7902	9.0%	777	50.1%	3441	49.9%	3426
2008-09								
White	79.2%	6576	8.0%	668	43.3%	2823	45.4%	2958
African-American	7.7%	641	0.6%	47	4.1%	266	2.3%	153
Asian	0.7%	57	0.1%	5	0.7%	47	0.4%	26
Latino	1.9%	158	0.1%	12	1.3%	82	0.7%	47
Native American	0.1%	5	0.0%	0	0.0%	2	0.1%	4
Other	1.5%	124	0.1%	12	1.0%	63	0.8%	51
Total	91.0%	7561	9.0%	744	50.3%	3283	49.7%	3239
2007-08								
White	79.6%	6446	7.7%	624	43.1%	2716	45.6%	2873
African-American	8.0%	645	0.5%	38	4.3%	274	2.2%	141
Asian	0.7%	53	0.1%	9	0.7%	41	0.5%	31
Latino	1.6%	133	0.1%	6	1.1%	71	0.6%	36
Native American	0.1%	6	0.0%	0	0.0%	1	0.0%	3
Other	1.6%	132	0.1%	11	1.1%	69	0.8%	51
Total	91.5%	7415	8.5%	688	50.3%	3172	49.7%	3135
2006-07								
Data Not Recorded								
2005-06								
White	79.9%	x	8.6%	x	40.6%	x	49.9%	x
African-American	7.3%	x	1.0%	x	3.8%	x	2.7%	x
Asian	0.5%	x	0.1%	x	0.6%	x	0.4%	x
Latino	1.8%	x	0.2%	x	0.8%	x	0.6%	x
Native American	0.1%	x	0.0%	x	0.0%	x	0.1%	x
Other	0.5%	x	0.1%	x	0.2%	x	0.3%	x
Total	90.0%	x	10.0%	x	46.0%	x	54.0%	x
2004-05								
Data Not Recorded								
2003-04								
White	81.1%	4124	7.8%	393	41.6%	1737	49.2%	2054
African-American	7.8%	398	0.7%	38	4.3%	178	2.3%	97
Asian	0.5%	27	0.0%	1	0.6%	24	0.4%	15
Latino	1.4%	73	0.1%	5	0.8%	32	0.4%	16
Native American	0.1%	3	0.0%	0	0.0%	0	0.1%	4
Other	0.5%	24	0.0%	1	0.3%	14	0.2%	8
Total	91.4%	4649	8.6%	438	47.6%	1985	52.5%	2194
2001-03								
Data Not Recorded								
2000-01								
White	82.4%	x	7.1%	x	43.5%	x	46.6%	x
African-American	7.2%	x	0.8%	x	4.7%	x	2.7%	x
Asian	0.5%	x	0.0%	x	0.5%	x	0.3%	x
Latino	1.6%	x	0.0%	x	0.7%	x	0.4%	x
Native American	0.1%	x	0.0%	x	0.1%	x	0.1%	x
Other	0.3%	x	0.0%	x	0.3%	x	0.1%	x
Total Women	x	x	7.9%	x	x	x	50.2%	x
1999-2000								
White	81.6%	x	7.1%	x	42.8%	x	47.3%	x
African-American	8.0%	x	0.5%	x	4.9%	x	2.4%	x
Other	2.7%	x	0.1%	x	1.7%	x	1.0%	x
Total Women	x	x	7.7%	x	x	x	50.7%	x
Data provided by the NCAA. Historically Black Institutions excluded.								
Note: Percentages may not equal 100 percent due to rounding.								
x=Data not recorded.								
TABLE 21								

College Assistant Coaches: Division I Men's Teams												
	Basketball				Football				Baseball			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2010-11												
White	55.8%	547	2.2%	22	69.4%	1588	0.8%	19	89.5%	636	2.7%	19
African-American	39.1%	384	0.1%	1	25.6%	586	0.0%	1	1.4%	10	0.0%	0
Asian	0.2%	2	0.0%	0	1.4%	31	0.0%	0	1.0%	7	0.0%	0
Latino	0.9%	9	0.0%	0	1.1%	26	0.0%	1	4.5%	32	0.0%	0
Native-American	0.1%	1	0.0%	0	0.2%	5	0.0%	0	0.6%	4	0.0%	0
Other	1.5%	15	0.0%	0	1.4%	31	0.0%	0	0.4%	3	0.0%	0
Total	97.7%	958	2.3%	23	99.1%	2267	0.9%	21	97.3%	692	2.7%	19
2009-10												
White	58.0%	555	0.0%	0	70.6%	1596	0.3%	6	93.9%	667	0.0%	0
African-American	39.6%	379	0.0%	0	25.6%	579	0.1%	2	0.6%	4	0.0%	0
Asian	0.4%	4	0.0%	0	1.6%	36	0.0%	0	1.1%	8	0.0%	0
Latino	0.7%	7	0.1%	1	0.8%	18	0.0%	0	3.1%	22	0.0%	0
Native-American	0.0%	0	0.0%	0	0.2%	4	0.0%	0	0.3%	2	0.0%	0
Other	1.1%	11	0.0%	0	0.8%	19	0.0%	0	1.0%	7	0.0%	0
Total	99.9%	956	0.1%	1	99.6%	2252	0.4%	8	100.0%	710	0.0%	0
2008-09												
White	59.2%	563	0.0%	0	72.2%	1632	0.3%	7	92.1%	633	0.4%	3
African-American	39.4%	375	0.0%	0	24.0%	542	0.0%	0	1.2%	8	0.0%	0
Asian	0.2%	2	0.0%	0	1.1%	24	0.1%	2	1.2%	8	0.0%	0
Latino	0.7%	7	0.0%	0	0.9%	20	0.0%	0	3.5%	24	0.0%	0
Native-American	0.0%	0	0.0%	0	0.1%	3	0.0%	0	0.6%	4	0.0%	0
Other	0.4%	4	0.0%	0	1.3%	29	0.0%	0	1.0%	7	0.0%	0
Total	100.0%	951	0.0%	0	99.6%	2250	0.4%	9	99.8%	684	0.4%	3
2007-08												
White	58.9%	545	0.0%	0	72.5%	1628	0.3%	6	93.0%	638	0.0%	0
African-American	39.2%	363	0.0%	0	23.8%	535	0.0%	0	1.0%	7	0.0%	0
Asian	0.3%	3	0.0%	0	1.3%	30	0.0%	0	0.6%	4	0.0%	0
Latino	1.3%	12	0.0%	0	1.2%	27	0.0%	0	4.2%	29	0.0%	0
Native-American	0.0%	0	0.0%	0	0.1%	3	0.0%	0	0.3%	2	0.0%	0
Other	0.3%	3	0.0%	0	0.7%	15	0.0%	0	0.9%	6	0.0%	0
Total	100.0%	926	0.0%	0	99.7%	2238	0.3%	6	100.0%	686	0.0%	0
2006-07												
Data Not Recorded												
2005-06												
White	62.4%	x	0.1%	x	73.4%	x	1.4%	x	92.7%	x	0.7%	x
African-American	35.7%	x	0.1%	x	22.9%	x	0.3%	x	1.6%	x	0.0%	x
Asian	0.0%	x	0.0%	x	0.5%	x	0.1%	x	0.7%	x	0.0%	x
Latino	1.2%	x	0.0%	x	0.8%	x	0.0%	x	3.3%	x	0.0%	x
Native-American	0.0%	x	0.0%	x	0.1%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.4%	x	0.0%	x	0.6%	x	0.0%	x	0.9%	x	0.0%	x
Total	99.7%	x	0.2%	x	98.3%	x	1.8%	x	99.2%	x	0.7%	x
2004-05												
Data Not Recorded												
2003-04												
White	62.4%	497	0.0%	0	73.5%	1155	0.0%	0	96.1%	481	0.0%	0
African-American	36.4%	290	0.0%	0	24.4%	383	0.0%	0	0.6%	3	0.0%	0
Asian	0.0%	0	0.0%	0	0.7%	11	0.0%	0	0.4%	2	0.0%	0
Latino	0.8%	6	0.0%	0	0.6%	10	0.0%	0	2.8%	14	0.0%	0
Native-American	0.0%	0	0.0%	0	0.3%	4	0.0%	0	0.0%	0	0.0%	0
Other	0.4%	3	0.0%	0	0.6%	9	0.0%	0	0.2%	1	0.0%	0
Total	100.0%	796	0.0%	0	100.0%	1572	0.0%	0	100.0%	501	0.0%	0
2001-03												
Data Not Recorded												
2000-01												
White	65.0%	x	0.2%	x	74.6%	x	0.5%	x	95.7%	x	0.2%	x
African-American	33.4%	x	0.0%	x	22.7%	x	0.0%	x	1.0%	x	0.0%	x
Asian	0.0%	x	0.0%	x	0.4%	x	0.0%	x	1.0%	x	0.0%	x
Latino	1.2%	x	0.0%	x	1.1%	x	0.0%	x	1.8%	x	0.2%	x
Native-American	0.0%	x	0.0%	x	0.4%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.1%	x	0.0%	x	0.4%	x	0.0%	x	0.2%	x	0.0%	x
Total Women	x	x	0.2%	x	x	x	0.5%	x	x	x	0.4%	x
1999-2000												
White	63.8%	x	1.4%	x	77.3%	x	0.1%	x	94.8%	x	0.4%	x
African-American	32.9%	x	0.2%	x	20.4%	x	0.0%	x	1.0%	x	0.0%	x
Other	1.6%	x	0.0%	x	2.2%	x	0.0%	x	3.8%	x	0.6%	x
Total Women	x	x	1.6%	x	x	x	0.1%	x	x	x	1.0%	x

Data provided by the NCAA. Historically Black Institutions excluded.

