



Media Contact:
Jessica Bartter, 407.823.4884
jbartter@bus.ucf.edu

The 2005 Racial and Gender Report Card: College Sports

by Richard Lapchick
with Jenny Brenden
published December 13, 2006

EXECUTIVE SUMMARY

The 2005 Racial and Gender Report Card for College Sport showed that NCAA member institutions continued to improve their record for gender hiring practices and gained some ground on hiring practices by race. This was the final part of the 2005 Report Card and followed the release of the reports on the NBA, WNBA, MLB, NFL and MLS.

There are tremendous professional opportunities within the NCAA and its member institutions. These opportunities are far beyond what exists at the professional sports level. An enormous number of professional positions exist at the NCAA's 1,025 active member institutions, including 119 schools in Division IA, 116 in Division IAA and 91 in Division IAAA. Division II has 281 active member institutions and in Division III has 418.

The NCAA data used for this study includes a review of the following: student-athletes, head and assistant coaches, athletics directors, 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.

The concern for fostering opportunities for women and people of color at the collegiate level has expanded under the leadership of NCAA president Myles Brand. One example was the hiring of Charlotte Westerhaus, the NCAA Vice-President for Diversity and Inclusion. The creation of the Office of Diversity and Inclusion and the establishment of the high level Diversity Leadership Strategic Planning Committee also reflect this commitment. 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.

When all categories were combined, College Sport received a **B-** for race and a **B** for gender giving it a combined **B** overall. That compared to the 2004 Racial and Gender Report Card when college sport earned a **B-** for race and **B+** for gender. When compared to the grades for the professional sports leagues, the **B-** for race was last (Major League Soccer was not graded this year). However, its **B** for gender was better than all the men's leagues and only followed the WNBA's **A** for gender. The college sport combined grade of **B** was third behind the NBA (**B+**) and WNBA (**A**).

College sport received **A's** for race in Division I men's head basketball coaching positions, all Division I men's assistant coaching positions, and opportunities for male and female student-athletes. It received **A's** for gender at the NCAA Headquarters, Division I women's head basketball coaching positions, all Division I women's assistant coaching positions, senior woman administrator positions and opportunities for female student-athletes.

College sport received **F's** for race in Division I head football coaching positions and for gender in faculty athletics reps positions. It received **F's** for race and gender in the key positions of athletics director, conference commissioner and university president.

Using data from the 2004-2005 academic year, as well as some updates into the 2006 academic year, the College Sport Report Card includes an analysis of the racial and gender breakdown of the NCAA headquarters, student-athletes, head coaches, assistant coaches, the administration of athletics departments (including athletic directors, assistant and associate athletic directors), senior administration, professional administration and faculty athletic representatives. The report used data from the *NCAA Student-athlete Ethnicity Report*, the *Race and Gender Demographics of NCAA Member Conferences Personnel Report*, and the *Race and Gender Demographics of NCAA Member Institutions Athletic Personnel*, all reported by the NCAA. Also used was the *2005 and 2006 DI-A Football Racial Demographics Report* and the *2006 Football Hiring Report Card*, created by the BCA. The report also used data and information from previous studies of the University of Central Florida's Institute for Diversity and Ethics in Sport. *In all cases regarding employment in college athletics, the data reported throughout the 2005 Racial and Gender Report Card excludes Historically Black Colleges and Universities (HBCUs).*

Tables for the Report are included in Appendix I.

UCF's Institute for Diversity and Ethics in Sport 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. The Institute 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 organization regarding which applicant is the best fit for their ball club, but The Institute 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.

HIGHLIGHTS

Student-athletes

- The percentage of white student-athletes at the Division I, II and III levels were 65.9 percent, 70.7 percent and 83.9 percent respectively, while the percentages for African-American student-athletes were 20.6 percent, 18.1 percent and 7.3 percent in Divisions I, II and III, respectively.
- The percentage of African-American male basketball players in Division I was 57.8 percent. It was 45.4 percent in football and 6.5 percent in baseball.
- The percentage of African-American female basketball student-athletes was 43.7 percent while 26 percent of the female track and field/cross country student-athletes were African-American.
- In Division I, African-American male student-athletes make up 24.8 percent of the total male student-athletes. In Division II, they comprise 22.3 percent and in Division III, 8.9 percent. In Division I, African-American female student-athletes comprise 15.4 percent of the total female student-athletes. In Division II, they make up 12.1 percent and in Division III, only 5.1 percent.
- The percentages of Division I African-American male student-athletes decreased for basketball for the first time in five years.
- For the second year in a row, African-American women reached some all-time high percentages, with 43.7 percent in Division I college basketball and 15.4 percent in Division I college sports overall.
- African-American women represented 26 percent of the track and field/cross country population, the highest that number has been since 1996, when it reached a high of 27.3 percent.
- In Division I college sport, the percentages of white male student-athletes went up slightly in basketball, and decreased slightly in football and baseball. In all sports combined, white male student-athletes comprised 62.2 percent of total male student-athlete population.
- Latinos increased NCAA baseball participation and in all sports combined.
- The percent of Latinas decreased in basketball, track and field/cross country but increased in all other Division I sports combined.
- The percentages of white women decreased slightly in all Division I sports combined, as well as in track and field/cross country and basketball.

Conference Commissioners

- All Division IA conference commissioners were white men.
- All Division I conference commissioners were white. Two conference commissioners were women and four other women were commissioners of sport-specific conferences.

NCAA Headquarters

- The NCAA made a major commitment to the issue of diversity by creating a new position for a vice president for Diversity and Inclusion. In May 2005, the NCAA hired Charlotte Westerhaus for this position. Today, the NCAA headquarters has three African-American vice presidents and three women vice presidents. Westerhaus reports directly to NCAA President Myles Brand and co-chairs the NCAA's Diversity Leadership Strategic Planning Committee.
- Representation of women and people of color at the high levels of NCAA headquarters increased this year at the vice president/chief of staff position. At the vp/chief of staff position, the number of people of color increased from two to three, up 6.3 percentage points to 18.8 percent. The number of women increased from three to four and jumped 6.2 percentage points to 25 percent.
- Within the chief aides/director level, which includes the managing director position as well, people of color increased by 5.4 percentage points, and women increased in numbers from 20 to 24, but the percentage decreased by 6.6 percent because of the increase in total numbers.
- At the administrator level, the percentage of people of color increased by 0.2 percentage points while women increased by 0.9 percentage points.

Coaching

- In men's Division I basketball, 25.2 percent (up 2 percent) of all head coaches were African-American, an all-time high percentage.
- Opportunities for people of color in men's sports other than basketball remained poor.
- Only three of 119 Division IA head coaches were African-American during the 2005 collegiate football season. The 2006 season had five African-Americans leading Division IA football programs. Randy Shannon was hired by the University of Miami after the 2006 season making the 6th African-American head football coach as of December 10, 2006.
- Barry Alvarez at the University of Wisconsin, Madison, stepped down from the position of head football coach after the 2005 football season to focus solely on being athletic director. There are no Latino head coaches in Division IA football.
- Only 4.1 percent of Division I head baseball coaches were people of color, with 2.6 percent Latino.
- 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 (4.3 percent versus 3.7 percent.) In Division II, the percentage of women coaching men's teams almost matched the percentage of African-Americans (3.5 percent versus 4.2 percent.)
- More than three 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 a decrease in women coaching women's sports in several different sports. Women continue to lose ground when coaching their own gender, as women head coaches in Division I

basketball dropped to 64.3 percent, from the 67.5 percent that was reported in the last report card. Head coaches of Division I Track/Cross Country, which combines the head coaches of Cross Country, Indoor Track and Outdoor Track, saw a decrease in female head coaches from 21.7 percent down to 20.6 percent.

- The percentage of African-American women head coaches of women's Division I basketball teams was 9.3 percent, a 1.6 percent jump from 7.7 percent. Nonetheless, the 9.3 percent stood in stark contrast to the 43.7 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.
- Whites held the overwhelming percentage of the head coaching positions on the women's teams in each division.
 - Whites held 89.6 percent, 89.9 percent and 92.9 percent of all head coaching positions in Divisions I, II and III, respectively.
 - African-Americans held 6.6 percent, 4.3 percent and 4.2 percent of the women's head coaching positions in the three NCAA divisions, respectively.
 - Latinos held 1.6 percent, 2.9 percent and 1.3 percent of head coaching positions for women's teams in the respective divisions.
 - Asians held 1.1, 1.2 and 1.2 percent of head coaching positions for women's teams in the respective divisions.
 - Native American representation was very minimal.

These figures accounted for male and female head coaches of women's teams. It should be noted that the high percentage of whites coaching women's teams decreased at every level.

- Whites dominated the head coaching positions held on men's teams at each level.
 - Whites held 90.6, 89.5 and 93.4 percent of all head coaching positions in Divisions I, II and III respectively.
 - African-Americans accounted for 7.3, 4.4 and 4.1 percent respectively in each division.
 - Asians represented 0.4, 0.7 and 0.6 percent at each level.
 - Latinos held 1.1, 3.6 and 1.5 percent of the positions in each division.
 - Native Americans accounted for less than 1 percent of total head coaches at each level.

These figures included male and female head coaches for men's teams.

- On the men's teams, whites held 79.2, 82.7, and 88.5 percent of the assistant coaching positions in the three divisions, respectively. African-Americans held 17.6, 11.6, and 8.3 percent, respectively.

- Among the women's teams, whites held 81.6, 82.4 and 90.5 percent of the assistant coaching positions in Divisions I, II and III, respectively. African-Americans had 13.2, 9.4, and 6.5 percent, respectively.

