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**The 2009 Racial and Gender Report Card:
College Sport**
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EXECUTIVE SUMMARY

Orlando, FL... March 11, 2010 – The 2008 Racial and Gender Report Card for College Sport showed that NCAA member institutions and their conferences lost ground for both their record for gender hiring practices and hiring practices by race. In fact, college sport had the lowest grade for racial hiring practices in 2008.

Every other year, the NCAA releases a new *NCAA Race and Gender Demographics of NCAA Member Conferences Personnel Report* and *NCAA Race and Gender Demographics of NCAA Member Institutions Athletic Personnel*. In previous years, these reports were used to examine the racial and gender demographics of NCAA head and assistant coaches, athletics directors across all divisions, associate and assistant athletics directors, senior woman administrators, academic advisors, compliance coordinators and managers for business development, fund-raising, facilities, marketing, ticket sales and media relations and an array of assistants and support staff. This year represented the in-between year in terms of the NCAA releasing racial and gender demographic data via these reports. Lacking these NCAA-issued reports, The Institute for Diversity and Ethics in Sports (TIDES) was unable to issue College Sport a new overall grade for 2009.

As was the case two years ago in 2007, this report card featured updates only to the sections regarding racial and gender demographics of officials at the NCAA Headquarters, the 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), conference commissioners, and NCAA student-athletes. The data utilized to update these sections was culled from several sources, including the NCAA-issued *2007-2008 NCAA Student-athlete Ethnicity Report*, the *2009-2010 Division I Campus Leadership Study* published by TIDES in November 2009, self-reported demographic data on NCAA Headquarters personnel for the fiscal year 2008-2009, and information contained in previous studies by TIDES. The text of the 2008 report card is also included at the end of this report for the categories that did not have the necessary data to receive an update on racial and gender demographics. In all cases

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regarding employment in college athletics, the data reported throughout the 2009 Racial and Gender Report Card excludes Historically Black Colleges and Universities (HBCU's).

Tables for the Report 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. Brand hired Charlotte Westerhaus in 2005 to be the NCAA Vice-President for Diversity and Inclusion. The creation of the Office of Diversity and Inclusion and the diversity programs it created reflect this dedication. 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 sheer number of jobs available. However, the record shows there is still significant room for improvement.

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

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

REPORT HIGHLIGHTS FOR 2009

University Leadership Positions at Football Bowl Subdivision Institutions

- Positive gains were made by women and African-Americans in the role of university president at the 120 FBS Institutions. There are 22 female presidents, an increase of 0.8 percentage points, and four African-Americans, also representing a 0.8 percentage point increase.
- There was a noticeable decline in the number of Latino presidents, as representation fell 1.7 percentage points. 93.3 percent of FBS university presidents were white, an increase of 0.8 percentage points from last year's study. There was one Asian president (0.8 percent) but there were no Native American university presidents.
- The level of diversity within the athletic director position at FBS schools has stayed constant from last year's study, as 16 (13.3 percent) people of color hold this position. However, this total does not include any women of color.
- With the addition of four new African-American head coaches at FBS schools (Ron English, Eastern Michigan University; Mike Haywood, Miami University (Ohio); Mike Locksley, University of New Mexico; DeWayne Walker, New Mexico State University), the overall number of African-American head coaches from 2008 increased from six to seven.
- The nine coaches of color in the 2009 season represented the highest number and percentage of coaches of color ever at FBS schools.
- There were six African-American coaches hired after the completion of the 2009 season, which brings the total number of coaches of color at FBS institutions to a record 15 in 2010. This included coaches in the ACC, SEC and Big East.
- Of the 268 offensive and defensive coordinators in the FBS, there was one less African-American coordinator from last year's total of 31 while there was an increase of one coordinator in both the Latino and Asian demographics, respectively.
- According to the *Chronicle of Higher Education*, 9.4 percent of full-time faculty members at FBS schools are Asian, which is more than the combined percentage of African-American, Latino, and Native Americans (7.7 percent).

NCAA Headquarters

- At the high levels of NCAA headquarters in the EVP/SVP/VP positions, the number of people of color and women remained at three and four, respectively. African-Americans are the only people of color to be represented at this level, accounting for 16.7 percent of the positions. Women held 22.2 percent of the positions.
- The percentages increased for people of color who hold posts at the managing director/director level. People of color increased by 0.8 percentage points to 24.3 percent, which represents the largest total percentage of racial minorities to occupy these posts since data was first recorded in 1998. The highest

percentage gain from last year to this year was seen in the Latino demographic, as Latinos held 4.3 percent of positions at this level, up 1.4 percentage points. Women held 41.4 percent of these positions, an increase of 0.3 percentage points.

- At the NCAA administrator level, the percentage of people of color dropped 1.1 percentage points from last year even though there was no net loss in total number of minorities holding these positions. The number of white administrators increased by 10, thus causing the shift in percentages. Women held 53.2 percent at the NCAA administrator level, down by 1.7 percentage points.
- 95 percent of support staff positions are occupied by women, an increase of 0.4 percentage points from last year and leading to the highest percentage ever of women in this role. Nineteen percent were held by people of color.

Conference Commissioners

- Once again, 100 percent of the 11 Football Bowl Subdivision (FBS), formerly known as Division IA, conference commissioners were white men.
- In all of Division I, excluding the Historically Black conferences, all 30 (100 percent) of Division I conference commissioners were white. Five were led by white women, accounting for 16.7 percent of the commissioners, and representing the highest total number and percentage of women in this role since recorded in 2003.
- Six women led sport-specific conferences and there were 17 women occupying associate commissioner roles at the FBS level.

Student-athletes

- In Division I football, African-Americans account for 46.4 percent of the athletes and whites hold 46.6 percent, indicating the levels of participation between these two races are as close to equal as they have ever been for a given year since this data was first recorded.
- In Division I basketball, African-Americans account for 60.4 percent of the athletes and whites hold 32.6 percent, representing the highest percentage of whites since 1999-2000.
- African-American female student-athletes accounted for 50.1 percent of the Division I basketball participants, representing a 2.7 percentage point increase from last year and the highest percentage of African-Americans in the sport ever.
- In Division I softball, Latinas saw a 0.4 percentage point increase to 7.2 percent, continuing the trend of increased participation by this demographic in every year since 2001-02.
- People of color had 21.5 percent of the softball positions while having only 15.6 percent of the men's baseball positions.
- The percentage of white male athletes in all Division I stands at 64.3 percent, which is an increase of 0.1 percentage points. 25.0 percent of all Division I male athletes are African-American, representing an increase of 0.3 percentage points from last year's total.

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- The percentage of white male student-athletes at the Division I, II and III combined were 72.2 percent, 18.5 percent for African-American males, 4.2 percent for Latinos, 1.5 percent for Asian men and 0.4 percent for American Indian/Alaskan Natives males.
- The percentage of white female student-athletes at the Division I, II and III combined were 78.9 percent, 11.3 percent for African-American females, 3.8 percent for Latinas, 2.0 percent for Asian females and 0.4 percent for American Indian/Alaskan Native females.
- African-American, Latina and Asian representation in all Division I women's sports all achieved or maintained record levels of participation.
- The new category designations of Two or More Races and Native Hawaiian/Pacific Islander slightly shifted the participation statistics across all divisions for student-athletes.

REPORT HIGHLIGHTS FROM 2008

Coaching

- Whites dominate the head coaching ranks on men's teams holding 89.2 percent, 88.7 percent and 92.5 percent of all head coaching positions in Divisions I, II and III, respectively.
- African-Americans held 7.2 percent, 5.3 percent and 4.0 percent of the men's head coaching positions in the three NCAA divisions, respectively.
- Likewise on the women's teams, whites held 87.7 percent, 88.9 percent and 91.9 percent of all head coaching positions in Divisions I, II and III, respectively.
- African-Americans held 7.0 percent, 5.1 percent, and 4.4 percent of the women's head coaching positions in the three NCAA divisions, respectively.
- In men's Division I basketball, 22.9 percent of all head coaches were African-American, which was down 2.3 percent from the all-time high percentage of 25.2 in 2005-06.
- Only 4.1 percent of Division I head baseball coaches were people of color, with 2.2 percent Latino and only 0.4 percent African-American.
- In fact, African-Americans were so underrepresented as head coaches, that once again, the percent of women coaching men's teams actually exceeded that of African-Americans in Division III (4.8 percent versus 4.0 percent.) In Division II, the percentage of women coaching men's teams was similarly low to the percentage of African-Americans (3.7 percent versus 5.3 percent). In Division I, women coaching men's teams outnumbered Latinos, Asians and Native Americans combined (2.8 percent vs. 2.6 percent).
- More than three-and-a-half decades after the passage of Title IX, women coaching women's teams still do not represent the majority of coaches in the women's game. In addition, this year's numbers show no progress in women coaching women's sports in most sports. Women head coaches in Division I basketball stayed virtually the same (64.7 percent in 2007-08 and 64.3 percent in 2005-06). Head

coaches of Division I Track/Cross Country, which combines the head coaches of Cross Country, Indoor Track and Outdoor Track, saw a slight decrease in female head coaches from 20.8 percent in 2005-06 to 20.2 percent in 2007-08. In all other sports, men led 57.4 percent of the women's teams while women were head coaches in only 42.1 percent of the programs.

- African-American women held 10.7 percent and African-American men held 2.9 percent of women's head coaching positions in Division I basketball for a combined percentage of 13.6 percent (up from 12.1 percent). Nonetheless, the 13.6 percent stood in stark contrast to the 47.4 percent of the student-athletes playing women's basketball who were African-American. The disparity is what compelled the BCA to initiate a women's basketball hiring report card for 2007-08.
- In 2007-08, there was some improvement for male people of color as assistants on men's teams. However, the percentage of women assistants on women's teams declined in all three Divisions.
- On the men's teams in 2007-08, whites held 76.9, 79.0, and 88.1 percent of the assistant coaching positions in the three divisions, respectively, which was slightly improved from 79.2, 82.7, and 88.5 percent respectively in 2006. In 2007-08, African-Americans held 17.7, 14.2, and 8.3 percent, respectively. The only African-American improvement was in Division II, which was at 11.6 percent in 2006.
- Among the women's teams in 2007-08, whites held 79.1, 81.2, and 88.8 percent of the assistant coaching positions in Divisions I, II and III, respectively, which was a decline from 81.6, 82.4 and 90.5 percent respectively in 2005-06. In 2007-08 African-Americans had 13.5, 10.3, and 6.4 percent respectively. In 2005-06 African-American held 13.2, 9.4 and 6.5 percent of the assistant coaching jobs on women's teams in the respective Divisions.
- The percentage of women assistants on women's teams declined in all three Divisions as they tumbled from slightly more than 50 percent in each to less than 50 percent in each Division. As assistants, women in 2007-08 held 49.4 of the positions in Division I, 48.9 in Division II and 49.5 percent in Division III. This was down from 2005-06 when women held 51.5, 51.4, and 54.0 percent of the jobs, respectively.