Note: Percentages may not equal 100 percent due to rounding.

x= Data not recorded

TABLE 22

College Assistant Coaches: Men's Teams Divisions I, II, and III													
		Basketball				Football				Baseball			
		Men		Women		Men		Women		Men		Women	
		%	#	%	#	%	#	%	#	%	#	%	#
2010-11													
	White	67.1%	1757	1.8%	46	77.8%	4448	0.6%	36	88.8%	2119	3.3%	79
	African-American	27.4%	717	0.1%	2	17.8%	1018	0.0%	1	1.5%	35	0.0%	0
	Asian	0.5%	14	0.0%	0	1.0%	59	0.0%	0	0.6%	15	0.0%	0
	Latino	1.7%	45	0.0%	1	1.3%	74	0.0%	1	4.7%	113	0.0%	1
	Native-American	0.1%	3	0.0%	0	0.2%	11	0.0%	0	0.2%	5	0.0%	0
	Other	1.3%	33	0.0%	0	1.2%	66	0.0%	1	0.8%	18	0.0%	1
	Total	98.1%	2569	1.9%	49	99.3%	5676	0.7%	39	96.6%	2305	3.4%	8
2009-10													
	White	68.8%	1740	0.1%	2	77.7%	4247	0.2%	10	93.1%	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	0.6%	15	0.0%	0	1.1%	58	0.0%	0	0.7%	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%	4	0.0%	0
	Other	1.1%	29	0.0%	0	1.1%	61	0.0%	0	1.1%	24	0.0%	0
	Total	99.7%	2523	0.3%	7	99.7%	5449	0.3%	14	99.9%	2245	0.1%	3
2008-09													
	White	69.5%	1724	0.3%	8	77.6%	4204	0.4%	19	94.5%	2008	0.5%	11
	African-American	26.8%	665	0.0%	1	17.4%	945	0.2%	12	1.1%	24	0.0%	0
	Asian	0.6%	16	0.0%	1	0.8%	45	0.1%	7	0.4%	9	0.0%	0
	Latino	1.6%	40	0.0%	0	1.3%	70	0.5%	28	2.4%	52	0.0%	0
	Native-American	0.1%	3	0.0%	0	0.2%	11	0.0%	0	0.2%	5	0.0%	0
	Other	0.9%	23	0.0%	0	1.3%	68	0.1%	8	0.8%	16	0.0%	0
	Total	99.6%	2471	0.4%	10	98.6%	5343	1.4%	74	99.5%	2114	0.5%	11
2007-08													
	White	68.4%	1670	0.1%	3	79.4%	4265	0.1%	7	92.8%	1981	0.0%	0
	African-American	28.0%	684	0.0%	1	17.3%	928	0.0%	0	1.4%	29	0.0%	0
	Asian	0.7%	17	0.0%	0	0.8%	45	0.0%	0	0.4%	9	0.0%	0
	Latino	1.9%	47	0.0%	0	1.2%	62	0.0%	0	4.3%	91	0.0%	0
	Native-American	0.1%	2	0.0%	0	0.2%	10	0.0%	0	0.2%	5	0.0%	0
	Other	0.7%	18	0.0%	0	1.0%	53	0.0%	0	0.9%	20	0.0%	0
	Total	99.8%	2438	0.2%	4	99.9%	5363	0.1%	7	100.0%	2135	0.0%	0
2006-07													
		Data Not Recorded											
2005-06													
	White	72.1%	x	0.6%	x	79.5%	x	1.3%	x	93.3%	x	0.4%	x
	African-American	25.0%	x	0.2%	x	16.6%	x	0.3%	x	2.0%	x	0.0%	x
	Asian	0.2%	x	0.0%	x	0.4%	x	0.0%	x	0.4%	x	0.0%	x
	Latino	1.6%	x	0.0%	x	1.3%	x	0.0%	x	3.5%	x	0.0%	x
	Native-American	0.1%	x	0.0%	x	0.2%	x	0.0%	x	0.1%	x	0.0%	x
	Other	0.3%	x	0.0%	x	0.4%	x	0.0%	x	0.3%	x	0.0%	x
	Total	98.3%	x	0.8%	x	98.4%	x	1.6%	x	99.6%	x	0.4%	x
2004-05													
		Data Not Recorded											
2003-04													
	White	72.1%	1356	0.2%	3	80.9%	2956	0.0%	0	94.7%	1285	0.0%	0
	African-American	26.2%	493	0.0%	0	17.0%	621	0.0%	0	1.5%	20	0.0%	0
	Asian	0.2%	3	0.0%	0	0.6%	21	0.0%	0	0.5%	7	0.0%	0
	Latino	1.0%	19	0.0%	0	0.8%	31	0.0%	0	3.0%	41	0.0%	0
	Native-American	0.1%	1	0.0%	0	0.2%	8	0.0%	0	0.1%	2	0.0%	0
	Other	0.4%	7	0.0%	0	0.5%	18	0.0%	0	0.1%	2	0.0%	0
	Total	99.8%	1879	0.2%	3	100.0%	3655	0.0%	0	100.0%	1357	0.0%	0
2001-03													
		Data Not Recorded											
2000-01													
	White	72.5%	x	0.6%	x	81.8%	x	0.4%	x	95.3%	x	0.1%	x
	African-American	24.5%	x	0.1%	x	15.7%	x	0.0%	x	1.2%	x	0.0%	x
	Asian	0.4%	x	0.0%	x	0.3%	x	0.0%	x	0.9%	x	0.0%	x
	Latino	1.6%	x	0.0%	x	1.1%	x	0.0%	x	2.1%	x	0.1%	x
	Native-American	0.0%	x	0.0%	x	0.3%	x	0.0%	x	0.2%	x	0.0%	x
	Other	0.3%	x	0.0%	x	0.3%	x	0.0%	x	0.2%	x	0.0%	x
	Total Women	x	x	0.7%	x	x	x	0.4%	x	x	x	0.2%	x
1999-2000													
	White	72.1%	x	1.0%	x	82.7%	x	0.1%	x	93.6%	x	0.4%	x
	African-American	24.3%	x	0.2%	x	14.9%	x	0.1%	x	1.5%	x	0.0%	x
	Other	2.4%	x	0.1%	x	2.3%	x	0.0%	x	4.5%	x	0.0%	x
	Total Women	x	x	1.3%	x	x	x	0.2%	x	x	x	0.4%	x
Data provided by the NCAA. Historically Black Institutions excluded													
Note: Percentages may not equal 100 percent due to rounding.													
x= Data not recorded													
TABLE 2													

Data provided by the NCAA. Historically Black Institutions excluded

Note: Percentages may not equal 100 percent due to rounding.

x= Data not recorded

TABLE 23

College Assistant Coaches: Division I Women's Teams													
		Basketball				Cross Country/ Track				All Other Sports			
		Men		Women		Men		Women		Men		Women	
		%	#	%	#	%	#	%	#	%	#	%	#
2010-11													
	White	20.0%	186	39.9%	372	50.8%	1349	19.3%	513	35.6%	1268	48.8%	1736
	African-American	9.2%	86	25.3%	236	15.3%	406	7.3%	194	1.5%	52	1.5%	52
	Asian	0.2%	2	1.0%	9	0.5%	13	0.1%	3	1.5%	54	1.5%	54
	Latino	0.4%	4	0.8%	7	1.4%	37	0.4%	10	1.5%	54	1.3%	47
	Native American	0.2%	2	0.0%	0	0.0%	1	0.5%	14	0.1%	2	0.1%	3
	Other	0.6%	6	2.4%	22	2.5%	66	1.9%	51	3.4%	120	3.3%	116
	Total	30.7%	286	69.3%	646	70.5%	1872	29.5%	785	43.6%	1550	56.4%	2008
2009-10													
	White	20.0%	186	41.0%	381	52.1%	1294	18.8%	466	36.4%	1261	51.2%	1776
	African-American	8.7%	81	25.9%	241	15.6%	388	8.0%	198	1.5%	53	1.7%	58
	Asian	0.2%	2	1.4%	13	0.5%	13	0.2%	5	1.8%	63	1.3%	45
	Latino	0.4%	4	0.5%	5	1.9%	46	0.5%	13	1.7%	59	1.4%	50
	Native American	0.2%	2	0.1%	1	0.1%	2	0.2%	6	0.0%	0	0.0%	1
	Other	0.6%	6	0.8%	7	1.5%	38	0.5%	13	1.4%	50	1.5%	52
	Total	30.2%	281	69.8%	648	71.8%	1781	28.2%	701	42.8%	1486	57.2%	1982
2008-09													
	White	19.5%	179	43.1%	395	52.1%	1210	19.0%	441	36.7%	1242	52.0%	1759
	African-American	8.5%	78	25.2%	231	15.3%	355	7.7%	178	1.3%	45	1.2%	42
	Asian	0.2%	2	0.5%	5	0.5%	11	0.2%	5	1.7%	57	1.5%	52
	Latino	0.5%	5	0.8%	7	1.8%	42	0.6%	14	1.2%	41	1.0%	34
	Native American	0.1%	1	0.1%	1	0.0%	1	0.3%	7	0.0%	1	0.1%	2
	Other	0.9%	8	0.4%	4	1.8%	41	0.8%	18	1.5%	52	1.6%	53
	Total	29.8%	273	70.2%	643	71.5%	1660	28.5%	663	42.5%	1438	57.5%	1942
2007-08													
	White	21.3%	191	42.6%	382	53.6%	1084	18.3%	370	35.4%	1129	52.6%	1677
	African-American	8.1%	73	24.9%	223	14.2%	287	7.5%	151	1.5%	48	1.4%	44
	Asian	0.2%	2	0.7%	6	0.5%	10	0.4%	8	1.6%	51	1.2%	39
	Latino	0.4%	4	0.8%	7	2.1%	43	0.6%	12	1.7%	53	1.2%	37
	Native American	0.2%	2	0.0%	0	0.1%	2	0.1%	3	0.0%	0	0.2%	5
	Other	0.3%	3	0.3%	3	2.0%	41	0.6%	13	1.7%	53	1.6%	50
	Total	30.7%	275	69.3%	621	72.5%	1467	27.5%	557	41.9%	1334	58.1%	1852
2006-07													
		Data Not Recorded											
2005-06													
	White	23.3%	x	42.9%	x	x	x	x	x	x	x	x	x
	African-American	7.6%	x	24.2%	x	x	x	x	x	x	x	x	x
	Asian	0.5%	x	0.5%	x	x	x	x	x	x	x	x	x
	Latino	0.5%	x	0.3%	x	x	x	x	x	x	x	x	x
	Native American	0.0%	x	0.0%	x	x	x	x	x	x	x	x	x
	Other	0.2%	x	0.2%	x	x	x	x	x	x	x	x	x
	Total	32.1%	x	68.1%	x	x	x	x	x	x	x	x	x
2004-05													
		Data Not Recorded											
2003-04													
	White	22.5%	170	46.0%	347	52.3%	761	20.9%	305	36.5%	841	53.0%	1209
	African-American	6.4%	48	22.4%	169	12.8%	186	9.0%	131	1.4%	33	1.4%	31
	Asian	0.3%	2	0.7%	5	0.5%	7	0.2%	3	1.7%	40	1.6%	37
	Latino	0.3%	2	0.5%	4	1.9%	27	0.6%	9	1.2%	27	0.9%	21
	Native American	0.1%	1	0.0%	0	0.4%	6	0.2%	3	0.0%	0	0.0%	1
	Other	0.4%	3	0.4%	3	0.3%	5	0.8%	12	0.9%	20	1.0%	22
	Total	30.0%	226	70.0%	528	68.2%	992	31.8%	463	47.1%	961	57.9%	1321
2001-03													
		Data Not Recorded											
2000-01													
	White	22.5%	x	45.7%	x	73.7%	x	20.6%	x	42.3%	x	47.9%	x
	African-American	5.1%	x	24.3%	x	22.0%	x	7.4%	x	2.3%	x	1.5%	x
	Asian	0.4%	x	0.3%	x	1.0%	x	0.2%	x	0.6%	x	0.2%	x
	Latino	0.3%	x	0.4%	x	0.7%	x	0.3%	x	1.2%	x	0.4%	x
	Native American	0.1%	x	0.3%	x	0.1%	x	0.0%	x	0.1%	x	0.0%	x
	Other	0.0%	x	0.7%	x	0.9%	x	0.4%	x	0.1%	x	0.1%	x
	Total Women	x	x	71.7%	x	x	x	28.9%	x	x	x	50.1%	x
1999-2000													
	White	20.3%	x	49.0%	x	52.6%	x	23.0%	x	37.7%	x	55.7%	x
	African-American	4.4%	x	23.9%	x	12.3%	x	7.9%	x	1.5%	x	1.3%	x
	Other	0.0%	x	2.4%	x	3.1%	x	1.1%	x	3.3%	x	0.6%	x
	Total Women	x	x	75.3%	x	x	x	32.0%	x	x	x	57.6%	x
Data provided by the NCAA. Historically Black Institutions excluded													
Note: Percentages may not equal 100 percent due to rounding													
x= Data not recorded													
TABLE 2													