- As assistants, women held slightly more than half of the jobs on women's teams with 51.5 in Division I, 51.4 in Division II and 54 percent in Division III.

University Leadership Positions

- In Division IA, 94.1 percent of university presidents were white, 3.4 percent were African-American and 2.5 percent were Latino. There were no Asian or Native American university

presidents. There were 15 females in this position, which is 12.6 percent, an increase of 1.1 percent.

- Whites held the overwhelming percentage of positions of athletics directors in all three divisions
 - Whites held 93.3, 92.3 and 96.1 percent of the athletic director jobs in Divisions I, II and III, respectively.
 - African-Americans held 5.5 percent, 3.8 percent and 1.9 percent, respectively in Divisions I, II and III.
 - Latinos accounted for 0.9, 2.7 and 0.3 percent of the ADs at Division I, II and III.
 - Asians and Native Americans had very minimal representation at each level.
- The level of diversity within the athletic director position at Division IA institutions has continued to grow and is far better than each of the three Divisions. Currently there are 16 (13.4 percent) people of color in that position, which is more than a three percentage point increase.
- As of November 2006, in the Division IA athletic director position, there were 12 African-American men, three Latino men, one Native American man and six women heading departments with Division IA football.
- Women gained ground as athletics directors in all three divisions since the last Report Card. In Division I there was an increase from 7.3 to 7.8 percent, in Division II there was an increase from 16.2 to 18.7 percent and in Division III there was an increase from 27.1 to 27.3 percent.
- At the associate athletic director position, whites comprised 89.5 percent 94.0 percent and 95.3 percent of the total population at Division I, II and III respectively. African-Americans held 8.2 percent, 4.0 percent and 3.6 percent of the positions at each level. The percentage of women filling associate athletic director positions was 28.4 percent in Division I, 48.7 percent in Division II and 49.7 percent in Division III.
- Women held 97.7, 99.4 and 98.9 percent of the Senior Woman Administrator jobs in Division I, II and III, respectively. White women continued to dominate the SWA position holding 84.3, 90.6 and 95.7 percent in Division I, II and III, respectively. African-American women represented 10.2, 5.3 and 2.2 percent at each respective level.
- Whites filled the majority of the FAR positions with 92.4, 92.2, and 95.5 percent in Divisions I, II and III, respectively.

OVERALL GRADES

When all categories were combined, College Sport received a **B-** for race and a **B** for gender giving it a combined **B** overall. That compared to the 2004 Racial and Gender Report Card when college sport earned a **B-** for race and **B+** for gender. When compared to the grades for the professional sports leagues, the **B-** for race was last (Major League Soccer was not graded this year). However, its **B** for gender was better than all the men's leagues and only followed the WNBA's **A** for gender. The college sport combined grade of **B** was third behind the NBA (**B+**) and WNBA (**A**).

GRADES BY CATEGORY

NCAA Headquarters

Leadership is a collection of leaders that make a difference from the top of the department to the bottom. The hope is that the entire department is a reflection of the leadership group. For this reason, the leadership group should be a diverse collection of leaders. Because this group also has tremendous influence on the hirings that occur within the organization, it is also important for the leaders to be diverse and open-minded. NCAA President Myles Brand is very supportive 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 2005, he called the lack of opportunity for people of color in football head coaching positions "appalling." He also said the situation was bad for women and people of color as athletics directors and for women as head coaches.

Representation of women and people of color at the high levels of NCAA headquarters increased this year at the vice president/chief of staff position. At the vp/chief of staff position, the number of people of color increased from two to three, up 6.3 percentage points to 18.8 percent. The number of women increased from three to four and jumped 6.2 percentage points to 25 percent. African-Americans continue to be the only people of color represented at the vp/chief of staff position, occupying 18.8 percent of the positions, a 6.3 percentage point increase. Whites held the remaining 81.2 percent of the positions.

Within the chief aides/director level, which includes the managing director position as well, people of color increased by 5.4 percentage points to 24.1 percent, and women increased in numbers from 20 to 24, but the percentage decreased to 41.4 percent (down 6.6 percent) because of the increase in total numbers.

At the administrator level, the percentage of people of color increased by 0.2 percentage points while women increased by 0.9 percentage points. Within the support staff position at the headquarters, which includes all levels of assistants, the percentage of people of color increased 3.5 percentage points to 18.4 percent while women increased to 91.2 percent.

Charlotte Westerhaus continued in her role as the vice president for the newly developed Office of Diversity and Inclusion, working closely with NCAA president Myles Brand. Her hire in 2005 gave the NCAA Headquarters four female vice presidents in the last report card. The 2004 NCAA vice president/chief of staff chart never reflected this change because she was hired after the period covered. Judith Sweet retired from her position of vice president for NCAA Championships, but the number of female vp's remained the same with the immediate hire of Joni Comstock for the same position. Additionally, the hiring of Westerhaus may represent

Myles Brand's biggest signal to date of his commitment to emphasizing diversity and inclusion both at NCAA Headquarters and with member institutions. This was expanded when he created the NCAA's Diversity Leadership Strategic Planning Committee.

The African-American vice-presidents are:

- Bernard Franklin, sr. vice president for Governance and Membership
- Ronald Stratten, 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

The percentage of people of color increased while the percentage of women decreased at the director level, which includes both managing directors and directors at the NCAA headquarters. Whites occupied 75.9 percent of the positions (down 5.4 percentage points), while African-Americans held 19 percent (up 6.5 percentage points) of the managing director/director positions. Latinos held 1.7 percent (down 0.3 percent) and Asians occupied 3.4 percent (down 0.6 percent). This year 41.4 percent of the managing director/director positions were filled by women, a decrease of 6.6 percent.

At the administration level, people of color occupied 23.5 percent of the positions, which is a slight increase, while whites held 76.5 percent, which is a slight decrease. African-American representation decreased 2.5, but the percentages of Asians, Latinos and the "other" category all increased. The percentage of women increased almost one percent.

Grade for NCAA Headquarters:

Race:	A-
Gender:	A

See Tables 84, 85, 86 and 87.

Conference Commissioners

Once again, 100 percent of the 11 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.

Of the 52 associate commissioners listed in Division IA, 5.8 percent of them were African-American, which was a 6.7 percent decrease since the last report card. A total of 1.9 percent of the associate commissioners were Asian. Women held 13 (25 percent) of the Division IA associate commissioner posts.

In all of Division I, excluding the Historically Black conferences, all 36 (100 percent) of Division I conference commissioners were white. Two conferences were led by women as commissioners, accounting for 5.6 percent. The NCAA lists four other women who led sport-specific conferences.

At the associate commissioner position in Division I, 86.8 percent were held by whites (1.2 percent decrease), 11.7 percent by African-Americans (2.1 percent increase), and 1.5 percent by Asians. The percentage of positions held by women increased slightly from 30 percent to 30.9 percent.

The RGRC breaks down the female conference commissioners as follows:

There were two females that headed Division I conferences

- Linda Bruno, Atlantic 10 Conference
- Carolyn Schlie Femovich, Patriot League

There were four women who were in charge of sport-specific conferences

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

Grade for Division I Conference Commissioners:

Race:	F
Gender:	F

See Tables 88 and 89.

Student-athletes

In the past 15 years there has not been much variance in the racial make-up of the male student-athlete population. The percentage of African-American male Division I college student-athletes was 24.8 percent in 2004-2005. This percentage has been slowly increasing over the past five years and it is inching towards the all-time high of 26.5 percent in 1991-92. The rate has not varied by more than two percentage points in the past 15 years.

The percentage of white male student-athletes has risen and fallen in very small increments in the last five years, but at 62.2 percent this year, it is well below its all-time high in the RGRC of 66.2 percent in 1991-92. Latinos were at 3.6 percent for the second year in a row while Asian men dropped to 1.2 percent from 1.6 percent the previous year.

The percentages of Division I African-American male student-athletes decreased in basketball for the first time in five years. On the other hand, percentages for African-American football and baseball players were up slightly. Percentages of white student-athletes were down in football and baseball but up in basketball. The percentage of Latinos increased in baseball, decreased in football and remained the same in basketball. The percentage of non-resident aliens decreased slightly in all three sports.

In NCAA Division I men's basketball during the 2004-2005 academic year, African-Americans made up 57.8 percent (down 0.4 of a percentage point) of the student-athletes. Conversely, the number of whites increased for the first time in five years and comprised 31.9 percent (up 0.3 of a percentage point). Latinos accounted for 1.5 percent (the same as 2003-2004), and non-resident aliens represented 5.4 percent (down 0.3 of a percentage point) of the population. American Indian/Alaskan Natives were at 0.6 percent and Asian/Pacific Islanders were at 0.4

percent, both categories increased since 2003-2004. The “others” category remained the same as 2003-2004 at 2.5 percent.

During the same year in Division I football (IA and IAA combined), African-American student-athletes comprised 45.4 percent (up 1.1 percentage points). Since the 1999-2000 academic year, the number of African-Americans participating in Division I football has increased every year. Whites, on the other hand, were at 47.7 percent (down 0.6 of a percentage point), Latinos held 2.3 percent (down 0.1 of a percentage point), American Indian/Alaskan Natives held 0.3 percent (down 0.1 of a percentage point), Asian/Pacific Islanders held 1.6 percent (same as 2003-2004), non-resident aliens held 0.4 percent (down 0.2 of a percentage point) and “others” held 2.3 percent (down 0.1 of a percentage point).