Athletics Directors

- Whites held the overwhelming percentage of positions of athletics directors in all three divisions at 90.0, 92.0, and 97.0 percent in Divisions I, II and III, respectively. This compared to 93.1, 92.3 and 96.1 percent in 2005-06 respectively.
- African-Americans held 7.2, 3.8 and 1.8 percent respectively in Divisions I, II and III. This compared to 5.5 percent, 3.8 percent and 1.9 percent in 2006 respectively.
- Latinos accounted for 1.9, 3.0, and 0.0 percent of the ADs at Division I, II and III. This compared to 0.9, 2.7 and 0.3 percent in 2006 respectively.
- Asians accounted for 0.0, 0.8, and 0.7 percent of the ADs at Division I, II and III and Native Americans accounted for 0.6, 0.4, and 0.4 percent of the ADs at each level.

- Women lost ground as athletics directors in Divisions II and III and remained static in Division I since the last Report Card in 2006. In Division I, 7.8 percent of women were AD's, which matched that in 2006. In Division II, there was a decrease from 18.7 to 15.6 percent and in Division III there was a slight decrease from 27.3 to 27.1 percent.

College Associate and Assistant Athletic Directors

- At the associate athletic director position, whites comprised 89.2, 88.8, and 96.4 percent of the total population at Division I, II and III respectively. These numbers were all lower than that of 2005-06 (89.5, 94.0 and 95.3 percent respectively). African-Americans held 7.2, 7.5, and 3.2 percent of the positions at each level. These numbers decreased in Division I and III but increased in Division II from 2005-06 when they were 8.2, 4.0, and 3.6 percent, respectively. Latinos held 2.2 percent, 1.6 percent and 0.4 percent of the positions at each level. Asians held 0.6 percent and 1.0 percent in Divisions I and II. There were no Asians in Division III in this position and no Native Americans in Divisions II and III. In Division I, Native Americans had 0.1 percent of the associate athletic director positions.
- The percentage of women filling associate athletic director positions was 27.9 percent in Division I, 40.3 percent in Division II and 50.8 percent in Division III. These percentages were down in Division I and II but increased in Division III from 2005-06 when they were 28.4, 48.7 and 49.7 percent respectively.
- Women held 98.3, 96.6, and 100 percent of the Senior Woman Administrator jobs in Division I, II and III, respectively. These numbers are similar to that of 2005-06 (97.7, 99.4 and 98.9 percent respectively). White women continued to dominate the SWA position holding 84.9, 85.3, and 96.6 percent in Division I, II and III, respectively. African-American women represented 10.2, 7.8 and 1.9 percent at each respective level.
- Whites continue to fill the majority of the FAR positions with 91.7, 92.4, and 94.5 percent in Divisions I, II and III, respectively.

OVERALL GRADES

As stated in the executive summary, this year represented the in-between year in terms of the NCAA releasing racial and gender demographic data. Without those two key studies which The Institute depends, The Institute cannot issue an overall grade for 2009 for the College Racial and Gender Report Card.

The 2008 Racial and Gender Report Card for College Sport showed that college sport received a **C+** for race and a **B** for gender giving it a combined **C+** overall. That compared to the 2006-07 Racial and Gender Report Card when college sport earned a **B-** for race and **B+** for gender. The **C+** for race was last when compared to the grades for the professional sports leagues in 2008. College sport's **B** for gender put it behind the NBA's **B+** and the WNBA's **A+** for gender but ahead of the other men's leagues. The college sport combined grade of **C+** was lowest among all the other sports examined in 2008 and was behind the WNBA (**A+**), NBA (**A**), MLS (**B+**) and MLB (**B**). A new grade will be issued for college sport when the 2010 report card is released next year.

THE REPORT BY CATEGORY

University Leadership Positions at Football Bowl Subdivision (FBS) Institutions

The key leadership positions at Football Bowl Subdivision (FBS) schools and conferences remained overwhelmingly white and male even though there was a record number of nine head coaches of color in the 2009 college football season at the FBS schools (formerly Division IA) according to a study released in November 2009 by The Institute. This study, titled *The Buck Stops Here: Assessing Diversity among Campus and Conference Leaders for Football Bowl Subdivision (FBS) Schools in the 2009-10 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, 112 (93.3 percent) presidents were white. There were eight presidents of color and 22 women serving as president as of October 2009. This number of female presidents is an increase of one (0.8 percentage points) from 2008, however the number of presidents of color decreased by one over this same time period.

- There were four (3.3 percent) African-American presidents
 - Sidney McPhee, Middle Tennessee State University
 - Roderick McDavis, Ohio University
 - Elson S. Floyd, Washington State University
 - Bernadette Gray-Little, University of Kansas
- There were three (2.5 percent) Latino presidents
 - Luis Proenza, University of Akron

- Manuel Pacheco (Interim), New Mexico State University
- France A. Cordova, Purdue University
- There was one (0.8 percent) Asian president
 - Renu Khator, University of Houston
- There were no Native Americans presidents
- There were 22 (18.3 percent) women presidents
 - Carol Garrison, University of Alabama at Birmingham
 - Jo Ann M. Gora, Ball State University
 - Carol A. Cartwright, Bowling Green State University
 - Kathleen Wilber, Central Michigan University
 - Monica Rimai, University of Cincinnati
 - Susan W. Martin, Eastern Michigan University
 - M.R.C. Greenwood, University of Hawaii
 - Renu Khator, University of Houston
 - Sally Mason, University of Iowa
 - Bernadette Gray-Little, University of Kansas
 - Shirley Raines, University of Memphis
 - Donna E. Shalala, University of Miami (Florida)
 - Mary Sue Coleman, University of Michigan
 - Lou Anna Kimsey Simon, Michigan State University
 - Gretchen M. Bataille, University of North Texas
 - France A. Cordova, Purdue University
 - Judy Genshaft, University of South Florida
 - Martha Dunagin Saunders, University of Southern Mississippi
 - Nancy Cantor, Syracuse University
 - Ann Weaver Hart, Temple University
 - Diana S. Natalicio, University of Texas at El Paso
 - Biddy Martin, University of Wisconsin, Madison

Athletics Directors at FBS Institutions

As of October 2009, there were 11 African-American, four Latino and one Native American athletics directors at FBS institutions. Of the 120 ADs who oversee FBS football programs, there were 104 (86.7 percent) whites. The people of color included the following.

- Eleven (9.2 percent) African-Americans
 - Warde Manuel, The State University of New York at Buffalo
 - Keith Tribble, University of Central Florida
 - Derrick Gragg, Eastern Michigan University
 - Damon Evans, University of Georgia
 - McKinley Boston Jr., New Mexico State University
 - Eugene Smith, The Ohio State University
 - Michael Garrett, University of Southern California
 - Daryl J. Gross, Syracuse University
 - Kevin Anderson, U.S. Military Academy
 - David Williams II (Vice Chancellor of Student Life and University Affairs and General Counsel), 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, University of Maryland, College Park
- Cary Sue Groth, University of Nevada
- Kathy Beauregard, Western Michigan University

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

The level of diversity within the athletic director position at FBS schools has stayed constant from last year’s study, as 16 (13.3 percent) people of color hold this position.

Head Football Coaches and Coordinators at FBS Institutions

Seven of the 120 FBS head coaches were African-American during the 2009 collegiate football season, an increase of one from last year’s study. Prior to the start of the 2009 season, four new African-American coaches were hired, including Mike Locksley by New Mexico, Ron English by Eastern Michigan, Mike Haywood by Miami of Ohio and DeWayne Walker by New Mexico State.

There were two other head coaches of color for a total of nine in the 2009 season. This was the highest number in the history of FBS schools.

In the 2009 season, there were 120 head football coaches at FBS schools. Of the 120, 111 (92.5 percent) were white. In addition, there were:

- Seven (5.8 percent) African-Americans
 - Turner Gill, State University of New York at Buffalo
 - Ron English, Eastern Michigan University
 - Kevin Sumlin, University of Houston
 - Randy Shannon, University of Miami (Florida)
 - Mike Haywood, Miami University, Ohio
 - Mike Locksley, University of New Mexico
 - DeWayne Walker, Mexico State
- One (0.8 percent) Latino
 - Mario Cristobal, Florida International University
- One (0.8 percent) Polynesian

- Ken Niumatalolo, U.S. Naval Academy
- No Asians
- No Native Americans

At the end of the 2009 season, not only did none of the above coaches lose their jobs, but six additional African-American coaches were hired, which increased the number of coaches of color in FBS to a record 15 at the start of the 2010 football season. Turner Gill left Buffalo to take a job as head coach at the University of Kansas, and the six new coaches included Charlie Strong at the University of Louisville, Willie Taggart at Western Kentucky University, Larry Porter at the University of Memphis, Mike London at the University of Virginia, Joker Phillips at the University of Kentucky, and Ruffin McNeill at East Carolina University.

The offensive and defensive coordinators are often viewed as the pipeline for the head coaching position. Among the FBS schools, there were 268 coaches who were considered either offensive or defensive coordinators. This number excludes five offensive or defensive coordinators (Clemson University, Georgia Institute of Technology, University of South Carolina, Texas Tech University, Western Michigan University) who also serve as the head coach.

Of the 268 coordinators, 229 were (85.4 percent) white, 30 were (11.2 percent) African-American, four were (1.5 percent) Latino and five (1.9 percent) were Asian. There was one less African-American coordinator from last year while there was an increase of one coordinator in both the Latino and Asian demographics, respectively.

Faculty Athletics Representatives at FBS Institutions

The faculty athletics representative (FAR) is a university's representative of the president and faculty on issues regarding athletics. The FAR is usually appointed by the president and is involved with the assurance of the academic integrity of the athletics programs, as well as the maintenance of the welfare of the student-athlete. The FAR is a very important position within a university.

As of October 2009, there were five African-American, one Latina, one Asian and one Native American faculty athletics representatives at FBS institutions. Of the 120 FBS schools, there are 122 faculty athletics representatives. The people of color included:

- Five (4.1 percent) African-Americans
 - Myles Lynk, Arizona State University
 - Percy Bates, University of Michigan
 - Alex Byrd, Rice University
 - William Smith, University of Utah
 - Lucius Outlaw, Vanderbilt University
- One (0.8 percent) Latina
 - Consuelo Stebbins, University of Central Florida
- One (0.8) Asian
 - L.J. "Kelvin" Coong, Oregon State University
- One (0.8 percent) Native American
 - Larry Echo Hawk, Brigham Young University

There are 33 white women (27.0 percent) in total serving as faculty athletics representatives.

