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**The 2008 Racial and Gender Report Card:
College Sport**
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published February 19, 2009

EXECUTIVE SUMMARY

Orlando, FL...The 2008 Racial and Gender Report Card for College Sport showed that NCAA member institutions and their conferences lost ground for both their record for gender hiring practices and hiring practices by race. In fact, college sport had the lowest grade for racial hiring practices in 2008. This is the final part of the 2008 Report Card and followed the release of the reports on the NBA, WNBA, MLB, NFL and MLS.

The primary problem, regarding racial hiring practices is that whites still dominate key positions. They hold between 88-97 percent of all positions in the following categories in Divisions I, II and III: university presidents, athletics directors, head coaches, associate athletics directors, faculty athletics reps, and sports information directors. They hold 100 percent of the conference commissioner positions in Division I excluding the Historically Black Colleges and Universities.

When all categories were combined, college sport received a **C+** for race and a **B** for gender giving it a combined **C+** overall. That compared to the 2006-07 Racial and Gender Report Card when college sport earned a **B-** for race and **B+** for gender. The 2008 Report Card marked the first time that TIDES calculated conference commissioners into the weighted grades. When compared to the grades for the professional sports leagues, the **C+** for race was last. However, it's **B** for gender put it behind the NBA's **B+** and the WNBA's **A+** for gender but better than the other men's leagues. The college sport combined grade of **C+** was lowest among all the other sports examined in 2008 and was behind the WNBA (**A+**), NBA (**A**), MLS (**B+**) and MLB (**B**).

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 120 schools in the FBS, 116 in Division IAA and 91 in Division IAAA. Division II has 281 active member institutions and in Division III has 418.

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

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

College sport received **F's** for race in FBS head football coaching positions and Sports Information Directors. It received **F's** for race and gender in the key positions of athletics director, conference commissioner and FBS university president.

Using data from the 2006-07 academic year, as well as some updates into the 2008 academic year, the College Sport Report Card includes an analysis of the racial and gender breakdown of the NCAA headquarters, conference commissioners and associate commissioners, 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 *2006-07 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 *2007 and 2008 DI-A Football Racial Demographics Report* and the *2007 Football Hiring Report Card*, created by the BCA. The report also used data and information from previous studies of The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida. In all cases regarding employment in college athletics, the data reported throughout the 2008 Racial and Gender Report Card excludes Historically Black Colleges and Universities (HBCU's).

Tables for the Report are included in Appendix I.

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

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

REPORT HIGHLIGHTS

NCAA Headquarters

- At the high levels of NCAA headquarters in the VP/chief of staff position, the number of people of color and women remained at three and four, respectively. However, there was a drop of 0.9 and 1.3 percentage points for people of color and women, respectively, because of an increase in the total number of people holding VP/chief of staff positions
- The percentages increased for people of color and decreased slightly for women who hold posts at the chief aides/director level. People of color increased by 1.0 percentage points to 23.5 percent. While women increased in numbers from 26 to 28, their percentage decreased to 41.1 percent (down 0.8 of a percentage point) because of the increase in total numbers.
- The percentages increased slightly for people of color and decreased slightly for women who hold posts at the administrator level. People of color occupied 23.1 percent (up by 1.4 percentage points). Women held 54.9 of the administrator posts (down by 0.2 percentage points).

Conference Commissioners

- Once again, 100 percent of the 11 Football Bowl Subdivision (FBS), formerly known as Division IA, conference commissioners were white men.
- In all of Division I, excluding the Historically Black conferences, all 30 (100 percent) of Division I conference commissioners were white. Three were led by white women, accounting for 10.0 percent of the commissioners.

Presidents in the Football Bowl Subdivision Schools (formerly Division IA)

- In the FBS, 92.5 percent of university presidents were white, 2.5 percent were African-American and 4.2 percent were Latino. There was one Asian president (0.8 percent) but there were no Native American university presidents. There were 21 females in this position, which is 17.5 percent, an increase of 3.3 percent.

Student-athletes

- The percentage of white male student-athletes at the Division I, II and III combined were 72.2 percent, 18.3 percent for African-American males, 3.9 percent for Latinos, 1.6 percent for Asian men and 0.3 percent for American Indian/Alaskan Natives males.
- The percentage of white female student-athletes at the Division I, II and III combined were 78.8 percent, 11.2 percent for African-American females, 3.6 percent for Latinas, 2.1 percent for Asian females and 0.4 percent for American Indian/Alaskan Native females.

- The percentage of African-American male basketball players in Division I was an all-time high at 60.4 percent. It was 45.9 percent in football and 6.0 percent in baseball.
- The percentage of African-American female basketball student-athletes was 47.4 percent while 23.7 percent of the female track and field/cross country student-athletes were African-American.
- In Division I, African-American male student-athletes make up 24.7 percent of the total male student-athletes. In Division II, they comprise 23.7 percent and in Division III, 9.1 percent. In Division I, African-American female student-athletes comprise 15.7 percent of the total female student-athletes. In Division II, they make up 12.8 percent and in Division III, only 5.3 percent.
- For the second year in a row, African-American women reached an all-time high percentages, with 47.4 percent in Division I college basketball. The 15.7 percent total in Division I college sports overall also represented an all-time high.
- African-American women represented 23.7 percent of the track and field/cross country population, an increase of 0.7 from 2005-06 after dropping 3.0 percent from 2004-05. The highest that number has been was when it reached a high of 27.3 percent in 1996-97.
- In Division I college sport, the percentages of white male student-athletes went up slightly in basketball, and decreased slightly in baseball and football. In all sports combined, white male student-athletes comprised 64.2 percent of total male student-athlete population.
- Latinos increased in all sports combined and remained constant in NCAA basketball participation.
- The percent of Latinas increased in basketball and all other Division I sports combined.
- The percentages of white women decreased in all Division I sports combined, but increased slightly in track and field/cross country.

Coaching

- Whites dominate the head coaching ranks on men's teams holding 89.2 percent, 88.7 percent and 92.5 percent of all head coaching positions in Divisions I, II and III, respectively.
- African-Americans held 7.2 percent, 5.3 percent and 4.0 percent of the men's head coaching positions in the three NCAA divisions, respectively.
- Likewise on the women's teams, whites held 87.7 percent, 88.9 percent and 91.9 percent of all head coaching positions in Divisions I, II and III, respectively.
- African-Americans held 7.0 percent, 5.1 percent, and 4.4 percent of the women's head coaching positions in the three NCAA divisions, respectively.
- In men's Division I basketball, 22.9 percent of all head coaches were African-American, which was down 2.3 percent from the all-time high percentage of 25.2 in 2005-06.

