



Media Contact:

Deidre Snively, deidresnively@knights.ucf.edu, 330-428-2953

Curtis Walker, cwal1239@knights.ucf.edu, 757-509-8962

The 2012 Racial and Gender Report Card: College Sport

by Richard Lapchick
with Robert Agusta, Nathaniel Kinkopf and Frank McPhee

EXECUTIVE SUMMARY

Orlando, FL. July 10, 2013– The 2012 **College Sport Racial and Gender Report Card (CRGRC)**, issued today by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida (UCF), showed that NCAA member institutions earned the same grades for 2012 as they did in the 2011 report. They received **B's** for both racial and gender hiring practices. College Sport received a **B** as the combined grade.

College sport received a **B** for racial hiring practices by earning 81 points, down from 82.2 points in the 2011 RGRC. College sport received a **B** for gender hiring practices by earning 81.3 points, up from 80.7 points in the 2011 RGRC. The combined grade for the 2012 RGRC was a **B** with 81.1 points, down from 81.5 points in 2011.

Richard Lapchick, the Director of TIDES at UCF and the primary author of the CRGRC, said, “While it is good that the colleges and universities have **B's** in all three categories, it is discouraging that the grade for race decreased slightly from 82.2 in 2011 to 81 points. Among all the college and pro sports covered by the respective **Racial and Gender Report Cards**, **college sport has the lowest grade for racial hiring practices** and is only better for gender hiring practices than the NFL and Major League Baseball.

There are areas where college sport has been doing better on racial hiring practices as well as on gender hiring practices. There have been well-publicized improvements in head football coaching and women's basketball head coaching positions.

However, the 2012 report featured several significant areas of concern. Historically, there has been an outstanding record for equal opportunity for men's head basketball coaches. Now in men's Division I basketball, 18.6 percent of all head coaches were African-American, which was down 0.2 percent from the 18.8 percent total that was reported in the 2010-11 season and down 6.6 percent from the 25.2 percent total that was reported in the 2005-06 season which was an all-time high for men's head

basketball coaches who were African-American. The 18.6 percent that represented all African-American head coaches in the 2012 report was the lowest percentage since the 1995-96 season.

Whites continue to dominate the head coaching ranks on men's and women's teams holding at least 85 percent of all head coaching positions in all three divisions and up to 92 percent of all head coaching positions in Division III.

Whites held the overwhelming percentage of positions of athletics directors in all three divisions during the 2011-12 year at 89 percent, 90.9 percent and 95.9 percent in Divisions I, II and III, respectively. Only 8.3 percent of Division I athletics directors are women.

Finally, all our conference commissioners at FBS conferences are white men. In 2013, these percentages for coaches, athletics directors and conference commissioners are completely unacceptable."

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

The 2012 Report Card features updated racial and gender personnel data at the NCAA headquarters as well as for university presidents, athletic directors, head football coaches, and faculty athletic representatives at the 120 institutions in the Division I Football Bowl Subdivision (FBS). In addition, this year's Report Card updated the sections pertaining to conference commissioners and NCAA student-athletes throughout all athletic divisions. The data utilized to update the 2012 report card sections were collected from several sources, including the NCAA Race and Gender Demographics Search Database, *Mixed Progress Throughout Collegiate Athletic Leadership: Assessing Diversity among Campus and Conference Leaders for Football Bowl Subdivision (FBS) Schools in the 2012-13 Academic Year* published by The Institute for Diversity and Ethics in Sport (TIDES) in November 2012, self-reported demographic data on NCAA Headquarters personnel for the fiscal year 2011-12, and information contained in previous studies by TIDES. In all cases regarding employment in college athletics, the data reported throughout the 2012 College Sport Racial and Gender Report Card excluded Historically Black Colleges and Universities (HBCU's).

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

The commitment to fostering opportunities for women and people of color at the collegiate level has been apparent under the leadership of the late NCAA President Myles Brand and current NCAA President Mark Emmert. All diversity and inclusion issues are under the leadership of Executive Vice President of Membership and Student-Athlete Affairs and Chief Inclusion Officer, Dr. Bernard W. Franklin.

Lapchick added that, "The greatest number of career prospects are in college sport rather than professional sport because of the number of jobs available. That makes it even more important for us to create expanded opportunities in college sport for women and people of color."

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

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

The report, which was authored by TIDES Director Richard Lapchick with Robert Agusta, Nathaniel Kinkopf, and Frank McPhee, follows previously released 2012 reports on Major League Baseball, the National Basketball Association, the Women's National Basketball Association, the National Football League and Major League Soccer. The complete 2012 Racial and Gender Report Card will be published separately.

REPORT HIGHLIGHTS FOR 2012

University Leadership Positions at Football Bowl Subdivision (FBS) Institutions

- The number of female presidents at the 120 FBS institutions decreased from 22 in 2011 to 18 in 2012.
- Ninety percent (108) of FBS university presidents were white, while there were five African-American presidents, five Asian presidents, and two Latino presidents. There were no Native American university presidents.
- The level of diversity within the athletic director position at FBS schools slightly increased, as 14 people of color held this position in 2011 and 15 people of color held this position in 2012.
- Before the 2012 season, the hiring of Garrick McGee at University at Alabama Birmingham, Kevin Sumlin at Texas A&M University, and Curtis Johnson at Tulane University brought the number of African-American head coaches to 15, compared to 17 entering the 2011 season. Additionally, Norm Chow (Asian) was hired at the University of Hawaii and Rich Rodriguez (Latino) was hired at the University of Arizona for the 2012 season.
- In the 2012 college football season, there were 18 coaches of color leading FBS teams, which is the same number of coaches of color for the 2011 season.

NCAA Headquarters

- At the NCAA headquarters the number of people of color in the positions of chief operating officer, executive vice president, senior vice president and vice president increased from 2011 to 2012. The data shows that the overall numbers increased from four total people of color in 2011 to five in 2012. The number of women in these same positions remained the same at four. African-Americans continue to be the only people of color represented at the level of chief operating officer, executive vice president, senior vice president and vice president occupying 26.3 percent of the positions which is up from 23.5 percent in 2011. Whites held the remaining 73.7 percent of the positions in 2012.
- The percentage of executives at the managing director/director positions who are people of color decreased from 22 percent in 2011 to 20.5 percent in 2012 which was a difference of 1.5 percent. Women accounted for 42.6 percent of these positions in 2011 compared to 42.5 percent in 2012. Whites occupied 79.5 percent of the positions in 2012, while African-Americans represented 16.4 percent that was a decrease of 1.2 percentage points from 2011. The percentage of Latinos decreased slightly from 2.9 percent in 2011 to 2.7 percent in 2012, while the percentage of Asians remained relatively unchanged in the respective years at 1.5 percent in 2011 and 1.4 percent in 2012.
- At the administrator level, the total percentage of people of color has decreased from 20.3 percent in 2011 to 17.7 percent in 2012. The percent of African-Americans decreased from 16.3 percent in 2011 to 14.5 percent in 2012, while the percent of Asians and Latinos remained relatively unchanged from 2.5 percent to 2.4 percent and just under one percent. The percent of white administrators increased from 79.7 percent in 2011 to 82.4 percent in 2012. The number of women in administrative positions increased slightly from 54.5 percent in 2011 to 55.3 percent in 2012.

Conference Commissioners

- Once again, 100 percent of the 11 Football Bowl Subdivision (FBS), formerly known as Division I-A, conference commissioners were white men.
- Looking at all Division I conferences, excluding Historically Black Conferences, 29 of 30 commissioners were white.
- Amy Huchthausen became the first person of color named as the conference commissioner of an NCAA Division I affiliated conference.

Student-Athletes

- In Division I football at the FBS level, African-Americans accounted for 51.6 percent of football student-athletes while whites made up 43.3 percent, Latinos 1.8 percent, Asians 2.1 percent, and Native-Americans 0.1 percent. Those describing themselves as “two or more” or “other” were 1.1 percent.
- The breakdown for all Division I football student-athletes is as follows: white 46.4 percent, African-American 43.2 percent, Latino 2.3 percent, Asian 2.6 percent, and Native American 0.5 percent. Those describing themselves as “two or more” or “other” were 4.7 percent combined.

- In 2011-2012 the percentage of white football student-athletes at the FBS level was 43.3 percent while it was 46.4 percent at the Division I level altogether. The Division I total number of white football student-athletes has decreased steadily from 2008-2009 where it was 50 percent. The decrease in white participants in recent years might be explained by the number of those identifying themselves as “two or more” or “other.” The percentage of football student-athletes who are people of color has increased slightly over the same time period, from 48.6 percent to 53.7 percent at the Division I level.
- In Division I men’s basketball, African-Americans accounted for 57.2 percent of the student-athletes and whites accounted for 29.4 percent.
- African-American female student-athletes accounted for 47.9 percent of the Division I women’s basketball participants in 2012, representing a 0.5 percent increase from last year. White female student-athletes accounted for 38.2 percent, representing a 1.1 percent decrease from 2011.
- People of color represented 20.5 percent of Division I softball student-athletes compared to only 14.8 percent of Division I baseball players during the 2011-12 season.
- The percentage of white male student-athletes, in all of Division I athletics, stands at 61.2 percent, a decrease of 1.7 percent from 2011. Of all Division I male athletes, 22 percent are African-American, which was an 0.8 percent increase from 2011.
- The percentage of white male student-athletes at the Division I, II, and III levels combined was 69.4 percent. African-American male athletes accounted for 16.2 percent, Latino males represented 4.5 percent, Asian males represented 1.7 percent, and Native American males represented 0.4 percent. The remaining 7.8 percent identified as “two or more”, “other”, and “non-resident aliens.”
- The percentage of white female student-athletes at the Division I, II and III levels combined was 76.2 percent. African-American female athletes accounted for 8.6 percent, Latinas 4.2 percent, Asians/Pacific Islander women were 2.2 percent, and Native American women were 0.4 percent. The remaining 8.2 percent identified as “two or more,” “other,” and “non-resident aliens.”

Coaching

- Whites dominate the head coaching ranks on men’s teams holding 86.2 percent, 88 percent and 91.9 percent of all head coaching positions in Divisions I, II and III, respectively.
- African-Americans held 8.3 percent, 5.2 percent and 4.2 percent of the men’s head coaching positions in Divisions I, II and III, respectively.
- On the women’s teams, whites held 84.5 percent, 88.3 percent and 92 percent of all head coaching positions in Divisions I, II and III, respectively.
- African-Americans held 7.9 percent, 5.2 percent and 3.8 percent of the women’s head coaching positions in Divisions I, II and III, respectively.