Division I baseball statistics from 2004-05 revealed that African-American student-athletes were 6.5 percent (up 0.4 of a percentage point) of the total population, whites were 83.7 percent (down 0.1 of a percentage point), Latinos held 5.3 percent (up 0.4 of a percentage point), American Indian/Alaskan Natives remained at 0.3 percent, and Asian/Pacific Islanders held 1.2 percent, which was also identical to the previous year. Non-resident aliens and “others” both decreased, holding 1.0 percent and 1.9 percent respectively.

The percentage of African-American women playing Division I basketball reached an all-time record at 43.7 percent. In the 2003-04 Division I women’s basketball season, 44.6 percent of the student-athletes were white (down 2.2 percentage point). This percentage has continued to decrease over the years. It has never increased in the history of the report card. The percentage of African- American female basketball players has continued to increase and has never decreased. This year African-Americans held 43.7 percent (up 2.1 percentage points) of the total population, 1.6 percent were Latina (down 0.2 of a percentage point), 0.5 percent were American Indian/Alaskan Native (same as 2003-04), 1.3 percent were Asian/Pacific Islanders (same as 2003-04), non-resident aliens held 5.8 percent (up 0.5 of a percentage point) and “others” held 2.5 percent (down 0.3 of a percentage point).

On Division I women's cross country and track teams, 62.3 percent of the student-athletes were white (down 1.7 percentage points), African-Americans comprised 26 percent (up 2.9 percentage points), Latinas held 3.4 percent (down 0.6 of a percentage point), American Indian/Alaskan Natives held 0.4 percent (down 0.8 of a percentage point), Asian/Pacific Islander held 1.2 (up 0.7 of a percentage point), non-resident aliens held 3.8 percent (down 0.3 of a percentage point) and “others” held 3.0 percent (down 0.2 of a percentage point). African-American women took almost a three-point jump this year bringing their percentage up to 26 percent, which is the highest it has been since 1996-97 when they had 27.3 percent of the total cross country/track population.

African-American women, Latinas and Asian women reached all-time highs for participation in all Division I sports combined while the percentage of white women in all Division I women’s sports dropped 0.1 of a percentage point from 70.6 to 70.5 percent. This was the third consecutive year that the percentage has dropped. The percentages of white women was down slightly in basketball and track/cross country, but went up 0.1 of a percentage point in the “all other sports combined” category. The percentages of African-American women went up in basketball to 43.7 (up 2.1 percentage points) and in track/cross country, but dropped in the “all other sports combined” category. African-Americans had 15.4 percent of the female student-athlete total, which for the second year in a row, was their all-time RGRC high. Latinas held 3.3 percent of the female student-athlete positions and Asian women held 2.2 percent, both of these being their highest ever percent for the second year in a row. Native American women had 0.4

of a percent and non-resident aliens held 4.9 percent of the population and “others” held 3.3 percent.

The percentage of white student-athletes at the Division I, II and III were 65.9 percent, 70.7 percent and 83.9 percent respectively, while the percentages for African-American student-athletes were 20.6 percent, 18.1 percent and 7.3 percent at each level, respectively.

In Divisions I, II and III, white male student-athletes comprised 62.2, 66.6 and 82.5 percent of the total male student-athletes, respectively. In Division I, white female student-athletes comprised 70.5 percent of the total female student-athlete population. In Division II, they make up 76.7 percent and in Division III, 85.9 percent.

In Division I, II and III, African-American male student-athletes make up 24.8, 22.3 and 8.9 percent of total male student-athletes, respectively. In Division I, II and III, African-American female student-athletes comprised 15.4, 12.1 and 5.1 percent of the total female student-athlete population, respectively.

Staying consistent with last year’s data, 45 percent of NCAA Division I student-athletes are female and 55 percent are male.

All student-athlete data came from the NCAA 2004-05 *Student-athlete Ethnicity Report*.

Grade for Student-Athlete Participation:

Race:	A/A+
Gender:	A

See Tables 90, 91 and 92.

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 Association (BCA) issued a Football Hiring Report Card in October 2004, 2005 and 2006, to assess how universities handle the process for hiring head football coaches. It evaluated 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 hiring report card has been a very positive tool in the hiring process of college coaches. The BCA will issue a hiring report card for athletic directors and women’s basketball coaches in 2007.

Division I men’s basketball continues to be the best representation of diversity at all levels and across all sports. This year African-American men accounted for 25.2 percent of the men’s basketball head coaching positions at the Division I level, which was a two percent increase from the last report card. Once again, this is an all-time high percentage. Both Latinos and Native Americans held 0.5 percent 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.

At the start of the 2005 football season, African-Americans held 2.5 percent and Latinos held 0.8 percent of Division IA football coaching positions. In all of Division I, African-Americans held 6.1 percent and Latinos held 1.2 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 2.6 percent Latino.

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 14 percent (increase of 1.7 percent) of the head coaching positions. In all divisions combined for football, African-Americans held 3.2 percent (increase of 1.6 percent) of the coaching positions. In all divisions combined for baseball, African-Americans once again held 0.7 percent and Latinos only held 2.7 percent (decrease of 0.4 of a percentage point) of coaching positions. Whites, on the other hand, held 84.2 (decrease of 1.8 percent), 95.4 percent (decrease of 2.3 percent) and 95.3 percent (decrease of 0.9 of a percentage point) of the head positions in basketball, football and baseball, respectively.

Division IA college football coaches continues to be in the spotlight. In Division IA football, the percentage of African-American head coaches decreased from 4.2 to 2.5 percent, or 1.7 percent for the 2005 season. Mississippi State hired Sylvester Croom, making him the 19th African-American head coach in the history of Division IA football, prior to the 2005 season.

The African-American football head coaches at the start of the 2005 season were:

- Tyrone Willingham, Washington
- Karl Dorrell, UCLA
- Sylvester Croom, Mississippi State

They were the only African-American football coaches in all Division IA during the 2005 season. Two African-American coaches were hired shortly after the end of the 2005 football season. Ron Prince was hired as head coach at Kansas State University and Turner Gill was hired as the head coach at the University of Buffalo. These two men were the 20th and 21st African-American coaches to be hired in Division IA history. There were a total of five African-American head football coaches at Division IA to start the 2006 season. Randy Shannon was hired by the University of Miami after the 2006 season making him the 6th African-American head coach in Division IA as of December 10, 2006.

In 2003, St. Mary's head coach Vincent White was the only African-American head coach in Division IAA. St. Mary's dropped its football program before the start of the 2004 season. Jerome Souers, a Native American who is head coach at Northern Arizona University, was the only head coach of color in Division IAA during the 2004 season. After the 2004 season ended, Indiana State hired Lou West, who is African-American. Division IAA has improved in the area of hiring people of color for head coaching positions. During the 2005 football season, along with the five African-American head football coaches in Division IA, there were six people of color filling head coach slots at the Division IAA level. Those coaches were as follows:

- Stacy Adams, Valparaiso
- Tony Samuel, Southeast Missouri State
- Jerome Souers, Northern Arizona
- Chris Taylor, St. Peter's College
- Lou West, Indiana State
- Norries Wilson, Columbia

Note: This excludes the Historically Black Colleges and Universities.

Barry Alvarez at the University of Wisconsin, Madison, stepped down from the position of head football coach after the 2005 football season to focus solely on his athletic director duties leaving no Latino head coaches in Division IA football.

As of December 10, 2006, a total of six out of 119 Division IA head football coaches were 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 (4.3 percent versus 4.1 percent). In Division II, the percentage of women coaching men's teams almost matched the percentage of African-Americans (3.5 percent versus 4.4 percent).

Women have made significant advances in the arena of college sports. However, more than three 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 a decrease in women coaching women's sports in several different sports. Women continue to lose ground when coaching their own gender, as women head coaches in Division I basketball dropped to 64.3 percent, from the 67.5 percent that was reported in the last report card. Head coaches of Division I track/cross country, which combines the head coaches of cross country, indoor track and outdoor track, saw a decrease in female head coaches from 21.7 percent down to 20.6 percent.

The female coaching totals in general were 40.9, 33.3 and 43.2 percent respectively in Division I, II and III. Division I coaches were 34.8 percent white women, five percent black women and 1.1 percent were identified as "other" minority female coaches.

White female coaches in Division II comprised of 28.4 percent, while black women accounted for 3.7 percent. "Others" held another 1.2 percent.

While Division III coaching positions had the highest female representation of the three at 43.2 percent, they lacked diversity in that group. The 43.2 percent of female coaches included 41 percent of white women, 1.5 percent of black women and less than one percent of "other" minority women.

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 86.6 percent (down from 89.3 percent) of Division I women's basketball head coaching positions. African-Americans held 12.1 percent (up from 9.6 percent). There were no Latinas coaching women's basketball, but Latinos hold 0.5 percent. Conversely, there were no Asian men and no Native American men coaching women's basketball, but Asian women held 0.5 percent and Native American women made up 0.5 percent. Women held 64.3 percent of these positions, a 3.2 percentage decrease. The percentage of white women decreased significantly, dropping from 59.4 percent to 54 percent, whereas white men increased once again from 29.9 percent to 32.6 percent. The percentage of Native American and Asian women coaching women sports both increased 0.5 percent and 0.1 percent respectively.

The percentage of African-American women head coaches of women's Division I basketball teams was 9.3 percent, a 1.6 percent jump from 7.7 percent. Nonetheless, the 9.3 percent stood in stark contrast to the 43.7 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.