- Opportunities for people of color in men's sports other than basketball remained poor.
- Only three of 120 FBS head coaches were African-American during the 2007 collegiate football season compared to six African-Americans in 2008. With Ron Prince, Tyrone Willingham and Sylvester Croom no longer at their posts after the 2008 season, and the addition of Mike Locksley by New Mexico, Ron English by Eastern Michigan, Mike Haywood by Miami of Ohio and DeWayne Walker by New Mexico State, college football ended the 2008 season with seven African-American head coaches.
- Mario Cristobal at Florida International University is the only Latino head coach in the FBS. Ken Niumatalolo of the Naval Academy became the first Samoan head coach in FBS football history when he was hired before the 2008 season.
- Only 4.1 percent of Division I head baseball coaches were people of color, with 2.2 percent Latino and only 0.4 percent African-American.
- In fact, African-Americans were so underrepresented as head coaches, that once again, the percent of women coaching men's teams actually exceeded that of African-Americans in Division III (4.8 percent versus 4.0 percent.) In Division II, the percentage of women coaching men's teams was similarly low to the percentage of African-Americans (3.7 percent versus 5.3 percent). In Division I, women coaching men's teams outnumbered Latinos, Asians and Native Americans combined (2.8 percent vs. 2.6 percent).
- More than three-and-a-half decades after the passage of Title IX, women coaching women's teams still do not represent the majority of coaches in the women's game. In addition, this year's numbers show no progress in women coaching women's sports in most sports. Women head coaches in Division I basketball stayed virtually the same (64.7 percent in 2007-08 and 64.3 percent in 2005-06). Head coaches of Division I Track/Cross Country, which combines the head coaches of Cross Country, Indoor Track and Outdoor Track, saw a slight decrease in female head coaches from 20.8 percent in 2005-06 to 20.2 percent in 2007-08. In all other sports, men led 57.4 percent of the women's teams while women were head coaches in only 42.1 percent of the programs.
- African-American women held 10.7 percent and African-American men held 2.9 percent of women's head coaching positions in Division I basketball for a combined percentage of 13.6 percent (up from 12.1 percent). Nonetheless, the 13.6 percent stood in stark contrast to the 47.4 percent of the student-athletes playing women's basketball who were African-American. The disparity is what compelled the BCA to initiate a women's basketball hiring report card for 2007-08.
- In 2007-08, there was some improvement for male people of color as assistants on men's teams. However, the percentage of women assistants on women's teams declined in all three Divisions.
- On the men's teams in 2007-08, whites held 76.9, 79.0, and 88.1 percent of the assistant coaching positions in the three divisions, respectively, which was slightly improved from 79.2, 82.7, and 88.5 percent respectively in 2006. In 2007-08, African-Americans held 17.7, 14.2, and 8.3 percent, respectively. The only African-American improvement was in Division II, which was at 11.6 percent in 2006.
- Among the women's teams in 2007-08, whites held 79.1, 81.2, and 88.8 percent of the assistant coaching positions in Divisions I, II and III, respectively, which was a decline from 81.6, 82.4 and 90.5

percent respectively in 2005-06. In 2007-08 African-Americans had 13.5, 10.3, and 6.4 percent respectively. In 2005-06 African-American held 13.2, 9.4 and 6.5 percent of the assistant coaching jobs on women's teams in the respective Divisions.

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

Athletics Directors

- Whites held the overwhelming percentage of positions of athletics directors in all three divisions at 90.0, 92.0, and 97.0 percent in Divisions I, II and III, respectively. This compared to 93.1, 92.3 and 96.1 percent in 2005-06 respectively.
- African-Americans held 7.2, 3.8 and 1.8 percent respectively in Divisions I, II and III. This compared to 5.5 percent, 3.8 percent and 1.9 percent in 2006 respectively.
- Latinos accounted for 1.9, 3.0, and 0.0 percent of the ADs at Division I, II and III. This compared to 0.9, 2.7 and 0.3 percent in 2006 respectively.
- Asians accounted for 0.0, 0.8, and 0.7 percent of the ADs at Division I, II and III and Native Americans accounted for 0.6, 0.4, and 0.4 percent of the ADs at each level.
- The level of diversity within the athletic director position at FBS institutions has continued to grow and is far better than each of the three Divisions. Currently there are 16 (13.3 percent) people of color in that position, which is more than a three percentage point increase.
- As of November 2008, in the FBS athletic director position, there were 11 African-American men, four Latino men, one Native American man and five women heading departments with FBS football.
- Women lost ground as athletics directors in Divisions II and III and remained static in Division I since the last Report Card in 2006. In Division I, 7.8 percent of women were AD's, which matched that in 2006. In Division II, there was a decrease from 18.7 to 15.6 percent and in Division III there was a slight decrease from 27.3 to 27.1 percent.

College Associate and Assistant Athletic Directors

- At the associate athletic director position, whites comprised 89.2, 88.8, and 96.4 percent of the total population at Division I, II and III respectively. These numbers were all lower than that of 2005-06 (89.5, 94.0 and 95.3 percent respectively). African-Americans held 7.2, 7.5, and 3.2 percent of the positions at each level. These numbers decreased in Division I and III but increased in Division II from 2005-06 when they were 8.2, 4.0, and 3.6 percent, respectively. Latinos held 2.2 percent, 1.6 percent and 0.4 percent of the positions at each level. Asians held 0.6 percent and 1.0 percent in Divisions I

and II. There were no Asians in Division III in this position and no Native Americans in Divisions II and III. In Division I, Native Americans had 0.1 percent of the associate athletic director positions.

- The percentage of women filling associate athletic director positions was 27.9 percent in Division I, 40.3 percent in Division II and 50.8 percent in Division III. These percentages were down in Division I and II but increased in Division III from 2005-06 when they were 28.4, 48.7 and 49.7 percent respectively.
- Women held 98.3, 96.6, and 100 percent of the Senior Woman Administrator jobs in Division I, II and III, respectively. These numbers are similar to that of 2005-06 (97.7, 99.4 and 98.9 percent respectively). White women continued to dominate the SWA position holding 84.9, 85.3, and 96.6 percent in Division I, II and III, respectively. African-American women represented 10.2, 7.8 and 1.9 percent at each respective level.
- Whites continue to fill the majority of the FAR positions with 91.7, 92.4, and 94.5 percent in Divisions I, II and III, respectively.

OVERALL GRADES

College sport received a **C+** for race and a **B** for gender giving it a combined **C+** overall. That compared to the 2006-07 Racial and Gender Report Card when college sport earned a **B-** for race and **B+** for gender. The 2008 Report Card marked the first time that TIDES calculated conference commissioners into the weighted grades.

The **C+** for race was last when compared to the grades for the professional sports leagues. College sport's **B** for gender put it behind the NBA's **B+** and the WNBA's **A+** for gender but ahead of the other men's leagues. The college sport combined grade of **C+** was lowest among all the other sports examined in 2008 and was behind the WNBA (**A+**), NBA (**A**), MLS (**B+**) and MLB (**B**).

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

College sport received **F's** for race in FBS head football coaching positions and Sports Information Directors. It received **F's** for race and gender in the key positions of athletics director, conference commissioner and FBS university president.

GRADES BY CATEGORY

NCAA Headquarters

Leaders are the individuals who make a difference from the top of the organization to the bottom with the goal that the entire department is a reflection of their values. For this reason, the leadership group should be a diverse group of leaders. Because this group also has tremendous influence on the hiring's that occur within the organization, it is important for the leaders to be diverse and open-minded. The data in this section was supplied by the NCAA for 2008 and is compared to their data from 2007.

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

At the VP/chief of staff position, the number of people of color and women remained the same at three and four respectively. However, there was a drop of 0.9 and 1.3 percentage points for people of color and women, respectively, because of an increase in the total number of people holding VP/chief of staff positions. African-Americans continue to be the only people of color represented at the VP/chief of staff position, occupying 16.7 percent of the positions. Whites held the remaining 83.3 percent of the positions.

The percentages increased for people of color and decreased slightly for women who hold posts at the chief aides/director level, which includes the managing director position as well. While women increased in numbers from 26 to 28, their percentage decreased to 41.1 percent (down 0.8 of a percentage point) because of the increase in total numbers. People of color increased by 1.0 percentage point to 23.5 percent. Whites occupied 76.5 percent of the positions (down 0.9 percentage points), while African-Americans held 16.2 percent (up 1.7) percentage points) of the managing director/director positions. Latinos held 2.9 percent (up 1.3 percentage points) and Asians occupied 4.4 percent (down 0.4 percentage points).