NCAA Headquarters

The data in this section on the NCAA headquarters was supplied by the NCAA for 2009 and is compared to their data from 2008.

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

At the EVP/SVP/VP position, the number of people of color and women remained the same at three and four, respectively. African-Americans continue to be the only people of color represented at the EVP/SVP/VP positions, occupying 16.7 percent of the positions. Whites held the remaining 83.3 percent of the positions.

The percentages increased for people of color who hold posts at the managing director/director level, which includes the managing director position as well. While women increased in numbers from 28 to 29, the percentage increase was minimal since the additional net number of females was offset by one more male hire from 2008. People of color increased by 0.8 percentage points to 24.3 percent, constituting the highest percentage ever of people of color in this category. Whites occupied 75.7 percent of the positions while African-Americans held 17.1 percent (up 0.9 percentage points) of the managing director/director positions. The most significant percentage gain was seen in the Latino demographic, as Latinos held 4.3 percent (up 1.4 percentage points). Asians occupied just 1.4 percent (down 3.0 percentage points) of the positions, but the percentage of people of color increased due to the boost in Latino percentage and the addition of one person in the "other" demographic category, representing 1.4 percent (up from 0.0 percent last year). Women held 41.4 percent of these positions, an increase of 0.3 percentage points.

At the NCAA administrator level, the percentage of people of color decreased even though the total number of minorities (45) did not change from last year. The number of white NCAA administrators increased by 10, thus increasing the percentage of whites in these positions by 1.1 percentage points to 78.0 percent. All the percentages for people of color decreased, as African-American representation is now 18.1 percent (down 0.9 percentage points) and Asians and Latinos each represent 2.0 percent (down 0.1 percentage points in each category). Although the percentage of women in administrator

posts decreased by 1.7 points to 53.2 percent of the available positions, the total number of women increased by two from 107 female administrators in 2008 to 109 female administrators in 2009.

Within the support staff position level at the headquarters, which includes all levels of assistants, the percentage of people of color decreased 0.6 percentage points to 19.0 percent while women increased 0.4 percentage points to 95.0 percent. This percentage of women at the support level represents the highest percentage of women in these positions since the NCAA began reporting demographic data in 1998.

When examining the composite outlook of these numbers, the total number of full-time NCAA employees equals 414, an increase of 21 from 403 in 2008. The percentages of female and minority representation are down, as the percentage of females is 62.1 percent, down 0.2 percentage points, and the percentage of people of color is 21.3 percent, down 0.6 percentage points. These numbers are accurate as of September 1, 2009. It should be noted that these numbers represent 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 each year.

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

The African-American vice-presidents are:

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

The four women vice presidents are:

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

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

Conference Commissioners

Once again, 100 percent of the 11 Football Bowl Subdivision (FBS), formerly known as Division IA, conference commissioners were white men. Being a conference commissioner is a powerful position and those that head BCS Conferences are considered to be among the most powerful and influential people in college sport. There were a few opportunities for minorities and women at the associate commissioner position. At the time of this publication, there were 59 Associate Commissioners at FBS schools, with women occupying 17 positions, or 29 percent. People of color made up just under 14 percent of available positions at the associate commissioner level. The information in this section was collected by TIDES from the conferences and not from NCAA reports.

In all of Division I, excluding the Historically Black conferences, all 30 (100 percent) of Division I conference commissioners were white. Five conferences were led by women as commissioners, accounting for 16.7 percent. The NCAA lists six other women who led sport-specific conferences. There were three new female commissioners hired since last year's study, Robin Harris of the Ivy League, Beth DeBauche of the Ohio Valley Conference, and Noreen Morris of the Northeast Conference.

The RGRC breaks down the female conference commissioners as follows:

There were five women that headed Division I conferences:

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

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

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

There were six women who were in charge of sport-specific conferences:

- Wendy J. Guthrie, Pacific Coast Softball Conference
- Carla M. Konet, Northern Pacific Field Hockey Conference
- Ellen Moore, Pacific Coast Softball Conference
- Peggy J. Pruitt, American Lacrosse Conference
- Alexis Schug, Atlantic Soccer Conference
- Patty Viverito, Gateway Football Conference and Pioneer Football League

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 year:

- Beginning in 2006-07 and continuing in 2007-08, tables were added to the *NCAA Student-athlete Ethnicity Report* detailing the resident alien status of the student-athletes separately from their race/ethnicity. Previously, these categories were combined, but now have been separated for greater accuracy in reporting. Therefore, because of the removal of “resident alien” as a choice among ethnic categories, the other ethnicities will increase accordingly. Student-athletes whose ethnicities were previously identified as “nonresident alien” are now identified with an ethnic category and then identified separately as nonresident aliens. This is particularly relevant in certain sports such as tennis and ice hockey which each have over 20 percent of total participants identified as having nonresident alien status. So some increases in ethnic percentages from earlier years can be attributed to this change in methodology.
- Beginning with the *2007-2008 NCAA Student-athlete Ethnicity Report*, two new categories were added to create a more accurate snapshot of ethnic identification. The category of “Native Hawaiian/Pacific Islander” was made separate from the Asian demographic where it had previously been included. Additionally, the category of “Two or More Races” was added. Although the percentage of athletes who identify themselves by one of these categories is generally smaller than one percent across all sports and divisions, the cumulative inclusion of these categories does help to explain some minor fluctuation in percentages for other ethnic categories from 2006-07 to 2007-08.
- Each year, the Racial and Gender Report Card takes a look at three Division I sports and highlights trends for both male and female athletes. For the male athletes, these sports are basketball, football and baseball. For the female athletes, a change was made this year to make this snapshot picture more comparable to the sports chosen for the men. In the past, the three sports chosen for female athletes were basketball, cross country and track combined, and a category known as all other sports. With female athlete participation numbers continuing to increase across the board, there was less need to combine sports for a large observation sample. Beginning with this year, the three female sports for the Division I observations will be basketball, outdoor track and softball, sports with both strong participation levels and comparatively high media attention in relation to other female sports.

In the snapshot of three men’s Division I sports, there was no percentage change in any demographic larger 0.7 percentage points from last year to this year.

In basketball, the percentage of African-Americans (60.4 percent), Latinos (1.8 percent) and Asians (0.4 percent) remained unchanged, while white participation increased 0.1 percentage points to 32.6 percent. The inclusion of the “Two or More Races” category resulted in a debut number of 0.5 percent, which may help explain the 0.5 percentage point drop in the “other” category, which now represents 4.2 percent of Division I basketball players.

In football, the biggest shift was a 0.7 percentage point decrease for Asians, which now comprise 0.9 percent of the population. This shift can probably be explained by the inclusion of the Native Hawaiian/Pacific Islander demographic, which previously was included in the Asian category but now

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accounts for 0.9 percent of this separate category. African-Americans increased 0.5 percentage points to 46.4 percent and whites decreased 0.4 percentage points to 46.6 percent, indicating the levels of participation between these two races are as close to equal as they have ever been for a given year since this data was first recorded.

In baseball, there was no percentage shift greater than 0.2 percentage points (“other” decreased from 2.5 percent to 2.3 percent), but Latino participation did increase 0.1 percentage point to bring its total to 5.5 percent, only 0.1 percent off of its all-time high for participation percentage recorded in 2000-01.

Of the three women’s sports used for this study, basketball saw the most notable shifts over the last year. African-American student-athletes account for 50.1 percent of the Division I basketball participants, representing a 2.7 percentage point increase from last year and the highest percentage of African-Americans in the sport ever. White participation decreased 1.8 points to 42.6 percent, Latinas fell 0.7 percentage points to 1.3 percent, Asians held constant at 1.1 percent, and American Indian/Alaskan Natives fell 0.1 percentage points to 0.3 percent. The introduction of the Native Hawaiian/Pacific Islander and Two or More Races categories yielded participation totals of 0.2 and 0.5 percents, respectively, which may help to explain the 0.8 percentage point decrease in the “other” category from last year.

In outdoor track, 60.2 percent of the athletes were white, which is a 0.6 percentage point drop from last year; 29.5 percent of the athletes were African-American, which is a 0.8 percentage point increase and again represents the highest percentage of African-American representation since these numbers have been recorded by the NCAA over the last decade.

In softball, Latinas saw a 0.4 percentage point increase to 7.2 percent, continuing the trend of increased participation by this demographic in every year since 2001-02. In most of the remaining demographics there was a noticeable downward trend, as whites accounted for 78.5 percent (down 0.1 percentage points), African-Americans for 7.7 percent (down 0.8 percentage points), “other” for 2.7 percent (down 0.5 percentage points) and Asians 2.0 percent (down 0.3). American Indian/Alaskan Natives increased 0.2 percentage points to 0.8 percent and the inclusion of the two new categories yielded totals of 0.6 percent for Native Hawaiian/Pacific Islanders and 0.5 percent for Two or More Races.

Over the years, there has not been much variance in the racial make-up of the male student-athlete population across all Division I sports. This year’s data supports this observation, as white participation increased by 0.1 percentage points to bring the total to 64.3. African-American male participation also increased slightly to 25.0 percent, which represents the highest percentage for this demographic since 1998-1999. Latino representation reached an all-time high at 3.9 percent, an increase of 0.1 percentage points from last year’s previous record.

For female athletes across all Division I sports, there was not nearly the level of change as in the men’s demographics. African-American female participation reached its all-time high at 15.9 percentage (up 0.2 percentage points) and Latina participation stayed constant with its record high set last year at 3.7 percent. Asian/Pacific Islanders, both male and female, enjoyed their highest participation levels ever at 1.9 and 2.5 percents, respectively, and the inclusion of the Two or More Races category yielded 0.2 percent of the total population for the men and 0.3 percent for the women.

According to the *NCAA 2007-2008 Student-Athlete Ethnicity Report*, the percentage of white male student-athletes at the Division I, II and III combined were 72.2 percent, 18.5 percent for African-

American males, 4.2 percent for Latinos, 1.5 percent for Asian men, 0.4 percent for American Indian/Alaskan Natives and 0.3 percent for males of Two or More Races.

The percentage of white female student-athletes at the Division I, II and III combined were 78.9 percent, 11.3 percent for African-American females, 3.8 percent for Latinas, 2.0 percent for Asian females, 0.4 percent for American Indian/Alaskan Native females and 0.4 percent for females of Two or More Races.