Although head coaches in NCAA Division I track/cross-country teams have the highest percent of people of color in head coaching positions for women's college sports, the percentage of people of color is decreasing. Whites held 83.7 percent of these posts (up 3.4 percentage points), African-Americans held 14.7 percent (down 2.6 percentage points). There were no Asian men or women in this position. Latino men held 0.6 percent, and Native American women and "other" women each had 0.2 percent of the jobs. Women overall held 20.6 percent of these positions which is a decrease of 1.1 percent point from the last report. Asian women and Latinas did not hold any of these positions, but Native American women and women classified as "other" each held 0.2 percent. African-American women dropped to 6.0 percent and white women dropped to 14.2 percent of these positions. Men coached 78.8 percent of the men's and women's track/cross country teams, another half of a percentage point increase from the last report.

Although the percentage of whites coaching women's teams decreased at every level, whites still dominated as coaches of women's teams of each division. Whites held 89.6 percent (a decrease of 1.7 percent), 89.9 percent (a decrease of 0.9 percent) and 92.9 percent (a decrease of 0.1 percent) of all head coaching positions in Divisions I, II and III, respectively. African-Americans held 6.6 percent (an increase of 1.6 percent), 4.3 percent (an increase of 0.6 percent) and 4.2 percent (an increase of 0.2 percent) of the women's head coaching positions in the three NCAA divisions, respectively. Latinos held 1.6 percent, 2.9 percent and 1.3 percent of head coaching positions for women's teams in the respective divisions. Asians held 1.1, 1.2 and 1.2 percent of head coaching positions for women's teams in the respective divisions. Native American representation was minimal. These figures accounted for male and female head coaches of women's teams.

As in all cases regarding employment in college athletics, the data reported here and throughout the 2004 Racial and Gender Report Card excludes the Historically Black Colleges and Universities (HBCUs).

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

Race: B-

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

Race: C
Gender: A-

Grade for Head Coaches for all Division IA Football Teams:

Race: F

Grade for Head Coaches for all Division I Men's Basketball Teams:

Race: A

Grade for Head Coaches for all Division I Women's Basketball Teams:

Race: B
Gender: A+

See Tables 93, 94, 95, 96, 97 and 98.

Assistant Coaches

Those coaches aspiring to remain at the assistant coach level are few and far between. The assistant coach title is often seen as a stepping stone to the very sought-after head coach position. This position usually attracts all the attention and recognition, but more importantly, the head coach holds all the power within a team dynamic.

As is the case in many professional situations, it is often perceived that African-Americans come to a road block at the assistant coach position when trying to climb to the top of the coaching ladder.

This appears to be true mainly in Division I basketball and football where 36 and 23 percent of the jobs were held by African-Americans, respectively. The percentage drops to 25 for basketball and 17 percent for football in all Divisions combined.

When looking at assistant jobs in all sports combined in each of the divisions, this is the first year that the proportion of African-American males coaching men's teams decreased at the Division I level since 2000. The proportion at the Division II level remained the same, but the percentage dropped at the Division III level as well. On the men's teams, whites held 79.2, 82.7, and 88.4 percent of the assistant positions in the three divisions, respectively. African-Americans held 17.6, 11.6, and 8.3 percent, respectively.

There are more women (10.0 percent) as assistants in Division III on men's teams than African-Americans (8.3 percent). Women have increased their presence within coaching staffs of men's teams at all levels raising their percentages to 8.4, 8.4 and 10.0 percent, respectively in Division I, II and III. This is an improvement from holding 7.6, 7.4 and 8.6 percent of the assistant men's jobs in Division I, II, and III, respectively in the previous Racial and Gender Report Card.

Among the women's teams, whites held 81.6, 82.4 and 90.5 percent of the assistant positions in Divisions I, II and III, respectively. African-Americans had 13.2, 9.4, and 6.5 percent, respectively. As assistants, women held slightly more than half of the jobs on women's teams with 51.5 in Division I, 51.4 in Division II and 54 percent in Division III.

Grade for Assistant Coaches on men's teams:

Race: A

Grade for Assistant Coaches on women's teams:

Race: B

Gender: A

See Tables 99, 100, 101, 102, 103 and 104.

College Athletic Directors

As in all cases regarding employment in college athletics, the data reported here and throughout the 2005 Racial and Gender Report Card excludes the Historically Black Colleges and Universities (HBCUs).

The previous report card had some major breakthroughs in the period it reported. Damon Evans became the first African-American athletics director in the SEC and Daryl Gross became the first African-American athletics director in the Big East. As of the May 1, 2005 there was an all-time high of 12 (10.3 percent) athletics directors of color in Division IA. The level of diversity within the athletic director position at Division IA institutions has continued to grow and currently holds 16 (13.4 percent) people of color in that position, which is over a three percentage point increase.

Although some of these senior positions did become more diversified, people of color and women continued to be underrepresented in the top administrative positions throughout Division I. Whites held 93.1 percent (down 1.9 percentage points) of Division I athletic director jobs. African-American men held 5.0 percent, (up 1.6 percentage points). Latino men held 0.9 (down 0.3 percent) and 0.5 percent of the positions were filled with the "other" category.

Women continue to struggle to increase representation in the athletic director position. The percentage of female athletic directors at the Division I level did increase 0.5 percent, but this only brought the total to 7.8 percent of all positions. White women held 7.3 percent, African-American women held 0.5 percent. There were no Asian, Latina or Native American female ADs in Division I.

As of November 2006, there were 12 African-American athletic directors at Division IA institutions:

- Warde Manuel, University of Buffalo
- Keith Tribble, University of Central Florida
- Derrick Gragg, Eastern Michigan University
- Damon Evans, University of Georgia
- Herman R. Frazier, University of Hawaii, Manoa
- McKinley Boston Jr., New Mexico State University
- Eugene Smith, The Ohio State University
- Michael Garrett, University of Southern California
- Daryl Gross, Syracuse University
- Kevin Anderson, West Point
- David Williams II, Vanderbilt University
- Craig Littlepage, University of Virginia

There were three Latino athletics directors at Division IA institutions:

- Daniel G. Guerrero, University of California, Los Angeles
- Chris Del Conte, University of Rice
- Barry Alvarez, University of Wisconsin, Madison

There was one Native American:

- Rick Dickson, Tulane University

The following six women were serving as Division IA athletic directors overseeing football:

- 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
- Barbara Burke, University of Wyoming (Interim)

Joan C. Cronan, Beverly R. Lewis and Christine Plonsky headed separate women's athletic departments at the universities of Tennessee at Knoxville, Arkansas at Fayetteville and Texas at Austin, respectively.

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. At the athletics director position, whites held 93.1 percent (down 1.9 percentage points) of the athletics director jobs in Division I, 92.3 percent in Division II (down 1.8 percentage points) and 96.1 percent in Division III (up 0.5 of a percentage point). Division II was the only division to see an increase in female athletic directors, increasing from 16.2 percent to 18.7 percent. The percentage of female athletic directors at the Division I level remained the same at 7.8 percent. It increased in Division II to 18.7 percent and in Division III to 27.3 percent.

Further breakdown of the athletic director position at the Division II level, excluding the HBCUs, shows that whites held 92.3 percent (1.8 percent decrease) of the athletic director jobs, African-Americans held 3.8 percent (1.6 percent increase), Latinos held 2.7 percent (0.1 percent increase), Asians 0.5 percent (0.4 percent decrease) and Native Americans 0.5 percent (0.1 percent increase). The percentage of white men decreased almost five percent, from 79.6 percent to 74.7 percent.

Women held 18.7 percent (2.4 percent increase) of Division II athletic director posts. White women comprised 17.6 percent (3.1 percent increase), 0.5 percent were African-American women, and 0.5 percent were Asian women. Both of these categories decreased.

The athletic director position in Division III continues to be overwhelmingly represented by whites. Whites held 96.1 percent (0.6 percent increase), African-Americans held 1.9 percent (1.3 percent decrease) of these posts, while Asians held 0.6 percent, Latinos held 0.3 percent and Native Americans held 0.9 percent.

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 27.3 percent of the athletic director jobs, an increase of 0.2 of a percentage point. Among the female athletic directors, white women held 26.6 percent while Asian women and Native American women each held 0.3 percent. There were no female African-American or Latina athletic directors.

Grade for Division I Athletic Directors:

Race: F
Gender: F

See Tables 105, 106 and 107.

University Presidents in Division IA

Analyzing the leadership at the top of the colleges and universities leading Division IA institutions, we also see little diversity.

In Division IA, 94.1 percent of university presidents were white, 3.4 percent were African-American and 2.5 percent were Latino. There were no Asian or Native American university presidents. There were 13 females in this position, which is 11 percent. The list of presidents that follows was as of the beginning of the 2006-07 school year.

The four African-American presidents were:

- Sidney A. Ribeau, Bowling Green State University
- Adam W. Herbert, Indiana University, Bloomington
- Sidney McPhee, Middle Tennessee State University
- Roderick McDavis, Ohio University

The two Latino presidents were:

- Luis Proenza, University of Akron
- Modesto A. Maidique, Florida International University

The 13 women presidents were:

- Carol Garrison, University of Alabama at Birmingham
- Jo Ann M. Gora, Ball State University
- Nancy L. Zimpher, University of Cincinnati
- Denise Konan, University of Hawaii, Manoa
- 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
- Karen Holbook, The Ohio State University
- Judy Genshaft, University of South Florida
- Nancy Cantor, Syracuse University
- Diana S. Natalicio, University of Texas at El Paso
- Ann Weaver Hart, Temple University

Grade for Division IA Presidents:

Race: F
Gender: F

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. It is widely believed that these jobs are the pipeline to the athletics director position. This is created at the college level to mirror the structure that many of the professional leagues utilize. 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 89.5 percent 94.0 percent and 95.3 percent of the total population at Division I, II and III respectively. African-Americans held 8.2

percent, 4.0 percent and 3.6 percent of the positions at each level. The percentage of women filling associate athletic director positions was 28.4 percent in Division I, 48.7 percent in Division II and 49.7 percent in Division III.