TABLE 24

College Athletics Directors: Division I				
	Men		Women	
	%	#	%	#
2010-11				
White	82.7%	263	7.2%	23
African-American	5.7%	18	0.3%	1
Asian	0.0%	0	0.0%	0
Latino	2.5%	8	0.3%	1
Native American	0.3%	1	0.3%	1
Other	0.6%	2	0.0%	0
Total	91.8%	292	8.2%	26
2009-10				
White	82.0%	259	7.6%	24
African-American	6.0%	19	0.6%	2
Asian	0.0%	0	0.0%	0
Latino	1.9%	6	0.3%	1
Native American	0.9%	3	0.0%	0
Other	0.6%	2	0.0%	0
Total	91.5%	289	8.5%	27
2008-09				
White	81.7%	255	7.1%	22
African-American	6.7%	21	0.6%	2
Asian	0.0%	0	0.0%	0
Latino	1.9%	6	0.3%	1
Native American	0.6%	2	0.3%	1
Other	0.6%	2	0.0%	0
Total	91.7%	286	8.3%	26
2007-08				
White	83.7%	257	6.2%	19
African-American	6.2%	19	1.0%	3
Asian	0.0%	0	0.0%	0
Latino	1.6%	5	0.3%	1
Native American	0.3%	1	0.3%	1
Other	0.3%	1	0.0%	0
Total	92.2%	283	7.8%	24
2006-07				
Data Not Recorded				
2005-06				
White	85.8%	x	7.3%	x
African-American	5.0%	x	0.5%	x
Asian	0.0%	x	0.0%	x
Latino	0.9%	x	0.0%	x
Native American	0.0%	x	0.0%	x
Other	0.5%	x	0.0%	x
Total	92.2%	x	7.8%	x
2004-05				
Data Not Recorded				
2003-04				
White	88.5%	232	6.5%	17
African-American	3.4%	9	0.0%	0
Asian	0.0%	0	0.4%	1
Latino	1.2%	3	0.0%	0
Native American	0.0%	0	0.4%	1
Other	0.0%	0	0.0%	0
Total	92.7%	243	7.3%	19
2001-03				
Data Not Recorded				
2000-01				
White	88.4%	x	6.9%	x
African-American	2.9%	x	0.0%	x
Asian	0.4%	x	0.0%	x
Latino	1.1%	x	0.0%	x
Native American	0.0%	x	0.4%	x
Other	0.0%	x	0.0%	x
Total	92.8%	x	7.2%	x
1999-2000				
White	86.9%	x	9.0%	x
African-American	2.4%	x	0.0%	x
Other	1.7%	x	0.0%	x
Total	91.0%	x	9.0%	x
Data provided by the NCAA. Historically Black Institutions excluded.				
Note: Percentages may not equal 100 percent due to rounding.				
x= Data not recorded				

TABLE 25

RICHARD E. LAPCHICK, DIRECTOR • C. KEITH HARRISON, ASSOCIATE DIRECTOR
 FITZ HILL, VISITING SCHOLAR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE
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College Athletics Directors: Division II				
	Men		Women	
	%	#	%	#
2010-11				
White	76.7%	211	14.5%	40
African-American	3.3%	9	0.7%	2
Asian	0.4%	1	0.4%	1
Latino	3.6%	10	0.0%	0
Native American	0.0%	0	0.0%	0
Other	0.0%	0	0.4%	1
Total	84.0%	231	16.0%	44
2009-10				
White	79.0%	207	13.7%	36
African-American	2.7%	7	0.8%	2
Asian	0.4%	1	0.4%	1
Latino	3.1%	8	0.0%	0
Native American	0.0%	0	0.0%	0
Other	0.0%	0	0.0%	0
Total	85.1%	223	14.9%	39
2008-09				
White	78.8%	204	13.9%	36
African-American	2.3%	6	0.8%	2
Asian	0.4%	1	0.8%	2
Latino	3.1%	8	0.0%	0
Native American	0.0%	0	0.0%	0
Other	0.0%	0	0.0%	0
Total	84.6%	219	15.4%	40
2007-08				
White	78.9%	206	13.8%	36
African-American	2.3%	6	0.8%	2
Asian	0.0%	0	0.8%	2
Latino	3.1%	8	0.0%	0
Native American	0.4%	1	0.0%	0
Other	0.0%	0	0.0%	0
Total	84.7%	221	15.3%	40
2006-07				
Data Not Recorded				
2005-06				
White	74.7%	x	17.6%	x
African-American	3.3%	x	0.5%	x
Asian	0.0%	x	0.5%	x
Latino	2.7%	x	0.0%	x
Native American	0.5%	x	0.0%	x
Other	0.0%	x	0.0%	x
Total	81.3%	x	18.7%	x
2004-05				
Data Not Recorded				
2003-04				
White	79.6%	187	14.5%	34
African-American	1.3%	3	0.9%	2
Asian	0.0%	0	0.9%	2
Latino	2.6%	6	0.0%	0
Native American	0.4%	1	0.0%	0
Other	0.0%	0	0.0%	0
Total	83.8%	197	16.2%	38
2001-03				
Data Not Recorded				
2000-01				
White	82.4%	x	12.9%	x
African-American	1.9%	x	0.5%	x
Asian	0.0%	x	0.5%	x
Latino	1.0%	x	0.5%	x
Native American	0.5%	x	0.0%	x
Other	0.5%	x	0.0%	x
Total	86.3%	x	14.4%	x
1999-2000				
White	79.6%	x	13.7%	x
African-American	1.6%	x	1.2%	x
Other	3.5%	x	0.4%	x
Total	x	x	15.3%	x
Data provided by the NCAA. Historically Black Institutions excluded.				
Note: Percentages may not equal 100 percent due to rounding.				
x= Data not recorded				