RICHARD E. LAPCHICK, DIRECTOR

C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE

- In men's Division I basketball, 18.6 percent of all head coaches were African-American, which was down 0.2 percent from the 18.8 percent total that was reported in the 2010-11 season and down 6.6 percent from the 25.2 percent total that was reported in the 2005-06 season. The 25.2 percent reported in the 2005-06 season was an all-time high for men's head basketball coaches who were African-American. This is a major area of concern in the Racial and Gender Report Card. The 18.6 percent that represented all African-American head coaches was the lowest percentage since the 1995-96 season.
- Only 6.3 percent of Division I head baseball coaches were people of color: 3.3 percent were Latino, 1.5 percent were Asian, 0.4 percent were classified as "other" and only 1.1 percent were African-American.
- African-Americans were so underrepresented as head coaches that, once again, the total percent of women coaching men's teams in Division III actually exceeded that of African-Americans coaching men's teams in Division III (5.1 percent versus 4.2 percent). In Division II, the total percentage of women coaching men's teams was similarly low to the percentage of African-Americans coaching men's teams (4.1 percent versus 5.2 percent).
- Forty years after the passage of Title IX, women coaching women's teams still do not represent the majority of coaches in the women's sports. Women held 38.6 percent of the head coaching jobs in Division I. In addition, this year's numbers show no progress in women coaching women's sports. Women head coaches in Division I women's basketball decreased slightly from 64.3 percent in 2010-11 to 62.3 percent in 2011-12. Similarly, women holding head coaching positions in cross country, indoor track and outdoor track at the Division I level decreased from 18.4 percent in 2010-11 to 17.9 percent in 2011-12. In all other women's sports at the Division I level, women held 43.9 percent of head coaching positions compared to the 56.1 percent held by men.
- For Division I women's basketball, African-American women head coaches held 10.4 percent of the positions in 2011-12 and African-American men held 4.1 percent of the positions in 2011-12 for a combined percentage of 14.5 percent which is slightly down from the 14.6 percent that was reported in 2010-11. Nonetheless, the 14.5 percent stood in stark contrast to the 47.9 percent of the African-American women student-athletes who played basketball.
- On the men's teams in 2011-12, whites held 74.4 percent, 77.7 percent and 86.7 percent of the assistant coaching positions in Division I, II and III, respectively. There were less white assistant coaches in 2011-12 than in 2010-11 in all three Divisions. The percentages were 74.5 percent, 78.6 percent, and 87.3 percent in the 2010-11 year. In 2011-12, African-Americans held 18.2 percent, 12.8 percent and 8.4 percent of the men's assistant coach positions in Division I, II and III respectively.
- Among the women's teams in 2011-12, whites held 76.2 percent, 79.5 percent, and 87.9 percent of the assistant coaching positions in Divisions I, II and III, respectively. There were more white assistant coaches of women's sports in 2011-12 than in 2010-11 in Divisions I and fewer in Divisions II and III. The percentages were 75.9 percent, 79.9 percent, and 88.6 percent in the 2010-11 year. In 2011-12 African-Americans held 14.1 percent, nine percent, and 7.2 percent of the women's assistant coach positions in Division I, II and II respectively. In 2010-11 African-American held 14.3

percent, 8.7 percent and seven percent of the assistant coaching jobs on women's teams in the respective Divisions.

- The percentage of women assistants on women's teams declined slightly in Divisions II and III but increased in Division I from the 2010-11 year to the 2011-12 year. As assistants in women's sports, women in the 2011-12 year held 48.4 percent of the positions in Division I, 48.8 percent in Division II and 49.1 percent in Division III. In 2010-11 there were 48.1 percent in Division I, 49.2 percent in Division II and 50.4 percent in Division III.

Athletics Directors

- Whites held the overwhelming percentage of positions of athletics directors in all three divisions during the 2011-12 year at 89 percent, 90.9 percent and 95.9 percent in Divisions I, II and III, respectively. These numbers were slightly lower in Divisions I and II and slightly higher in Division III when compared to the reported numbers of 89.9 percent, 91.2 percent and 95.8 percent for Divisions I, II and III respectively during the 2010-11 period.
- African-Americans held 6.3 percent, 4.9 percent and three percent of the athletic director positions in Divisions I, II and III respectively. Divisions I, II, and III all saw slight increases compared to the reported six percent, four percent, and 2.7 percent respectively during the 2010-11 year.
- Latinos accounted for 2.8 percent, 3.5 percent, and 0.2 percent of the athletic directors in Divisions I, II and III respectively. These percentages remained the same from the 2010-11 year.
- Asians accounted for zero percent, 0.4 percent, and 0.2 percent of the athletic directors at Division I, II and III respectively while Native-Americans accounted for 0.6 percent, zero percent, and zero percent of the athletic directors in Divisions I, II and III respectively.
- The percentage of female athletic directors at the Division I level remained the same from the 2010-11 year at 8.2 percent. However, women showed an increase at the Division II level, where they went from 16 percent to 17.5 percent. Women saw their representation decrease at the Division III level from 29.1 percent in the 2010-11 year to 28 percent in 2011-12.

College Associate and Assistant Athletic Directors

- At the associate athletic director position, whites comprised 87.5 percent, 89.4 percent and 95.3 percent of the total population at Divisions I, II and III respectively. These percentages increased in Divisions II and III and decreased in Division I from the 2010-11 year when they were 88.7 percent for Division I, 87.6 percent in Division II and 94.8 percent in Division III. African-Americans held 9.2 percent, five percent, and four percent of the associate athletic director positions at Divisions I, II and III respectively. Latinos held 1.8 percent, 1.8 percent and 0.4 percent of the associate athletic director positions at Divisions I, II and III respectively. Asians held 0.6 percent, 1.4 percent and zero percent in Divisions I, II and III while Native-Americans held 0.3 percent of the associated athletics director position in Division I and had no representation in Divisions II and III.

- The percentage of women filling associate athletic director positions was 30 percent in Division I, 41.1 percent in Division II and 48.9 percent in Division III compared to 29.3, 42 and 49.1 percent in Divisions I, II and III respectively in 2010-11.
- Women held 98.3 percent, 99.7 percent and 98.7 percent of the senior woman administrator (SWA) jobs in Division I, II and III, respectively, during the 2011-12 year. White women continued to dominate the SWA position holding 84.9 percent, 90.3 percent and 95 percent in Division I, II and III, respectively. African-American women represented 9.3 percent, 4.3 percent and 3.1 percent of the SWA position holdings in Divisions I, II and III respectively.
- Whites continue to fill the overwhelming majority of the faculty athletics representatives (FAR) positions with 91.5 percent, 92.3 percent and 93.6 percent of the total in Divisions I, II and III, respectively. Women held 28.5 percent, 25.4 percent and 30.5 percent of the FAR positions.
- The sports information director (SID) position is also overwhelmingly white in all three divisions with 94.9, 92.3, and 97.4 percent of the SID positions being held by whites in Divisions I, II and III, respectively. Women held 12.1, seven and 11.6 percent of the SID positions in Divisions I, II and III, respectively.

OVERALL GRADES

College sport maintained the same grades for racial and gender hiring practices in 2012 as they did in 2011. Their grade for both racial and gender hiring practices was a **B**. The combined grade was a **B** also with the same as the 2011 combined grade.

College sport received a **B** for racial hiring practices by earning 81 points, down from 82.2 points in the 2011 RGRC. College sport received a **B** for gender hiring practices by earning 81.3 points, up from 80.7 points in the 2011 RGRC. The combined grade for the 2012 RGRC was a **B** with 81.1 points, down from 81.5 points in 2011.

For racial hiring practices, Division I assistant men's coaches earned an **A** and Division I assistant women's coaches earned an **A-**. Division I men's basketball head coaches and NCAA Headquarters received a **B+** while the following categories earned a **B** for racial hiring practices: FBS head football coaches, women's Division I basketball head coaches, senior women's administrators, Division I men's and women's head coaches, associate/assistant athletic directors and professional administration in athletic departments. Conference commissioners received an **F**. Division I athletic directors received a **C** racial hiring practices. There was an **A+** for student-athlete opportunities.

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

The NCAA received an **A+** for diversity initiatives.

THE REPORT BY CATEGORY

University Leadership Positions at Football Bowl Subdivision (FBS) Institutions

The key leadership positions at Football Bowl Subdivision (FBS) schools and conferences remained overwhelmingly white and male, according to a study released in November 2012 by TIDES. The study, titled *Mixed Progress Throughout Collegiate Athletic Leadership: Assessing Diversity among Campus and Conference Leaders for Football Bowl Subdivision (FBS) Schools in the 2012-13 Academic Year*, reported on the racial and gender demographics and trends at the 120 FBS institutions. Highlights of the study concerning the leadership of university presidents, athletic directors, football coaching staff and faculty athletic representatives are included and analyzed within this section.

University Presidents at FBS Institutions

Analyzing the leadership at the top of the colleges and universities leading FBS institutions, one can clearly see there is a lack of diversity. Among the 120 FBS Institutions, 108 (90 percent) presidents were white. There were 12 presidents of color and 18 women serving as president as of October 2012. This

number of female presidents decreased by four from 2011, while the number of presidents of color increased by one over this same time period.

- There were five (4.2 percent) African-American presidents
 - Elson S. Floyd, Washington State University
 - Bernadette Gray-Little, University of Kansas
 - Roderick McDavis, Ohio University
 - Sidney McPhee, Middle Tennessee State University
 - George E. Ross, Central Michigan University
- There were two (1.7 percent) Latino presidents
 - Manuel T. Pacheco, New Mexico State University
 - Luis Proenza, University of Akron
- Asian presidents increased from four to five (4.2 percent)
 - Renu Khator, University of Houston
 - Santa Jeremy Ono, University of Cincinnati
 - Wallace D. Loh, University of Maryland, College Park
 - Satish K. Tripathi, University of Buffalo
 - Mohammad Qayoumi, San Jose State University
- There were 18 (15 percent) women presidents
 - Nancy Cantor, Syracuse University
 - Judy Bonner, University of Alabama, Tuscaloosa
 - Mary Sue Coleman, University of Michigan
 - Judy Genshaft, University of South Florida
 - Bernadette Gray-Little, University of Kansas (**African-American**)
 - Jo Ann M. Gora, Ball State University
 - Susan Herbst, University of Connecticut
 - M.R.C. Greenwood, University of Hawaii, Manoa
 - Renu Khator, University of Houston (**Asian**)
 - Lou Anna Kimsey Simon, Michigan State University
 - Susan W. Martin, Eastern Michigan University
 - Sally Mason, University of Iowa
 - Mary Ellen Mazey, Bowling Green State University
 - Diana S. Natalicio, University of Texas at El Paso
 - Shirley Raines, University of Memphis
 - Mary Jane Saunders, Florida Atlantic University
 - Donna E. Shalala, University of Miami (Florida)
 - Teresa A. Sullivan, University of Virginia

Grade for presidents⁺:

Race:	C	(10 percent)
Gender:	F	(15 percent)

+ not calculated in final grade

Athletics Directors at FBS Institutions

As of October 2012, there were nine African-American, four Latino, one Asian, and one Native American athletic directors at FBS institutions. Of the 120 athletic directors who oversee FBS football programs, there were 105 (87.5 percent) white males. The people of color included the following.