At the assistant athletic director position, whites held 88.9, 90.2 and 91.1 percent of the positions in Divisions I, II and III, respectively. African-Americans totaled 8.7, 4.6 and 6.9 percent in the respective divisions. The assistant athletic directors in Division I were 27.1 percent female. In Division II, the percentage was 39.2 percent and Division III assistant ADs were 35.7 percent female.

The gender breakdown was very similar between associate and assistant ADs in these two positions at the Division I level. Associate athletic directors were 71.6 percent male and 28.4 percent female and assistant athletic directors were 72.9 percent male and 27.1 percent female. At the Division III level, the associate athletic director position was almost split 50/50 between males and females, with males holding 50.3 percent and females holding 49.7 percent.

Grade for Division I Associate and Assistant Athletics Directors:

Race:	C+
Gender:	C-

See Table 108.

Senior Woman Administrator

The senior woman administrator is a significant title within an athletic department. Women held 97.7, 99.4 and 98.9 percent of the senior woman administrator jobs in Division I, II and III, respectively. White women continued to dominate at 84.3, 90.6 and 95.7 percent in Division I, II and III, respectively.

In Division I, African-American women held 10.2 percent (increase of 1.9 percent), Asian women held 0.5 percent, Latinas held 1.4 percent, Native American women 0.5 percent, and there were 0.9 percent represented in the “other” category. Overall a total of 13.5 percent of the positions were occupied by females of color, an increase of 2.4 percentage points. White men were 1.4 percent and African-American men held 0.5 percent in this position. The percentage of women in this post decreased 1.9 percentage points to 97.7 percent.

The senior woman administrator position is less diverse at the Division II level. White women held 90.6 percent of these positions, a two percent drop. African-American women held 5.3 percent, Latinas held 2.4 percent and women classified in the “other” category accounted for 1.2 percent. This year 0.6 percent of the people holding this position at the Division II level were white men. All of the people of color in this position were women and they gained 1.5 percent, increasing from 7.4 percent to 8.9 percent. Women lost their 100 percent hold on this position from the previous RGRC, dropping down to 99.4 percent.

With almost no change from the last report, senior woman administrators in Division III were 98.9 percent female. Of these women, 95.7 percent of the senior woman administrators were white women, 2.2 percent were African-American women, 0.4 percent were Asian women, 0.4 percent were Latina and 0.4 percent were categorized as “other.” The percentage of African-Americans, including men and women, in this position, continued to drop this year, as it has

since 2000. African-Americans accounted for 2.2 percent of these positions. People of color, which were all women of color, increased slightly from 3.3 percent to 3.4 percent.

Grade for Division I Senior Woman Administrators:

Race: B/B+
Gender: A+

See Table 109.

Faculty Athletics Representatives

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. Whites filled the vast majority of the FAR positions with 92.4, 92.2 and 95.5 percent in Divisions I, II and III, respectively.

In Division I, 71.2 percent were white men and 21.2 percent were white women. Among African-Americans serving as FAR, 2.2 percent were men and 0.9 percent were women. Total African-Americans in this position decreased almost two percent. Also among the FAR positions in Division I, 1.3 percent were Asian men and 0.4 percent were Asian women, 1.3 percent were Latino, 0.9 percent were Native American men, and there were 0.4 percent men in the "other" category. Women held 22.6 percent of these posts (increase of 0.7 of a percentage point), while people of color held 7.6 percent (decrease of 0.5 of a percentage point). There were no Latina or Native American women in this position.

At the Division II level where whites held 92.2 percent of the FAR posts, 66.5 percent were white men and 25.7 percent were white women. African-Americans held a total of 3.4 percent of the positions, equally split between men and women. Asian men dropped 1.2 percent to 0.6 percent. Latinos held 3.4 percent, 2.8 percent being Latino and 0.6 percent Latina. Women overall gained 5.1 percentage points, increasing from 22.8 to 27.9 percent. People of color in this position increased their percentage by 0.3 percent.

In Division III where whites held 95.5 percent, 64.7 percent were white men and 30.8 percent were white women. The percentage of white men fell 4.1 percent, whereas the percentage of white women increased 3.9 percent. African-Americans accounted for a total of 2.3 percent, which were held by two percent men and 0.3 percent women. Latinos held just under one percent of the FAR positions. This represented a 0.2 of a percentage point decrease for whites. African-American men dropped one percent to two percent. Women held 31.6 percent of the FAR posts in Division III, a gain of 4.1 percent.

Grade for Division I Faculty Athletics Representatives:

Race: D
Gender: F

See Table 110.

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 coordinator, 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. There is a tendency for opportunities for women to increase as you move from Division I to II to III. However, the percentage of people of color filling these positions decrease while moving from Division I to II to III.

Across all three divisions, women continue to be pigeon-holed in to the academic advisor/counselor position, as well as the life skills coordinator position. In the academic advisor/counselor position, women held 60.6, 48.3 and 48.6 percent at Division I, II and III institutions, respectively. Within the life skills coordinator position, women held 69.2 60.3 and 69.0 percent, respectively.

However, in the business manager position, 54.8 percent, 59.2 and 64.2 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 47.3, 48.6 and 50.6 percent of the slots at each division.

Within the graduate assistant and intern positions at each level, the gender breakdown at each division was pretty close to 50/50. These two positions were the most diverse when looking at the different positions within professional administration. At the Division I level in the graduate assistant position, whites accounted for 79.2 percent, African-Americans were 13.5 percent, Asians were 1.8 percent, Latinos were 3.4 percent and the "other" category had 2.1 percent. At Division I, in the intern position, whites held 80.4 percent, African-Americans held 13.8 percent, Asians held 1.4 percent, Latino held 3.2 percent and the "other" category held 1.2 percent. Graduate assistant and intern positions tend to be filled with young people, so hopefully diversity within this group is a sign of things to come in the future.

Grade for Division I Professional Administrators:

Race: B

Gender: B

See Table 111.

HOW GRADES WERE CALCULATED

As in previous reports, the 2005 Racial and Gender Report Card data shows 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 35 percent, **C** for 30 percent, **D** for 25 percent and **F** for anything below that. 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 Division IA schools for presidents, athletic director 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, so the draft could 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 the 2004-05 academic year. Listings of presidents, athletics directors and head football coaches in Division I were updated as of December 2006. Grades, however, were calculated according to the reporting periods noted herein.

ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 14th 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), National Hockey League (NHL), Major League Soccer (MLS) and Women's National Basketball Association (WNBA), as well as in collegiate athletics departments.

This marks the second time the Report Card is being issued sport-by-sport. 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, NHL, MLS and college sport have been published.

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

Institute for Diversity and Ethics in Sport

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. The Institute 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 Vice President/Chief of Staff					
	%	#		%	#
2006			2001		
White	81.30%	13		Data Not Recorded	
African-American	18.80%	3	2000		
Latino	0.00%	0	White	83.30%	10
Asian	0.00%	0	African-American	16.70%	3
Other	0.00%	0	Latino	0.00%	0
Women	25.00%	4	Other	0.00%	0
Total	x	16	Women	26.70%	4
2005			Total	x	15
	Data Not Recorded		1999		
2004				Data Not Recorded	
White	87.50%	14	1998		
African-American	12.50%	2	White	81.20%	13
Latino	0.00%	0	African-American	18.80%	3
Asian	0.00%	0	Latino	0.00%	0
Other	0.00%	0	Other	0.00%	0
Women	18.80%	3	Women	25.00%	4
Total	x	16	Total	x	16
2003			1997		
	Data Not Recorded		White	86.60%	13
2002			African-American	13.30%	2
White	81.00%	13	Latino	0.00%	0
African-American	19.00%	3	Other	0.00%	0
Latino	0.00%	0	Women	26.60%	4
Asian	0.00%	0	Total	x	15
Other	0.00%	0			
Women	25.00%	4			
Total	x	16			
<i>Note: Data provided by the NCAA. Historically Black Institutions excluded.</i> <i>x= Data not recorded</i>					
TABLE 84					

NCAA Chief Aides/Directors

		%	#			%	#
2006				1999			
						Data Not Recorded	
	White	75.90%	44	1998	White	85.70%	36
	African-American	19.00%	11		African-American	7.10%	3
	Latino	1.70%	1		Latino	2.40%	1
	Asian	3.40%	2		Other	4.80%	2
	Other	0.00%	0		Women	38.10%	16
	Women	41.40%	24		Total	x	42
	Total	x	58				
2005				1997	White	92.10%	35
		Data Not Recorded			African-American	5.30%	2
2004	White	81.30%	33		Latino	2.60%	1
	African-American	12.50%	5		Other	0.00%	0
	Latino	2.00%	1		Women	34.20%	13
	Asian	4.00%	2		Total	x	38
	Other	0.00%	0	2001			
	Women	48.00%	20			Data Not Recorded	
	Total	x	41	2000	White	82.90%	34
2003					African-American	9.70%	4
		Data Not Recorded			Latino	2.40%	1
2002	White	79.00%	x		Other	4.80%	2
	African-American	14.00%	x		Women	39.00%	16
	Latino	5.00%	x		Total	x	41
	Asian	2.00%	x				
	Other	0.00%	x				
	Women	42.00%	x				
	Total	x	x				