TABLE 26

RICHARD E. LAPCHICK, DIRECTOR • C. KEITH HARRISON, ASSOCIATE DIRECTOR
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College Athletics Directors: Division III				
	Men		Women	
	%	#	%	#
2010-11				
White	67.5%	301	28.3%	126
African-American	2.5%	11	0.2%	1
Asian	0.0%	0	0.4%	2
Latino	0.2%	1	0.0%	0
Native American	0.0%	0	0.0%	0
Other	0.7%	3	0.2%	1
Total	70.9%	316	29.1%	130
2009-10				
White	68.5%	304	27.5%	122
African-American	2.0%	9	0.5%	2
Asian	0.2%	1	0.5%	2
Latino	0.2%	1	0.0%	0
Native American	0.2%	1	0.0%	0
Other	0.2%	1	0.2%	1
Total	71.4%	317	28.6%	127
2008-09				
White	69.8%	312	26.2%	117
African-American	2.0%	9	0.4%	2
Asian	0.2%	1	0.4%	2
Latino	0.4%	2	0.0%	0
Native American	0.2%	1	0.0%	0
Other	0.0%	0	0.2%	1
Total	72.7%	325	27.3%	122
2007-08				
White	70.7%	311	26.1%	115
African-American	1.8%	8	0.2%	1
Asian	0.2%	1	0.5%	2
Latino	0.0%	0	0.0%	0
Native American	0.2%	1	0.2%	1
Other	0.0%	0	0.0%	0
Total	73.0%	321	27.0%	119
2006-07				
Data Not Recorded				
2005-06				
White	69.5%	x	26.6%	x
African-American	1.9%	x	0.0%	x
Asian	0.3%	x	0.3%	x
Latino	0.3%	x	0.0%	x
Native American	0.6%	x	0.3%	x
Other	0.0%	x	0.0%	x
Total	72.7%	x	27.3%	x
2004-05				
Data Not Recorded				
2003-04				
White	68.6%	258	26.9%	101
African-American	3.2%	12	0.0%	0
Asian	0.3%	1	0.3%	1
Latino	0.5%	2	0.0%	0
Native American	0.3%	1	0.0%	0
Other	0.0%	0	0.0%	0
Total	72.9%	274	27.1%	102
2001-03				
Data Not Recorded				
2000-01				
White	69.3%	x	23.9%	x
African-American	4.5%	x	0.6%	x
Asian	0.3%	x	0.6%	x
Latino	0.3%	x	0.3%	x
Native American	0.3%	x	0.0%	x
Other	0.0%	x	0.0%	x
Total	74.7%	x	25.4%	x
1999-2000				
White	71.3%	x	24.3%	x
African-American	3.0%	x	0.5%	x
Other	0.7%	x	0.2%	x
Total	x	x	25.0%	x
Data provided by the NCAA. Historically Black Institutions excluded.				
Note: Percentages may not equal to 100 percent due to rounding.				
x = Data not recorded				

TABLE 27

RICHARD E. LAPCHICK, DIRECTOR • C. KEITH HARRISON, ASSOCIATE DIRECTOR
 FITZ HILL, VISITING SCHOLAR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE
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College Senior Athletic Administrators: Associate and Assistant Athletics Directors													
		Division I				Division II				Division III			
		Men		Women		Men		Women		Men		Women	
		%	#	%	#	%	#	%	#	%	#	%	#
2010-11		Associate Athletic Directors											
	White	63.4%	931	25.3%	371	51.0%	131	36.6%	94	47.2%	128	47.6%	129
	African-American	5.6%	82	2.7%	40	3.1%	8	3.5%	9	3.0%	8	1.5%	4
	Asian	0.3%	4	0.4%	6	0.8%	2	1.2%	3	0.4%	1	0.0%	0
	Latino	1.2%	18	0.7%	10	1.6%	4	0.4%	1	0.4%	1	0.0%	0
	Native American	0.0%	0	0.1%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Other	0.3%	4	0.1%	2	1.6%	4	0.4%	1	0.0%	0	0.0%	0
	Total	70.7%	1039	29.3%	430	58.0%	149	42.0%	108	50.9%	138	49.1%	133
		Assistant Athletic Directors											
	White	61.8%	696	24.2%	273	53.3%	185	34.6%	120	56.4%	298	36.4%	192
	African-American	7.2%	81	2.7%	30	3.7%	13	2.3%	8	2.8%	15	1.5%	8
	Asian	0.5%	6	0.4%	5	1.4%	5	0.3%	1	0.2%	1	0.0%	0
	Latino	1.2%	13	1.2%	14	2.0%	7	0.6%	2	1.5%	8	0.4%	2
	Native American	0.2%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.2%	1
	Other	0.3%	3	0.3%	3	1.2%	4	0.6%	2	0.4%	2	0.2%	1
	Total	71.1%	801	28.9%	325	61.7%	214	38.3%	133	61.4%	324	38.6%	204
	2009-10												
		Associate Athletic Directors											
	White	62.2%	854	25.3%	347	51.1%	115	37.8%	85	49.2%	123	46.0%	115
	African-American	5.5%	76	3.0%	41	4.0%	9	2.7%	6	2.0%	5	1.2%	3
Asian	0.5%	7	0.6%	8	0.4%	1	0.4%	1	0.0%	0	0.0%	0	
Latino	1.1%	15	0.7%	9	1.8%	4	0.4%	1	0.4%	1	0.0%	0	
Native American	0.1%	1	0.1%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	
Other	0.5%	7	0.4%	5	0.4%	1	0.9%	2	0.8%	2	0.4%	1	
Total	70.0%	960	30.0%	412	57.8%	130	42.2%	95	52.4%	131	47.6%	119	
	Assistant Athletic Directors												
White	63.7%	683	23.9%	256	54.0%	189	33.7%	118	55.4%	285	36.0%	185	
African-American	6.4%	69	2.5%	27	3.7%	13	2.3%	8	3.9%	20	1.2%	6	
Asian	0.5%	5	0.6%	6	1.7%	6	0.3%	1	0.2%	1	0.0%	0	
Latino	0.8%	9	1.1%	12	2.3%	8	0.9%	3	1.6%	8	0.6%	3	
Native American	0.1%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.2%	1	
Other	0.4%	4	0.1%	1	0.9%	3	0.3%	1	0.6%	3	0.4%	2	
Total	71.9%	771	28.1%	302	62.6%	219	37.4%	131	61.7%	317	38.3%	197	
2008-09													
	Associate Athletic Directors												
White	62.2%	824	26.3%	348	51.7%	105	36.9%	75	49.0%	119	43.6%	106	
African-American	5.4%	71	2.9%	39	4.9%	10	3.4%	7	3.3%	8	2.1%	5	
Asian	0.4%	5	0.4%	5	0.5%	1	0.5%	1	0.8%	2	0.0%	0	
Latino	0.8%	10	0.9%	12	0.5%	1	0.5%	1	0.4%	1	0.0%	0	
Native American	0.1%	1	0.2%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	
Other	0.2%	3	0.4%	5	0.5%	1	0.5%	1	0.4%	1	0.4%	1	
Total	69.0%	914	31.0%	411	58.1%	118	41.9%	85	53.9%	131	46.1%	112	
	Assistant Athletic Directors												
White	63.7%	687	24.6%	265	55.2%	191	33.5%	116	56.1%	281	37.1%	186	
African-American	5.7%	61	2.6%	28	3.8%	13	2.0%	7	3.6%	18	0.6%	3	
Asian	0.3%	3	0.6%	6	1.4%	5	0.6%	2	0.2%	1	0.0%	0	
Latino	1.1%	12	0.8%	9	2.3%	8	0.6%	2	1.2%	6	0.2%	1	
Native American	0.1%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	
Other	0.6%	6	0.0%	0	0.6%	2	0.0%	0	0.8%	4	0.2%	1	
Total	71.4%	770	28.6%	308	63.3%	219	36.7%	127	61.9%	310	38.1%	191	
2007-08													
	Associate Athletic Directors												
White	63.6%	787	25.7%	318	53.2%	100	35.6%	67	46.4%	115	50.0%	124	
African-American	5.6%	69	2.7%	33	4.3%	8	3.2%	6	2.4%	6	0.8%	2	
Asian	0.2%	2	0.5%	6	0.5%	1	0.5%	1	0.0%	0	0.0%	0	
Latino	0.7%	9	0.7%	9	1.1%	2	0.5%	1	0.4%	1	0.0%	0	
Native American	0.1%	1	0.1%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	
Other	0.2%	2	0.1%	1	0.5%	1	0.5%	1	0.0%	0	0.0%	0	
Total	70.3%	870	29.7%	368	59.6%	112	40.4%	76	49.2%	122	50.8%	126	
	Assistant Athletic Directors												
White	65.5%	658	22.7%	228	57.4%	186	34.9%	113	53.7%	251	37.5%	175	
African-American	6.1%	61	2.5%	25	2.2%	7	1.9%	6	3.9%	18	1.5%	7	
Asian	0.1%	1	0.5%	5	0.9%	3	0.6%	2	0.6%	3	0.0%	0	
Latino	1.4%	14	0.8%	8	0.6%	2	0.6%	2	1.9%	9	0.2%	1	
Native American	0.0%	0	0.0%	0	0.0%	0	0.3%	1	0.0%	0	0.0%	0	
Other	0.5%	5	0.0%	0	0.3%	1	0.3%	1	0.6%	3	0.0%	0	
Total	73.5%	739	26.5%	266	61.4%	199	38.6%	125	60.8%	284	39.2%	183	
2006-07													
	Data Not Recorded												
2005-06													
	Associate Athletic Directors												
White	63.5%	x	26.0%	x	48.5%	x	45.5%	x	46.2%	x	49.1%	x	
African-American	6.1%	x	2.1%	x	2.0%	x	2.0%	x	2.4%	x	1.2%	x	
Asian	0.1%	x	0.1%	x	1.0%	x	0.0%	x	0.6%	x	0.0%	x	
Latino	0.9%	x	0.5%	x	0.0%	x	0.0%	x	0.6%	x	0.0%	x	
Native American	0.1%	x	0.1%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	
Other	0.0%	x	0.3%	x	1.0%	x	0.0%	x	0.0%	x	0.0%	x	
Total	71.6%	x	28.4%	x	51.3%	x	48.7%	x	50.3%	x	49.7%	x	
	Assistant Athletic Directors												
White	66.3%	x	22.6%	x	56.6%	x	33.6%	x	58.2%	x	32.9%	x	
African-American	5.1%	x	3.6%	x	3.3%	x	1.3%	x	4.6%	x	2.3%	x	
Asian	0.5%	x	0.2%	x	0.7%	x	0.7%	x	0.3%	x	0.3%	x	
Latino	0.9%	x	0.3%	x	2.0%	x	1.3%	x	1.0%	x	0.0%	x	
Native American	0.2%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.3%	x	
Other	0.2%	x	0.3%	x	0.0%	x	0.7%	x	0.0%	x	0.0%	x	
Total	72.9%	x	27.1%	x	60.8%	x	39.2%	x	64.3%	x	35.7%	x	
Data provided by the NCAA. Historically Black Institutions excluded													
Note: Percentages may not equal 100 percent due to rounding.													
x= Data not recorded													
												TABLE 1	