The percentages also increased for people of color and decreased slightly for women who hold posts at the NCAA administrator level. People of color occupied 23.1 percent (up by 1.4 percentage points) of the positions while whites held 76.9 percent, which is a decrease of 1.5 percentage points. At 19.0 percent, African-American representation increased 0.6. At 2.1 percent each, Asians increased and Latinos decreased. Women held 54.9 of the administrator posts (down by 0.2 percentage points).

Within the support staff position level at the headquarters, which includes all levels of assistants, the percentage of people of color decreased 0.3 percentage points to 19.7 percent while women increased to 94.6 percent.

Charlotte Westerhaus continued in her role as the vice president for the Office of Diversity and Inclusion, working closely with NCAA president Myles Brand on "identifying ways in which the NCAA can better assist universities in the hiring of women and people of color into leadership positions." Her hire in 2005 gave the NCAA Headquarters four female vice presidents in the 2005 Report Card. Judith Sweet retired from her position of vice president for NCAA Championships in 2006, but the number of female VP's remained the same with the hire of Joni Comstock for the same position. Ronald Stratten was replaced by Robert Vowels in 2007, keeping the number of African-American VP's at three and there were no changes in the four women VP's at the NCAA headquarters.

The African-American vice-presidents are:

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

The four women vice presidents are:

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

Grade for NCAA Headquarters:

Race: A-

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Gender: A

See Tables 1, 2, 3 and 4.

Conference Commissioners

Once again, 100 percent of the 11 Football Bowl Subdivision (FBS), formerly known as Division IA, conference commissioners were white men. Being a conference commissioner is a powerful position and those that head BCS Conferences are considered to be among the most powerful and influential people in college sport. The information in this section was collected by TIDES from the conferences and not from NCAA reports.

Of the 103 associate commissioners listed in the FBS conferences, 8.7 percent of them were African-American, which was a 2.9 percentage point increase since 2004-05; 88.3 percent were held by whites (4.0 percentage point decrease). A total of 1.0 percent of the associate commissioners were Asian, a decrease of 0.9 percentage points from the last recorded data. The percentage of positions held by women increased significantly from 25 percent to 31.1 percent, increasing in numbers from 13 to 32.

In all of Division I, excluding the Historically Black conferences, all 30 (100 percent) of Division I conference commissioners were white. Three conferences were led by women as commissioners, accounting for 10.0 percent. The NCAA lists four other women who led sport-specific conferences.

The RGRC breaks down the female conference commissioners as follows:

There were three females that headed Division I conferences:

- Bernadette V. McGlade, Atlantic 10 Conference
- Carolyn Schlie Femovich, Patriot League
- Brenda Weare, Northeast Conference

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 5 and 6.

University Presidents in the Football Bowl Subdivision (FBS)

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

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Among the 120 Division IA (FBS schools), 111 (92.5 percent) presidents were white. There were nine presidents of color and 21 women serving as president as of November 2008.

- There were three (2.5 percent) African-American presidents
 - Sidney McPhee, Middle Tennessee State University
 - Roderick McDavis, Ohio University
 - Elson S. Floyd, Washington State University
- There were five (4.2 percent) Latino presidents
 - Luis Proenza, University of Akron
 - Modesto A. Maidique, Florida International University
 - Waded Cruzado, New Mexico State University
 - France A. Cordova, Purdue University
 - Elsa A. Murano, Texas A&M University, College Station
- There was one (0.8 percent) Asian president
 - Renu Khator, University of Houston
- There were no Native Americans presidents
- 21 (17.5 percent) women (17 white, three Latina, one Asian) presidents
 - Carol Garrison, University of Alabama at Birmingham
 - Jo Ann M. Gora, Ball State University
 - Carol A. Cartwright, Bowling Green State University
 - Nancy L. Zimpher, University of Cincinnati
 - Susan W. Martin, Eastern Michigan University
 - Renu Khator, University of Houston
 - Sally Mason, University of Iowa
 - 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
 - Waded Cruzado, New Mexico State
 - Gretchen M. Bataille, University of North Texas
 - France A. Cordova, Purdue University
 - Judy Genshaft, University of South Florida
 - Martha Dunagin Saunders, University of Southern Mississippi
 - Nancy Cantor, Syracuse University
 - Ann Weaver Hart, Temple University
 - Elsa Murano, Texas A&M University, College Station
 - Diana S. Natalicio, University of Texas at El Paso
 - Biddy Martin, University of Wisconsin, Madison

Grade for FBS Presidents:

Race:	F
Gender:	F

Student-athletes

In the past 17 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 24.7 percent in 2006-07. The rate has not changed by more than 2.2 percentage points since 1991-92.

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The percentage of white male student-athletes has also fluctuated only slightly in the last 17 years, but at 64.2 percent this year, it is two percentage points below its all-time high in Report Card history of 66.2 percent in 1991-92. Latinos were at 3.8 percent, an increase in 0.2 percentage points from the previous report card, while Asian men dropped from 1.7 percent in 2005-06 to 1.6 percent in 2006-07.

The percentage of Division I African-American male student-athletes in basketball reached 60.4 percent in this reporting period. The percentage for African-American football players was up slightly to 45.9 percent. It was 6.0 percent in baseball, up 0.3 percentage points. Percentages of white student-athletes were down in football and baseball, but up in basketball. The percentage of Latinos increased in this reporting period in football and baseball and remained the same in basketball.

While, African-American males in Division I basketball (60.4 percent) increased 1.5 percentage points, the percentage of whites also increased to 32.5 percent (up 2.6 percentage points). Latinos again accounted for 1.8 percent. American Indian/Alaskan Natives were at 0.4 percent, up from 0.3 percent in the last report, and Asian/Pacific Islanders were at 0.4 percent, down since 2005-06 from 0.5 percent.

During the same year in Division I football (IA and IAA combined), African-American student-athletes comprised 45.9 percent (up 0.5 percentage points). Since the 1999-2000 academic year, the number of African-Americans participating in Division I football has increased or remained the same every year. Whites, on the other hand, were at 47.0 percent (down 0.1 of a percentage point) and have continuously decreased every year since 2001-02. Latinos held 2.2 percent (up 0.1 of a percentage point), American Indian/Alaskan Natives held 0.4 percent (down 0.5 of a percentage point), Asian/Pacific Islanders held 1.6 percent (same as 2005-06).

Division I baseball statistics from 2006-07 revealed that African-American student-athletes were 6.0 percent (up 0.3 of a percentage point) of the total population, whites were 84.5 percent (down 0.1 of a percentage point), Latinos held 5.4 percent (up 0.4 percentage points), American Indian/Alaskan Natives were at 0.4 percent (remained the same), and Asian/Pacific Islanders held 1.2 percent (up 0.1 percentage points).

The percentage of African-American women playing Division I basketball reached an all-time of record of 47.4 percent during 2006-07 season. This was an increase of 2.8 percentage points. Whites comprised 44.4 percent of the basketball student-athletes (up 0.1 percentage point). The small increase in the percentage for whites was the first increase in the history of the RGRC since 1991-92. The percentage of African-American female basketball players has continued to increase since 1998-99. This year 1.8 percent were Latina (up 0.2 of a percentage point), 0.4 percent were American Indian/Alaskan Native (up from 2005-06), 1.1 percent were Asian/Pacific Islanders (down from 2005-06).