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

There were four white women (3.3 percent) in charge of FBS schools with football programs:

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

Christine A. Plonsky at the University of Texas at Austin heads the separate women’s department and does not oversee football.

The level of diversity within the athletic director position at FBS schools slightly increased from last year’s study, as 15 (12.5 percent) people of color hold this position.

Head Football Coaches at FBS Institutions

Fifteen of the 120 FBS head coaches were African-American during the 2012 collegiate football season, a decrease of two from last year’s study. Prior to the start of the 2012 season, three new African-American coaches were hired, including Garrick McGee of the University of Alabama at Birmingham, Kevin Sumlin of Texas A&M University and Curtis Johnson of Tulane University. In addition to the 15 African-American head coaches, there were three other head coaches of color for a total of 18 in the 2012 college football season.

In the 2012 season, there were 120 head football coaches at FBS schools. Of the 120 head coaches, 102 (85 percent) were white males. In addition, there were:

- 15 (12.5 percent) African-Americans
 - Jon Embree, University of Colorado
 - Ron English, Eastern Michigan University
 - James Franklin, Vanderbilt University
 - Darrell Hazell, Kent State University
 - Curtis Johnson, Tulane University
 - Mike London, University of Virginia
 - Garrick McGee, University of Alabama at Birmingham
 - Ruffin McNeill, East Carolina University
 - Joker Phillips, University of Kentucky
 - David Shaw, Stanford University
 - Charlie Strong, University of Louisville
 - Kevin Sumlin, Texas A&M University
 - Willie Taggart, Western Kentucky University
 - Don Treadwell, Miami University (Ohio)
 - DeWayne Walker, New Mexico State University
- One (0.8 percent) Latino
 - Mario Cristobal, Florida International University
- Two (1.7 percent) Asian (Polynesian)
 - Norm Chow, University of Hawaii, Manoa
 - Ken Niumatalolo, U.S. Naval Academy

Grade for Head Coaches at FBS Institutions:

Race: B (15 percent)

Faculty Athletics Representatives at FBS Institutions

The faculty athletics representative (FAR) is a representative of the university on issues regarding athletics. The FAR is usually appointed by the president and is not only involved with ensuring academic integrity of the athletics programs, but also maintaining the welfare of student-athletes.

As of October 2012, there were five African-American, one Latino, and one Asian faculty athletics representatives at FBS institutions. At the 120 FBS schools, there are 125 total faculty athletics representatives. The people of color included:

- Five (four percent) African-Americans
 - Maceo C. Dailey, University of Texas at El Paso
 - Dawn Lewis, California State University, Fresno
 - William Smith, University of Utah
 - Chris Span, University of Illinois, Champaign
 - Be Stoney, Kansas State University
- One (0.8 percent) Latino
 - Ramon Saldivar, Stanford University
- One (0.8 percent) Asian
 - Manoj Chopra, University of Central Florida

There are 41 white women (32.8 percent) in total serving as faculty athletics representatives.

See Table 29.

Conference Commissioners

Once again, 100 percent of the 11 Football Bowl Subdivision (FBS), formerly known as Division I-A, conference commissioners were white men. Acting as a conference commissioner is a powerful position and those that head BCS Conferences are considered to be among the most powerful and influential people in college sport.

There were six women commissioners in 2012, which increased from the five who headed all Division I conferences in 2011:

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

Looking at all Division I conferences, excluding Historically Black Conferences, 29 of 30 commissioners were white. Amy Huchthausen became the first person of color named as the conference commissioner of an NCAA affiliated conference.

Grade for Division I Conference Commissioners:

Race:	F	(2.9 percent)
Gender:	F	(17.1 percent)

See Table 6.

This ends the section using the information in the 2012 TIDES leadership report.

Student-athletes

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

The 2010-11 data included the status of “non-resident alien” to the *NCAA Student-athlete Ethnicity Report* detailing the resident alien status of the student-athletes separately from their race/ethnicity. The numbers corresponding with the status “non-resident alien” were combined with the numbers corresponding with the status “other.” Student-athletes whose ethnicities are identified as “non-resident alien” are no longer identified with an ethnic category. Also included in the “other” category are the numbers corresponding with the status of “Two or More Races.” Please take note of this as it is extremely important to recognize especially in the tables, which detail the ethnicities of both head and assistant coaches. Some decreases in ethnic percentages from earlier years can be attributed to this change in methodology.

Each year, the Racial and Gender Report Card takes a look at three Division I sports and highlights trends for both male and female athletes. For the male athletes, these sports are basketball, football and baseball. For the female athletes, a change was made last in 2010 to make this snapshot picture more

comparable to the sports chosen for the men. Prior to 2010, the three categories chosen for female athletes were basketball, cross-country and track, combined, and all other sports. With female athlete participation numbers continuing to increase across the board, there was less need to combine sports for a large observation sample. Beginning last year, the three female sports for the Division I observations are basketball, outdoor track, and softball. These sports have both strong participation levels and comparatively high media attention in relation to other female sports.

In Division I men's basketball, the percentage of African-Americans increased by 0.4 percent to 57.2 in 2011-12. Latino representation showed an increase of 0.2 percent back up to two percent where it previously was in 2010-11. Asian participation remained constant, while white participation decreased 1.2 percent to 29.4 percent. The category "two or more" showed an increase of 0.9 percent to 2.5 percent. The categories "other" (2.6 percent) and "non-resident alien" (5.9 percent) remained at consistent with the 2010-11 season and combined to make up 8.5 percent for the 2011-12 season.

In Division I football at the FBS level, African-Americans accounted for 51.6 percent of football student-athletes while whites made up 43.3 percent, Latinos 1.8 percent, Asians 2.1 percent, and those describing themselves as "two or more" or "other" were 1.1 percent.

The breakdown for all Division I football student-athletes is as follows: whites decreased from 47 percent to 46.4 percent, African-Americans increased from 42.4 percent to 43.2 percent, Latinos decreased from 2.4 percent to 2.3 percent, Asians increased from one percent to 2.6 percent, and Native Americans increased from 0.1 percent to 0.5 percent. Those describing themselves as "Non-Resident Aliens" increased from 0.3 percent to 0.4 percent while "two or more" or "other" saw a decrease from five percent to 4.7 percent.

In baseball, white participation grew from 85 percent to 85.3 percent. African-American participation also grew slightly from 2.5 to 2.6 percent. This was an increase from last year's percent, which was the lowest level for African-Americans since the 2008-09 academic year. This parallels the decline of African-Americans playing Major League Baseball. Latino participation increased from 5.9 percent to six percent, which matched its highest percentage, which was achieved in the 2007-08 academic year.

Over the years, there has not been much variance in the racial make-up of the male student-athlete population across all Division I sports. However, white representation now sits at 61.2 percent, which represents a steady decline from the 2008-09 academic year where it was 66.7 percent.

In women's Division I basketball, African-American student-athletes account for 47.9 percent of the participants, which represented a 0.5 percentage point increase from last year. The percentage of white student-athletes continued to decrease from 1.1 percent to 38.2 percent, Latinas increased 0.2 percent to two percent, Asian participation decreased 0.2 percent, and Native Americans increased 0.5 percent to 0.6 percent.

In women's outdoor track, 60.9 percent of the athletes were white, which is a 0.2 percentage point decrease from last year; African-American participation also decreased to 24 percent, down from 2011's number of 24.5 percent.

In softball, the percentage of white student-athletes dropped in 2011-12 by 0.2 percent from 79.6 percent (2010-11) to 79.4 percent. Latinas accounted for 7.2 percent (a decrease of 0.4 percentage points), African-Americans 4.1 percent (which remained constant from last year's figure), Asians 2.8

percent (a decrease of 0.1 percentage point), and Native Americans 0.8 percent (which also remained constant from last year's figure).

For female athletes across all Division I sports, the level of change in the demographics was also very small. The "two or more races" category saw an increase to 2.2 percent from 1.7 percent in 2010-11, which is the highest that has ever been recorded.

According to the data collected, the percentage of male student-athletes at the Division I, II and III levels who were white amounted to 69.4 percent in 2011-12 versus 69.9 percent in 2010-11. The percentage of African-American male student athletes amounted to 16.2 percent, 4.5 percent for Latinos, 1.7 percent for Asians, 0.4 percent for Native Americans and 1.6 percent for males of two or more races. Non-resident aliens and those classified as "others" accounted for 3.1 percent of male student-athletes. In 2010-11 the percentage of African-American male student athletes amounted to 15.6 percent, 4.4 percent for Latinos, 1.7 percent for Asian men, 0.4 percent for Native Americans, 2.9 percent for non-resident aliens, 3.2 percent for "others" and 1.6 percent for males of two or more races.

In 2011-12, the percentage of Division I, II and III female student-athletes who were white was 76.2 percent, while 8.6 percent were African-American females, 4.2 percent were Latinas, 2.2 percent were Asian females, 0.4 percent were Native American females, 1.8 percent were females of two or more races and 6.4 percent were non-resident aliens and "others" combined. While in 2010-11, the percentage of white female student-athletes amounted to 76.9 percent, 8.9 percent for African-American females, four percent for Latinas, 2.1 percent for Asian females, 0.4 percent for Native American females and 1.5 percent for females of two or more races.

In Divisions I, II and III, white male student-athletes comprised 61.2, 65.4 and 78.1 percent of the total male student-athletes, respectively. Compared to 2010-11, in Divisions I, II and III, white male student-athletes comprised 62.9, 63.1 and 79 percent of the total male student-athletes, respectively. In Division I, white female student-athletes comprised 69.5 percent in 2011-12 versus 70.1 percent in 2010-11 of the total female student-athlete population. In Division II, they make up 77.6 percent in 2011-12 versus 77 percent in 2010-11. In Division III, white females make up 83.5 percent in 2011-12 versus 84 percent in 2010-11.

In Division I, II and III, African-American male student-athletes make up 22 percent, 18.8 percent, and 10.1 percent of total male student-athletes, respectively. Latinos made up 4.1 percent, six percent, and 3.9 percent, respectively and Asians comprised 1.9 percent, 1.3 percent, and 1.9 percent, respectively. Native-Americans made up 0.4 percent, 0.5 percent, and 0.3 percent, respectively. Males of two or more races made up two percent, 1.5 percent, and 1.4 percent, respectively. Those classified as "other" made up 3.3 percent, 2.1 percent, and 3.3 percent in Division I, II and III respectively. Non-resident aliens make up 4.6 percent, 4.5 percent, and one percent of total male student-athletes, respectively.

In Division I, II and III, African-American female student-athletes comprised 12.6 percent, 8.5 percent, and 5.2 percent of the total female student-athlete population, respectively. Latinas made up 4.1 percent, six percent, and 3.3 percent, respectively. Asians comprised 2.3 percent, 1.8 percent, and 2.3 percent, respectively. Native-Americans made up 0.4 percent, 0.5 percent, and 0.3 percent, respectively in each division. Females of two or more races made up 2.2 percent, 1.6 percent, and 1.5 percent, respectively. Those classified as "other" made up 3.3 percent, 2.1 percent, and 3.3 percent in Division I, II and III respectively. Non-resident aliens make up 5.4 percent, 3.7 percent, and 0.6 percent of total female student-athletes, respectively.