TABLE 28

Senior Woman Administrators													
		Division I				Division II				Division III			
		Men		Women		Men		Women		Men		Women	
		%	#	%	#	%	#	%	#	%	#	%	#
2010-11	White	1.0%	3	83.8%	263	0.0%	0	89.0%	243	0.0%	0	96.5%	410
	African-American	0.3%	1	10.2%	32	0.4%	1	5.5%	15	0.0%	0	1.9%	8
	Asian	0.0%	0	1.3%	4	0.0%	0	1.1%	3	0.0%	0	0.0%	0
	Latino	0.0%	0	1.6%	5	0.0%	0	2.2%	6	0.0%	0	0.9%	4
	Native American	0.3%	1	0.3%	1	0.0%	0	0.0%	0	0.0%	0	0.2%	1
	Other	0.0%	0	1.3%	4	0.0%	0	1.8%	5	0.0%	0	0.5%	2
	Total	1.6%	5	98.4%	309	0.4%	1	99.6%	272	0.0%	0	100.0%	425
2009-10	White	0.6%	2	84.5%	262	0.0%	0	90.3%	232	0.2%	1	94.3%	395
	African-American	0.0%	0	9.7%	30	0.0%	0	6.2%	16	0.0%	0	2.9%	12
	Asian	0.0%	0	1.6%	5	0.0%	0	0.8%	2	0.0%	0	0.0%	0
	Latino	0.0%	0	1.9%	6	0.0%	0	1.9%	5	0.0%	0	1.4%	6
	Native American	0.0%	0	0.6%	2	0.0%	0	0.0%	0	0.0%	0	0.2%	1
	Other	0.0%	0	1.0%	3	0.0%	0	0.8%	2	0.0%	0	1.0%	4
	Total	0.6%	2	99.4%	308	0.0%	0	100.0%	257	0.2%	1	99.8%	418
2008-09	White	0.0%	0	85.3%	262	0.0%	0	88.8%	229	0.0%	0	94.6%	400
	African-American	0.0%	0	10.1%	31	0.0%	0	7.4%	19	0.0%	0	3.3%	14
	Asian	0.0%	0	1.3%	4	0.0%	0	0.8%	2	0.0%	0	0.2%	1
	Latino	0.0%	0	2.0%	6	0.0%	0	2.3%	6	0.0%	0	0.9%	4
	Native American	0.0%	0	1.0%	3	0.0%	0	0.4%	1	0.0%	0	0.2%	1
	Other	0.0%	0	0.3%	1	0.0%	0	0.4%	1	0.0%	0	0.7%	3
	Total	0.0%	0	100.0%	307	0.0%	0	100.0%	258	0.0%	0	100.0%	423
2007-08	White	1.0%	3	85.2%	259	1.6%	4	85.9%	220	0.0%	0	96.4%	400
	African-American	0.3%	1	10.2%	31	0.8%	2	7.0%	18	0.0%	0	2.2%	9
	Asian	0.0%	0	0.7%	2	0.0%	0	1.2%	3	0.0%	0	0.0%	0
	Latino	0.0%	0	1.3%	4	0.0%	0	2.7%	7	0.0%	0	1.0%	4
	Native American	0.0%	0	1.0%	3	0.0%	0	0.0%	0	0.0%	0	0.5%	2
	Other	0.0%	0	0.3%	1	0.0%	0	0.8%	2	0.0%	0	0.0%	0
	Total	1.3%	4	98.7%	300	2.3%	6	97.7%	250	0.0%	0	100.0%	415
2006-07	Data Not Recorded												
2005-06	White	1.4%	x	84.3%	x	0.6%	x	90.6%	x	1.1%	x	95.7%	x
	African-American	0.5%	x	10.2%	x	0.0%	x	5.3%	x	0.0%	x	2.2%	x
	Asian	0.0%	x	0.5%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x
	Latino	0.5%	x	1.4%	x	0.0%	x	2.4%	x	0.0%	x	0.4%	x
	Native American	0.0%	x	0.5%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
	Other	0.0%	x	0.9%	x	0.0%	x	1.2%	x	0.0%	x	0.4%	x
	Total	2.3%	x	97.7%	x	0.6%	x	99.4%	x	1.1%	x	98.9%	x
2004-05	Data Not Recorded												
2003-04	White	0.4%	1	88.5%	224	0.0%	0	92.6%	201	1.2%	4	95.4%	312
	African-American	0.0%	0	8.3%	21	0.0%	0	4.6%	10	0.0%	0	2.4%	8
	Asian	0.0%	0	0.0%	0	0.0%	0	0.5%	1	0.0%	0	0.3%	1
	Latino	0.0%	0	1.6%	4	0.0%	0	2.3%	5	0.0%	0	0.6%	2
	Native American	0.0%	0	0.4%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Other	0.0%	0	0.8%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Total	0.4%	1	99.6%	252	0.0%	0	100.0%	217	1.2%	4	98.8%	323
2001-03	Data Not Recorded												
2000-01	White	0.7%	x	89.6%	x	0.5%	x	91.2%	x	1.1%	x	93.7%	x
	African-American	0.7%	x	6.3%	x	0.0%	x	5.7%	x	0.0%	x	3.2%	x
	Asian	0.0%	x	0.4%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x
	Latino	0.0%	x	1.5%	x	0.0%	x	2.1%	x	0.0%	x	1.4%	x
	Native American	0.0%	x	0.0%	x	0.0%	x	0.5%	x	0.0%	x	0.0%	x
	Other	0.4%	x	0.4%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x
	Total	1.8%	x	98.2%	x	0.5%	x	99.5%	x	1.1%	x	99.1%	x
1999-2000	White	1.5%	x	91.0%	x	1.0%	x	90.4%	x	0.0%	x	94.7%	x
	African-American	0.0%	x	6.0%	x	0.0%	x	4.3%	x	0.0%	x	3.3%	x
	Other	0.4%	x	1.1%	x	1.4%	x	2.9%	x	0.0%	x	2.0%	x
	Total	1.9%	x	98.1%	x	2.4%	x	97.6%	x	0.0%	x	100.0%	x
Data provided by the NCAA. Historically Black Institutions excluded													
Note: Percentages may not equal 100 percent due to rounding.													
x= Data not recorded													
TABLE 29													

TABLE 29

Faculty Athletics Representatives												
	Division I				Division II				Division III			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2010-11												
White	66.5%	214	25.5%	82	69.3%	194	23.9%	67	63.9%	315	30.2%	149
African-American	4.3%	14	1.2%	4	1.4%	4	0.4%	1	2.4%	12	0.2%	1
Asian	0.6%	2	0.0%	0	1.1%	3	0.0%	0	0.8%	4	0.2%	1
Latino	0.3%	1	0.6%	2	2.5%	7	0.7%	2	1.0%	5	0.2%	1
Native American	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.2%	1	0.0%	0
Other	0.3%	1	0.6%	2	0.7%	2	0.0%	0	0.6%	3	0.2%	1
Total	72.0%	232	28.0%	90	75.0%	210	25.0%	70	69.0%	340	31.0%	153
2009-10												
White	65.0%	208	26.3%	84	71.3%	186	22.2%	58	63.1%	311	30.6%	151
African-American	5.0%	16	0.9%	3	1.5%	4	0.4%	1	3.0%	15	0.4%	2
Asian	0.9%	3	0.3%	1	1.1%	3	0.0%	0	1.2%	6	0.0%	0
Latino	0.0%	0	0.6%	2	1.9%	5	0.8%	2	0.6%	3	0.2%	1
Native American	0.0%	0	0.0%	0	0.4%	1	0.0%	0	0.4%	2	0.0%	0
Other	0.9%	3	0.0%	0	0.4%	1	0.0%	0	0.2%	1	0.2%	1
Total	71.9%	230	28.1%	90	76.6%	200	23.4%	61	68.6%	338	31.4%	155
2008-09												
White	65.4%	204	25.3%	79	71.8%	188	22.1%	58	62.9%	308	31.8%	156
African-American	5.1%	16	0.6%	2	1.5%	4	0.4%	1	2.7%	13	0.4%	2
Asian	1.0%	3	0.6%	2	0.8%	2	0.0%	0	1.0%	5	0.0%	0
Latino	0.0%	0	0.3%	1	1.9%	5	0.8%	2	0.8%	4	0.2%	1
Native American	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.2%	1	0.0%	0
Other	1.6%	5	0.0%	0	0.4%	1	0.4%	1	0.0%	0	0.0%	0
Total	73.1%	228	26.9%	84	76.3%	200	23.7%	62	67.6%	331	32.4%	159
2007-08												
White	68.2%	214	23.6%	74	71.0%	184	22.0%	57	61.8%	296	32.8%	157
African-American	4.1%	13	1.0%	3	1.9%	5	0.8%	2	2.7%	13	0.2%	1
Asian	1.0%	3	0.6%	2	1.2%	3	0.0%	0	0.8%	4	0.2%	1
Latino	0.6%	2	0.0%	0	1.9%	5	0.8%	2	0.8%	4	0.2%	1
Native American	0.3%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Other	0.6%	2	0.0%	0	0.0%	0	0.4%	1	0.4%	2	0.0%	0
Total	74.8%	235	25.2%	79	76.1%	197	23.9%	62	66.6%	319	33.4%	160
2006-07												
Data Not Recorded												
2005-06												
White	71.2%	x	21.2%	x	66.5%	x	25.7%	x	64.7%	x	30.8%	x
African-American	2.2%	x	0.9%	x	1.7%	x	1.7%	x	2.0%	x	0.3%	x
Asian	1.3%	x	0.4%	x	0.6%	x	0.0%	x	0.6%	x	0.3%	x
Latino	1.3%	x	0.0%	x	2.8%	x	0.6%	x	0.6%	x	0.3%	x
Native American	0.9%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.4%	x	0.0%	x	0.6%	x	0.0%	x	0.6%	x	0.0%	x
Total	77.4%	x	22.6%	x	72.1%	x	27.9%	x	68.4%	x	31.6%	x
2004-05												
Data Not Recorded												
2003-04												
White	70.9%	188	21.1%	56	71.9%	164	20.6%	47	68.8%	256	26.9%	100
African-American	4.2%	11	0.8%	2	1.3%	3	0.4%	1	3.0%	11	0.3%	1
Asian	1.1%	3	0.0%	0	1.8%	4	0.0%	0	0.0%	0	0.0%	0
Latino	0.8%	2	0.0%	0	1.8%	4	1.8%	4	0.5%	2	0.3%	1
Native American	0.4%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Other	0.8%	2	0.0%	0	0.4%	1	0.0%	0	0.3%	1	0.0%	0
Total	78.2%	207	21.9%	58	77.2%	176	22.8%	52	72.6%	270	27.5%	102
2001-03												
Data Not Recorded												
2000-01												
White	73.2%	x	18.1%	x	77.9%	x	17.3%	x	67.0%	x	27.8%	x
African-American	5.1%	x	1.1%	x	1.0%	x	0.5%	x	3.1%	x	0.6%	x
Asian	1.1%	x	0.0%	x	0.5%	x	0.0%	x	0.3%	x	0.0%	x
Latino	0.4%	x	0.4%	x	0.0%	x	0.5%	x	0.9%	x	0.3%	x
Native American	0.4%	x	0.0%	x	0.5%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.4%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Total	x	x	19.6%	x	x	x	18.3%	x	x	x	28.7%	x
1999-2000												
White	75.6%	x	18.1%	x	78.0%	x	15.5%	x	67.9%	x	27.8%	x
African-American	3.1%	x	1.4%	x	1.2%	x	0.4%	x	1.8%	x	0.3%	x
Other	1.7%	x	0.0%	x	3.3%	x	1.6%	x	2.3%	x	0.0%	x
Total	x	x	x	x	x	x	17.6%	x	x	x	28.1%	x
Data provided by the NCAA. Historically Black Institutions excluded.												
Note: Percentages may not equal 100 percent due to rounding												
x= Data not recorded												