On Division I women's cross country and track teams, 65.5 percent of the student-athletes were white (up 1.0 percentage point), African-Americans comprised 23.7 percent (up 0.7 percentage points), Latinas held 4.0 percent (down 1.9 percentage points), American Indian/Alaskan Natives and Asian/Pacific Islanders remained the same at 0.4 percent and 1.3 percent, respectively.

African-American (15.7 percent), Latina (3.7 percent), and Asian (2.3 percent) women reached all-time highs for participation in all Division I sports combined.

According to the *NCAA 2006-07 Student-Athlete Ethnicity Report*, the percentage of white male student-athletes at the Division I, II and III combined were 72.2 percent, 18.3 percent for African-American

males, 3.9 percent for Latinos, 1.6 percent for Asian men and 0.3 percent for American Indian/Alaskan Natives males.

The percentage of white female student-athletes at the Division I, II and III combined were 78.8 percent, 11.2 percent for African-American females, 3.6 percent for Latinas, 2.1 percent for Asian females and 0.4 percent for American Indian/Alaskan Native females.

In Divisions I, II and III, white male student-athletes comprised 64.2, 66.5 and 83.1 percent of the total male student-athletes, respectively. In Division I, white female student-athletes comprised 72.1 percent of the total female student-athlete population. In Division II, they make up 76.7 percent and in Division III, 87.4 percent.

In Division I, II and III, African-American male student-athletes make up 24.7, 23.7 and 9.1 percent of total male student-athletes, respectively while Latinos made up 3.8, 5.5 and 3.1 percent, respectively and Asians comprised 1.7, 1.2, and 1.7 percent, respectively. Native Americans made up 0.4, 0.4 and 0.2 percent, respectively.

In Division I, II and III, African-American female student-athletes comprised 15.7, 12.8 and 5.3 percent of the total female student-athlete population, respectively while Latinas made up 3.7 5.3 and 2.5 percent, respectively and Asians comprised 2.3, 1.7, and 2.1 percent, respectively. Native Americans made up 0.4, 0.6 and 0.3 percent, respectively.

According to the NCAA, 42.7 percent of all NCAA Division I, II and III student-athletes combined are female and 57.2 percent are male.

All student-athlete data came from the NCAA *2006-07 Student-Athlete Ethnicity Report*.

Grade for Student-Athlete Participation:

Race:	A+
Gender:	A

See Tables 7, 8 and 9.

Head Coaches

Institutions continued to be criticized for their hiring practices since the vast majority of head coaching positions in college sports, both for men's and women's teams, continued to be filled with white males. Action has been taken to improve this situation. The Black Coaches and Administrators (BCA) issued a Football Hiring Report Card in October every year from 2004 to 2008 to assess how universities handle the process for hiring head football coaches. It evaluates whether the school contacted the BCA for assistance, who served on the search committee, which candidates were interviewed, who was hired, and whether the athletic department followed their school's affirmative action guidelines. This football hiring report card has been a very positive tool in the hiring process of college coaches regarding increasing candidates of color and diverse search committees. The BCA issued a hiring report card women's basketball coaches in 2008 and will issue one for athletics directors in 2009.

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

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

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

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

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

Only six of 120 FBS head coaches were African-American during the 2008 collegiate football season. With Ron Prince, Tyrone Willingham and Sylvester Croom no longer at their posts after the 2008 season, and the addition of Mike Locksley by New Mexico, Ron English by Eastern Michigan, Mike Haywood by Miami of Ohio and DeWayne Walker by New Mexico State, college football ended the 2008 season with seven African-American head coaches.

There were two other head coaches of color for a total of eight in the 2008 season and there will be nine in 2009, the highest number in the history of the FBS schools.

In the 2008 season, there were 120 head football coaches at FBS Schools. Of the 120, 112 (93.3 percent) were white. In addition, there were:

- Six (five percent) African-Americans
 - Turner Gill, State University of New York at Buffalo
 - Kevin Sumlin, University of Houston
 - Ron Prince, Kansas State University
 - Randy Shannon, University of Miami (Florida)
 - Sylvester Croom, Mississippi State University
 - Tyrone Willingham, University of Washington
- One (0.8 percent) Latino
 - Mario Cristobal, Florida International University
- One (0.8 percent) Polynesian
 - Ken Niumatalolo, U.S. Naval Academy

- No Asians
- No Native Americans

The offensive and defensive coordinators are often viewed as the pipeline for the head coaching position. Among the FBS schools, there were 255 coaches who were considered either offensive or defensive coordinators. This number excludes 10 offensive or defensive coordinators (Auburn University, Clemson University, Georgia Institute of Technology, Miami University (OH), Rutgers University, University of South Carolina, Columbia, Syracuse University, Texas Tech University, Western Kentucky University and Western Michigan University) who also serve as the head coach.

Of the 255 coaches, 217 were (85.1 percent) white, 31 were (12.2 percent) African-American, three were (1.2 percent) Latino and four (1.6 percent) were Asian.

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

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

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

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

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

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

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

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

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

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

According to the *BCA Hiring Report Card for Women's College Basketball (2007-2008)*, there were seven African-American women hired. There were 18 coaches of color (15 percent), including 15 African-American women, two African-American men, and one Latino, coaching among the 120 women's basketball coaches schools that compete in FBS schools.

Head coaches in NCAA Division I track/cross-country teams have the highest – and still increasing percent of people of color in head coaching positions for women's college sports. Whites held 79.9 percent of these posts (down from 83.7 percent in 2005-06), African-Americans held 16.3 percent (up from 14.7 percent in 2005-06). Meanwhile Latinos held 2.4 percent of these posts (up from 1.2 percent in 2005-06). Women overall held 20.2 percent of these positions (down from 20.8 percent in 2005-06). African-American women increased slightly from 2006 to 6.2 percent and white women dropped to 13.1 percent of these positions (down from 14.2 percent in 2005-06). Men coached 79.2 percent of the men's and women's track/cross country teams, which matched that in 2005-06.

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

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

As in all cases regarding employment in college athletics, the data reported here and throughout the 2008 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: C+/B-

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

Race: B

Gender: A

Grade for Head Coaches for all FBS 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 10, 11, 12, 13, 14, 15, 16 and 17.

Assistant Coaches

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

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

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

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

Among the women's teams in 2007-08, whites held 79.1, 81.2, and 88.8 percent of the assistant coaching positions in Divisions I, II and III, respectively, which was a decline from 81.6, 82.4 and 90.5

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percent respectively in 2005-06. In 2007-08, African-Americans had 13.5, 10.3, and 6.4 percent respectively. In 2005-06, African-Americans held 13.2, 9.4 and 6.5 percent of the assistant coaching jobs on women's teams in the respective Divisions.

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

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

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

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

Grade for Assistant Coaches on men's teams:

Race: A-

Grade for Assistant Coaches on women's teams:

Race: B+

Gender: A

See Tables 18, 19, 20, 21, 22 and 23.

College Athletic Directors

As in all cases regarding employment in college athletics, the data reported here and throughout the 2008 Racial and Gender Report Card excludes the Historically Black Colleges and Universities (HBCUs).

The level of diversity within the athletic director position at FBS schools has continued to grow and currently holds 16 (13.3 percent) people of color in that position, which is over a three percentage point increase. However, when you include all of Division I and Divisions II and III, these position remains overwhelmingly white and male.