RICHARD E. LAPCHICK, DIRECTOR

C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE

According to the NCAA, 43.3 percent of all NCAA Division I, II and III student-athletes combined are female and 56.7 percent are male.

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

Grade for student-athlete participation:

Race:	A+	(29.8 percent)
Gender:	A+	(43.3 percent)

See Tables 7, 8 and 9.

NCAA Headquarters

The data in this section on the NCAA headquarters was supplied by the NCAA for 2012 and is compared to the NCAA data from 2011.

When comparing the numbers between 2011 and 2012, the percentage of the total full time NCAA headquarters staff decreased slightly for African-Americans and women while remaining relatively unchanged for Asians and Latinos. At the chief operating officer, executive vice president, senior vice president and vice president levels in the NCAA headquarters, the percentage of African-Americans has increased between 2011 and 2012. During this same period, no Latinos or Asians held any of these positions. At the managing director/director level, the percent of African-Americans decreased slightly from 17.6 percent in 2011 to 16.4 percent in 2012. The percent of Asians, Latinos and women saw minimal decreases at this level.

At the NCAA headquarters the number of people of color in the positions of chief operating officer, executive vice president, senior vice president and vice president increased from 23.5 percent in 2011 to 26.3 percent in 2012. The data shows that the overall numbers increased from four total people of color in 2011 to five in 2012. The number of women in these same positions increased by one. African-Americans continue to be the only people of color represented at the level of chief operating officer, executive vice president, senior vice president and vice president occupying 26.3 percent of the positions which is up from 23.5 percent in 2011. Whites held the remaining 73.7 percent of the positions in 2012 a 2.8 percentage point decrease from 2010-11.

The percentage of executives at the managing director/director positions who are people of color decreased from 22 percent in 2011 to 20.5 percent in 2012, which was a difference of 1.5 percent. Women accounted for 42.6 percent of these positions in 2011 compared to 42.5 percent in 2012. Whites occupied 79.5 percent of the positions in 2012, while African-Americans represented 16.4 percent, which was a decrease from 17.6 in 2011. The percentage of Latinos decreased slightly from 2.9 percent in 2011 to 2.7 percent in 2012, while the percentage of Asians remained relatively unchanged at 1.5 percent in 2011 and 1.4 percent in 2012.

At the administrator level, the total percentage of people of color has decreased from 20.3 percent in 2011 to 17.7 percent in 2012. The percent of African-Americans decreased from 16.3 percent in 2011 to

14.5 percent in 2012, while the percent of Asians and Latinos remained relatively unchanged at 2.4 percent and just under one percent respectively. The percent of white administrators increased from 79.7 percent in 2011 to 82.4 percent in 2012. The number of women in administrative positions increased slightly from 54.5 percent in 2011 to 55.3 percent in 2012.

Within the support staff positions at the NCAA headquarters, which includes all levels of assistants, the percentage of people of color increased slightly from 19.1 percent in 2011 to 19.4 percent in 2012. The number of women in these positions decreased slightly from 93.3 percent in 2011 to 89.3 percent in 2012.

The total number of full time staff as of September 1, 2012 was 450, which is approximately 60 more than reported in 2011. This is due largely to the fact that data for the NCAA Eligibility Center has been included for the first time with these numbers. The percent of women in the NCAA has decreased from 61.5 percent in 2011 to 59.6 percent in 2012, which is a difference of 1.9 percentage points. The percentage of people of color has also decreased from 20.4 percent in 2011 to 18.9 percent in 2012, with African-Americans decreasing from 16.8 percent in 2011 to 16 percent in 2012.

These numbers are as of September 1, 2012. It should be noted that these numbers are a snapshot in time for the NCAA. As a result, there is some fluctuation that occurs based upon the time of when staff are starting or departing. For consistency in the grading of our reports year to year, all data regarding the NCAA offices is taken from September 1, 2012. As previously mentioned above, it should be noted that the September 1, 2012 numbers include the NCAA Eligibility Center, which is now part of the NCAA national office.

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

The five African-American vice presidents were:

- Bernard W. Franklin, Executive Vice President and Chief Inclusion Officer
- Donald Remy, Executive Vice President of Legal Affairs
- Robert Vowels, Vice President for Student Athlete Affairs
- Bob Williams, Vice President of Communications
- Anucha Browne Sanders, Vice President of Women's Basketball

The four women vice presidents were:

- Julie Roe Lach, Vice President of Enforcement
- Anucha Browne Sanders, Vice President of Women's Basketball
- Kathleen T. McNeely, Vice President of Administration and Chief Financial Officer
- Joni Comstock, Senior Vice President of Championships

Grade for NCAA Headquarters

Race	B+	(18.9 percent)
Gender	A+	(59.6 percent)

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

Head Coaches*

In 2011-2012, the percentage of African-Americans coaching men's teams increased by 0.9 percent in Division I, while there was no change in Division II. Division III saw a 0.1 percent decrease. Whites coaching men's teams decreased in Division I and II by 1.4 percent and 0.3 percent respectively, while Division III saw an increase of 0.1 percent.

White coaches are still the most dominant in all three divisions, holding 86.2 percent, 88 percent, and 91.9 percent of positions within men's sports in Division I, II, and III respectively.

African-Americans held 8.3 percent, 5.2 percent, and 4.2 percent of the men's head coaching positions in Divisions I, II, and III respectively. Latinos held 1.7 percent, 2.8 percent, and 1.7 percent of head coaching positions for men's teams in the respective divisions during 2011-12. Comparing those figures to 2010-11, Latinos coaching men's teams decreased by 0.1 percent in Division II while increasing by 0.1 percent in Division III. Division I saw no change, remaining 1.7 percent. Asians held one percent, 1.2 percent, and 0.8 percent of the head coaching positions for men's teams in the respective divisions, which showed and 0.1 percent increase from 2010-11 in both Divisions I and II, while Division III remained the same. Native American representation was minimal yet again. These figures accounted for male and female head coaches of men's teams.

A major area of concern for the Racial and Gender Report Card is the African-American coaching presence in men's Division I basketball. Each of the past four years has seen a decline in the number, with 2008-2009 at 20.8 percent, 2009-10 at 20.1 percent, 2010-11 at 18.8 percent, and the past year declining to 18.6 percent. This represents a huge drop from the 25.2 percent of African-Americans coaching in men's division I basketball in 2005-06, the highest percentage ever recorded in the Report Card.

Only 6.3 percent of division I baseball coaches were people of color in 2011-12: Latinos made up 3.3 percent, Asians 1.5 percent, African-Americans 1.1 percent, and 0.4 percent were classified as "other." Division I athletics tend to have higher levels of diversity than the other divisions. For men's basketball in all divisions combined, 12.4 percent of coaches were African-American in 2011-12. In all combined divisions for football, African-Americans made up 6.3 percent of coaches, a 1.4 percent increase from 2010-11. In all three divisions for baseball, African-Americans saw no change in representation with 0.9 percent of coaching positions. Latinos increased in all three divisions combined for basketball and football but dropped in baseball. Whites made up 85.2 percent, 91.6 percent, and 95 percent of basketball, football, and baseball head coaching positions respectively in all divisions combined during 2011-12.

African-Americans were unrepresented as head coaches to the effect that the percentage of women coaching men's teams in Division III was actually higher than the percentage of African-Americans coaching men's teams in Division III (five percent versus 4.2 percent).

On the 40-year anniversary of the passage of Title IX, women coaching women's teams still did not represent the majority of coaches in women's sports in any of the three divisions. In Division I women's sports overall in 2011-12, women held 38.6 percent of head coaching positions, while they made up only three percent of all head coaches in men sports at that same level. In Division II, women comprised 34.2 percent of the head coaches of women's teams and only 4.1 percent of the head coaches of men's

teams. At the Division III level, women made up 42.9 percent of all head coaches for women's teams but only five percent of all head coaches for men's teams.

Women head coaches in Division I women's basketball decreased slightly from 64.3 percent in 2010-11 to 62.3 percent in 2011-12. Similarly, women holding head coaching positions in cross country, indoor track and outdoor track at the Division I level decreased from 18.5 percent in 2010-11 to 17.9 percent in 2011-12. In all other women's sports at the Division I level, women held 43.8 percent of head coaching positions (excluding basketball and cross country/track) a 1.1 percentage point decrease from 2010-11 (45 percent) compared to the 56.1 percent held by men, a one percentage point increase from 2010-11 (55.1 percent).

Various sports are studied on an individual basis for women head coaching positions just as they are for men. This can help to obtain a balanced view of coaching positions throughout college sports. The Racial and Gender Report Card examines head coaching percentages in both women's basketball and cross country/indoor and outdoor track programs.

Women's head basketball coaching positions held by whites in Division I in 2011-12 decreased yet again to 82.6 percent, a slight decrease from 2010-11, which was 83.1 percent, and 2009-10, which was 84.3 percent. Women held 62.3 percent of coaching positions within women's basketball at the Division I level in 2011-12, down from 64.3 percent in 2010-11. The percentage of white women's coaches in Division I women's basketball decreased from 51.6 percent in 2010-11 to 50 percent in 2011-12. White men holding the same position in 2011-12 increased to 32.6 percent from 31.5 percent in 2010-11. African-American women held 10.4 percent of head coaching positions within Division I women's basketball in 2011-12. African-American men held 4.1 percent of the same position, totaling 14.5 percent of head coaching positions within Division I women's basketball held by African-Americans. There was one Native American head coach in all of Division I women's college basketball in 2011-12. Three Latino coaches, two female and one male, combined to make up 0.9 percent of all head coaches in Division I women's basketball in 2011-12. One Asian woman held a head coaching position in Division I women's basketball in 2011-12. Much of this data stands in stark contrast to the 47.9 percent of student-athletes playing Division I women's basketball who were African-American in 2011-12.

The highest percentage of head coaching positions held by people of color in women's college sports is found in the Division I track/cross country category. Whites held 75.1 percent of the head coaching positions in Division I women's cross country/track during 2011-12, decreasing again from the previous year total of 77.6 percent, just as 2010-11 saw a lower percentage than 2009-10. African-Americans holding head coaching positions in Division I cross country/track was 18.8 percent in 2011-12, increasing from the 17 percent mark of 2010-11. Latinos held two percent of the same position in 2011-12, also increasing from 1.3 percent in 2010-11. Women overall held 17.9 percent of head coaching positions in cross country/track at the Division I level in 2011-12, a slight decrease from 18.5 percent reported in 2010-11. African-American women held constant in 2011-12 for the third year in a row, holding 6.3 percent of the head coaching positions in cross country/track in Division I, while white women holding the same position decreased from 11.4 percent in 2010-11 to 10.6 percent in 2011-12. Men coached 82.2 percent of the women's cross country/track teams at the Division I level in 2011-12, a slight increase overall from the 81.5 percent reported in 2010-11.