TABLE 30

Sports Information Director						
	Division I		Division II		Division III	
	Men	Women	Men	Women	Men	Women
2010-11						
White	80.9%	11.7%	84.4%	8.7%	83.6%	13.4%
Black	1.4%	1.2%	1.1%	0.7%	1.4%	0.0%
Asian	1.9%	0.2%	1.4%	0.0%	0.2%	0.0%
Latino	2.1%	0.2%	1.4%	0.4%	0.9%	0.2%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0.2%	0.0%	1.8%	0.0%	0.0%	0.2%
2009-10						
White	82.2%	12.6%	85.9%	8.8%	83.3%	12.6%
Black	1.3%	0.8%	1.1%	0.8%	1.4%	0.5%
Asian	1.0%	0.3%	1.1%	0.0%	0.5%	0.0%
Latino	1.8%	0.3%	1.5%	0.4%	1.1%	0.2%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0.0%	0.0%	0.4%	0.0%	0.2%	0.2%
2008-09						
White	85.0%	10.4%	85.4%	9.1%	82.4%	13.1%
Black	1.1%	0.3%	1.2%	0.8%	2.8%	0.0%
Asian	1.1%	0.3%	1.6%	0.0%	0.5%	0.0%
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%
Other	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%
2007-08						
White	84.8%	10.2%	84.0%	10.2%	81.3%	13.8%
Black	0.3%	0.6%	2.0%	0.8%	1.9%	0.5%
Asian	1.7%	0.3%	1.6%	0.0%	0.7%	0.0%
Latino	1.9%	0.0%	1.6%	0.0%	0.9%	0.5%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0.3%	0.0%	0.0%	0.0%	0.5%	0.0%
Data provided by the NCAA. Historically Black Institutions excluded						
Note: Percentages may not equal 100 percent due to rounding						
TABLE 31						

College Professional Administration by Division								
	Division I		Division II		Division III		All Divisions	
	Men	Women	Men	Women	Men	Women	Men	Women
2010-11								
White	55.2%	30.1%	58.8%	29.1%	60.9%	31.5%	57.0%	30.2%
African-American	6.3%	3.2%	4.1%	1.8%	3.5%	1.1%	5.3%	2.5%
Asian	0.9%	0.6%	1.0%	0.6%	0.5%	0.4%	0.8%	0.6%
Latino	1.6%	0.9%	1.8%	0.8%	1.0%	0.4%	1.5%	0.8%
Native American	0.1%	0.0%	0.2%	0.0%	0.1%	0.0%	0.1%	0.01%
Other	0.7%	0.5%	1.2%	0.5%	0.4%	0.2%	0.7%	0.4%
Total	64.8%	35.3%	67.1%	32.8%	66.4%	33.6%	65.4%	34.5%
2009-10								
White	56.2%	29.8%	58.6%	29.8%	60.3%	31.7%	57.5%	30.2%
African-American	6.1%	3.3%	4.1%	1.9%	3.2%	1.0%	5.2%	2.6%
Asian	0.7%	0.6%	1.2%	0.5%	0.4%	0.5%	0.7%	0.6%
Latino	1.3%	1.1%	1.6%	0.8%	1.2%	0.5%	1.3%	0.9%
Native American	0.0%	0.0%	0.2%	0.0%	0.1%	0.1%	0.1%	0.02%
Other	0.6%	0.4%	0.6%	0.3%	0.7%	0.4%	0.6%	0.4%
Total	64.9%	35.2%	66.3%	33.3%	65.9%	34.2%	65.4%	34.7%
2008-09								
White	56.7%	29.4%	57.5%	30.4%	60.4%	32.2%	57.7%	30.2%
African-American	5.9%	3.4%	4.4%	1.6%	2.9%	1.0%	5.0%	2.6%
Asian	0.9%	0.6%	1.4%	0.3%	0.6%	0.6%	0.8%	0.6%
Latino	1.3%	0.9%	1.8%	1.0%	0.9%	0.6%	1.3%	0.9%
Native American	0.0%	0.0%	0.2%	0.1%	0.1%	0.1%	0.1%	0.03%
Other	0.5%	0.4%	1.0%	0.5%	0.4%	0.3%	0.5%	0.4%
Total	65.3%	34.7%	66.3%	33.9%	65.3%	34.8%	65.4%	34.7%
2007-08								
White	56.0%	29.4%	60.2%	29.0%	61.3%	31.6%	57.8%	29.8%
African-American	6.0%	3.6%	3.9%	1.7%	3.1%	0.9%	5.1%	2.7%
Asian	0.9%	0.7%	1.3%	0.5%	0.4%	0.5%	0.8%	0.6%
Latino	1.6%	0.9%	1.8%	0.7%	1.2%	0.4%	1.6%	0.8%
Native American	0.0%	0.0%	0.2%	0.1%	0.1%	0.1%	0.1%	0.03%
Other	0.5%	0.3%	0.5%	0.3%	0.3%	0.0%	0.5%	0.2%
Total	65.0%	34.9%	67.9%	32.3%	66.4%	33.5%	65.9%	34.1%
2004-07								
Data Not Recorded								
2003-04								
White	60.4%	27.5%	55.2%	34.0%	51.8%	42.6%	61.8%	27.6%
African-American	5.9%	2.3%	2.7%	2.3%	3.4%	1.0%	5.1%	1.8%
Asian	0.6%	0.3%	x	x	x	x	0.6%	0.3%
Latino	1.1%	0.8%	x	x	x	x	1.2%	0.7%
Native American	0.0%	0.0%	x	x	x	x	0.1%	0.1%
Other	0.4%	0.6%	4.2%	1.5%	1.1%	0.9%	0.4%	0.3%
Total	68.4%	31.5%	62.1%	37.8%	56.3%	44.5%	69.2%	30.8%
2000-01								
White	63.0%	27.6%	57.8%	33.3%	49.6%	44.2%	61.1%	28.0%
African-American	5.3%	1.8%	3.3%	1.6%	3.5%	1.3%	5.0%	1.9%
Other	1.5%	0.8%	2.8%	1.3%	1.0%	0.5%	2.4%	1.6%
Total	69.8%	30.2%	63.9%	36.2%	54.1%	46.0%	68.5%	31.5%
1999-2000								
White	62.6%	24.8%	59.5%	33.2%	52.8%	42.0%	64.3%	24.5%
African-American	6.2%	2.8%	1.7%	1.3%	2.7%	1.6%	5.2%	2.1%
Other	2.3%	1.3%	2.7%	1.7%	0.2%	0.7%	2.5%	1.3%
Total	71.1%	28.9%	63.9%	36.2%	55.7%	44.3%	72.0%	27.9%
Note: Data provided by the NCAA. Historically Black Institutions excluded								
x= Data not recorded								
Note: Percentages may not equal 100 percent due to rounding								