In Divisions I, II and III, white male student-athletes comprised 64.3, 65.2 and 82.7 percent of the total male student-athletes, respectively. In Division I, white female student-athletes comprised 71.9 percent of the total female student-athlete population. In Division II, they make up 75.8 percent and in Division III, 87.0 percent.

In Division I, II and III, African-American male student-athletes make up 25.0, 24.0 and 9.2 percent of total male student-athletes, respectively while Latinos made up 3.9, 6.2 and 3.3 percent, respectively and Asians comprised 1.5, 1.0 and 1.8 percent, respectively. Native Americans made up 0.4, 0.5 and 0.2 percent, respectively and males of Two or More Races made up 0.2, 0.2 and 0.4 percent, respectively.

In Division I, II and III, African-American female student-athletes comprised 15.9, 13.1 and 5.2 percent of the total female student-athlete population, respectively while Latinas made up 3.7, 5.9 and 2.7 percent, respectively and Asians comprised 2.3, 1.3 and 2.0 percent, respectively. Native Americans made up 0.4, 0.5 and 0.2 percent, respectively and females of Two or More Races made up 0.3, 0.5 and 0.5 percent, respectively.

According to the NCAA, 45.4 percent of all NCAA Division I, II and III student-athletes combined are female and 54.6 percent are male.

All student-athlete data came from the *NCAA 2007-2008 Student-Athlete Ethnicity Report*.

See Tables 8, 9 and 10.

**** The data and analysis in the following sections were presented in the 2008 College Sport Racial and Gender Report Card for College Sport. That data is based on NCAA generated surveys. No new data was released in time for this report card. Some wording may have been edited, added or deleted for clarification, but all the data and statistics remain unchanged.***

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 2009 to assess how universities handle the process for hiring head football coaches. It evaluates whether the school contacted the BCA for assistance, who served on the search committee, which candidates were interviewed, who was hired, and whether the athletic department followed their school's affirmative action guidelines. This football hiring report card has been a very positive tool in evaluating the hiring process of college coaches regarding increasing candidates of color and diverse search committees. The positive gains for coaches

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at FBS institutions were reflected in the positive hiring trends for coaches of color in football that were discussed in the section on *University Leadership Positions at FBS Institutions* section near the beginning of this report.

In the 2007-08 year, the percentage of African-Americans coaching men's teams decreased in Division I but increased in Division II and III while whites coaching men's teams decreased at every level.

Nevertheless, whites still dominated as coaches of men's teams of each division. Whites held 89.2 percent (down from 90.6 percent in 2005-06), 88.7 percent (down from 89.5 percent in 2005-06) and 92.5 percent (down from 93.4 percent in 2006) of all head coaching positions in Divisions I, II and III, respectively.

African-Americans held 7.2 percent (down from 7.3 percent in 2005-06), 5.3 percent (up from 4.4 percent in 2005-06) and 4.0 percent (down from 4.1 percent in 2005-06) of the men's head coaching positions in the three NCAA divisions, respectively. Latinos held 1.6 percent, 3.9 percent, and 1.5 percent of head coaching positions for men's teams in the respective divisions (1.1, 3.6, and 1.5 percent in 2005-06 respectively). Asians held 0.9, 1.1, and 0.6 percent of head coaching positions for men's teams in the respective divisions, which showed slight increases in Division I and II, but remained identical for Division III compared to that of 2005-06. Native American representation was minimal. These figures accounted for male and female head coaches of men's teams.

Although there was a decline last year, Division I men's basketball continues to be the best representation of diversity at all levels and across all sports. In 2007-08, African-American men accounted for 22.9 percent of the men's basketball head coaching positions at the Division I level, which was a 2.3 percent decrease from the last report card. This was the lowest point since the 2000-01 year and is reason for concern. Latinos and Native Americans held 0.7 and 0.3 percent, respectively, of the coaching positions.

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

In 2007-08 in all of Division I, African-Americans held 5.1 percent and Latinos held 0.5 percent of the football head coaching positions.

In Division I baseball, the percentage of people of color occupying the head coach position was only 4.1 percent, with 2.2 percent Latino, 1.5 percent Asian and 0.4 percent African-American.

Division I tends to have the most diverse group of coaches, with less diversity at the Division II and Division III levels. For men's basketball in all divisions combined, African-Americans held 12.8 percent (a decrease of 1.2 percent) of the head coaching positions. In all divisions combined for football, African-Americans held 3.2 percent of the coaching positions, remaining the same since the last report card. In all divisions combined for baseball, African-Americans held 1.0 percent, up 0.3 percentage points. Whites, on the other hand, held 85.1 (increase of 0.9 percentage points), 95.2 percent (decrease of 0.2 percentage points) and 94.7 percent (decrease of 0.6 percentage points) of the head positions in basketball, football and baseball, respectively. Latinos lost ground in basketball to 0.9 percent and football to 0.5 percent while increasing to 2.9 percent in baseball coaching positions.

African-Americans were so underrepresented as head coaches, that once again, the percent of women coaching men's teams actually exceeded that of African-Americans in Division III (4.8 percent versus 4.0 percent.) In Division II, the percentage of women coaching men's teams was similarly low to the percentage of African-Americans (3.7 percent versus 5.3 percent).

In Division I, women coaching men's teams outnumbered Latinos, Asians and Native Americans combined (2.8 percent vs. 2.6 percent).

More than three-and-a-half decades after the passage of Title IX, women coaching women's teams still do not represent the majority of coaches in the women's game. In addition, this year's numbers show no progress in women coaching women's sports in most sports. Women head coaches in Division I basketball increased slightly (64.7 percent in 2007-08 and 64.3 percent in 2005-06). Head coaches of Division I Track/Cross Country, which combines the head coaches of Cross Country, Indoor Track and Outdoor Track, saw a slight decrease in female head coaches from 20.8 percent in 2005-06 to 20.2 percent in 2007-08. In all other sports, men led 57.4 percent of the women's teams while women were head coaches in only 42.1 percent of the programs.

The female coaching totals were 40.3 percent for women's teams and 2.8 percent of men's teams for Division I. They were 33.1 percent of women's teams and 3.7 percent of men's teams for Division II. They were 43.0 percent of women's teams and 4.8 percent of men's teams for Division III.

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

Whites held 85.6 percent (down from 86.6 percent in 2005-06) of Division I women's basketball head coaching positions. Women held 64.7 percent of these positions (up from 64.3 percent in 2005-06). The percentage of white women head coaches in Division I women's basketball decreased slightly from 54.0 percent in 2005-06 to 53.7 percent in 2007-08. Meanwhile, white men also decreased from 32.6 percent to 31.9 percent. African-American women held 10.7 percent and African-American men held 2.9 percent for a combined percentage of 13.6 percent (up from 12.1 percent). There were no Asian or Native American coaches. Only 0.6 percent of the positions were held by Latino head coaches.

All of this stands in stark contrast to the 50.1 percent of the student-athletes playing women's basketball who were African-American. The disparity is what compelled the BCA to initiate a women's basketball hiring report card for 2007-08 for the FBS schools.

According to the *BCA Hiring Report Card for Women's College Basketball (2008-2009)*, there were eight African-American women hired. At the end of the 2008-09 season there were 25 coaches of color (20.8 percent), including 21 African-American women, three African-American men, and one Latino, coaching among the 120 women's basketball coaches schools that compete in FBS schools.

Head coaches in NCAA Division I track/cross-country teams have the highest – and still increasing percent of people of color in head coaching positions for women's college sports. Whites held 79.9 percent of these posts (down from 83.7 percent in 2005-06), African-Americans held 16.3 percent (up from 14.7 percent in 2005-06). Meanwhile, Latinos held 2.4 percent of these posts (up from 1.2 percent in 2005-06). Women overall held 20.2 percent of these positions (down from 20.8 percent in 2005-06).

African-American women increased slightly from 2006 to 6.2 percent and white women dropped to 13.1 percent of these positions (down from 14.2 percent in 2005-06). Men coached 79.2 percent of the men's and women's track/cross country teams, which matched that in 2005-06.

Although the percentage of African-Americans coaching women's teams increased in all three divisions and whites coaching women's teams decreased at every level, whites still dominated as coaches of women's teams of each division. Whites held 87.7 percent (down from 89.6 percent in 2005-06), 88.9 percent (down from 89.9 percent in 2005-06) and 91.9 percent (down from 92.9 percent in 2005-06) of all head coaching positions of women's sports in Divisions I, II and III, respectively.

African-Americans held 7.0 percent (up from 6.6 percent in 2005-06), 5.1 percent (up from 4.3 percent in 2005-06) and 4.4 percent (up from 4.2 percent in 2005-06) of the women's head coaching positions in the three NCAA divisions, respectively. Latinos held 2.1 percent, 2.8 percent, and 1.2 percent of head coaching positions for women's teams in the respective divisions (1.6, 2.9, and 1.3 percent in 2005-06 respectively). Asians held 1.4, 1.3, and 1.2 percent of head coaching positions for women's teams in the respective divisions, which was nearly identical to that of 2005-06. Native American representation was minimal. These figures accounted for male and female head coaches of women's teams.

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

Assistant Coaches*

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

In 2007-08, there was some improvement for male people of color as assistants on men's teams and for people of color in general as assistants on women's teams. However, the percentage of women assistants on women's teams declined in all three divisions.

In Division I men's basketball and football, 39.3 and 23.8 percent of the jobs were held by African-Americans, respectively. Only one percent of the assistant baseball coaches are African-American. The percentages drop to 28.1 for basketball and 17.6 percent for football in all divisions combined. Latinos hold 1.9 percent of the basketball jobs and 4.3 percent of the assistant posts in baseball.

On the men's teams in 2007-08, whites held 76.9, 79.0, and 88.1 percent of the assistant coaching positions in the three divisions, respectively, which was a decline from 79.2, 82.7, and 88.5 percent respectively in 2005-06. In 2007-08, African-Americans held 17.7, 14.2, and 8.3 percent, respectively. In 2005-06, African-Americans held 17.6, 11.6 and 8.3 percent of the assistant coaching jobs on men's teams in the respective divisions. In 2007-08, Latinos held 1.9, 4.2, and 1.5 percent respectively in Divisions I, II, and III. Asians held 0.7, 0.4, and 0.5 percent respectively in Divisions I, II, and III. Native Americans held 0.1, 0.3, and 0.0 percent in Divisions I, II, and III respectively.