Whites yet again dominated the head coaching positions in women's sports in Division I overall with 84.5 percent head coaching positions, 88.3 percent in Division II, and 92.1 percent in Division III.

Compared to 2010-11, there was a 0.1 percent increase in Division II and decreases of 1.2 percent in Division I and 0.2 percent in Division III.

African-Americans held 7.9 percent (up from 7.5 percent in 2010-11), 4.5 percent (up from 4.4 percent in 2010-11), and 3.8 percent (down from 3.9 percent) of the women's head coaching positions in the three NCAA divisions, respectively. Latinos held two percent, 2.6 percent, and 1.4 percent of head coaching positions for women's teams in Divisions I, II, and III respectively in 2011-12 (1.7 percent, 2.7 percent, and 1.5 percent respectively in 2010-11). Asians held 1.4, 1.4, and 1.2 percent of head coaching positions for women's teams in the respective divisions, which represented a slight decrease in all three divisions from the 2010-11 numbers. Native American representation was minimal. These figures accounted for male and female head coaches of women's teams.

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

Race: B (13.7 percent)

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

Race: B (15.5 percent)

Gender: C- (38.6 percent)

Grade for Head Coaches for all FBS football teams:

Race: B (15 percent)

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

Race: B+ (19.5 percent)

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

Race: B (17.2 percent)

Gender: A (63.3 percent)

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

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

Assistant Coaches*

The assistant coach position is often a stepping-stone to future head coaching positions.

In Division I, African-Americans held 38.5 percent of assistant coaching positions in men's basketball and 25.5 percent of the assistant coach positions in football during the 2011-12 year, slight decreases from 2010-11 percentages of 39.2 percent and 25.6 percent respectively. Only 0.8 percent of Division I college baseball assistant coaches were African-American in 2011-12, a decrease from 1.4 percent in 2010-11. Latinos held five percent of assistant coaching positions in Division I baseball in 2011-12, increasing from 4.5 percent in 2010-11; Latinos held only one percent of the same position in basketball and football in Division I in 2011-12.

On men's teams overall in 2011-12, whites saw decreasing totals in assistant coaching positions for each division. Whites held 74.4 percent, 77.7 percent, and 86.7 percent in Divisions I, II, and III respectively, compared to 74.5 percent, 78.6 percent, and 87.3 percent respectively in 2010-11. African-Americans held 18.2 percent, 12.8 percent, and 8.4 percent in Divisions I, II, and III respectively in 2011-12 compared to 18.8 percent, 12.2 percent, and 8.5 percent respectively of assistant coaching positions in 2010-11. In 2011-12, Latino assistant coaches across the three divisions were 2.2 percent, 3.8 percent, and 1.9 percent respectively (as compared with two percent, 4.6 percent, and 2.1 percent respectively in 2010-11). Asians held 1.3 percent, 0.8 percent, and one percent of assistant head coaching positions in men's sports in 2011-12 as compared to 1.1 percent, one percent, and 0.8 percent respectively in 2010-11. Native Americans experienced minimal representation across all three divisions.

Among the women's teams in 2011-12, whites held 76.2 percent, 79.5 percent, and 87.9 percent of the assistant coaching positions in Divisions I, II, and III respectively. African-Americans saw increases across all divisions in assistant coaching positions in 2011-12. African-Americans held 14.1 percent, nine percent, and 7.2 percent of the women's assistant coach positions in Divisions I, II, and III respectively. In 2010-11, African-Americans held 14.3 percent, 8.7 percent, and seven percent of the assistant coaching jobs in women's sports in the respective divisions.

Latinos held 2.4 percent, 4.2 percent, and 1.7 percent of the assistant coaching positions within women's sports in Divisions I, II, and III respectively in 2011-12. Asians held 2.3 percent, 1.9 percent, and 1.5 percent respectively of the same position. Native Americans in 2011-12 held 0.2 percent, 0.3 percent, and 0.1 percent of assistant coaching positions within women's sports in the three divisions respectively.

The percentage of women assistant coaches in women's sports increased in Division I in 2011-12 from 48.1 in 2010-11 to 48.4 percent; in Division II it decreased from 49.2 percent to 48.8 percent, and in Division III decreased from 50.1 percent in 2010-11 to 49.1 percent in 2011-12.

The presence of women in assistant coaching positions in men's sports were 9.9 percent, 8.1 percent, and 9.7 percent in Divisions I, II, and III respectively in 2011-12, compared to 9.9 percent, 8.4 percent, and 10 percent respectively in 2010-11.

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

Race: A (25.6 percent)

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

Race: A- (23.8 percent)

Gender: C+/B- (48.4 percent)

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

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

College Athletic Directors

In Division I in 2011-12, whites held 89 percent of the athletic director positions, which decreased slightly from the 89.9 percent in 2010-11. African-Americans held 6.3 percent of the athletic director positions in 2011-12, which increased from six percent in 2010-11. Latinos held 2.8 percent of the positions, which remained the same from 2010-11 while Native Americans held 0.6 percent in 2011-12, which remained the same from 2010-11. There were no Asian athletic directors in Division I in 2011-12.

Women continue to struggle to increase representation in the athletic director position. Their representation in Division I decreased by 0.1 percentage point from 8.2 percent in 2010-11 to 8.1 percent in 2011-12. Of that 8.1 percent, white women made up 6.9 percent, while Latinas represented 0.6, and Native Americans and those classified as “other” represented 0.3 percent of the athletic director positions within Division I. There were no Asian or African-American female athletic directors reported in 2011-12.

For a listing of the nine African-American, four Latino, one Asian, and one Native American athletic directors and the four white women (3.3 percent) in charge of an FBS school, see page 11 of this report.. Of the 120 athletic directors who oversee FBS football programs, there were 105 (87.5 percent) whites. The number of people of color within the athletic director position at the FBS level increased by one to 15 (12.5 percent) in 2011-12 from 14 (11.6 percent) in 2010-11.

In Division II, excluding the HBCUs, whites held 90.9 percent of the athletic director jobs in 2011-12, which was a decrease from the 91.2 percent that was reported in 2010-11. African-Americans increased to 4.9 percent in 2011-12 when compared to the four percent in 2010-11. Asians and Latinos remained constant at 0.4 percent and 3.5 percent, respectively, and Native Americans had no representation when comparing the percentages from 2010-11 to 2011-12. The percentage of white men was 75.1 percent in 2011-12, which was a decrease from 76.7 percent in 2010-11.

Women held 17.5 percent of the Division II athletic director positions, which was an increase from 16 percent in 2010-11. White women had 15.8 percent of these positions, which was an increase from 14.5 percent in 2010-11. African-American women represented 1.1 percent in 2011-12 compared with 0.7 percent in 2010-11. Asian women represented 0.4 percent, which remained constant with the numbers reported in 2010-11.

Division III has a poor record for racial diversity among athletic directors as shown by African-Americans holding three percent of these positions and less than one percent held by Asians, Latinos, Native Americans, and those classified as “other.” This division does offer women the greatest opportunity at the athletic director level. Women held 27.9 percent of the athletic director jobs, a decrease of 1.2 percent from 29.1 percent in 2010-11. Among the female athletic directors, white women held 27 percent, African-American women held 0.5 percent, Asian women held 0.2 percent and those classified as “others” held 0.2 percent. There were no Latina or Native American athletic directors in 2011-12 in Division III.

Grade for Division I Athletic Directors:

Race:	C	(10.9 percent)
Gender:	F	(8.2 percent)

See Tables 24, 25, and 26.

College Associate and Assistant Athletic Directors

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

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

At the Associate Athletics Director position, whites comprised 87.5 percent, 89.4 percent and 95.3 percent of the total population at Divisions I, II and III respectively. The percentages in 2011-12 for Division I decreased while there were increases in Division II and III. In 2010-11 they were 88.7 percent, 87.6 percent and 94.8 percent respectively.

In 2011-2012, women lost ground as associate athletic directors in Division II and Division III but gained ground in Division I. In Division I women occupied 30 percent of the positions in 2011-12, which was an increase from 29.3 percent in 2010-11. In Division II women saw a small decrease, as they held 41.1 percent of the associate athletic director positions in 2011-12 compared to the 42 percent in 2010-11. Division III showed a decrease as women occupied 48.9 percent of the associate athletic director position in 2011-12 compared to the 49.1 percent in 2010-11.

African-Americans held 9.2 percent, five percent, and four percent of the Associate Athletics Director positions at Divisions I, II and III, respectively. Latinos held 1.8 percent, 1.8 percent and 0.4 percent of the Associate Athletics Director positions at Divisions I, II and III, respectively. Asians held 0.6 percent, 1.4 percent and zero percent in Divisions I, II and III while Native Americans held 0.3 percent of the Associated Athletics Director positions in Division I and had no representation in Divisions II and III.

At the assistant athletic director position in 2011-12, whites held 88.1 percent, 89.1 percent and 92.3 percent of the positions in Divisions I, II and III, respectively.

African-Americans totaled 8.2 percent, 6.5 percent and 4.2 percent of the assistant athletic directors in 2011-12 for Divisions I, II and III, respectively. Latinos held 1.7 percent, 1.8 percent and 1.9 percent of the assistant athletic directors in 2011-12 for Divisions I, II and III, respectively while Asians held 0.6 percent, 1.1 percent and 0.2 percent of the positions at each level. There were no Native Americans represented in Division II and Division III. However, they made up 0.2 percent in Division I for the assistant athletic director position in 2011-12.

Women occupied 27.9 percent of the assistant athletic directors in Division I, 38.4 percent in Division II and 37.1 percent in Division III in 2011-12.

In Divisions I and II, the gender breakdown was very similar between associate and assistant athletic directors in their respective divisions. Associate athletic directors were 70.1 percent male and 30 percent female in Division I and assistant athletic directors were 72.1 percent male and 27.9 percent female in Division I in 2011-12. In Division II, associate athletic directors were 58.8 percent male and 41.1 percent female and assistant athletic directors were 61.6 percent male and 38.4 percent female in 2011-12. At the Division III level, the associate athletic director position was closer to a 50/50 split between males and females, with males holding 51.2 percent and females holding 48.9 percent; the assistant athletic director position had males holding 62.9 percent and females holding 37.1 percent in 2011-12.

Grade for Division I Associate and Assistant Athletic Directors:

Race: B (12.3 percent)
Gender: C+ (29.1 percent)

See Table 27.

Senior Woman Administrator*

The senior woman administrator (SWA) is a significant title within an athletic department. Women held 98.3 percent, 99.7 percent, and 98.7 percent of the SWA jobs at the Division I, Division II, and Division III levels, respectively.

White women continued to dominate the position with 84.9 percent, 90.3 percent, and 95 percent in Division I, II and III, respectively.