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

Women continue to struggle to increase representation in the athletic director position. The percentage of female athletic directors at the Division I level stayed the same as in the previous report at 7.8

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percent of all positions. Of these positions, white women held 6.2 percent and African-American women held 1.0 percent. Latina and Native American females each made up 0.3 percent of all ADs in Division I, while there were no Asian female ADs.

As of November 2008, there were 11 African-American, four Latino and one Native American athletics directors at FBS (formerly Division IA) institutions. Of the 120 ADs who oversee FBS football programs (two schools have two athletics directors with a woman heading women's athletics: University of Tennessee, Knoxville and University of Texas at Austin) there were 104 (86.7 percent) whites. The people of color included:

- Eleven (9.2 percent) African-Americans
 - Warde Manuel, The State University of New York at Buffalo
 - Keith Tribble, University of Central Florida
 - Derrick Gragg, Eastern Michigan University
 - Damon Evans, University of Georgia
 - McKinley Boston Jr., New Mexico State University
 - Eugene Smith, The Ohio State University
 - Michael Garrett, University of Southern California
 - Daryl J. Gross, Syracuse University
 - Kevin Anderson, U.S. Military Academy
 - David Williams II (Vice Chancellor of Student Life and University Affairs and General Counsel), Vanderbilt University
 - Craig K. Littlepage, University of Virginia
- Four (3.3 percent) Latinos
 - Daniel G. Guerrero, University of California, Los Angeles
 - Pete Garcia, Florida International University
 - Rick Villarreal, University of North Texas
 - Barry Alvarez, University of Wisconsin, Madison
- One (0.8 percent) Native American
 - Rick Dickson (Tulane University)
- No Asian

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

- Lisa Love, Arizona State University
- Anne "Sandy" Barbour, University of California, Berkeley
- Deborah A. Yow, University of Maryland, College Park
- Cary Sue Groth, University of Nevada
- Kathy Beauregard, Western Michigan University

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

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

At the athletics director position, whites held 90.0 percent (down 3.1 percentage points) of the athletics director jobs in Division I, 92.0 percent in Division II (down 0.3 percentage points) and 97.0 percent in

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Division III (up 0.9 of a percentage point). African-Americans held 7.2, 3.8 and 1.8 percent respectively in Divisions I, II and III. This compared to 5.5 percent, 3.8 percent and 1.9 percent in 2005-06 respectively. Latinos accounted for 1.9, 3.0, and 0.0 percent of the ADs at Division I, II and III, compared to 0.9, 2.7 and 0.3 percent in 2005-06, respectively. Asians accounted for 0.0, 0.8, and 0.7 percent of the ADs at Division I, II and III and Native Americans accounted for 0.6, 0.4, and 0.4 percent of the ADs at each level in 2007-08.

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

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

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

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

Grade for Division I Athletic Directors:

Race:	F
Gender:	F

See Tables 24, 25, 26 and 30.

College Associate and Assistant Athletic Directors

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

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

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

African-Americans held 7.2 percent, 7.5 percent and 3.2 percent of the positions at each level. Latinos held 2.2 percent, 1.6 percent and 0.4 percent of the positions at each level. Asians held 0.6 percent and 1.0 percent in Divisions I and II. There were no Asians in Division III in this position and no Native Americans in Divisions II or III. In Division I, Native Americans had 0.1 percent of the associate athletic director positions.

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

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

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

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

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

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

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

Grade for Division I Associate and Assistant Athletics Directors:

Race:	C+
Gender:	C

See Table 27.

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Senior Woman Administrator

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

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

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

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

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

Grade for Division I Senior Woman Administrators:

Race:	B
Gender:	A+

See Table 28.

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 91.7, 92.4 and 94.5 percent in Divisions I, II and III, respectively.

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

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Native American women in this position.

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

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

Grade for Division I Faculty Athletics Representatives:

Race: C-
Gender: D+

See Table 29.

Sports Information Directors

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

The SID position in Division I athletics is 95 percent white, 0.9 percent African-American, 2.0 percent Asian, 1.9 percent Latino, and 0.0 percent Native American. In Divisions II and III, the position make-up for the sport information director was very similar. Division II consisted of 93.4 percent white, 3.5 percent African-American, 1.5 percent each Asian and Latino, and 0.0 percent Native American. Division III consisted of 95.0 percent white, 2.4 percent African-American, 0.7 percent Asian, 1.4 percent Latino, and once again no Native Americans.

Grade for Division I Sports Information Directors:

Race: F

See Table 30.

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

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

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

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

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

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

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

Grade for Division I Professional Administrators:

Race: B
Gender: B

See Tables 31 and 32.

HOW GRADES WERE CALCULATED

As in previous reports, the 2008 College 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 32 percent, **C** for 27 percent, **D** for 22 percent and **F** for anything below that. The 40 percent is also taken from the federal affirmative action standards. The Institute once again acknowledges that even those sports where grades are low generally have better records on race and gender than society as a whole.

METHODOLOGY

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

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

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

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

The report covers the 2007-08 academic year for all athletics department positions and 2006-07 for student-athlete data. Listings of presidents, athletics directors and head football coaches in Football Bowl Subdivision (formerly known as Division IA) were updated as of November 2008. Grades, however, were calculated according to the reporting periods noted herein.

ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 16th issue of the ***Racial and Gender Report Card (RGRC)***, which is the definitive assessment of hiring practices of women and people of color in most of the leading professional and amateur sports and sporting organizations in the United States. The report considers the composition – assessed by racial and gender makeup – of players, coaches and front office/athletic department employees in our country's leading sports organizations, including the National Basketball Association (NBA), National Football League (NFL), Major League Baseball (MLB), Major League Soccer (MLS) and Women's National Basketball Association (WNBA), as well as in collegiate athletics departments.

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

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

Institute for Diversity and Ethics in Sport (TIDES)

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

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

DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

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

APPENDIX I

NCAA Vice President/Chief of Staff					
	%	#		%	#
2008			2003		
White	83.33%	15		Data Not Recorded	
African-American	16.67%	3	2002		
Latino	0.00%	0	White	81.0%	13
Asian	0.00%	0	African-American	19.0%	3
Other	0.00%	0	Latino	0.0%	0
Women	22.22%	4	Asian	0.0%	0
Total	x	18	Other	0.0%	0
2007			Women	25.0%	4
White	82.4%	14	Total	x	16
African-American	17.6%	3	2001		
Latino	0.0%	0		Data Not Recorded	
Asian	0.0%	0	2000		
Other	0.0%	0	White	83.3%	10
Women	23.5%	4	African-American	16.7%	3
Total	x	17	Latino	0.0%	0
2006			Other	0.0%	0
White	81.3%	13	Women	26.7%	4
African-American	18.8%	3	Total	x	15
Latino	0.0%	0	1999		
Asian	0.0%	0		Data Not Recorded	
Other	0.0%	0	1998		
Women	25.0%	4	White	81.2%	13
Total	x	16	African-American	18.8%	3
2005			Latino	0.0%	0
	Data Not Recorded		Other	0.0%	0
2004			Women	25.0%	4
White	87.5%	14	Total	x	16
African-American	12.5%	2	1997		
Latino	0.0%	0	White	86.6%	13
Asian	0.0%	0	African-American	13.3%	2
Other	0.0%	0	Latino	0.0%	0
Women	18.8%	3	Other	0.0%	0
Total	x	16	Women	26.6%	4
			Total	x	15