Among the women's teams in 2007-08, whites held 79.1, 81.2, and 88.8 percent of the assistant coaching positions in Divisions I, II and III, respectively, which was a decline from 81.6, 82.4 and 90.5 percent respectively in 2005-06. In 2007-08, African-Americans had 13.5, 10.3, and 6.4 percent

respectively. In 2005-06, African-Americans held 13.2, 9.4 and 6.5 percent of the assistant coaching jobs on women's teams in the respective Divisions.

Latinos held 2.7, 4.8, and 1.6 percent of the assistant coaching positions on women's teams in Divisions I, II, and III respectively. Asians held 1.8, 1.5, and 1.0 percent of the positions in Divisions I, II, and III respectively. Native Americans held 0.2, 0.3, and 0.0 percent of the positions in Division I, II, and III respectively.

The percentage of women assistants on women's teams declined in all three divisions as they tumbled from slightly more than 50 percent in each to less than 50 percent in each division. As assistants, women in 2007-08 held 49.4 of the positions in Division I, 48.9 in Division II and 49.5 percent in Division III. This was down from 2005-06 when women held 51.5, 51.4, and 54.0 percent of the jobs, respectively.

Women have decreased their presence within coaching staffs of men's teams at all levels decreasing their percentages to 7.2, 7.9, and 8.4 percent, respectively in Division I, II, and III. This is down from 8.4, 8.4 and 10.0 percent, respectively in 2005-06.

In Division III, there is nearly an identical percentage of women (8.4 percent) as assistants on men's teams as there are African-American men and women assistants combined on men's teams (8.3 percent).

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

College Athletic Directors*

In all of Division I, whites held 90 percent (down 3.1 percentage points) of athletic director jobs. African-Americans held 7.2 percent, (up 1.7 percentage points). Latinos held 1.9 (up 1.0 percent). Native Americans held 0.6 percent and there were no Asian ADs in Division I.

Women continue to struggle to increase representation in the athletic director position. The percentage of female athletic directors at the Division I level stayed the same as in the previous report at 7.8 percent of all positions. Of these positions, white women held 6.2 percent and African-American women held 1.0 percent. Latina and Native American females each made up 0.3 percent of all ADs in Division I, while there were no Asian female ADs.

When considering all divisions combined, the athletic director position was one of the whitest positions in all of sport when HBCUs were excluded. The only position that had a greater percentage of whites filling the position was the Sports Information Director which is 95.0, 93.4 and 95.0 percent white in Division I, II and III respectively.

At the athletics director position, whites held 90.0 percent (down 3.1 percentage points) of the athletics director jobs in Division I, 92.0 percent in Division II (down 0.3 percentage points) and 97.0 percent in Division III (up 0.9 of a percentage point). African-Americans held 7.2, 3.8 and 1.8 percent respectively in Divisions I, II and III. This compared to 5.5 percent, 3.8 percent and 1.9 percent in 2005-06 respectively. Latinos accounted for 1.9, 3.0, and 0.0 percent of the ADs at Division I, II and III, compared to 0.9, 2.7 and 0.3 percent in 2005-06, respectively. Asians accounted for 0.0, 0.8, and 0.7 percent of the ADs at

Division I, II and III and Native Americans accounted for 0.6, 0.4, and 0.4 percent of the ADs at each level in 2007-08.

Women lost ground as ADs in Divisions II and III and remained the same in Division I with 7.8 percent. The percentage of female athletic directors in Division II dropped a substantial 2.9 percentage points to 15.6 percent and dropped by 0.2 percentage points in Division III to 27.1 percent.

Further breakdown of the athletic director position at the Division II level, excluding the HBCUs, shows that whites held 92.0 percent (0.3 percentage point decrease) of the athletic director jobs, African-Americans remained the same at 3.8 percent, Latinos held 3.0 percent (0.3 percentage point increase), Asians 0.8 percent (0.3 percentage point increase) and Native Americans 0.4 percent (0.1 percentage point decrease). The percentage of white men increased a little over three percent, from 74.7 percent to 78.0 percent.

Women held 15.6 percent (3.1 percentage point decrease) of Division II athletic director posts. White women comprised 14.0 percent (3.6 percentage point decrease), 0.8 percent were African-American women, and 0.8 percent were Asian women. Both of these categories increased by 0.3 percentage points.

Although Division III has a poor record for racial diversity among athletic directors, this division does offer women the greatest opportunity to serve this position. Women held 27.1 percent of the athletic director jobs, a decrease of 0.2 percentage points. Among the female athletic directors, white women held 26.2 percent, Asian women held 0.5 percent while African-American women and Native American women each held 0.2 percent, respectively. There were no Latina athletic directors.

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 athletics directors, senior woman administrators and faculty athletics representatives excludes the HBCUs.

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

At the associate athletic director position, whites comprised 89.2 percent, 88.8 percent, and 96.4 percent of the total population at Division I, II and III respectively.

African-Americans held 7.2 percent, 7.5 percent and 3.2 percent of the positions at each level. Latinos held 2.2 percent, 1.6 percent and 0.4 percent of the positions at each level. Asians held 0.6 percent and 1.0 percent in Divisions I and II. There were no Asians in Division III in this position and no Native

Americans in Divisions II or III. In Division I, Native Americans had 0.1 percent of the associate athletic director positions.

The percentage of women filling associate athletic director positions was 27.9 percent in Division I, 40.3 percent in Division II and 50.8 percent in Division III.

At the assistant athletic director position, whites held 88.2, 91.5 and 91.5 percent of the positions in Divisions I, II and III, respectively.

African-Americans totaled 8.6, 4.8 and 5.2 percent of assistant athletic directors in the respective divisions. Latinos held 2.2 percent, 1.2 percent and 2.1 percent of the positions at each level. Asians held 0.6 percent, 1.2 percent and 0.2 percent of the positions at each level. There were no Native Americans in Divisions I and III. In Division II, Native Americans had 0.3 percent of the assistant athletic director positions.

Women occupied 26.5 percent of the assistant athletic directors in Division I, 38.2 percent in Division II and 39.1 percent in Division III.

On average, the positions of associate athletic director and assistant athletic director for Division I were found to be 88.7 percent white, 7.9 percent African-American, 0.6 percent Asian, and 2.2 percent Latino. For Division II, 90.2 percent were white, 6.2 percent African-American, 1.1 percent Asian, and 1.4 percent Latino and in Division III, 94.0 percent were white, 4.2 percent African-American, 0.1 percent Asian, and 1.3 percent Latino.

Looking at the overall percentages of women for both the associate athletic director and the assistant athletic director positions combined for 27.2 percent, 39.3 percent, and 45.0 percent in Divisions I, II, and III.

In Divisions I and II, the gender breakdown was very similar between associate and assistant ADs in their respective divisions. Associate athletic directors were 71.6 percent male and 27.9 percent female in Division I and assistant athletic directors were 73.2 percent male and 26.5 percent female in Division I. For Division II, associate athletic directors were 59.6 male and 40.3 percent female and assistant athletic directors were 61.1 percent male and 38.2 percent female. At the Division III level, the associate athletic director position was almost split 50/50 between males and females, with males holding 49.2 percent and females holding 50.8 percent while the assistant athletic director position had males holding 60.5 percent and females holding 39.1 percent.

See Table 28.

Senior Woman Administrator*

The senior woman administrator (SWA) is a significant title within an athletic department. Women held 98.3, 96.6 and 100 percent of the SWA jobs in Division I, II and III, respectively.

White women continued to dominate at 84.9, 85.3 and 96.6 percent in Division I, II and III, respectively.

In Division I, African-American women held 10.2 percent (remaining the same), Asian women held 0.3 percent, Latinas held 1.6 percent and Native American women held 1.0 percent. Overall a total of 13.4 percent of the positions were occupied by females of color, a decrease of 0.1 percentage points. White men were 1.0 percent and African-American men held 0.3 percent in this position. The percentage of women in this post increased 0.6 percentage points to 98.3 percent.

The senior woman administrator position is slightly less diverse at the Division II level. White women held 85.3 percent of these positions, a 5.3 percentage point drop. African-American women held 7.8 percent; Latinas held 2.7 percent and Asians accounted for 0.4 percent. This year 1.6 percent of the people holding this position at the Division II level were white men and 0.8 percent were African-American men. Women of color made gains with an increase from 8.9 percent to 11.3 percent. Overall women held 96.6 percent of all the senior woman administrator positions in Division II.

Senior woman administrators in Division III were 100 percent female. Of these women, 96.6 percent were white women, 1.9 percent were African-American women, 1.0 percent were Latina and 0.5 percent were Native American. There were no Asian women. People of color, which were all women of color, remained the same at 3.4 percent.

See Table 29.

Faculty Athletics Representatives*

Whites filled the vast majority of the faculty athletics representative (FAR) positions with 91.7, 92.4 and 94.5 percent in Divisions I, II and III, respectively, in 2007-08.

In Division I, 67.9 percent were white men and 23.8 percent were white women. Among African-Americans serving as FARs, 4.1 percent were men and 1.0 percent were women. Total African-Americans in this position increased two percentage points. Also among the FAR positions in Division I, 1.0 percent were Asian men and 0.6 percent were Asian women, 0.6 percent were Latino, and 0.3 percent were Native American men. Women held 25.4 percent of these posts (an increase of 2.8 percentage points), while people of color held 7.6 percent (an increase of 0.2 percentage points). There were no Latina or Native American women in this position.

At the Division II level where whites held 92.4 percent of the FAR posts, 70.6 percent were white men and 21.8 percent were white women. African-Americans held a total of 3.5 percent of the positions (2.7 percent male and 0.8 percent female). Asian men increased from 0.6 percent to 0.8 percent. Latinos held 2.7 percent (1.9 percent being Latino and 0.8 percent Latina). Women overall decreased 4.5 percentage points from 27.9 to 23.4 percent. People of color in this position decreased by 1.0 percentage point.

In Division III where whites held 94.5 percent, 61.9 percent were white men and 32.6 percent were white women. The percentage of white men fell 2.8 percent, whereas the percentage of white women increased 1.8 percent. African-Americans accounted for a total of 2.9 percent, which were held by 2.7 percent men and 0.2 percent women. Latinos held one percent (0.8 percent male and 0.2 percent female) of the FAR positions. Asians accounted for 0.8 percent (0.6 percent male and 0.2 percent female). The percentage of whites dropped by 1.0 percent, while African-American men increased by 0.7 percent. Women held 33.2 percent of the FAR posts in Division III, a gain of 1.6 percent.

See Table 30.

Sports Information Directors*

The sports information director position is one of the whitest positions in all of sport when HBCUs are excluded. It is 95.0, 93.4 and 95.0 percent white in Division I, II and III respectively. This is very important because the SID is usually the key decision maker in what and who is publicized among coaches and student-athletes.