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

x= Data not recorded

TABLE 85

NCAA Administrators

	%	#		%	#
2006			2001		
White	76.50%	x		Data Not Recorded	
African-American	19.70%	x	2000		
Latino	1.10%	x	White	76.60%	105
Asian	1.60%	x	African-American	21.90%	30
Other	1.10%	x	Latino	0.70%	1
Women	55.20%	x	Other	0.70%	1
Total	x	x	Women	49.60%	68
2005			Total	x	137
	Data Not Recorded		1999		
2004				Data Not Recorded	
White	76.70%	124	1998		
African-American	22.20%	37	White	78.30%	90
Latino	0.00%	0	African-American	19.10%	22
Asian	1.20%	2	Latino	2.60%	3
Other	0.00%	0	Other	0.00%	0
Women	54.30%	88	Women	49.20%	53
Total	x	163	Total	x	115
2003			1997		
	Data Not Recorded		White	76.20%	77
2002			African-American	19.10%	22
White	77.30%	x	Latino	1.00%	3
African-American	22.20%	x	Other	0.00%	0
Latino	0.00%	x	Women	47.50%	48
Asian	<1%	x	Total	x	101
Other	0.00%	x			
Women	54.50%	x			
Total	x	x			

Historically Black Institutions excluded.

x= Data not recorded

TABLE 86

NCAA Support Staff							
		%	#			%	#
2006				2001			
	White	81.60%	x			Data Not Recorded	
	African-American	15.80%	x	2000			
	Latino	0.90%	x		White	84.00%	100
	Asian	1.80%	x		African-American	13.40%	16
	Other	0.00%	x		Latino	0.80%	1
	Women	91.20%	x		Other	1.60%	2
	Total	x	x		Women	90.70%	108
2005					Total	x	119
		Data Not Recorded		1999			
2004						Data Not Recorded	
	White	85.10%	97	1998			
	African-American	12.30%	13		White	90.50%	105
	Latino	0.90%	1		African-American	6.90%	8
	Asian	1.70%	2		Latino	0.00%	0
	Other	0.00%	0		Other	2.50%	3
	Women	90.40%	103		Women	94.80%	110
	Total	x	113		Total	x	122
2003				1997			
		Data Not Recorded				White	
2002					African-American	92.00%	92
	White	84.50%	x		Latino	7.00%	7
	African-American	13.00%	x		Other	0.00%	0
	Latino	x	x		Women	1.00%	1
	Asian	x	x		Total	54.40%	85
	Other	2.50%	x			x	100
	Women	84.00%	x				
	Total	x	x				
Note: Data provided by the NCAA. Historically Black Institutions excluded.							
x= Data not recorded							
TABLE 87							

TABLE 87

Conference Commissioners			
		Division IA	
		%	#
2005-06			
White	100.0%	11	
African-American	0.0%	x	
Asian	0.0%	x	
Latino	0.0%	x	
Native American	0.0%	x	
Other	0.0%	x	
Women	0.0%	0	
Total	x	11	
		Division I	
		%	#
2004-05			
White	100.0%	36	
African-American	x	x	
Asian	x	x	
Latino	x	x	
Native American	x	x	
Other	x	x	
Women	5.6%	2	
Total	x	36	
Note: Data provided by the NCAA. Historically Black Institutions excluded. x= Data not recorded			
TABLE 88a			

Conference Commissioners			
		Division IA	
		%	#
2003-04			
White	100.0%	11	
African-American	0.0%	x	
Asian	0.0%	x	
Latino	0.0%	x	
Native American	0.0%	x	
Other	0.0%	x	
Women	0.0%	0	
Total	x	11	
		Division I	
		%	#
2003-04			
White	100.0%	28	
African-American	x	x	
Asian	x	x	
Latino	x	x	
Native American	x	x	
Other	x	x	
Women	5.6%	2	
Total	x	28	
Note: Data provided by the NCAA. Historically Black Institutions excluded. x= Data not recorded			
TABLE 88b			

Associate Conference Commissioners

		Division IA	
		%	#
2005-06			
	White	92.3%	48
	African-American	5.8%	3
	Asian	1.9%	1
	Latino	0.0%	0
	Native American	0.0%	0
	Other	0.0%	0
	Women	25.0%	13
	Total	x	52
2003-04			
	White	82.5%	22
	African-American	12.5%	5
	Asian	2.5%	1
	Latino	2.5%	1
	Native American	x	x
	Other	x	x
	Women	27.5%	11
	Total	x	40

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

TABLE 89

Male Student-Athletes: Division I

	Basketball	Football	Baseball		Basketball	Football	Baseball
2004-05				1999-00			
White	31.9%	47.7%	83.7%	White	34.6%	51.3%	83.0%
African-American	57.8%	45.4%	6.5%	African-American	55.0%	39.5%	6.6%
Latino	1.5%	2.3%	5.4%	Latino	1.6%	1.8%	4.3%
American Indian/Alaskan Native	0.6%	0.3%	0.3%	American Indian/Alaskan Native	0.2%	0.3%	0.4%
Asian	0.4%	1.6%	1.2%	Asian	0.3%	1.3%	1.1%
Non-Resident Aliens	5.4%	0.4%	1.0%	Non-Resident Aliens	3.0%	0.2%	0.6%
Other	2.5%	2.3%	1.9%	Other	5.3%	5.7%	3.9%
2003-04				1998-99			
White	31.6%	48.3%	83.8%	White	34.0%	46.9%	88.1%
African-American	58.2%	44.3%	6.1%	African-American	55.9%	46.4%	2.8%
Latino	1.5%	2.4%	4.9%	Latino	1.4%	1.9%	4.7%
American Indian/Alaskan Native	0.3%	0.4%	0.3%	American Indian/Alaskan Native	0.3%	0.4%	0.5%
Asian	0.2%	1.6%	1.2%	Asian	0.3%	2.0%	0.8%
Non-Resident Aliens	5.7%	0.6%	1.3%	Non-Resident Aliens	5.5%	1.0%	1.4%
Other	2.5%	2.4%	2.1%	Other	2.6%	1.9%	1.7%
2002-03				1997 - 1998			
White	32.3%	49.3%	84.1%	Data Not Recorded			
African-American	57.9%	43.8%	6.1%	1996-97			
Latino	1.3%	2.2%	5.1%	White	33.8%	46.9%	89.5%
American Indian/Alaskan Native	0.4%	0.4%	0.3%	African-American	57.3%	47.6%	3.0%
Asian	0.2%	1.6%	1.2%	Latino	1.5%	1.9%	4.3%
Non-Resident Aliens	5.3%	0.5%	1.2%	American Indian/Alaskan Native	0.2%	0.3%	0.5%
Other	2.6%	2.3%	2.0%	Asian	0.3%	1.2%	0.6%
2001-02				Non-Resident Aliens	4.4%	0.6%	0.9%
White	32.3%	50.1%	83.4%	Other	2.5%	1.5%	1.2%
African-American	57.7%	42.6%	6.9%	1992 - 1996			
Latino	1.5%	2.1%	5.2%	Data Not Recorded			
American Indian/Alaskan Native	0.3%	0.4%	0.4%	1991-1992			
Asian	0.2%	1.4%	1.1%	White	34.5%	53.2%	90.0%
Non-Resident Aliens	4.8%	0.5%	1.1%	African-American	61.8%	42.7%	4.3%
Other	3.2%	2.8%	1.9%	Latino	0.8%	1.4%	3.9%
2000-01				American Indian/Alaskan Native	0.2%	0.3%	0.3%
White	32.5%	49.4%	81.3%	Asian	0.2%	1.0%	0.7%
African-American	57.1%	42.1%	6.7%	Non-Resident Aliens	x	x	x
Latino	1.4%	2.1%	5.6%	Other	2.5%	1.4%	0.8%
American Indian/Alaskan Native	0.4%	0.4%	0.4%				
Asian	0.2%	1.3%	0.9%				
Non-Resident Aliens	5.1%	1.7%	2.1%				
Other	3.3%	2.9%	3.0%				