TABLE 32

College Professional Administration by Position													
	Division I												
	White		Black		Asian		Hispanic		Native American		Other Minority		
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Women
2010-11													
Academic Advisor/Counselor	24.7%	49.2%	10.9%	9.2%	1.0%	1.1%	1.1%	1.1%	0.0%	0.0%	0.8%	0.9%	
Business Mgr.	37.9%	49.6%	3.4%	4.1%	0.2%	1.1%	0.6%	2.1%	0.2%	0.0%	0.4%	0.6%	
Compliance Coordinator/Officer	39.6%	44.4%	6.3%	5.1%	0.5%	0.3%	1.0%	2.0%	0.0%	0.0%	0.2%	0.7%	
Equipment Mgr.	73.4%	10.7%	5.8%	0.3%	1.4%	0.7%	5.0%	1.4%	0.3%	0.0%	0.8%	0.2%	
Fundraiser/Development Mgr.	59.7%	32.4%	3.7%	1.6%	0.2%	0.1%	0.7%	0.6%	0.1%	0.0%	0.7%	0.2%	
Facility Mgr.	75.0%	11.1%	7.5%	0.7%	0.7%	0.4%	3.4%	0.5%	0.1%	0.0%	0.5%	0.0%	
Life Skills Coordinator	15.1%	57.1%	10.7%	11.0%	0.3%	1.2%	1.6%	1.9%	0.0%	0.0%	0.3%	0.6%	
Promotions/Marketing Mgr.	57.5%	32.2%	3.8%	1.4%	1.0%	0.6%	1.0%	0.2%	0.0%	0.0%	0.8%	1.4%	
Sports Information director	80.9%	11.7%	1.4%	1.2%	1.9%	0.2%	2.1%	0.2%	0.0%	0.0%	0.2%	0.0%	
Asst. or Assoc. SID	71.3%	22.4%	1.2%	0.8%	1.3%	0.9%	0.9%	0.4%	0.0%	0.0%	0.5%	0.2%	
Strength Coaches	70.8%	11.7%	11.4%	1.3%	1.6%	0.0%	1.4%	0.4%	0.1%	0.0%	1.0%	0.3%	
Ticket Manager	52.7%	37.2%	3.9%	2.1%	0.4%	0.5%	1.4%	1.1%	0.0%	0.0%	0.7%	0.0%	
2009-10													
Academic Advisor/Counselor	25.4%	48.3%	10.7%	9.5%	0.5%	1.2%	1.1%	1.6%	0.0%	0.0%	0.8%	1.0%	
Business Mgr.	39.7%	48.2%	2.8%	3.6%	0.2%	1.0%	1.0%	3.0%	0.2%	0.0%	0.2%	0.0%	
Compliance Coordinator/Officer	39.8%	45.8%	6.2%	4.4%	0.6%	0.4%	0.4%	2.0%	0.0%	0.0%	0.0%	0.6%	
Equipment Mgr.	75.8%	10.2%	5.4%	0.6%	1.2%	0.3%	4.2%	1.4%	0.0%	0.0%	0.8%	0.0%	
Fundraiser/Development Mgr.	59.4%	30.2%	4.9%	1.9%	0.4%	0.7%	0.5%	0.9%	0.1%	0.0%	0.8%	0.1%	
Facility Mgr.	76.2%	11.4%	7.9%	0.8%	0.8%	0.2%	1.4%	0.3%	0.0%	0.0%	0.7%	0.1%	
Life Skills Coordinator	14.2%	62.3%	7.7%	11.0%	0.0%	0.9%	0.6%	1.6%	0.0%	0.0%	1.0%	0.6%	
Promotions/Marketing Mgr.	57.4%	32.8%	4.7%	1.5%	0.7%	0.5%	1.2%	0.5%	0.0%	0.0%	0.2%	0.5%	
Sports Information director	82.2%	12.6%	1.3%	0.8%	1.0%	0.3%	1.8%	0.3%	0.0%	0.0%	0.0%	0.0%	
Asst. or Assoc. SID	71.7%	21.7%	1.3%	0.8%	1.3%	1.0%	1.2%	0.6%	0.0%	0.0%	0.3%	0.1%	
Strength Coaches	73.8%	10.9%	9.7%	1.1%	1.2%	0.1%	1.6%	0.2%	0.2%	0.0%	1.0%	0.2%	
Ticket Manager	51.7%	38.4%	3.4%	2.8%	0.4%	0.5%	0.7%	1.1%	0.0%	0.0%	0.4%	0.8%	
2008-09													
Academic Advisor/Counselor	25.5%	47.6%	10.8%	10.3%	0.9%	1.0%	1.0%	1.4%	0.0%	0.1%	0.5%	1.2%	
Business Mgr.	40.0%	46.2%	3.8%	3.8%	0.2%	1.1%	1.1%	2.7%	0.0%	0.0%	0.4%	0.6%	
Compliance Coordinator/Officer	42.0%	44.3%	3.6%	5.4%	0.4%	0.5%	0.9%	2.5%	0.0%	0.0%	0.0%	0.6%	
Equipment Mgr.	75.9%	10.3%	6.0%	0.8%	1.6%	0.5%	4.0%	0.5%	0.0%	0.0%	0.3%	0.0%	
Fundraiser/Development Mgr.	58.1%	31.9%	5.1%	1.7%	0.3%	0.6%	0.8%	0.8%	0.0%	0.0%	0.7%	0.1%	
Facility Mgr.	77.6%	9.8%	7.5%	1.1%	0.8%	0.3%	2.0%	0.2%	0.0%	0.0%	0.7%	0.2%	
Life Skills Coordinator	16.7%	60.8%	8.0%	11.5%	0.0%	0.0%	0.7%	1.4%	0.0%	0.0%	0.3%	0.7%	
Promotions/Marketing Mgr.	59.7%	31.0%	3.5%	1.8%	1.1%	0.4%	0.7%	0.5%	0.0%	0.0%	0.7%	0.6%	
Sports Information director	85.0%	10.4%	1.1%	0.3%	1.1%	0.3%	1.6%	0.3%	0.0%	0.0%	0.0%	0.0%	
Asst. or Assoc. SID	70.9%	22.6%	0.8%	1.1%	1.3%	0.9%	1.1%	0.4%	0.1%	0.0%	0.6%	0.2%	
Strength Coaches	74.1%	10.8%	10.3%	1.1%	1.2%	0.1%	1.2%	0.2%	0.1%	0.0%	0.6%	0.2%	
Ticket Manager	54.6%	38.5%	3.2%	1.4%	0.4%	0.4%	0.0%	1.0%	0.0%	0.0%	0.4%	0.0%	
2007-08													
Academic Advisor/Counselor	23.9%	49.2%	11.6%	10.0%	0.7%	0.9%	1.1%	1.6%	0.1%	0.0%	0.2%	0.7%	
Business Mgr.	39.4%	48.3%	2.7%	3.6%	0.5%	1.1%	1.6%	2.7%	0.0%	0.0%	0.0%	0.0%	
Compliance Coordinator/Officer	39.6%	45.5%	4.2%	6.1%	0.2%	1.0%	1.1%	1.5%	0.0%	0.0%	0.6%	0.2%	
Equipment Mgr.	75.4%	10.0%	6.2%	0.7%	1.4%	0.3%	5.0%	0.7%	0.0%	0.0%	0.2%	0.2%	
Fundraiser/Development Mgr.	59.0%	31.3%	5.1%	1.8%	0.6%	0.7%	0.4%	0.4%	0.0%	0.0%	0.4%	0.3%	
Facility Mgr.	74.4%	10.4%	7.2%	0.8%	1.2%	0.5%	3.7%	0.6%	0.2%	0.0%	1.0%	0.2%	
Life Skills Coordinator	16.0%	56.3%	9.7%	13.3%	0.7%	0.7%	0.3%	1.0%	0.0%	0.3%	1.0%	0.7%	
Promotions/Marketing Mgr.	56.1%	30.9%	4.2%	2.6%	1.1%	1.1%	1.9%	0.9%	0.0%	0.0%	0.8%	0.5%	
Sports Information director	84.8%	10.2%	0.3%	0.6%	1.7%	0.3%	1.9%	0.0%	0.0%	0.0%	0.3%	0.0%	
Asst. or Assoc. SID	71.2%	22.2%	1.2%	1.0%	1.2%	0.7%	1.0%	0.6%	0.0%	0.0%	0.6%	0.2%	
Strength Coaches	72.6%	11.4%	10.6%	1.1%	1.4%	0.3%	1.4%	0.1%	0.1%	0.0%	0.8%	0.1%	
Ticket Manager	56.6%	37.8%	1.8%	1.8%	0.2%	0.0%	0.4%	1.1%	0.0%	0.0%	0.2%	0.0%	

Data provided by the NCAA. Historically Black institutions excluded
 Note: Percentages may not equal 100 percent due to rounding

TABLE 33

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 ~MAKING WAVES OF CHANGE~

APPENDIX II

NCAA INCLUSION INITIATIVES

The NCAA has a long history of supporting fair representation in its governance system for diverse administrators, coaches, faculty and student-athletes. The Association has also committed significant resources to educational programming, the professional development of women and minorities, as well as postgraduate scholarship support for former student-athletes pursuing careers in athletics.

The NCAA has restructured and refocused its diversity and inclusion effort under the leadership of President Mark Emmert. While maintaining a commitment to education and development, priorities of the inclusion effort have shifted to include strategies to develop a culture that recognizes and values diversity as a means to organizational excellence and to providing better service to the ever-more-diverse and complex higher education community and our student athletes. The Inclusion Initiative at the NCAA emphasizes that an inclusive culture is the best approach to achieving diversity. It represents a shift from embracing diversity as a metric to encouraging inclusion as a value in leadership and decision-making processes.

The NCAA Executive Committee in 2010 adopted a framework for inclusion to guide the Association's efforts:

"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, creed, educational background, disability, gender expression, geographical location, income, marital status, parental status, sexual orientation and work experiences."

In addition to the longstanding focus on its commitment to nurturing and encouraging diversity and inclusion through programmatic and education efforts, the NCAA is furthering their focus to impact the following key areas:

1. Increased engagement of university presidential leadership
2. Increased partnership and dialogue with affiliate organizations that support inclusive efforts in higher education
3. Exploration of policy initiatives that advance an inclusive culture in intercollegiate athletics
4. A national office system that can model an inclusive business environment.

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

Association-Wide Committees

NCAA Committee on Women's Athletics (CWA) has a mission to provide leadership and assistance to the association in its efforts to provide equitable opportunities, fair treatment and respect for all women

in all aspects of intercollegiate athletics. The committee seeks to expand and promote opportunities for female student-athletes, administrators, and coaches. The committee promotes governance, administration, and conduct of intercollegiate athletics at the institutional, conference, and national levels that are inclusive, fair, and accessible to women.

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

Committee on Women's Athletics and Minority Opportunities and Interests Committee:

Administrative Committee is comprised of members from the NCAA Minority Opportunities and Interests Committee and the Committee on Women's Athletics committees. Along with the chairs/vice chairs of the MOIC and CWA, the committee includes presidents and chancellors from the NCAA membership and provides oversight and strategic direction for the MOIC and CWA.