The SID position in Division I athletics is 95.0 percent white, 0.9 percent African-American, 2.0 percent Asian, 1.9 percent Latino, and 0.0 percent Native American. In Divisions II and III, the position make-up for the sport information director was very similar. Division II consisted of 93.4 percent white, 3.5 percent African-American, 1.5 percent each Asian and Latino, and 0.0 percent Native American. Division III consisted of 95.0 percent white, 2.4 percent African-American, 0.7 percent Asian, 1.4 percent Latino, and once again, no Native Americans.

See Table 31.

Professional Administration*

This category includes a wide range of job descriptions. At NCAA member institutions, jobs that fit in this category are academic advisor/counselor, compliance coordinator/officer, the sports information director and assistant directors, strength coaches, life skills coordinators, and managers for business, equipment, fundraiser/development, facilities, promotions/marketing and tickets. As in all cases regarding employment in college athletics, the data reported in this section excludes the HBCUs. These positions are often starting points from which many people rise into higher level slots within a university or athletic department. The previous report showed the tendency for opportunities for women to increase as you move from Division I to II to III, but according to this year's data, the percentage of women decreased slightly from Division I to II before increasing at the Division III level. However, the percentage of people of color filling these positions decrease while moving from Division I to II to III.

Although there was slight improvement for people of color in all three divisions, whites still dominated the professional administration category by holding 86.4 percent (down from 87.9 percent in 2006), 88.6 percent (down from 89.2 percent in 2006) and 92.8 percent (down from 94.4 percent in 2006) of all professional administration positions in Divisions I, II and III, respectively.

African-Americans held 8.7 percent, 6.3 percent and 4.2 percent of all professional administration positions in the three NCAA divisions, respectively. Latinos held 2.7 percent, 2.4 percent, and 1.7 percent of head coaching positions for all professional administration positions in the respective divisions. Asians held 1.4, 1.7, and 0.7 percent of all professional administration positions in Divisions I, II and III, respectively. Native American representation was minimal.

Women accounted for 34.9, 32.7 and 38.8 of all professional administration positions in the three NCAA divisions, respectively. That represented a substantial 3.4 percentage point increase in Division I but substantial declines for women in Divisions II and III of 5.1 and 5.7 percentage points.

Women were especially well represented in the positions of academic advisor/counselor, life skills coordinator, business manager and compliance coordinator/officer. In the academic advisor/counselor position, women held 62.1, 54.4 and 56.5 percent at Division I, II and III institutions, respectively. Within the life skills coordinator position, women held 72.4, 63.7 and 70.5 percent, respectively.

In the business manager position, 55.9 percent, 65.7 and 63.8 percent of the positions were held by women at Divisions I, II and III respectively. The compliance coordinator/officer also had a strong representation of women at all three levels holding 54.4, 49.1 and 51.8 percent of the slots at each division.

See Tables 32 and 33.

HOW GRADES ARE CALCULATED

Although no grade was issued for this year's study, it may be beneficial to know how last year's grades were calculated. The 2008 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 that the workplace should reflect the percentage of the people in the racial group in the population. Thus, with approximately 24 percent of the population being people of color, an **A** was achieved if 24 percent of the positions were held by people of color, **B** if 12 percent of the positions were held by people of color, **C** if it had only nine percent, a **D** if it was at least 6 percent and **F** for anything below that.

For issues of gender, an **A** would be earned if 40 percent of the employees were women, **B** for 32 percent, **C** for 27 percent, **D** for 22 percent and **F** for anything below that. The 40 percent is also taken from the federal affirmative action standards. The Institute once again acknowledges that even those sports where grades are low generally have better records on race and gender than society as a whole.

METHODOLOGY

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

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

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

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

The report covers both the 2007-08 and 2008-2009 academic years depending upon the availability of data for particular positions. Listings of presidents, athletics directors, conference commissioners and associate commissioners in Football Bowl Subdivision (formerly known as Division IA) were updated as of October 2009, while the names and win-loss records of head football coaches were updated as of February 2010 in order to reflect the latest off-season coaching changes.

ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 17th issue of the ***Racial and Gender Report Card (RGRC)***, which is the definitive assessment of hiring practices of women and people of color in most of the leading professional and amateur sports and sporting organizations in the United States. The report considers the composition – assessed by racial and gender makeup – of players, coaches and front office/athletic department employees in our country's leading sports organizations, including the National Basketball Association (NBA), National Football League (NFL), Major League Baseball (MLB), Major League Soccer (MLS) and Women's National Basketball Association (WNBA), as well as in collegiate athletics departments.

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

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

Institute for Diversity and Ethics in Sport (TIDES)

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

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

DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

The DeVos Sport Business Management Program is a landmark program focusing on business skills necessary for graduates to conduct successful careers in the rapidly changing and dynamic sports industry while also emphasizing diversity, community service and sport and social issues. It is the only program in a business college to offer a two degree option, allowing students to earn a master's of business administration (MBA) degree in addition to the master's 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						
		%	#		%	#
2009				2004		
White	83.33%	15		White	87.5%	14
African-American	16.67%	3		African-American	12.5%	2
Latino	0.00%	0		Latino	0.0%	0
Asian	0.00%	0		Asian	0.0%	0
Other	0.00%	0		Other	0.0%	0
Women	22.22%	4		Women	18.8%	3
Total	x	18		Total	x	16
2008				2003		
White	83.33%	15		Data Not Recorded		
African-American	16.67%	3		2002		
Latino	0.00%	0		White	81.0%	13
Asian	0.00%	0		African-American	19.0%	3
Other	0.00%	0		Latino	0.0%	0
Women	22.22%	4		Asian	0.0%	0
Total	x	18		Other	0.0%	0
2007				Women	25.0%	4
White	82.4%	14		Total	x	16
African-American	17.6%	3		2001		
Latino	0.0%	0		Data Not Recorded		
Asian	0.0%	0		2000		
Other	0.0%	0		White	83.3%	10
Women	23.5%	4		African-American	16.7%	3
Total	x	17		Latino	0.0%	0
2006				Other	0.0%	0
White	81.3%	13		Women	26.7%	4
African-American	18.8%	3		Total	x	15
Latino	0.0%	0		1999		
Asian	0.0%	0		Data Not Recorded		
Other	0.0%	0		1998		
Women	25.0%	4		White	81.2%	13
Total	x	16		African-American	18.8%	3
2005				Latino	0.0%	0
Data Not Recorded				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							
			%	#			
2009					2004		
	White	75.71%	53		White	81.3%	33
	African-American	17.14%	12		African-American	12.5%	5
	Latino	4.29%	3		Latino	2.0%	1
	Asian	1.43%	1		Asian	4.0%	2
	Other	1.43%	1		Other	0.0%	0
	Women	41.43%	29		Women	48.0%	20
	Total	x	70		Total	x	41
2008					2003		
	White	76.47%	52		Data Not Recorded		
	African-American	16.18%	11		2002		
	Latino	2.94%	2		White	79.0%	x
	Asian	4.41%	3		African-American	14.0%	x
	Other	0.00%	0		Latino	5.0%	x
	Women	41.10%	28		Asian	2.0%	x
	Total	x	68		Other	0.0%	x
					Women	42.0%	x
					Total	x	x
2007					2001		
	White	77.4%	48		Data Not Recorded		
	African-American	14.5%	9		2000		
	Latino	1.6%	1		White	82.9%	34
	Asian	4.8%	3		African-American	9.7%	4
	Other	1.6%	1		Latino	2.4%	1
	Women	41.9%	26		Other	4.8%	2
	Total	x	62		Women	39.0%	16
					Total	x	41
2006					1999		
	White	75.9%	44		Data Not Recorded		
	African-American	19.0%	11		1998		
	Latino	1.7%	1		White	85.7%	36
	Asian	3.4%	2		African-American	7.1%	3
	Other	0.0%	0		Latino	2.4%	1
	Women	41.4%	24		Other	4.8%	2
	Total	x	58				
2005			Data Not Recorded				

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

x= Data not recorded

TABLE 2

NCAA Administrators					
		%	#		
2009				2004	
White	78.05%	160	White	76.7%	124
African-American	18.05%	37	African-American	22.2%	37
Latino	1.95%	4	Latino	0.0%	0
Asian	1.95%	4	Asian	1.2%	2
Other	0.00%	0	Other	0.0%	0
Women	53.17%	109	Women	54.3%	88
Total	x	205	Total	x	163
2008				2003	
White	76.92%	150	Data Not Recorded		
African-American	18.97%	37	2002		
Latino	2.05%	4	White	77.3%	x
Asian	2.05%	4	African-American	22.2%	x
Other	0.00%	0	Latino	0.0%	x
Women	54.87%	107	Asian	<1%	x
Total	x	195	Other	0.0%	x
2007				2001	
White	78.4%	145	Data Not Recorded		
African-American	18.4%	34	2000		
Latino	2.2%	4	White	76.6%	105
Asian	1.1%	2	African-American	21.9%	30
Other	0.0%	0	Latino	0.7%	1
Women	55.1%	102	Other	0.7%	1
Total	x	185	Women	49.6%	68
2006				1999	
White	76.5%	x	Data Not Recorded		
African-American	19.7%	x	1998		
Latino	1.1%	x	White	78.3%	90
Asian	1.6%	x	African-American	19.1%	22
Other	1.1%	x	Latino	2.6%	3
Women	55.2%	x	Other	0.0%	0
Total	x	x	Women	49.2%	53
2005				1997	
Data Not Recorded			Data Not Recorded		
				1996	
			White	78.3%	90
			African-American	19.1%	22
			Latino	2.6%	3
			Other	0.0%	0
			Women	49.2%	53
			Total	x	115

Historically Black Institutions excluded.
 x= Data not recorded

TABLE 3

NCAA Support Staff					
	%	#		%	#
2009			2004		
White	80.99%	98	White	85.1%	97
African-American	16.53%	20	African-American	12.3%	13
Latino	0.83%	1	Latino	0.9%	1
Asian	1.65%	2	Asian	1.7%	2
Other	0.00%	0	Other	0.0%	0
Women	95.04%	115	Women	90.4%	103
Total	x	121	Total	x	113
2008			2003		
White	80.36%	90	Data Not Recorded		
African-American	16.07%	18	2002		
Latino	0.00%	0	White	84.5%	x
Asian	1.79%	2	African-American	13.0%	x
Other	1.79%	2	Latino	x	x
Women	94.64%	106	Asian	x	x
Total	x	112	Other	2.5%	x
2007			Women	84.0%	x
White	80.0%	92	Total	x	x
African-American	16.5%	19	2001		
Latino	0.9%	1	Data Not Recorded		
Asian	1.7%	2	2000		
Other	0.9%	1	White	84.0%	100
Women	93.0%	107	African-American	13.4%	16
Total	x	115	Latino	0.8%	1
2006			Other	1.6%	2
White	81.6%	x	Women	90.7%	108
African-American	15.8%	x	Total	x	119
Latino	0.9%	x	1999		
Asian	1.8%	x	Data Not Recorded		
Other	0.0%	x	1998		
Women	91.2%	x	White	90.5%	105
Total	x	x	African-American	6.9%	8
2005			Latino	0.0%	0
Data Not Recorded			Other	2.5%	3
			Women	94.8%	110
			Total	x	122