In Division I, African-American women held 9.3 percent (down 0.9 percent from 2010-11), Asian women held 1.6 percent, Latinas held 1.9 percent, and Native American women held 0.6 percent. Asians, Latinas, and Native American women in Division I increased by 0.3 percent from 2010-11. Overall a total of 15 percent SWA positions were occupied by females of color in 2011-12, an increase of 0.3 percent from 2010-11.

The senior woman administrator position is less diverse at the Division II level. White women held 90.3 percent of these positions, a 0.9 percent increase from 2010-11. African-American women held 4.3 percent, Latinas held 2.2 percent, and Asians accounted for 1.1 percent. The number of women of color saw a decrease from 10.6 percent in 2010-11 to 9.8 percent in 2011-12. Overall women held 99.7 percent of all the senior woman administrator positions in Division II.

Senior woman administrators in Division III were 98.7 percent female. Of those holding the senior woman administrator position, 95 percent were white women, 3.1 percent were African-American women, and 0.9 percent were Latina. People of color increased from 3.5 percent in 2010-11 to 4.4 percent in 2011-12.

Grade for Division I Senior Woman Administrators:

Race: B (15 percent)
Gender: A+ (98.4 percent)

See Table 28.

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

Sports Information Directors

The sports information director (SID) position is one of the least diverse positions in all of college sport when HBCUs are excluded. It is 94.9, 92.3, and 97.4 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 94.9 percent white, 2.6 percent African-American, 0.8 percent Asian, 1.3 percent Latino, and 0.6 percent other. Division II consisted of 92.3 percent white, 1.3 percent African-American, 1.7 percent Asian, 2.4 percent Latino, 0.3 percent Native American and 1.7 percent other. Division III consisted of 97.4 percent white, 1.4 percent African-American, 0.2 percent Asian, 0.7 percent Latino, and 0.2 percent other.

Women held 12.1, seven and 11.6 percent of the SID positions in Divisions I, II and III, respectively.

Grade for Division I Sports Information Directors⁺:

Race:	F	(5.3 percent)
Gender:	F	(12.2 percent)

+not calculated in final grade

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

Although there was improvement for people of color in two divisions, whites continued to dominate the professional administration category by holding 85.4 percent, 87.5 percent, and 92.4 percent of all professional administration positions in Divisions I, II and III, respectively.

African-Americans held 9.1 percent, 6.2 percent and 4.3 percent of all professional administration positions in Division I, II, and III, respectively. Latinos held 2.7 percent, 2.8 percent, and 1.4 percent of positions for all professional administration positions in the respective divisions. Asians held 1.5 percent,

1.5 percent, and 0.9 percent of all professional administration positions in Divisions I, II and III, respectively. Native American representation was minimal, less than 0.5 percent in each division.

Women accounted for 34.4 percent, 34.3 percent and 33.6 percent of all professional administration positions in the three NCAA divisions, respectively.

Women were especially well represented in the positions of academic advisor/counselor, life skills coordinator, business manager, and compliance coordinator/officer. In the academic advisor/counselor position, women held 61.5 percent of the positions at Division I institutions. Within the life skills coordinator position, women held 69.5 percent of the positions at Division I institutions. In the business manager position, 55.5 percent of the positions were held by women at Division I institutions. The compliance coordinator/officer also had a strong representation of women at the Division I level holding 50.4 percent of the positions.

Grade for Division I Professional Administrators:

Race:	B	(14.9 percent)
Gender:	B+	(34.3 percent)

See Tables 32 and 32.

NCAA Diversity Initiatives

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

NCAA Grade for Diversity Initiatives⁺: A+

+not calculated in final grade

HOW GRADES ARE CALCULATED

The 2012 College Sport Racial and Gender Report Card data showed that college athletics department hiring practices do not nearly reflect the number of student-athletes of color competing on athletic teams. However, to provide perspective for sports fans, The Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state the workplace should reflect the percentage of the people in the racial group in the population. Thus, with approximately 24 percent of the population being people of color, an **A** was achieved if 24 percent of the positions were held by people of color, **B** if 12 percent of the positions were held by people of color, **C** if it had nine percent, a **D** if it was at least six percent, and **F** for anything below six percent.

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

METHODOLOGY

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

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

The findings were compared to data from previous years. After evaluating the data, the report text was drafted and compared changes to statistics from previous years. The report draft was then sent to the NCAA Headquarters to be reviewed for accuracy. In addition, updates were requested for personnel changes that had occurred. The NCAA was very supportive with several changes that helped clarify the materials.

The report covers both the 2010-11 and 2011-12 academic years depending upon the availability of data for each position. Listings of presidents, athletics directors, and conference commissioners in Football Bowl Subdivision (formerly known as Division IA) were updated as of October 2012, while the names and win-loss records of head football coaches were updated as of October 2012 in order to reflect the latest off-season coaching changes.

It is important to note the NCAA data represents demographics by position, not in sum. There is potential for double counting race or people of color in some instances such as track and field and cross country coaches and senior woman administrator.

ABOUT THE RACIAL AND GENDER REPORT CARD...

This is the 20th issue of the ***Racial and Gender Report Card (RGRC)***, which is the definitive assessment of hiring practices of women and people of color in most of the leading professional and amateur sports and sporting organizations in the United States. The report considers the composition – assessed by racial and gender makeup – of players, coaches and front office/athletic department employees in our country’s leading sports organizations, including the National Basketball Association (NBA), the National Football League (NFL), Major League Baseball (MLB), Major League Soccer (MLS) and the Women’s National Basketball Association (WNBA), as well as in collegiate athletics departments.

The ***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, Florida. Dr. Richard Lapchick has authored all reports, first at Northeastern University and now at UCF. (Until 1998, the report was known as the *Racial Report Card*.) In addition to Lapchick, Robert Agusta, Nathaniel Kinkopf, and Frank McPhee contributed to the completion of the 2012 College Sport Racial and Gender Report Card.

The Institute for Diversity and Ethics in Sport (TIDES)

The Institute for Diversity and Ethics in Sport (“TIDES” or the “Institute”) serves as a comprehensive resource for issues related to gender and race in amateur, collegiate and professional sport. The Institute researches and publishes a variety of studies, including annual studies of student-athlete graduation rates and racial attitudes in sport as well as the internationally recognized Racial and Gender Report Card, an assessment of hiring practices in professional and college sport. Additionally, the Institute conducts diversity management training in conjunction with the National Consortium for Academics and Sports. The Institute also monitors some of the critical ethical issues in college and professional sport, including the potential for exploitation of student-athletes, gambling, performance-enhancing drugs and violence in sport.

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

DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

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

RICHARD E. LAPCHICK, DIRECTOR

C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE

APPENDIX I

NCAA Executive/Senior/Vice Presidents					
	%	#		%	#
2012			2006		
White	73.7%	14	White	81.3%	13
African-American	26.3%	5	African-American	18.8%	3
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Other	0.0%	0	Other	0.0%	0
Women	21.1%	4	Women	25.0%	4
Total	x	19	Total	x	16
2011			2005		
White	76.5%	13	Data Not Recorded		
African-American	23.5%	4	2004		
Latino	0.0%	0	White	87.5%	14
Asian	0.0%	0	African-American	12.5%	2
Other	0.0%	0	Latino	0.0%	0
Women	23.5%	4	Asian	0.0%	0
Total	x	17	Other	0.0%	0
2010			Women	18.8%	3
White	70.6%	12	Total	x	16
African-American	29.4%	5	2003		
Latino	0.0%	0	Data Not Recorded		
Asian	0.0%	0	2002		
Other	0.0%	0	White	81.0%	13
Women	17.6%	3	African-American	19.0%	3
Total	x	17	Latino	0.0%	0
2009			Asian	0.0%	0
White	83.3%	15	Other	0.0%	0
African-American	16.7%	3	Women	25.0%	4
Latino	0.0%	0	Total	x	16
Asian	0.0%	0	2001		
Other	0.0%	0	Data Not Recorded		
Women	22.2%	4	2000		
Total	x	18	White	83.3%	10
2008			African-American	16.7%	3
White	83.3%	15	Latino	0.0%	0
African-American	16.7%	3	Other	0.0%	0
Latino	0.0%	0	Women	26.7%	4
Asian	0.0%	0	Total	x	15
Other	0.0%	0	1999		
Women	22.2%	4	Data Not Recorded		
Total	x	18	1998		
2007			White	81.2%	13
White	82.4%	14	African-American	18.8%	3
African-American	17.6%	3	Latino	0.0%	0
Latino	0.0%	0	Other	0.0%	0
Asian	0.0%	0	Women	25.0%	4
Other	0.0%	0	Total	x	16
Women	23.5%	4			
Total	x	17			

Note: Data provided by the NCAA

x = Data not recorded

TABLE 1

NCAA Managing Directors/Directors					
	%	#		%	#
2012			2006		
White	79.5%	58	White	75.9%	44
African-American	16.4%	12	African-American	19.0%	11
Latino	2.7%	2	Latino	1.7%	1
Asian	1.4%	1	Asian	3.4%	2
Other	0.0%	0	Other	0.0%	0
Women	42.5%	31	Women	41.4%	24
Total	x	73	Total	x	58
2011			2005		
White	77.9%	53	Data Not Recorded		
African-American	17.6%	12	2004		
Latino	2.9%	2	White	81.3%	33
Asian	1.5%	1	African-American	12.5%	5
Other	0.0%	0	Latino	2.0%	1
Women	42.6%	29	Asian	4.0%	2
Total	x	68	Other	0.0%	0
2010			Women	48.0%	20
White	76.4%	55	Total	x	41
African-American	16.7%	12	2003		
Latino	2.8%	2	Data Not Recorded		
Asian	2.8%	2	2002		
Other	1.4%	1	White	79.0%	x
Women	44.4%	32	African-American	14.0%	x
Total	x	72	Latino	5.0%	x
2009			Asian	2.0%	x
White	75.7%	53	Other	0.0%	x
African-American	17.1%	12	Women	42.0%	x
Latino	4.3%	3	Total	x	x
Asian	1.4%	1	2001		
Other	1.4%	1	Data Not Recorded		
Women	41.4%	29	2000		
Total	x	70	White	82.9%	34
2008			African-American	9.7%	4
White	76.5%	52	Latino	2.4%	1
African-American	16.2%	11	Other	4.8%	2
Latino	2.9%	2	Women	39.0%	16
Asian	4.4%	3	Total	x	41
Other	0.0%	0	1999		
Women	41.1%	28	Data Not Recorded		
Total	x	68	1998		
2007			White	85.7%	36
White	77.4%	48	African-American	7.1%	3
African-American	14.5%	9	Latino	2.4%	1
Latino	1.6%	1	Other	4.8%	2
Asian	4.8%	3			
Other	1.6%	1			
Women	41.9%	26			
Total	x	62			