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

TABLE 90

Female Student-Athletes: Division I

		Basketball	XC/Track	Other Sports			Basketball	XC/Track	Other Sports
2004-05					1999-00				
	White	44.6%	62.3%	70.6%		White	53.6%	66.2%	72.7%
	African-American	43.7%	26.0%	4.6%		African-American	35.7%	22.1%	6.2%
	Latino	1.6%	3.4%	3.1%		Latino	1.5%	2.6%	2.7%
	American Indian/Alaskan Native	0.5%	0.4%	0.3%		American Indian/Alaskan Native	0.4%	0.9%	0.3%
	Asian	1.3%	1.2%	2.6%		Asian	0.7%	0.3%	3.1%
	Non-Resident Aliens	5.8%	3.8%	5.0%		Non-Resident Aliens	2.4%	1.9%	2.5%
	Other	2.5%	3.0%	3.2%		Other	5.6%	6.0%	8.0%
2003-04					1998-99				
	White	46.8%	64.0%	70.5%		White	58.5%	60.8%	83.3%
	African-American	41.6%	23.1%	5.7%		African-American	31.4%	25.3%	2.6%
	Latino	1.8%	4.0%	2.9%		Latino	1.7%	3.7%	2.9%
	American Indian/Alaskan Native	0.5%	1.2%	0.5%		American Indian/Alaskan Native	0.6%	0.6%	0.5%
	Asian	1.3%	0.5%	3.5%		Asian	0.9%	0.9%	2.4%
	Non-Resident Aliens	5.3%	4.1%	5.4%		Non-Resident Aliens	4.9%	7.0%	6.4%
	Other	2.8%	3.2%	6.5%		Other	2.0%	1.8%	1.8%
2002-03					1997 - 1998				
	White	48.7%	65.3%	70.1%				Data Not Recorded	
	African-American	40.9%	23.2%	4.5%	1996-97				
	Latino	1.7%	3.4%	2.4%		White	60.5%	60.3%	84.5%
	American Indian/Alaskan Native	0.6%	0.4%	0.3%		African-American	30.7%	27.3%	2.5%
	Asian	1.2%	1.3%	2.3%		Latino	1.8%	2.8%	2.9%
	Non-Resident Aliens	4.5%	3.5%	4.4%		American Indian/Alaskan Native	0.6%	0.4%	0.4%
	Other	2.4%	3.0%	2.4%		Asian	0.9%	1.6%	2.5%
2001-02						Non-Resident Aliens	3.2%	5.8%	5.5%
	White	50.2%	65.3%	71.4%		Other	2.3%	1.8%	1.7%
	African-American	39.7%	23.4%	6.2%	1992 - 1996				
	Latino	1.7%	3.2%	2.3%				Data Not Recorded	
	American Indian/Alaskan Native	0.5%	1.0%	0.4%	1991-92				
	Asian	0.8%	0.5%	3.5%		White	65.0%	68.6%	88.8%
	Non-Resident Aliens	4.3%	3.4%	4.7%		African-American	31.0%	23.2%	2.9%
	Other	2.8%	3.2%	6.6%		Latino	1.4%	3.2%	2.3%
2000-01						American Indian/Alaskan Native	0.5%	0.4%	0.2%
	White	50.6%	62.2%	68.9%		Asian	0.5%	0.8%	1.8%
	African-American	38.6%	24.0%	8.4%		Non-Resident Aliens	x	x	x
	Latino	1.7%	2.7%	3.1%		Other	1.6%	3.9%	4.0%
	American Indian/Alaskan Native	0.5%	0.9%	0.3%					
	Asian	0.8%	0.5%	3.6%					
	Non-Resident Aliens	5.0%	5.6%	6.8%					
	Other	2.8%	4.1%	8.9%					

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 91

Student-Athletes: Division I

	Male	Female		Male	Female
2004-05			1999-00		
White	62.2%	70.5%	White	64.4%	72.6%
African-American	24.8%	15.4%	African-American	22.9%	13.8%
Latino	3.7%	3.3%	Latino	2.8%	2.4%
American Indian/Alaskan Native	0.4%	0.4%	American Indian/Alaskan Native	0.3%	0.3%
Asian	1.7%	2.2%	Asian	1.4%	1.6%
Non-Resident Aliens	4.1%	4.9%	Non-Resident Aliens	2.4%	2.4%
Other	3.1%	3.3%	Other	5.8%	6.7%
2003-04			1998-99		
White	62.3%	70.6%	White	61.6%	75.8%
African-American	24.6%	14.9%	African-American	25.5%	10.7%
Latino	3.6%	3.3%	Latino	3.1%	2.9%
American Indian/Alaskan Native	0.4%	0.4%	American Indian/Alaskan Native	0.4%	0.6%
Asian	1.6%	2.1%	Asian	1.3%	1.6%
Non-Resident Aliens	4.4%	5.0%	Non-Resident Aliens	6.0%	6.3%
Other	3.2%	3.7%	Other	2.0%	2.5%
2002-03			1997-98		
White	62.6%	71.9%		Data Not Recorded	
African-American	24.6%	14.8%	1996-97		
Latino	3.3%	2.9%	White	62.3%	78.2%
American Indian/Alaskan Native	0.4%	0.3%	African-American	26.2%	11.1%
Asian	1.6%	2.0%	Latino	3.1%	2.8%
Non-Resident Aliens	4.1%	4.5%	American Indian/Alaskan Native	0.5%	0.5%
Other	3.4%	3.7%	Asian	1.6%	1.9%
2001-02			Non-Resident Aliens	4.5%	3.8%
White	63.1%	72.1%	Other	1.8%	1.8%
African-American	24.3%	14.7%	1992-96		
Latino	3.4%	2.8%		Data Not Recorded	
American Indian/Alaskan Native	0.4%	0.4%	1991-92		
Asian	1.5%	1.8%	White	66.2%	79.8%
Non-Resident Aliens	3.8%	4.2%	African-American	26.5%	12.8%
Other	3.7%	3.9%	Latino	2.5%	2.2%
2000-01			American Indian/Alaskan Native	0.3%	0.3%
White	61.6%	70.4%	Asian	0.2%	1.5%
African-American	24.3%	14.8%	Non-Resident Aliens	x	x
Latino	3.3%	2.6%	Other	4.3%	3.4%
American Indian/Alaskan Native	0.4%	0.4%			
Asian	1.4%	1.7%			
Non-Resident Aliens	4.7%	5.4%			
Other	4.4%	4.8%			

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 92

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	Northwestern	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	Northwestern	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	4	19-37-0
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	0	First season
Karl Dorrell	UCLA	2	12-12
Sylvester Croom	Mississippi State	1	3-8
Barry Alvarez	Wisconsin	14	99-67-4
Ron Prince	Kansas State	1	Pending
Turner Gill	University of Buffalo	1	2-10
Randy Shannon	University of Miami	0	

TABLE 93

College Head Coaches: Men's Teams

	Basketball		Football		Baseball	
	%	#	%	#	%	#
	Division I					
2005-06						
White	73.90%	x	92.70%	x	95.90%	x
African-American	25.20%	x	6.10%	x	0.50%	x
Asian	0.00%	x	0.00%	x	0.00%	x
Latino	0.50%	x	1.20%	x	2.60%	x
Native American	0.50%	x	0.00%	x	0.00%	x
Other	0.00%	x	0.00%	x	1.00%	x
2003-04						
White	76.40%	201	96.00%	179	96.40%	217
African-American	23.20%	61	2.90%	4	0.90%	2
Other	0.40%	1	1.10%	2	2.70%	6
2001-03						
	Data Not Recorded					
2000-01						
White	76.70%	x	96.90%	x	97.50%	x
African-American	22.90%	x	2.10%	x	0.00%	x
Other	0.40%	x	1.00%	x	2.50%	x
1999-2000						
White	78.00%	x	95.30%	x	95.20%	x
African-American	21.60%	x	4.70%	x	0.40%	x
Other	0.30%	x	0.00%	x	4.40%	x
1998-99						
	Data Not Recorded					
1997-98						
White	79.90%	x	92.20%	x	96.70%	x
African-American	19.40%	x	7.80%	x	0.40%	x
Other	0.70%	x	0.00%	x	2.90%	x
1996-97						
	Data Not Recorded					
1995-96						
White	81.50%	x	94.40%	x	97.60%	x
African-American	17.40%	x	5.60%	x	0.00%	x
Other	1.00%	x	0.00%	x	2.40%	x

	Basketball		Football		Baseball	
	%	#	%	#	%	#
	Division I, II, III					
2005-06						
White	84.20%	x	95.40%	x	95.30%	x
African-American	14.00%	x	3.20%	x	0.70%	x
Asian	0.30%	x	0.00%	x	0.50%	x
Latino	1.00%	x	0.70%	x	2.70%	x
Native American	0.30%	x	0.00%	x	0.20%	x
Other	0.00%	x	0.50%	x	0.70%	x
2004-05						
	Data Not Recorded					
2003-04						
White	86.00%	713	97.70%	502	96.20%	702
African-American	86.00%	102	1.60%	8	0.70%	5
Other	1.70%	14	0.80%	4	3.10%	23
2001-03						
	Data Not Recorded					
2000-01						
White	86.60%	x	97.10%	x	96.80%	x
African-American	12.70%	x	2.00%	x	0.40%	x
Other	0.70%	x	0.90%	x	2.80%	x
1999-2000						
White	85.90%	x	97.30%	x	96.00%	x
African-American	12.70%	x	1.80%	x	0.40%	x
Other	1.40%	x	0.90%	x	3.60%	x
1998-99						
	Data Not Recorded					
1997-98						
White	87.20%	x	97.00%	x	96.70%	x
African-American	12.20%	x	2.60%	x	0.70%	x
Other	0.60%	x	0.40%	x	2.60%	x
1996-97						
	Data Not Recorded					
1995-96						
White	87.30%	x	96.50%	x	97.60%	x
African-American	11.30%	x	2.70%	x	0.80%	x
Other	1.50%	x	0.70%	x	1.60%	x

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

x= Data not recorded

TABLE 94

College Head Coaches: Division I

		Men's Sports				Women's Sports			
		Men		Women		Men		Women	
		%	#	%	#	%	#	%	#
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	0.2%	x	x	x	42.1%	x

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

TABLE 95

College Head Coaches: Division II

		Men's Sports				Women's Sports			
		Men		Women		Men		Women	
		%	#	%	#	%	#	%	#
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	0.2%	x	1.3%	x	0.1%	x
	Total	96.6%	x	3.5%	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 NCAA. Historically Black Institutions excluded.
x= Data not recorded

TABLE 96

College Head Coaches: Division III

		Men's Sports				Women's Sports			
		Men		Women		Men		Women	
		%	#	%	#	%	#	%	#
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 NCAA. Historically Black Institutions excluded.
x= Data not recorded*

TABLE 97

College Head Coaches: Division I Women's Teams

		Basketball				Cross Country/Track				All Other Sports			
		Men		Women		Men		Women		Men		Women	
		%	#	%	#	%	#	%	#	%	#	%	#
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	0.6%	x	0.0%	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	78.8%	x	20.6%	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 NCAA. Historically Black Institutions excluded.
x= Data not recorded