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

TABLE 4

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

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

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

x= Data not recorded

TABLE 6

Associate Conference Commissioners		
Division IA		
	%	#
2008-09		
White	86.4%	51
African-American	10.2%	6
Asian	1.7%	1
Latino	0.0%	0
Native American	0.0%	0
Other	1.7%	1
Women	28.8%	17
Total	100.0%	59
2007-08		
	Data Not Recorded	
2006-07		
	Data Not Recorded	
2005-06		
	Data Not Recorded	
2004-05		
White	92.3%	48
African-American	5.8%	3
Asian	1.9%	1
Latino	0.0%	0
Native American	0.0%	0
Other	0.0%	0
Women	25.0%	13
Total	x	52
2003-04		
White	82.5%	22
African-American	12.5%	5
Asian	2.5%	1
Latino	2.5%	1
Native American	x	x
Other	x	x
Women	27.5%	11
Total	x	40
<i>Note: Data provided by the NCAA. Historically Black Institutions excluded.</i>		
<i>x= Data not recorded</i>		

TABLE 7

Male Student-Athletes: Division I											
				Basketball	Football	Baseball					
2007-08				White	32.6%	46.6%	84.4%	2001-02			
				African-American	60.4%	46.4%	6.0%				
				Latino	1.8%	2.4%	5.5%				
				American Indian/Alaskan Native	0.1%	0.4%	0.4%				
				Asian	0.4%	0.9%	1.1%				
				Native Hawaiian/Pacific Islander	0.0%	0.9%	0.2%				
				Two or More Races	0.5%	0.3%	0.1%				
				Other	4.2%	2.3%	2.3%				
2006-07				White	32.5%	47.0%	84.5%	2000-01			
				African-American	60.4%	45.9%	6.0%				
				Latino	1.8%	2.2%	5.4%				
				American Indian/Alaskan Native	0.4%	0.4%	0.4%				
				Asian	0.4%	1.6%	1.2%				
				Other	4.7%	2.9%	2.5%				
2005-06				White	29.9%	47.1%	84.6%	1999-00			
				African-American	58.9%	45.4%	5.7%				
				Latino	1.8%	2.1%	5.0%				
				American Indian/Alaskan Native	0.3%	0.9%	0.4%				
				Asian	0.5%	1.6%	1.1%				
				Non-Resident Aliens	6.2%	2.4%	1.0%				
				Other	2.3%	0.4%	2.5%				
2004-05				White	31.9%	47.7%	83.7%	1998-99			
				African-American	57.8%	45.4%	6.5%				
				Latino	1.5%	2.3%	5.4%				
				American Indian/Alaskan Native	0.6%	0.3%	0.3%				
				Asian	0.4%	1.6%	1.2%				
				Non-Resident Aliens	5.4%	0.4%	1.0%				
				Other	2.5%	2.3%	1.9%				
2003-04				White	31.6%	48.3%	83.8%	1997 - 98			
				African-American	58.2%	44.3%	6.1%	Data Not Recorded			
				Latino	1.5%	2.4%	4.9%	1996-97			
				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%				
2002-03				White	32.3%	49.3%	84.1%	1992 - 96			
				African-American	57.9%	43.8%	6.1%	Data Not Recorded			
				Latino	1.3%	2.2%	5.1%				
				American Indian/Alaskan Native	0.4%	0.4%	0.3%				
				Asian	0.2%	1.6%	1.2%				
				Non-Resident Aliens	5.3%	0.5%	1.2%				
				Other	2.6%	2.3%	2.0%				
				White	34.5%	53.2%	90.0%	1991-92			
				African-American	61.8%	42.7%	4.3%				
				Latino	0.8%	1.4%	3.9%				
				American Indian/Alaskan Native	0.2%	0.3%	0.3%				
				Asian	0.2%	1.0%	0.7%				
				Non-Resident Aliens	x	x	x				
				Other	2.5%	1.4%	0.8%				

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

x=Data not recorded

TABLE 8

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

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.
 x=Data not recorded

TABLE 9

Student-Athletes: Division I					
	Male	Female		Male	Female
2007-08			2001-02		
White	64.3%	71.9%	White	63.1%	72.1%
African-American	25.0%	15.9%	African-American	24.3%	14.7%
Latino	3.9%	3.7%	Latino	3.4%	2.8%
American Indian/Alaskan Native	0.4%	0.4%	American Indian/Alaskan Native	0.4%	0.4%
Asian/Pacific Islander	1.5%	2.5%	Asian	1.5%	1.8%
Two or More Races	0.2%	0.3%	Non-Resident Aliens	3.8%	4.2%
Other	4.3%	5.2%	Other	3.7%	3.9%
2006-07			2000-01		
White	64.2%	72.1%	White	61.6%	70.4%
African-American	24.7%	15.7%	African-American	24.3%	14.8%
Latino	3.8%	3.7%	Latino	3.3%	2.6%
American Indian/Alaskan Native	0.4%	0.4%	American Indian/Alaskan Native	0.4%	0.4%
Asian/Pacific Islander	1.6%	2.3%	Asian	1.4%	1.7%
Other	5.3%	5.8%	Non-Resident Aliens	4.7%	5.4%
2005-06			1999-00		
White	61.7%	70.1%	White	64.4%	72.6%
African-American	24.6%	15.1%	African-American	22.9%	13.8%
Latino	3.6%	3.5%	Latino	2.8%	2.4%
American Indian/Alaskan Native	0.6%	0.4%	American Indian/Alaskan Native	0.3%	0.3%
Asian	1.7%	2.2%	Asian	1.4%	1.6%
Non-Resident Aliens	4.6%	5.6%	Non-Resident Aliens	2.4%	2.4%
Other	3.1%	3.1%	Other	5.8%	6.7%
2004-05			1998-99		
White	62.2%	70.5%	White	61.6%	75.8%
African-American	24.8%	15.4%	African-American	25.5%	10.7%
Latino	3.7%	3.3%	Latino	3.1%	2.9%
American Indian/Alaskan Native	0.4%	0.4%	American Indian/Alaskan Native	0.4%	0.6%
Asian	1.7%	2.2%	Asian	1.3%	1.6%
Non-Resident Aliens	4.1%	4.9%	Non-Resident Aliens	6.0%	6.3%
Other	3.1%	3.3%	Other	2.0%	2.5%
2003-04			1997-98		
White	62.3%	70.6%	Data Not Recorded		
African-American	24.6%	14.9%	1996-97		
Latino	3.6%	3.3%	White	62.3%	78.2%
American Indian/Alaskan Native	0.4%	0.4%	African-American	26.2%	11.1%
Asian	1.6%	2.1%	Latino	3.1%	2.8%
Non-Resident Aliens	4.4%	5.0%	American Indian/Alaskan Native	0.5%	0.5%
Other	3.2%	3.7%	Asian	1.6%	1.9%
2002-03			Non-Resident Aliens		
White	62.6%	71.9%	Non-Resident Aliens	4.5%	3.8%
African-American	24.6%	14.8%	Other	1.8%	1.8%
Latino	3.3%	2.9%	1992-96		
American Indian/Alaskan Native	0.4%	0.3%	Data Not Recorded		
Asian	1.6%	2.0%	1991-92		
Non-Resident Aliens	4.1%	4.5%	White	66.2%	79.8%
Other	3.4%	3.7%	African-American	26.5%	12.8%
			Latino	2.5%	2.2%
			American Indian/Alaskan Native	0.3%	0.3%
			Asian	0.2%	1.5%
			Non-Resident Aliens	x	x
			Other	4.3%	3.4%

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

x=Data not recorded

TABLE 10

Historical Listing of African-American and Latino Division IA Head Football Coaches			
	Team	Year(s)	Record
Willie Jeffries	Wichita State	5	21-32-0
Dennis Green	Northw estern	5	10-45-0
	Stanford	3	16-18-0
Cleve Bryant	Ohio University	5	9-44-2
Wayne Nunnely	Las Vegas	4	19-25-0
Francis Peay	Northw estern	6	13-51-1
Willie Brown	Long Beach State	1	2-8-2
James Caldwell	Wake Forest	8	14-41-5
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	0	0-0
Randy Shannon	Miami	3	21-17
Mario Cristobal	Florida International	3	9-27
Ken Niumatalolo	Naval Academy	2	18-9
Kevin Sumlin	Houston	2	18-9
DeWayne Walker	New Mexico State	1	3-10
Ron English	Eastern Michigan	1	0-12
Mike Haywood	Miami (Ohio)	1	1-11
Mike Locksley	New Mexico	1	1-11
Charlie Strong	Louisville	0	0-0
Willie Taggart	Western Kentucky	0	0-0
Larry Porter	Memphis	0	0-0
Mike London	Virginia	0	0-0
Joker Phillips	Kentucky	0	0-0
Ruffin McNeill	East Carolina	0	0-0

TABLE 11

College Head Coaches: Men's Teams														
	Basketball		Football		Baseball			Basketball		Football		Baseball		
	%	#	%	#	%	#		%	#	%	#	%	#	
Division I							Division I, II, III							
2008-09	Data Not Recorded						2008-09	Data Not Recorded						
2007-08	White	75.8%	x	94.0%	x	95.9%	x	White	85.1%	x	95.2%	x	94.7%	x
	African-American	22.9%	x	5.1%	x	0.4%	x	African-American	12.8%	x	3.2%	x	1.0%	x
	Asian	0.0%	x	0.0%	x	1.5%	x	Asian	0.2%	x	0.0%	x	0.8%	x
	Latino	0.7%	x	0.5%	x	2.2%	x	Latino	0.9%	x	0.5%	x	2.9%	x
	Native American	0.3%	x	0.0%	x	0.0%	x	Native American	0.2%	x	0.2%	x	0.1%	x
	Other	0.3%	x	0.5%	x	0.0%	x	Other	0.2%	x	0.5%	x	0.2%	x
2006-07	Data Not Recorded						2006-07	Data Not Recorded						
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	Data Not Recorded						2004-05	Data Not Recorded						
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	Data Not Recorded						2001-03	Data Not Recorded						
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	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	Data Not Recorded						1998-99	Data Not Recorded						
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	Data Not Recorded						1996-97	Data Not Recorded						
1995-96	White	81.5%	x	94.4%	x	97.6%	x	White	87.3%	x	96.5%	x	97.6%	x
	African-American	17.4%	x	5.6%	x	0.0%	x	African-American	11.3%	x	2.7%	x	0.8%	x
	Other	1.0%	x	0.0%	x	2.4%	x	Other	1.5%	x	0.7%	x	1.6%	x