Note: Data provided by the NCAA

x = Data not recorded

TABLE 2

NCAA Administrators					
	%	#		%	#
2012			2006		
White	82.4%	210	White	76.5%	x
African-American	14.5%	37	African-American	19.7%	x
Latino	0.8%	2	Latino	1.1%	x
Asian	2.4%	6	Asian	1.6%	x
Other	0.0%	0	Other	1.1%	x
Women	55.3%	141	Women	55.2%	x
Total	x	255	Total	x	x
2011			2005		
White	79.7%	161	Data Not Recorded		
African-American	16.3%	33	2004		
Latino	1.0%	2	White	76.7%	124
Asian	2.5%	5	African-American	22.2%	37
Other	0.5%	1	Latino	0.0%	0
Women	54.5%	110	Asian	1.2%	2
Total	x	202	Other	0.0%	0
2010			Women	54.3%	88
White	79.2%	160	Total	x	163
African-American	17.3%	35	2003		
Latino	1.0%	2	Data Not Recorded		
Asian	2.5%	5	2002		
Other	0.0%	0	White	77.3%	x
Women	52.0%	105	African-American	22.2%	x
Total	x	202	Latino	0.0%	x
2009			Asian	<1%	x
White	78.0%	160	Other	0.0%	x
African-American	18.0%	37	Women	54.5%	x
Latino	2.0%	4	Total	x	x
Asian	2.0%	4	2001		
Other	0.0%	0	Data Not Recorded		
Women	53.2%	109	2000		
Total	x	205	White	76.6%	105
2008			African-American	21.9%	30
White	76.9%	150	Latino	0.7%	1
African-American	19.0%	37	Other	0.7%	1
Latino	2.1%	4	Women	49.6%	68
Asian	2.1%	4	Total	x	137
Other	0.0%	0	1999		
Women	54.9%	107	Data Not Recorded		
Total	x	195	1998		
2007			White	78.3%	90
White	78.4%	145	African-American	19.1%	22
African-American	18.4%	34	Latino	2.6%	3
Latino	2.2%	4	Other	0.0%	0
Asian	1.1%	2	Women	49.2%	53
Other	0.0%	0	Total	x	115
Women	55.1%	102			
Total	x	185			

*Note: Data provided by the NCAA
x = Data not recorded*

TABLE 3

NCAA Support Staff					
	%	#		%	#
2012			2006		
White	80.6%	83	White	81.6%	x
African-American	17.5%	18	African-American	15.8%	x
Latino	0.0%	0	Latino	0.9%	x
Asian	1.9%	2	Asian	1.8%	x
Other	0.0%	0	Other	0.0%	x
Women	89.3%	92	Women	91.2%	x
Total	x	103	Total	x	x
2011			2005		
White	81.0%	85	Data Not Recorded		
African-American	16.2%	17	2004		
Latino	1.0%	1	White	85.1%	97
Asian	1.9%	2	African-American	12.3%	13
Other	0.0%	0	Latino	0.9%	1
Women	93.3%	98	Asian	1.7%	2
Total	x	105	Other	0.0%	0
2010			Women	90.4%	103
White	80.8%	97	Total	x	113
African-American	16.7%	20	2003		
Latino	0.8%	1	Data Not Recorded		
Asian	1.7%	2	2002		
Other	0.0%	0	White	84.5%	x
Women	93.3%	112	African-American	13.0%	x
Total	x	120	Latino	x	x
2009			Asian	x	x
White	81.0%	98	Other	2.5%	x
African-American	16.5%	20	Women	84.0%	x
Latino	0.8%	1	Total	x	x
Asian	1.7%	2	2001		
Other	0.0%	0	Data Not Recorded		
Women	95.0%	115	2000		
Total	x	121	White	84.0%	100
2008			African-American	13.4%	16
White	80.4%	90	Latino	0.8%	1
African-American	16.1%	18	Other	1.6%	2
Latino	0.0%	0	Women	90.7%	108
Asian	1.8%	2	Total	x	119
Other	1.8%	2	1999		
Women	94.6%	106	Data Not Recorded		
Total	x	112	1998		
2007			White	90.5%	105
White	80.0%	92	African-American	6.9%	8
African-American	16.5%	19	Latino	0.0%	0
Latino	0.9%	1	Other	2.5%	3
Asian	1.7%	2	Women	94.8%	110
Other	0.9%	1	Total	x	122
Women	93.0%	107			
Total	x	115			

Note: Data provided by the NCAA
 x = Data not recorded

TABLE 4

Total Full-Time NCAA Staff		
	%	#
2012		
White	81.1%	365
African-American	16.0%	72
Latino	0.9%	4
Asian	2.0%	9
Other	0.0%	0
Women	59.6%	268
Total	x	450
2011		
White	79.6%	312
African-American	16.8%	66
Latino	1.3%	5
Asian	2.0%	8
Other	0.3%	1
Women	61.5%	241
Total	x	392
2010		
White	79.0%	324
African-American	17.3%	71
Latino	1.2%	5
Asian	2.2%	9
Other	0.2%	1
Women	63.7%	261
Total	x	410
2009		
White	78.7%	326
African-American	17.4%	72
Latino	1.9%	8
Asian	1.7%	7
Other	0.2%	1
Women	62.1%	257
Total	x	414
2008		
White	78.1%	307
African-American	17.6%	69
Latino	0.0%	6
Asian	2.3%	9
Other	0.5%	2
Women	62.3%	245
Total	x	393
2007		
White	78.9%	299
African-American	17.2%	65
Latino	1.6%	6
Asian	1.8%	7
Other	0.5%	2
Women	63.1%	239
Total	x	379

*Note: Data provided by the NCAA.
Data Calculated From Tables 1-4*

TABLE 5

Conference Commissioners						
Division I (FBS)				Division I (All)		
	%	#Men	# Women	%	# Men	# Women
2011-12						
White	100.0%	11	0	96.7%	24	5
African-American	0	0	0	0.0%	0	0
Asian	0	0	0	3.3%	0	1
Latino	0	0	0	0.0%	0	0
Native American	0	0	0	0.0%	0	0
Other	0	0	0	0.0%	0	0
Total		11	0		24	6
2010-11						
White	100.0%	11	0	100.0%	25	5
African-American	0	0	0	0.0%	0	0
Asian	0	0	0	0.0%	0	0
Latino	0	0	0	0.0%	0	0
Native American	0	0	0	0.0%	0	0
Other	0	0	0	0.0%	0	0
Total		11	0		25	5
2009-10						
White	100.0%	11	0	100.0%	25	5
African-American	0	0	0	0.0%	0	0
Asian	0	0	0	0.0%	0	0
Latino	0	0	0	0.0%	0	0
Native American	0	0	0	0.0%	0	0
Other	0	0	0	0.0%	0	0
Total		11	0		25	5
2008-09						
White	100.0%	11	0	100.0%	27	3
African-American	0	0	0	0.0%	0	0
Asian	0	0	0	0.0%	0	0
Latino	0	0	0	0.0%	0	0
Native American	0	0	0	0.0%	0	0
Other	0	0	0	0.0%	0	0
Total		11	0		27	3
2007-08						
White	100.0%	11	0	100.0%	27	3
African-American	0	0	0	0.0%	0	0
Asian	0	0	0	0.0%	0	0
Latino	0	0	0	0.0%	0	0
Native American	0	0	0	0.0%	0	0
Other	0	0	0	0.0%	0	0
Total		11	0		27	3

Note: Data provided by TIDES Leadership Study. Historically Black Institutions excluded.