TABLE 98

College Assistant Coaches: Division I

		Men's Sports				Women's Sports			
		Men		Women		Men		Women	
		%	#	%	#	%	#	%	#
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 99

College Assistant Coaches: Division II

		Men's Sports				Women's Sports			
		Men		Women		Men		Women	
		%	#	%	#	%	#	%	#
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 100

College Assistant Coaches: Division III

		Men's Sports				Women's Sports			
		Men		Women		Men		Women	
		%	#	%	#	%	#	%	#
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 101

College Assistant Coaches: Division I Men's Teams

		Basketball				Football				Baseball			
		Men		Women		Men		Women		Men		Women	
		%	#	%	#	%	#	%	#	%	#	%	#
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 102

College Assistant Coaches: Men's Teams

Division I, II, III												
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 103

College Assistant Coaches: Division I Women's Teams

		Basketball				Cross Country/ Track				All Other Sports			
		Men		Women		Men		Women		Men		Women	
		%	#	%	#	%	#	%	#	%	#	%	#
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 104

College Athletics Directors: Division I

		Men		Women	
		%	#	%	#
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 105

College Athletics Directors: Division II

		Men		Women	
		%	#	%	#
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 106

College Athletics Directors: Division III

		Men		Women	
		%	#	%	#
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 107

College Senior Athletic Administrators: Associate and Assistant Athletics Director

		Division I				Division II				Division III			
		Men		Women		Men		Women		Men		Women	
		%	#	%	#	%	#	%	#	%	#	%	#
Associate Athletic Director													
2005-06													
	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 Director													
2005-06													
	White	66.3%	x	22.6%	x	56.6%	x	33.6%	x	58.2%	x	32.9%	x
	African-American	5.1%	x	3.6%	x	3.3%	x	1.3%	x	4.6%	x	2.3%	x
	Asian	0.5%	x	0.2%	x	0.7%	x	0.7%	x	0.3%	x	0.3%	x
	Latino	0.9%	x	0.3%	x	2.0%	x	1.3%	x	1.0%	x	0.0%	x
	Native American	0.2%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.3%	x
	Other	0.2%	x	0.3%	x	0.0%	x	0.7%	x	0.0%	x	0.0%	x
	Total	72.9%	x	27.1%	x	60.8%	x	39.2%	x	64.3%	x	35.7%	x
2004-05		Data Not Recorded											
2003-04													
	White	62.6%	943	27.3%	411	55.2%	185	34.0%	114	51.8%	259	42.6%	213
	African-American	6.0%	91	1.9%	29	2.7%	9	2.1%	7	3.4%	17	1.0%	5
	Asian	0.3%	5	0.1%	3	0.3%	1	0.3%	1	0.0%	0	0.2%	1
	Latino	0.7%	11	0.5%	8	3.0%	10	1.2%	4	0.4%	2	0.2%	1
	Native American	0.0%	0	0.1%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Other	0.1%	1	0.4%	6	0.9%	3	0.3%	1	0.4%	2	0.0%	0
	Total	69.7%	1051	30.2%	456	62.1%	208	37.9%	127	56.0%	280	44.0%	220
2001-03		Data Not Recorded											
2000-01													
	White	63.0%	x	27.6%	x	57.8%	x	33.3%	x	49.6%	x	44.2%	x
	African-American	5.3%	x	1.8%	x	3.3%	x	1.6%	x	3.5%	x	1.3%	x
	Asian	0.3%	x	0.1%	x	0.5%	x	0.0%	x	0.0%	x	0.0%	x
	Latino	0.9%	x	0.6%	x	1.7%	x	0.7%	x	0.3%	x	0.3%	x
	Native American	0.1%	x	0.0%	x	0.0%	x	0.3%	x	1.0%	x	0.2%	x
	Other	0.0%	x	0.3%	x	0.5%	x	0.3%	x	0.5%	x	0.0%	x
	Total	x	x	30.4%	x	x	x	36.2%	x	x	x	46.0%	x
1999-2000													
	White	63.7%	x	27.0%	x	59.5%	x	33.2%	x	52.8%	x	42.0%	x
	African-American	5.9%	x	1.5%	x	1.7%	x	1.3%	x	2.7%	x	1.6%	x
	Other	1.2%	x	0.8%	x	2.7%	x	1.7%	x	0.2%	x	0.7%	x
	Total	x	x	29.3%	x	x	x	36.2%	x	x	x	44.3%	x

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

TABLE 108

NCAA Senior Woman Administrators

		Division I				Division II				Division III			
		Men		Women		Men		Women		Men		Women	
		%	#	%	#	%	#	%	#	%	#	%	#
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 109

NCAA Faculty Athletics Representative

		Division I				Division II				Division III			
		Men		Women		Men		Women		Men		Women	
		%	#	%	#	%	#	%	#	%	#	%	#
2005-06													
	White	71.2%	x	21.2%	x	66.5%	x	25.7%	x	64.7%	x	30.8%	x
	African-American	2.2%	x	0.9%	x	1.7%	x	1.7%	x	2.0%	x	0.3%	x
	Asian	1.3%	x	0.4%	x	0.6%	x	0.0%	x	0.6%	x	0.3%	x
	Latino	1.3%	x	0.0%	x	2.8%	x	0.6%	x	0.6%	x	0.3%	x
	Native American	0.9%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
	Other	0.4%	x	0.0%	x	0.6%	x	0.0%	x	0.6%	x	0.0%	x
	Total	77.4%	x	22.6%	x	72.1%	x	27.9%	x	68.4%	x	31.6%	x
2004-05													
		Data Not Recorded											
2003-04													
	White	70.9%	188	21.1%	56	71.9%	164	20.6%	47	68.8%	256	26.9%	100
	African-American	4.2%	11	0.8%	2	1.3%	3	0.4%	1	3.0%	11	0.3%	1
	Asian	1.1%	3	0.0%	0	1.8%	4	0.0%	0	0.0%	0	0.0%	0
	Latino	0.8%	2	0.0%	0	1.8%	4	1.8%	4	0.5%	2	0.3%	1
	Native American	0.4%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
	Other	0.8%	2	0.0%	0	0.4%	1	0.0%	0	0.3%	1	0.0%	0
	Total	78.2%	207	21.9%	58	77.2%	176	22.8%	52	72.6%	270	27.5%	102
2001-03													
		Data Not Recorded											
2000-01													
	White	73.2%	x	18.1%	x	77.9%	x	17.3%	x	67.0%	x	27.8%	x
	African-American	5.1%	x	1.1%	x	1.0%	x	0.5%	x	3.1%	x	0.6%	x
	Asian	1.1%	x	0.0%	x	0.5%	x	0.0%	x	0.3%	x	0.0%	x
	Latino	0.4%	x	0.4%	x	0.0%	x	0.5%	x	0.9%	x	0.3%	x
	Native American	0.4%	x	0.0%	x	0.5%	x	0.0%	x	0.0%	x	0.0%	x
	Other	0.4%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
	Total	x	x	19.6%	x	x	x	18.3%	x	x	x	28.7%	x
1999-2000													
	White	75.6%	x	18.1%	x	78.0%	x	15.5%	x	67.9%	x	27.8%	x
	African-American	3.1%	x	1.4%	x	1.2%	x	0.4%	x	1.8%	x	0.3%	x
	Other	1.7%	x	0.0%	x	3.3%	x	1.6%	x	2.3%	x	0.0%	x
	Total	x	x	x	x	x	x	17.6%	x	x	x	28.1%	x

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

TABLE 110

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
2005-06												
Academic Advisor/Counselor	24.5%	49.1%	13.5%	10.0%	0.0%	0.1%	1.2%	1.0%	0.0%	0.0%	0.3%	0.3%
Business Mgr.	42.8%	48.3%	1.0%	2.1%	0.3%	0.7%	1.0%	2.8%	0.0%	0.3%	0.0%	0.7%
Compliance Coordinator/Officer	43.5%	42.3%	7.9%	4.4%	0.3%	0.3%	0.9%	0.3%	0.0%	0.0%	0.0%	0.0%
Equipment Mgr.	75.4%	9.9%	7.0%	1.6%	1.9%	0.0%	2.4%	1.1%	0.5%	0.0%	0.0%	0.3%
Fundraiser/Development Mgr.	64.6%	26.5%	4.5%	1.1%	0.7%	0.7%	0.9%	0.2%	0.2%	0.0%	0.2%	0.4%
Facility Mgr.	79.2%	11.6%	4.1%	1.6%	1.9%	0.3%	0.8%	0.0%	0.0%	0.0%	0.5%	0.0%
Life Skills Coordinator	17.8%	57.2%	10.6%	9.6%	0.5%	0.0%	1.4%	1.9%	0.5%	0.0%	0.0%	0.5%
Promotions/Marketing Mgr.	59.5%	32.3%	2.9%	2.4%	0.5%	0.0%	1.6%	0.5%	0.0%	0.0%	0.3%	0.0%
Sports Information director	88.4%	9.5%	0.4%	0.4%	0.0%	0.4%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%
Asst. or Assoc. SID	69.7%	24.4%	1.5%	1.1%	0.6%	0.8%	0.6%	0.6%	0.2%	0.0%	0.4%	0.0%
Strength Coaches	75.2%	9.9%	10.3%	1.2%	0.8%	0.2%	0.8%	0.4%	0.6%	0.2%	0.0%	0.2%
Ticket Manager	52.4%	38.8%	3.3%	1.6%	1.0%	1.0%	1.3%	0.3%	0.0%	0.0%	0.0%	0.3%

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

x= Data not recorded

TABLE 111