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

x=Data not recorded

TABLE 12

Women Head Coaches				
	Men's Sports		Women's Sports	
	%	#	%	#
2008-09	Data Not Recorded			
2007-08	Data Not Recorded			
Division I	2.8%	x	40.3%	x
Division II	3.7%	x	33.1%	x
Division III	4.8%	x	43.0%	x

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

x=Data not recorded

TABLE 13

College Head Coaches						
	Division I		Division II		Division III	
	Men's Sports	Women's Sports	Men's Sports	Women's Sports	Men's Sports	Women's Sports
2008-09	Data Not Recorded					
2007-08						
White	89.2%	87.7%	88.7%	88.9%	92.5%	91.9%
African-American	7.2%	7.0%	5.3%	5.1%	4.0%	4.4%
Asian	0.9%	1.4%	1.1%	1.3%	0.6%	1.2%
Latino	1.6%	2.1%	3.9%	2.8%	1.5%	1.2%
Native American	0.1%	0.1%	0.2%	0.6%	0.2%	0.1%
2006-07	Data Not Recorded					
2005-06						
White	90.6%	89.6%	89.5%	89.9%	93.4%	92.9%
African-American	7.3%	6.6%	4.4%	4.3%	4.1%	4.2%
Asian	0.4%	1.1%	0.7%	1.2%	0.6%	1.2%
Latino	1.1%	1.6%	3.6%	2.9%	1.5%	1.3%
Native American	0.2%	0.2%	0.6%	0.3%	0.1%	0.0%

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

TABLE 14

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

Note: Data provided by the NCAA. Historically Black institutions excluded.
 Only student-athletes receiving financial aid are included in this report.
 x=Data not recorded

TABLE 15

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

Note: Data provided by the NCAA. Historically Black institutions excluded.
 Only student-athletes receiving financial aid are included in this report.
 x=Data not recorded

TABLE 16

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

Note: Data provided by the NCAA. Historically Black institutions excluded.
 Only student-athletes receiving financial aid are included in this report.
 x=Data not recorded

TABLE 17

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

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

x=Data not recorded

TABLE 18

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

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

TABLE 19

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

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

x=Data not recorded.

TABLE 20

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

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

TABLE 21

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

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

x= Data not recorded

TABLE 22

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

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

x= Data not recorded

TABLE 23

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

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

x= Data not recorded

TABLE 24

College Athletics Directors: Division I				
	Men		Women	
	%	#	%	#
2008-09				
Data Not Recorded				
2007-08				
White	83.8%	x	6.2%	x
African-American	6.2%	x	1.0%	x
Asian	0.0%	x	0.0%	x
Latino	1.6%	x	0.3%	x
Native American	0.3%	x	0.3%	x
Other	0.3%	x	0.0%	x
Total	92.2%	x	7.8%	x
2006-07				
Data Not Recorded				
2005-06				
White	85.8%	x	7.3%	x
African-American	5.0%	x	0.5%	x
Asian	0.0%	x	0.0%	x
Latino	0.9%	x	0.0%	x
Native American	0.0%	x	0.0%	x
Other	0.5%	x	0.0%	x
Total	92.2%	x	7.8%	x
2004-05				
Data Not Recorded				
2003-04				
White	88.5%	232	6.5%	17
African-American	3.4%	9	0.0%	0
Asian	0.0%	0	0.4%	1
Latino	1.2%	3	0.0%	0
Native American	0.0%	0	0.4%	1
Other	0.0%	0	0.0%	0
Total	92.7%	243	7.3%	19
2001-03				
Data Not Recorded				
2000-01				
White	88.4%	x	6.9%	x
African-American	2.9%	x	0.0%	x
Asian	0.4%	x	0.0%	x
Latino	1.1%	x	0.0%	x
Native American	0.0%	x	0.4%	x
Other	0.0%	x	0.0%	x
Total	92.8%		7.2%	x
1999-2000				
White	86.9%	x	9.0%	x
African-American	2.4%	x	0.0%	x
Other	1.7%	x	0.0%	x
Total	91.0%	x	9.0%	x

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

TABLE 25

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

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

TABLE 26

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

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

TABLE 27

College Senior Athletic Administrators: Associate and Assistant Athletics Directors												
	Division I				Division II				Division III			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2008-09	Data Not Recorded											
2007-08	Associate Athletic Directors											
White	63.6%	x	25.6%	x	53.2%	x	35.6%	x	46.4%	x	50.0%	x
African-American	6.2%	x	1.0%	x	4.3%	x	3.2%	x	2.4%	x	0.8%	x
Asian	0.2%	x	0.4%	x	0.5%	x	0.5%	x	0.0%	x	0.0%	x
Latino	1.4%	x	0.8%	x	1.1%	x	0.5%	x	0.4%	x	0.0%	x
Native American	0.1%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.1%	x	0.1%	x	0.5%	x	0.5%	x	0.0%	x	0.0%	x
Total	71.6%	x	27.9%	x	59.6%	x	40.3%	x	49.2%	x	50.8%	x
	Assistant Athletic Directors											
White	65.5%	x	22.7%	x	56.9%	x	34.6%	x	53.9%	x	37.6%	x
African-American	6.1%	x	2.5%	x	2.4%	x	2.4%	x	3.9%	x	1.3%	x
Asian	0.1%	x	0.5%	x	0.9%	x	0.3%	x	0.2%	x	0.0%	x
Latino	1.4%	x	0.8%	x	0.6%	x	0.6%	x	1.9%	x	0.2%	x
Native American	0.0%	x	0.0%	x	0.0%	x	0.3%	x	0.0%	x	0.0%	x
Other	0.1%	x	0.0%	x	0.3%	x	0.0%	x	0.6%	x	0.0%	x
Total	73.2%	x	26.5%	x	61.1%	x	38.2%	x	60.5%	x	39.1%	x
2006-07	Data Not Recorded											
2005-06	Associate Athletic Directors											
White	63.5%	x	26.0%	x	48.5%	x	45.5%	x	46.2%	x	49.1%	x
African-American	6.1%	x	2.1%	x	2.0%	x	2.0%	x	2.4%	x	1.2%	x
Asian	0.1%	x	0.1%	x	1.0%	x	0.0%	x	0.6%	x	0.0%	x
Latino	0.9%	x	0.5%	x	0.0%	x	0.0%	x	0.6%	x	0.0%	x
Native American	0.1%	x	0.1%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.0%	x	0.3%	x	1.0%	x	0.0%	x	0.0%	x	0.0%	x
Total	71.6%	x	28.4%	x	51.3%	x	48.7%	x	50.3%	x	49.7%	x
	Assistant Athletic Directors											
White	66.3%	x	22.6%	x	56.6%	x	33.6%	x	58.2%	x	32.9%	x
African-American	5.1%	x	3.6%	x	3.3%	x	1.3%	x	4.6%	x	2.3%	x
Asian	0.5%	x	0.2%	x	0.7%	x	0.7%	x	0.3%	x	0.3%	x
Latino	0.9%	x	0.3%	x	2.0%	x	1.3%	x	1.0%	x	0.0%	x
Native American	0.2%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.3%	x
Other	0.2%	x	0.3%	x	0.0%	x	0.7%	x	0.0%	x	0.0%	x
Total	72.9%	x	27.1%	x	60.8%	x	39.2%	x	64.3%	x	35.7%	x
2004-05	Data Not Recorded											
2003-04	Data Not Recorded											
White	62.6%	943	27.3%	411	55.2%	185	34.0%	114	51.8%	259	42.6%	213
African-American	6.0%	91	1.9%	29	2.7%	9	2.1%	7	3.4%	17	1.0%	5
Asian	0.3%	5	0.1%	3	0.3%	1	0.3%	1	0.0%	0	0.2%	1
Latino	0.7%	11	0.5%	8	3.0%	10	1.2%	4	0.4%	2	0.2%	1
Native American	0.0%	0	0.1%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Other	0.1%	1	0.4%	6	0.9%	3	0.3%	1	0.4%	2	0.0%	0
Total	69.7%	1051	30.2%	456	62.1%	208	37.9%	127	56.0%	280	44.0%	220
2001-03	Data Not Recorded											
2000-01	Data Not Recorded											
White	63.0%	x	27.6%	x	57.8%	x	33.3%	x	49.6%	x	44.2%	x
African-American	5.3%	x	1.8%	x	3.3%	x	1.6%	x	3.5%	x	1.3%	x
Asian	0.3%	x	0.1%	x	0.5%	x	0.0%	x	0.0%	x	0.0%	x
Latino	0.9%	x	0.6%	x	1.7%	x	0.7%	x	0.3%	x	0.3%	x
Native American	0.1%	x	0.0%	x	0.0%	x	0.3%	x	1.0%	x	0.2%	x
Other	0.0%	x	0.3%	x	0.5%	x	0.3%	x	0.5%	x	0.0%	x
Total	x	x	30.4%	x	x	x	36.2%	x	x	x	46.0%	x
1999-2000	Data Not Recorded											
White	63.7%	x	27.0%	x	59.5%	x	33.2%	x	52.8%	x	42.0%	x
African-American	5.9%	x	1.5%	x	1.7%	x	1.3%	x	2.7%	x	1.6%	x
Other	1.2%	x	0.8%	x	2.7%	x	1.7%	x	0.2%	x	0.7%	x
Total	x	x	29.3%	x	x	x	36.2%	x	x	x	44.3%	x

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

TABLE 28

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

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

TABLE 29

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

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

x= Data not recorded

TABLE 30

Sports Information Director						
	Division I		Division II		Division III	
	Men	Women	Men	Women	Men	Women
2008-09	Data Not Recorded					
2007-08						
White	84.8%	10.2%	83.4%	10.0%	81.2%	13.8%
Black	0.3%	0.6%	2.7%	0.8%	1.9%	0.5%
Asian	1.7%	0.3%	1.5%	0.0%	0.7%	0.0%
Hispanic	1.9%	0.0%	1.5%	0.0%	0.9%	0.5%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other Minority	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%

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

TABLE 31

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

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

TABLE 32

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

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

TABLE 33

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