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

TABLE 1

NCAA Chief Aides/Directors					
	%	#		%	#
2008			2003		
White	76.47%	52	Data Not Recorded		
African-American	16.18%	11	2002		
Latino	2.94%	2	White	79.0%	x
Asian	4.41%	3	African-American	14.0%	x
Other	0.00%	0	Latino	5.0%	x
Women	41.10%	28	Asian	2.0%	x
Total	x	68	Other	0.0%	x
2007			Women	42.0%	x
White	77.4%	48	Total	x	x
African-American	14.5%	9	2001		
Latino	1.6%	1	Data Not Recorded		
Asian	4.8%	3	2000		
Other	1.6%	1	White	82.9%	34
Women	41.9%	26	African-American	9.7%	4
Total	x	62	Latino	2.4%	1
2006			Other	4.8%	2
White	75.9%	44	Women	39.0%	16
African-American	19.0%	11	Total	x	41
Latino	1.7%	1	1999		
Asian	3.4%	2	Data Not Recorded		
Other	0.0%	0	1998		
Women	41.4%	24	White	85.7%	36
Total	x	58	African-American	7.1%	3
2005			Latino	2.4%	1
Data Not Recorded			Other	4.8%	2
2004			Women	38.1%	16
White	81.3%	33	Total	x	42
African-American	12.5%	5	1997		
Latino	2.0%	1	White	92.1%	35
Asian	4.0%	2	African-American	5.3%	2
Other	0.0%	0	Latino	2.6%	1
Women	48.0%	20	Other	0.0%	0
Total	x	41	Women	34.2%	13
			Total	x	38

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

TABLE 2

NCAA Administrators				
		%	#	
2008				
	White	76.92%	150	
	African-American	18.97%	37	
	Latino	2.05%	4	
	Asian	2.05%	4	
	Other	0.00%	0	
	Women	54.87%	107	
	Total	x	195	
2007				
	White	78.4%	145	
	African-American	18.4%	34	
	Latino	2.2%	4	
	Asian	1.1%	2	
	Other	0.0%	0	
	Women	55.1%	102	
	Total	x	185	
2006				
	White	76.5%	x	
	African-American	19.7%	x	
	Latino	1.1%	x	
	Asian	1.6%	x	
	Other	1.1%	x	
	Women	55.2%	x	
	Total	x	x	
2005				
				Data Not Recorded
2004				
	White	76.7%	124	
	African-American	22.2%	37	
	Latino	0.0%	0	
	Asian	1.2%	2	
	Other	0.0%	0	
	Women	54.3%	88	
	Total	x	163	
2003				
				Data Not Recorded
2002				
	White	77.3%	x	
	African-American	22.2%	x	
	Latino	0.0%	x	
	Asian	<1%	x	
	Other	0.0%	x	
	Women	54.5%	x	
	Total	x	x	
2001				
				Data Not Recorded
2000				
	White	76.6%	105	
	African-American	21.9%	30	
	Latino	0.7%	1	
	Other	0.7%	1	
	Women	49.6%	68	
	Total	x	137	
1999				
				Data Not Recorded
1998				
	White	78.3%	90	
	African-American	19.1%	22	
	Latino	2.6%	3	
	Other	0.0%	0	
	Women	49.2%	53	
	Total	x	115	
1997				
	White	76.2%	77	
	African-American	19.1%	22	
	Latino	1.0%	3	
	Other	0.0%	0	
	Women	47.5%	48	
	Total	x	101	

Historically Black Institutions excluded.
x= Data not recorded

TABLE 3

NCAA Support Staff					
	%	#		%	#
2008			2003		
White	80.36%	90	Data Not Recorded		
African-American	16.07%	18	2002		
Latino	0.00%	0	White	84.5%	x
Asian	1.79%	2	African-American	13.0%	x
Other	1.79%	2	Latino	x	x
Women	94.64%	106	Asian	x	x
Total	x	112	Other	2.5%	x
2007			Women	84.0%	x
White	80.0%	92	Total	x	x
African-American	16.5%	19	2001		
Latino	0.9%	1	Data Not Recorded		
Asian	1.7%	2	2000		
Other	0.9%	1	White	84.0%	100
Women	93.0%	107	African-American	13.4%	16
Total	x	115	Latino	0.8%	1
2006			Other	1.6%	2
White	81.6%	x	Women	90.7%	108
African-American	15.8%	x	Total	x	119
Latino	0.9%	x	1999		
Asian	1.8%	x	Data Not Recorded		
Other	0.0%	x	1998		
Women	91.2%	x	White	90.5%	105
Total	x	x	African-American	6.9%	8
2005			Latino	0.0%	0
Data Not Recorded			Other	2.5%	3
2004			Women	94.8%	110
White	85.1%	97	Total	x	122
African-American	12.3%	13	1997		
Latino	0.9%	1	White	92.0%	92
Asian	1.7%	2	African-American	7.0%	7
Other	0.0%	0	Latino	0.0%	0
Women	90.4%	103	Other	1.0%	1
Total	x	113	Women	54.4%	85
			Total	x	100

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

TABLE 4

Conference Commissioners					
Division IA			Division I		
	%	#		%	#
2007-08			2007-08		
White	100.0%	11	White	100.0%	30
African-American	0.0%	x	African-American	0.0%	0
Asian	0.0%	x	Asian	x	x
Latino	0.0%	x	Latino	x	x
Native American	0.0%	x	Native American	x	x
Other	0.0%	x	Other	x	x
Women	0.0%	0	Women	10.0%	3
Total	x	11	Total	x	30
2006-07			2006-07		
White	100.0%	11	White	100.0%	36
African-American	0.0%	x	African-American	x	x
Asian	0.0%	x	Asian	x	x
Latino	0.0%	x	Latino	x	x
Native American	0.0%	x	Native American	x	x
Other	0.0%	x	Other	x	x
Women	0.0%	0	Women	5.6%	2
Total	x	11	Total	x	36
2005-06			2005-06		
White	100.0%	11	White	100.0%	36
African-American	0.0%	x	African-American	x	x
Asian	0.0%	x	Asian	x	x
Latino	0.0%	x	Latino	x	x
Native American	0.0%	x	Native American	x	x
Other	0.0%	x	Other	x	x
Women	0.0%	0	Women	5.6%	2
Total	x	11	Total	x	36
2004-05			2004-05		
White	100.0%	11	White	100.0%	36
African-American	0.0%	x	African-American	x	x
Asian	0.0%	x	Asian	x	x
Latino	0.0%	x	Latino	x	x
Native American	0.0%	x	Native American	x	x
Other	0.0%	x	Other	x	x
Women	0.0%	0	Women	5.6%	2
Total	x	11	Total	x	36
2003-04			2003-04		
White	100.0%	11	White	100.0%	28
African-American	0.0%	x	African-American	x	x
Asian	0.0%	x	Asian	x	x
Latino	0.0%	x	Latino	x	x
Native American	0.0%	x	Native American	x	x
Other	0.0%	x	Other	x	x
Women	0.0%	0	Women	9.1%	3
Total	x	11	Total	x	28

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

TABLE 5

Associate Conference Commissioners		
Division IA		
	%	#
2007-08		
White	88.3%	91
African-American	8.7%	9
Asian	1.0%	1
Latino	0.0%	0
Native American	0.0%	0
Other	1.9%	2
Women	31.1%	32
Total	100.0%	103
2006-07		
	Data Not Recorded	
2005-06		
	Data Not Recorded	
2004-05		
White	92.3%	48
African-American	5.8%	3
Asian	1.9%	1
Latino	0.0%	0
Native American	0.0%	0
Other	0.0%	0
Women	25.0%	13
Total	x	52
2003-04		
White	82.5%	22
African-American	12.5%	5
Asian	2.5%	1
Latino	2.5%	1
Native American	x	x
Other	x	x
Women	27.5%	11
Total	x	40
<i>Note: Data provided by the NCAA. Historically Black Institutions excluded.</i>		
<i>x= Data not recorded</i>		