Joint CWA/MOIC Subcommittee for Minority Women's Issues addresses issues that are especially pertinent and unique to the advancement of minority women within the membership.

Joint CWA/MOIC Subcommittee for Lesbian, Gay, Bisexual, and Transgender (LGBT) Issues focuses on issues related to the LGBT community.

Joint CWA/MOIC Subcommittee for Student-Athletes with Disabilities focuses on issues related to student-athletes with disabilities.

Education and Training

Education and Training Symposium

The Education and Training Symposium is designed to provide relevant, effective and practical training and professional development opportunities to enhance the ability of professionals who serve student-athletes in the areas of life skills and student-athlete development. The symposium is open to professionals at NCAA member institutions and conference offices who support student-athletes in any capacity. The event will provide the opportunity for professionals to become educated on student-athlete well-being issues, receive student-athlete development training and develop a toolkit that will better equip them to serve the continually changing needs of student-athletes.

Emerging Leaders Seminar

The Emerging Leaders Seminar provides transitional educational programming and an overview of the collegiate athletics structure to interns and graduate assistants from NCAA member institutions, conference offices and affiliate organizations. Additionally, this seminar provides individuals with the opportunity to network with industry experts and one another.

NCAA Inclusion Forum

Expert panelists and presenters serve as Forum teachers on topics ranging from ground floor Title IX concepts and equity planning to strategies for dealing with the most complex issues impacting women in intercollegiate sports; racial and ethnic minorities; international student-athletes; lesbian, gay, bisexual and transgender issues; and disability and sport-access topics. The Forum also brings together our

affiliate organization leaders and legal advisors. Attendees are engaged by authorities on a broad range of topics and invited to participate in practical-advice exchanges.

Professional Development

Achieving Coaching Excellence Program

The NCAA-Black Coaches and Administrators Achieving Coaching Excellence Program is designed to provide a professional development opportunity for current NCAA collegiate men's and women's basketball coaches with a commitment to preparing racial ethnic minority collegiate basketball coaches for success as future head basketball coaches.

Champions Forum

The Champions Forum provides tailored programming for future intercollegiate athletics head coaches. At the Champions Forum, some of the key areas covered are simulating the interview process, properly researching positions, managing a press conference and the first staff meeting. Through participation in the forum, attendees will learn a realistic view of the role of and preparation it takes to become a head football coach in collegiate athletics and network with current head football coaches and directors of athletics from NCAA member institutions.

Future Football Coaches Academy (AFCA)

The Future Football Coaches Academy is designed for individuals who have recently completed their collegiate eligibility, and have a desire to enter the college football coaching profession. Participants will learn about and explore football coaching careers with a primary focus on intercollegiate athletics.

Leadership Institute for Ethnic Minority Males and Females

Leadership Institute participants will explore the collegiate athletics community in its entirety as they strategically map and plan their careers. The weeklong institute will provide tailored programming to participants as they diversify their network, become exposed to key stakeholders within college administration and are informed in-depth about the NCAA structure.

National Career in Sports Forum

The National Career in Sports Forum (Forum) provides selected student-athletes the occasion to learn and explore careers in sports, sports law and sports entertainment with a primary focus on intercollegiate athletics. The Forum is effectively marketing careers in coaching, administration, officiating, sports law, and sports entertainment as viable professions.

National Student-Athlete Advisory Committees

The mission of the NCAA National Student-Athlete Advisory Committee (SAAC) 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 committees made up of student-athletes assembled to provide insight on the student-athlete experience. Additionally, SAAC offers input on the rules, regulations, and policies that affect student-athletes' lives on NCAA member institution campuses.

NFL and NCAA Football Academy: Expert Forum and Coaches Forum

The NFL and NCAA Football Academy is an educational forum where individuals who are currently position coaches, coordinators, and assistant or associate head coaches at NCAA member institutions will learn about and explore the progression of college football coaching careers and matriculation. The academy will educate participants on the various aspects of securing, managing and excelling in their

current and future positions, with the ultimate goal of becoming a head coach at an NCAA member institution. This unique forum will educate and train participants on topics such as communicating with campus constituents, the importance of building the right culture for the overall success of student-athletes, the interview process, budget management, networking for success, coaching strategies and other aspects of college football coaching.

NFL-NCAA Life Skills and Professional Development Summit

The NFL-NCAA Life Skills and Professional Development Summit is a joint partnership between the NCAA and the NFL in an effort to educate life skills administrators on the synergies that exist between player development directors and life skills coordinators, NFL and NCAA support, and the personal and professional development needs of student-athletes.

NCAA/NACWAA Institute for Athletics Executives

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

NCAA/NACWAA Leadership Enhancement Institute

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

NCAA Postgraduate Internship Program

The NCAA Postgraduate Internship Program is a one-year paid internship that provides on-the-job learning experiences for college graduates who express an interest in pursuing a career in intercollegiate athletics administration. Internship positions are offered in the following areas: academic and membership affairs/student-athlete reinstatement; administrative services; communications; championships and alliances; SAA and inclusion; enforcement; governance; and the NCAA Eligibility Center.

Pathway Program

The Pathway Program assists participants in gaining a better understanding of the role of directors of athletics throughout all NCAA divisions. This year long program provides an in-depth look into the NCAA governance structure, exposes participants to key stakeholders from member institutions and the NCAA, and matches participants up with a president and director of athletics who will provide guidance and mentorship.

Regional Programming: Regional Career in Sports Forum

The Regional Career in Sports Forum provides selected student-athletes the opportunity to learn and explore skills that will assist in their transition to a career in sports. The forum is open to all institutions in the identified region, unless otherwise specified.

Regional Programming: Regional Symposium

The Regional Symposium is an information sharing and education opportunity for athletics professionals. Participants are provided with materials and methods to be able to design customized, student-athlete trainings on their respective campuses.

Student-Athlete Leadership Forum

The NCAA Student-Athlete Leadership Forum (Leadership Forum) provides pertinent and customized programming to enhance personal awareness and leadership skills needed to impact student-athlete development at the campus and conference level and beyond the collegiate realm. Participants will be given the opportunity to not only learn invaluable leadership skills, but also explore how the relationship between values, beliefs and behavior style impact their actions. Participants will also gain a better understanding of the NCAA, their Division, and the role of the Student-Athlete Advisory Committees (SAAC).

Women's Leadership Symposium

The Women's Leadership Symposium is an opportunity for women who are currently athletics administrators to learn about and explore leadership positions within intercollegiate athletics. The symposium educates participants on the various aspects of securing, managing and excelling as a female administrator at the intercollegiate level. It is the goal that this symposium facilitates in the areas of recruitment, retention and support of women in intercollegiate athletics.

Recognition

Award for Diversity and Inclusion

The award represents a partnership formed by the NCAA and the Minority Opportunities Athletics Association (MOAA) to recognize and celebrate the initiatives, policies and practices of institutions, athletics departments, and/or conference offices that embrace diversity and inclusion across the intercollegiate athletics community. This can be through community service, professional development, hiring practices and/or programming activities that enhance opportunities for people of diverse cultures, backgrounds and experiences.

NCAA Women of the Year Award

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

Scholarships and Grants

Division II Coaching Enhancement Grant

This Division II Coaching Enhancement Grant was created to address the issues of access, recruitment, selection and long-term success of women, ethnic minorities and other individuals in Division II who seek to overcome hiring barriers by providing grant funding for the creation of assistant coaching positions within the division. The grant each year provides \$16,000 to create a new assistant coach position. The school is required to contribute an additional \$8,000 annually in funding. All applications are reviewed and confirmed by a selection committee of non-NCAA staff. The selection process takes place every two years.

Division III Ethnic Minority and Women's Internship Grant Program

The Division III Ethnic Minority and Women's Internship Grant Program (Internship Grant) was founded to assist in enhancing diversity and inclusion within Division III athletics administrative staffs. The Internship Grant is a \$23,100 grant designated for a Division III institution to hire a 10-month full-time individual, give that person the opportunity for learning in administration and coaching, with NCAA member institutions or conference offices providing administrative supervision and mentorship throughout the program.

Division II Strategic Alliance Matching Grant Enhancement Program

The Division II Strategic Alliance Matching Grant Enhancement Program provides monetary grants for those institutions and conference offices seeking to create full-time professional administrative opportunities for ethnic minorities and women, and to enhance diversity and inclusion within their athletics administrative staffs. This grant helps facilitate the creation of full-time positions for ethnic minorities and women within Division II. The grant will fund 75 percent of the grant request in the first year, 50 percent in the second year and 25 percent in the third year.

Division III Strategic Alliance Matching Grant

The Division III Strategic Alliance Matching Grant provides monetary grants for those institutions and conference offices seeking to create full-time professional administrative opportunities for ethnic minorities and women, and to enhance diversity and inclusion within their athletics administrative staffs. This grant helps facilitate the creation of full-time positions for ethnic minorities and women within Division II. The grant will fund 75 percent of the grant request in the first year, 50 percent in the second year and 25 percent in the third year.

Ethnic Minority and Women's Enhancement Postgraduate Scholarships for Careers in Athletics

The Enhancement Scholarships are designed to increase the pool of and opportunities for qualified minority and female candidates in intercollegiate athletics through postgraduate scholarships. The NCAA awards 13 scholarships to ethnic minorities and 13 scholarships to female college graduates who will be entering their initial year of postgraduate studies.

Student-Athlete Affairs Grants

The Student-Athlete Affairs Grants awards up to \$2,000 to NCAA member institutions and conference offices to fund student-athlete development and health and safety related programming. It provides institutions the funding needed to properly educate student-athletes on a variety of topics.

Matching Grant for the Advancement of Ethnic Minority Women Coaches and Officials

The NCAA annually provides matching grants to support the development of minority women coaches in intercollegiate athletics. Conference offices, coaches associations and other organizations focusing on the development of minority women, as well as ethnic minorities and women coaches at all levels, are eligible to apply for grant funds. Organizations and associations focusing on the development of minority women officials are also encouraged to apply.

Community Outreach

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