TABLE 6

Male Student-Athletes: Division I							
	Basketball	Football	Baseball		Basketball	Football	Baseball
2006-07				2000-01			
White	32.5%	47.0%	84.5%	White	32.5%	49.4%	81.3%
African-American	60.4%	45.9%	6.0%	African-American	57.1%	42.1%	6.7%
Latino	1.8%	2.2%	5.4%	Latino	1.4%	2.1%	5.6%
American Indian/Alaskan Native	0.4%	0.4%	0.4%	American Indian/Alaskan Native	0.4%	0.4%	0.4%
Asian	0.4%	1.6%	1.2%	Asian	0.2%	1.3%	0.9%
Non-Resident Aliens	N/A	N/A	N/A	Non-Resident Aliens	5.1%	1.7%	2.1%
Other	4.7%	2.9%	2.5%	Other	3.3%	2.9%	3.0%
2005-06				1999-00			
White	29.9%	47.1%	84.6%	White	34.6%	51.3%	83.0%
African-American	58.9%	45.4%	5.7%	African-American	55.0%	39.5%	6.6%
Latino	1.8%	2.1%	5.0%	Latino	1.6%	1.8%	4.3%
American Indian/Alaskan Native	0.3%	0.9%	0.4%	American Indian/Alaskan Native	0.2%	0.3%	0.4%
Asian	0.5%	1.6%	1.1%	Asian	0.3%	1.3%	1.1%
Non-Resident Aliens	6.2%	2.4%	1.0%	Non-Resident Aliens	3.0%	0.2%	0.6%
Other	2.3%	0.4%	2.5%	Other	5.3%	5.7%	3.9%
2004-05				1998-99			
White	31.9%	47.7%	83.7%	White	34.0%	46.9%	88.1%
African-American	57.8%	45.4%	6.5%	African-American	55.9%	46.4%	2.8%
Latino	1.5%	2.3%	5.4%	Latino	1.4%	1.9%	4.7%
American Indian/Alaskan Native	0.6%	0.3%	0.3%	American Indian/Alaskan Native	0.3%	0.4%	0.5%
Asian	0.4%	1.6%	1.2%	Asian	0.3%	2.0%	0.8%
Non-Resident Aliens	5.4%	0.4%	1.0%	Non-Resident Aliens	5.5%	1.0%	1.4%
Other	2.5%	2.3%	1.9%	Other	2.6%	1.9%	1.7%
2003-04				1997 - 1998			
White	31.6%	48.3%	83.8%	Data Not Recorded			
African-American	58.2%	44.3%	6.1%	1996-97			
Latino	1.5%	2.4%	4.9%	White	33.8%	46.9%	89.5%
American Indian/Alaskan Native	0.3%	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	5.7%	0.6%	1.3%	American Indian/Alaskan Native	0.2%	0.3%	0.5%
Other	2.5%	2.4%	2.1%	Asian	0.3%	1.2%	0.6%
2002-03				1992 - 1996			
White	32.3%	49.3%	84.1%	Data Not Recorded			
African-American	57.9%	43.8%	6.1%	1991-1992			
Latino	1.3%	2.2%	5.1%	White	34.5%	53.2%	90.0%
American Indian/Alaskan Native	0.4%	0.4%	0.3%	African-American	61.8%	42.7%	4.3%
Asian	0.2%	1.6%	1.2%	Latino	0.8%	1.4%	3.9%
Non-Resident Aliens	5.3%	0.5%	1.2%	American Indian/Alaskan Native	0.2%	0.3%	0.3%
Other	2.6%	2.3%	2.0%	Asian	0.2%	1.0%	0.7%
2001-02				1991-1992			
White	32.3%	50.1%	83.4%	Non-Resident Aliens	x	x	x
African-American	57.7%	42.6%	6.9%	Other	2.5%	1.4%	0.8%
Latino	1.5%	2.1%	5.2%				
American Indian/Alaskan Native	0.3%	0.4%	0.4%				
Asian	0.2%	1.4%	1.1%				
Non-Resident Aliens	4.8%	0.5%	1.1%				
Other	3.2%	2.8%	1.9%				

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 7

Female Student-Athletes: Division I											
				Basketball	XC/Track	Other Sports					
2006-07				White	44.4%	65.5%	71.0%	2000-01			
	African-American	47.4%	23.7%	4.9%	African-American	38.6%	24.0%	8.4%			
	Latino	1.8%	4.0%	2.9%	Latino	1.7%	2.7%	3.1%			
	American Indian/Alaskan Native	0.4%	0.4%	0.3%	American Indian/Alaskan Native	0.5%	0.9%	0.3%			
	Asian	1.1%	1.3%	3.1%	Asian	0.8%	0.5%	3.6%			
	Non-Resident Aliens	NA	NA	NA	Non-Resident Aliens	5.0%	5.6%	6.8%			
	Other	4.7%	4.9%	8.8%	Other	2.8%	4.1%	8.9%			
2005-06				White	44.3%	64.5%	67.7%	1999-00			
	African-American	44.6%	23.0%	5.0%	African-American	35.7%	22.1%	6.2%			
	Latino	1.6%	5.9%	2.8%	Latino	1.5%	2.6%	2.7%			
	American Indian/Alaskan Native	0.3%	0.4%	0.4%	American Indian/Alaskan Native	0.4%	0.9%	0.3%			
	Asian	1.6%	1.3%	2.6%	Asian	0.7%	0.3%	3.1%			
	Non-Resident Aliens	5.2%	4.3%	6.7%	Non-Resident Aliens	2.4%	1.9%	2.5%			
	Other	2.4%	2.6%	6.0%	Other	5.6%	6.0%	8.0%			
2004-05				White	44.6%	62.3%	70.6%	1998-99			
	African-American	43.7%	26.0%	4.6%	African-American	31.4%	25.3%	2.6%			
	Latino	1.6%	3.4%	3.1%	Latino	1.7%	3.7%	2.9%			
	American Indian/Alaskan Native	0.5%	0.4%	0.3%	American Indian/Alaskan Native	0.6%	0.6%	0.5%			
	Asian	1.3%	1.2%	2.6%	Asian	0.9%	0.9%	2.4%			
	Non-Resident Aliens	5.8%	3.8%	5.0%	Non-Resident Aliens	4.9%	7.0%	6.4%			
	Other	2.5%	3.0%	3.2%	Other	2.0%	1.8%	1.8%			
2003-04				White	46.8%	64.0%	70.5%	1997 - 98			
	African-American	41.6%	23.1%	5.7%	Data Not Recorded						
	Latino	1.8%	4.0%	2.9%	1996-97						
	American Indian/Alaskan Native	0.5%	1.2%	0.5%	White	60.5%	60.3%	84.5%			
	Asian	1.3%	0.5%	3.5%	African-American	30.7%	27.3%	2.5%			
	Non-Resident Aliens	5.3%	4.1%	5.4%	Latino	1.8%	2.8%	2.9%			
	Other	2.8%	3.2%	6.5%	American Indian/Alaskan Native	0.6%	0.4%	0.4%			
2002-03				White	48.7%	65.3%	70.1%	Asian	0.9%	1.6%	2.5%
	African-American	40.9%	23.2%	4.5%	Non-Resident Aliens	3.2%	5.8%	5.5%			
	Latino	1.7%	3.4%	2.4%	Other	2.3%	1.8%	1.7%			
	American Indian/Alaskan Native	0.6%	0.4%	0.3%	1992 - 96						
	Asian	1.2%	1.3%	2.3%	Data Not Recorded						
	Non-Resident Aliens	4.5%	3.5%	4.4%	1991-92						
	Other	2.4%	3.0%	2.4%	White	65.0%	68.6%	88.8%			
2001-02				White	50.2%	65.3%	71.4%	African-American	31.0%	23.2%	2.9%
	African-American	39.7%	23.4%	6.2%	Latino	1.4%	3.2%	2.3%			
	Latino	1.7%	3.2%	2.3%	American Indian/Alaskan Native	0.5%	0.4%	0.2%			
	American Indian/Alaskan Native	0.5%	1.0%	0.4%	Asian	0.5%	0.8%	1.8%			
	Asian	0.8%	0.5%	3.5%	Non-Resident Aliens	x	x	x			
	Non-Resident Aliens	4.3%	3.4%	4.7%	Other	1.6%	3.9%	4.0%			
	Other	2.8%	3.2%	6.6%							

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

TABLE 8

Student-Athletes: Division I					
	Male	Female		Male	Female
2006-07			2000-01		
White	64.2%	72.1%	White	61.6%	70.4%
African-American	24.7%	15.7%	African-American	24.3%	14.8%
Latino	3.8%	3.7%	Latino	3.3%	2.6%
American Indian/Alaskan Native	0.4%	0.4%	American Indian/Alaskan Native	0.4%	0.4%
Asian	1.6%	2.3%	Asian	1.4%	1.7%
Non-Resident Aliens	N/A	N/A	Non-Resident Aliens	4.7%	5.4%
Other	5.3%	5.8%	Other	4.4%	4.8%
2005-06			1999-00		
White	61.7%	70.1%	White	64.4%	72.6%
African-American	24.6%	15.1%	African-American	22.9%	13.8%
Latino	3.6%	3.5%	Latino	2.8%	2.4%
American Indian/Alaskan Native	0.6%	0.4%	American Indian/Alaskan Native	0.3%	0.3%
Asian	1.7%	2.2%	Asian	1.4%	1.6%
Non-Resident Aliens	4.6%	5.6%	Non-Resident Aliens	2.4%	2.4%
Other	3.1%	3.1%	Other	5.8%	6.7%
2004-05			1998-99		
White	62.2%	70.5%	White	61.6%	75.8%
African-American	24.8%	15.4%	African-American	25.5%	10.7%
Latino	3.7%	3.3%	Latino	3.1%	2.9%
American Indian/Alaskan Native	0.4%	0.4%	American Indian/Alaskan Native	0.4%	0.6%
Asian	1.7%	2.2%	Asian	1.3%	1.6%
Non-Resident Aliens	4.1%	4.9%	Non-Resident Aliens	6.0%	6.3%
Other	3.1%	3.3%	Other	2.0%	2.5%
2003-04			1997-98		
White	62.3%	70.6%	Data Not Recorded		
African-American	24.6%	14.9%	1996-97		
Latino	3.6%	3.3%	White	62.3%	78.2%
American Indian/Alaskan Native	0.4%	0.4%	African-American	26.2%	11.1%
Asian	1.6%	2.1%	Latino	3.1%	2.8%
Non-Resident Aliens	4.4%	5.0%	American Indian/Alaskan Native	0.5%	0.5%
Other	3.2%	3.7%	Asian	1.6%	1.9%
2002-03			Non-Resident Aliens		
White	62.6%	71.9%	Other	4.5%	3.8%
African-American	24.6%	14.8%	Other	1.8%	1.8%
Latino	3.3%	2.9%	1992-96		
American Indian/Alaskan Native	0.4%	0.3%	Data Not Recorded		
Asian	1.6%	2.0%	1991-92		
Non-Resident Aliens	4.1%	4.5%	White	66.2%	79.8%
Other	3.4%	3.7%	African-American	26.5%	12.8%
2001-02			Latino	2.5%	2.2%
White	63.1%	72.1%	American Indian/Alaskan Native	0.3%	0.3%
African-American	24.3%	14.7%	Asian	0.2%	1.5%
Latino	3.4%	2.8%	Non-Resident Aliens	x	x
American Indian/Alaskan Native	0.4%	0.4%	Other	4.3%	3.4%
Asian	1.5%	1.8%			
Non-Resident Aliens	3.8%	4.2%			
Other	3.7%	3.9%			

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 9

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	8	39-57
	Southeast Missouri State	3	7-20
Jerry Baldwin	Louisiana Lafayette	3	6-27-0
Bobby Williams	Michigan State	2	12-11-0
Ron Dickerson	Temple	5	8-47
Fitzgerald Hill	San Jose State	4	14-32-0
Tyrone Willingham	Stanford	7	44-36-1
	Notre Dame	2	21-15-0
	Washington	4	11-32
Karl Dorrell	UCLA	5	35-27
Sylvester Croom	Mississippi State	5	21-38
Barry Alvarez	Wisconsin	14	99-67-4
Ron Prince	Kansas State	3	16-18
Turner Gill	University of Buffalo	3	15-21
Randy Shannon	University of Miami	2	12-12
Mario Cristobal	Florida International University	2	6-18
Ken Niumatalolo	Naval Academy	1	8-5
Kevin Sumlin	University of Houston	1	7-5
DeWayne Walker	New Mexico State	0	0-0

TABLE 10

College Head Coaches: Men's Teams

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

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

TABLE 11

Women Head Coaches

	Men's Sports		Women's Sports	
	%	#	%	#
2007-08				
Division I	2.8%	x	40.3%	x
Division II	3.7%	x	33.1%	x
Division III	4.8%	x	43.0%	x

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

x=Data not recorded

TABLE 12

College Head Coaches

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

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

TABLE 13

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

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

x=Data not recorded

TABLE 14

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

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

x=Data not recorded

TABLE 15

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

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

x=Data not recorded

TABLE 16

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

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

x=Data not recorded

TABLE 17

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

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

x=Data not recorded.

TABLE 18

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

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

x=Data not recorded.

TABLE 19

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

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

TABLE 20

College Assistant Coaches: Division I Men's Teams

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

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

TABLE 21

College Assistant Coaches: Men's Teams Divisions I, II, and III

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

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

x= Data not recorded

TABLE 22

College Assistant Coaches: Division I Women's Teams

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

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

TABLE 23

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

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

TABLE 24

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

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

TABLE 25

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

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

TABLE 26

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

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

TABLE 27

Senior Woman Administrators

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

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

TABLE 28

Faculty Athletics Representatives

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

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

TABLE 29

Sports Information Director						
	Division I		Division II		Division III	
	Men	Women	Men	Women	Men	Women
2007-08						
White	84.8%	10.2%	83.4%	10.0%	81.2%	13.8%
Black	0.3%	0.6%	2.7%	0.8%	1.9%	0.5%
Asian	1.7%	0.3%	1.5%	0.0%	0.7%	0.0%
Hispanic	1.9%	0.0%	1.5%	0.0%	0.9%	0.5%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other Minority	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%

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

TABLE 30

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

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

TABLE 31

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

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

TABLE 32