x= Data not recorded

TABLE 6

Male Student-Athletes: Division I										
				Basketball	Football	Baseball				
2011-12				2003-04						
	White	29.4%	46.4%	85.3%	White	31.6%	48.3%	83.8%		
	African-American	57.2%	43.2%	2.6%	African-American	58.2%	44.3%	6.1%		
	Latino	2.0%	2.3%	6.0%	Latino	1.5%	2.4%	4.9%		
	American Indian/Alaskan Native	0.1%	0.5%	0.4%	American Indian/Alaskan Native	0.3%	0.4%	0.3%		
	Asian/ Pacific Islander	0.1%	2.6%	1.2%	Asian	0.2%	1.6%	1.2%		
	Two or More Races	2.5%	2.0%	1.6%	Non-Resident Aliens	5.7%	0.6%	1.3%		
Non-Resident Aliens	5.9%	0.4%	0.6%	Other	2.5%	2.4%	2.1%			
Other	2.6%	2.7%	2.4%							
2010-2011				2002-03						
	White	30.6%	47.0%	85.0%	White	32.3%	49.3%	84.1%		
	African-American	56.8%	42.4%	2.5%	African-American	57.9%	43.8%	6.1%		
	Latino	1.8%	2.4%	5.9%	Latino	1.3%	2.2%	5.1%		
	American Indian/Alaskan Native	0.1%	0.1%	0.1%	American Indian/Alaskan Native	0.4%	0.4%	0.3%		
	Asian/ Pacific Islander	0.1%	1.0%	1.2%	Asian	0.2%	1.6%	1.2%		
	Two or More Races	1.6%	2.2%	1.3%	Non-Resident Aliens	5.3%	0.5%	1.2%		
Non-Resident Aliens	5.9%	0.3%	1.0%	Other	2.6%	2.3%	2.0%			
Other	2.6%	2.8%	2.6%							
2009-2010				2001-02						
	White	32.7%	48.3%	86.4%	White	32.3%	50.1%	83.4%		
	African-American	58.1%	42.0%	2.8%	African-American	57.7%	42.6%	6.9%		
	Latino	2.0%	2.4%	5.3%	Latino	1.5%	2.1%	5.2%		
	American Indian/Alaskan Native	0.1%	0.1%	0.1%	American Indian/Alaskan Native	0.3%	0.4%	0.4%		
	Asian/ Pacific Islander	0.1%	1.0%	1.3%	Asian	0.2%	1.4%	1.1%		
	Two or More Races	1.2%	1.4%	0.1%	Non-Resident Aliens	4.8%	0.5%	1.1%		
Non-Resident Aliens	4.9%	3.1%	2.7%	Other	3.2%	2.8%	1.9%			
Other	4.9%	3.1%	2.7%							
2008-09				2000-01						
	White	34.2%	50.0%	87.3%	White	32.5%	49.4%	81.3%		
	African-American	57.5%	41.7%	2.5%	African-American	57.1%	42.1%	6.7%		
	Latino	2.2%	2.6%	5.3%	Latino	1.4%	2.1%	5.6%		
	American Indian/Alaskan Native	0.1%	0.1%	0.1%	American Indian/Alaskan Native	0.4%	0.4%	0.4%		
	Asian/ Pacific Islander	0.1%	1.1%	1.1%	Asian	0.2%	1.3%	0.9%		
	Two or More Races	x	x	x	Non-Resident Aliens	5.1%	1.7%	2.1%		
Non-Resident Aliens	0.1%	0.1%	0.0%	Other	3.3%	2.9%	3.0%			
Other	4.5%	3.0%	2.3%							
2007-08				1999-00						
	White	32.0%	50.0%	86.9%	White	34.6%	51.3%	83.0%		
	African-American	60.4%	42.4%	3.3%	African-American	55.0%	39.5%	6.6%		
	Latino	2.2%	2.4%	6.0%	Latino	1.6%	1.8%	4.3%		
	American Indian/Alaskan Native	0.1%	0.1%	0.1%	American Indian/Alaskan Native	0.2%	0.3%	0.4%		
	Asian	0.1%	1.0%	1.2%	Asian	0.3%	1.3%	1.1%		
	Two or More Races	0.1%	0.1%	0.1%	Non-Resident Aliens	3.0%	0.2%	0.6%		
Non-Resident Aliens	0.1%	0.1%	0.1%	Other	5.3%	5.7%	3.9%			
Other	5.7%	2.3%	1.7%							
2006-07				1998-99						
	White	32.5%	47.0%	84.5%	White	34.0%	46.9%	88.1%		
	African-American	60.4%	45.9%	6.0%	African-American	55.9%	46.4%	2.8%		
	Latino	1.8%	2.2%	5.4%	Latino	1.4%	1.9%	4.7%		
	American Indian/Alaskan Native	0.4%	0.4%	0.4%	American Indian/Alaskan Native	0.3%	0.4%	0.5%		
	Asian	0.4%	1.6%	1.2%	Asian	0.3%	2.0%	0.8%		
	Two or More Races	4.7%	2.9%	2.5%	Non-Resident Aliens	5.5%	1.0%	1.4%		
Non-Resident Aliens	4.7%	2.9%	2.5%	Other	2.6%	1.9%	1.7%			
Other	4.7%	2.9%	2.5%							
2005-06				1997 - 98						
	White	29.9%	47.1%	84.6%	Data Not Recorded					
	African-American	58.9%	45.4%	5.7%	Data Not Recorded					
	Latino	1.8%	2.1%	5.0%	Data Not Recorded					
	American Indian/Alaskan Native	0.3%	0.9%	0.4%	Data Not Recorded					
	Asian	0.5%	1.6%	1.1%	Data Not Recorded					
	Two or More Races	6.2%	2.4%	1.0%	Data Not Recorded					
Non-Resident Aliens	6.2%	2.4%	1.0%	Data Not Recorded						
Other	2.3%	0.4%	2.5%	Data Not Recorded						
2004-05				1996-97						
	White	31.9%	47.7%	83.7%	White	33.8%	46.9%	89.5%		
	African-American	57.8%	45.4%	6.5%	African-American	57.3%	47.6%	3.0%		
	Latino	1.5%	2.3%	5.4%	Latino	1.5%	1.9%	4.3%		
	American Indian/Alaskan Native	0.6%	0.3%	0.3%	American Indian/Alaskan Native	0.2%	0.3%	0.5%		
	Asian	0.4%	1.6%	1.2%	Asian	0.3%	1.2%	0.6%		
	Two or More Races	5.4%	0.4%	1.0%	Non-Resident Aliens	4.4%	0.6%	0.9%		
Non-Resident Aliens	5.4%	0.4%	1.0%	Other	2.5%	1.5%	1.2%			
Other	2.5%	2.3%	1.9%							
2003-04				1992 - 96						
	White	31.9%	47.7%	83.7%	Data Not Recorded					
	African-American	57.8%	45.4%	6.5%	Data Not Recorded					
	Latino	1.5%	2.3%	5.4%	Data Not Recorded					
	American Indian/Alaskan Native	0.6%	0.3%	0.3%	Data Not Recorded					
	Asian	0.4%	1.6%	1.2%	Data Not Recorded					
	Two or More Races	5.4%	0.4%	1.0%	Data Not Recorded					
Non-Resident Aliens	5.4%	0.4%	1.0%	Data Not Recorded						
Other	2.5%	2.3%	1.9%							
2002-03				1991-92						
	White	31.9%	47.7%	83.7%	White	34.5%	53.2%	90.0%		
	African-American	57.8%	45.4%	6.5%	African-American	61.8%	42.7%	4.3%		
	Latino	1.5%	2.3%	5.4%	Latino	0.8%	1.4%	3.9%		
	American Indian/Alaskan Native	0.6%	0.3%	0.3%	American Indian/Alaskan Native	0.2%	0.3%	0.3%		
	Asian	0.4%	1.6%	1.2%	Asian	0.2%	1.0%	0.7%		
	Two or More Races	5.4%	0.4%	1.0%	Non-Resident Aliens	x	x	x		
Non-Resident Aliens	5.4%	0.4%	1.0%	Other	2.5%	1.4%	0.8%			
Other	2.5%	2.3%	1.9%							

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

TABLE 7

Female Student-Athletes: Division I									
				Basketball	Outdoor Track	Softball			
				Basketball	Outdoor Track	Softball			
2011-12				2005-06					
	White	38.2%	60.9%	79.4%		White	44.3%	60.0%	79.2%
	African-American	47.9%	24.0%	4.1%		African-American	44.6%	27.7%	7.8%
	Latino	2.0%	4.0%	7.2%		Latino	1.6%	3.4%	6.7%
	American Indian/Alaskan Native	0.6%	0.5%	0.8%		American Indian/Alaskan Native	0.3%	0.4%	0.5%
	Asian/ Pacific Islander	1.1%	1.4%	2.8%		Asian	1.6%	1.3%	1.9%
	Two or More Races	3.1%	2.3%	2.5%		Non-Resident Aliens	5.2%	4.5%	1.7%
	Non-Resident Aliens	4.1%	3.6%	1.0%		Other	2.4%	2.7%	2.4%
	Other	3.0%	3.3%	2.1%					
2010-11				2004-05					
	White	39.3%	61.1%	79.6%		White	44.6%	59.7%	80.6%
	African-American	47.4%	24.5%	4.1%		African-American	43.7%	28.5%	7.9%
	Latino	1.8%	4.0%	7.6%		Latino	1.6%	3.2%	5.9%
	American Indian/Alaskan Native	0.1%	0.1%	0.8%		American Indian/Alaskan Native	0.5%	0.4%	0.5%
	Asian/ Pacific Islander	1.3%	1.4%	2.9%		Asian	1.3%	1.2%	1.9%
	Two or More Races	2.6%	1.9%	2.0%		Non-Resident Aliens	5.8%	3.9%	1.2%
	Non-Resident Aliens	4.0%	3.7%	1.0%		Other	2.5%	3.1%	2.0%
	Other	2.7%	2.8%	1.8%					
2009-10				2003-04					
	White	43.2%	62.3%	82.0%		White	46.8%	59.6%	79.4%
	African-American	47.5%	26.1%	3.4%		African-American	41.6%	28.1%	9.1%
	Latino	1.5%	4.0%	7.7%		Latino	1.8%	3.2%	5.1%
	American Indian/Alaskan Native	0.1%	0.1%	0.7%		American Indian/Alaskan Native	0.5%	0.4%	0.6%
	Asian/ Pacific Islander	1.6%	1.4%	2.8%		Asian	1.3%	1.2%	2.1%
	Two or More Races	1.4%	0.9%	1.3%		Non-Resident Aliens	5.3%	4.3%	1.3%
	Other	4.3%	4.6%	2.4%		Other	2.8%	3.2%	2.3%
2008-09				2002-03					
	White	44.0%	64.0%	82.5%		White	48.7%	61.0%	79.9%
	African-American	47.8%	28.0%	4.0%		African-American	40.9%	27.6%	9.1%
	Latino	1.7%	3.6%	8.0%		Latino	1.7%	3.0%	4.8%
	American Indian/Alaskan Native	0.1%	0.1%	0.1%		American Indian/Alaskan Native	0.6%	0.4%	0.5%
	Asian/ Pacific Islander	1.0%	0.1%	2.0%		Asian	1.2%	1.4%	1.9%
	Non-Resident Aliens			1.0%		Non-Resident Aliens	4.5%	3.7%	1.0%
	Two or More Races	0.1%	0.1%	1.0%		Other	2.4%	3.0%	2.8%
	Other	4.0%	4.6%	2.8%					
2007-08				2001-02					
	White	44.5%	59.6%	87.0%		White	50.2%	60.5%	80.7%
	African-American	46.2%	28.7%	2.3%		African-American	39.7%	28.0%	9.0%
	Latino	1.8%	5.9%	6.6%		Latino	1.7%	3.0%	4.1%
	American Indian/Alaskan Native	0.1%	0.1%	0.1%		American Indian/Alaskan Native	0.5%	0.5%	0.6%
	Asian	1.7%	1.7%	1.7%		Asian	0.8%	1.0%	1.7%
	Native Hawaiian/Pacific Islander	0.1%	0.1%	0.1%		Non-Resident Aliens	4.3%	3.6%	1.0%
	Two or More Races	0.8%	0.1%	0.1%		Other	2.8%	3.3%	2.8%
	Other	4.8%	3.5%	1.9%					
2006-07				2000-01					
	White	44.4%	60.8%	78.6%		White	50.6%	58.1%	68.9%
	African-American	47.4%	28.7%	8.5%		African-American	38.6%	28.1%	8.4%
	Latino	2.0%	3.6%	6.8%		Latino	1.7%	2.5%	3.1%
	American Indian/Alaskan Native	0.4%	0.5%	0.6%		American Indian/Alaskan Native	0.5%	0.4%	0.3%
	Asian	1.1%	1.4%	2.3%		Asian	0.8%	1.0%	3.6%
	Other	4.7%	4.9%	3.2%		Non-Resident Aliens	5.0%	5.7%	6.8%
				1999-00					
						White	53.6%	61.9%	80.3%
						African-American	35.7%	26.8%	8.6%
						Latino	1.5%	2.4%	3.5%
						American Indian/Alaskan Native	0.4%	0.3%	0.6%
						Asian	0.7%	0.8%	1.3%
						Non-Resident Aliens	2.4%	2.1%	0.6%
						Other	5.6%	5.7%	5.2%

Data provided by the NCAA. Historically Black institutions excluded.

Note: Percentages may not equal 100 percent due to rounding

x=Data not recorded

TABLE 8

All Student-Athletes									
	Division I		Division II		Division III		All Divisions		
	Male	Female	Male	Female	Male	Female	Male	Female	
2011-12									
White	61.2%	69.5%	65.4%	77.6%	78.1%	83.5%	69.4%	76.2%	
African-American	22.0%	12.6%	18.8%	8.5%	10.1%	5.2%	16.2%	8.6%	
Latino	4.1%	4.1%	6.0%	6.0%	3.9%	3.3%	4.5%	4.2%	
American Indian/Alaskan Native	0.4%	0.4%	0.5%	0.5%	0.3%	0.3%	0.4%	0.4%	
Asian/Pacific Islander	1.9%	2.3%	1.3%	1.8%	1.9%	2.3%	1.7%	2.2%	
Two or More Races	2.0%	2.2%	1.5%	1.6%	1.4%	1.5%	1.6%	1.8%	
Non-Resident Aliens	4.6%	5.4%	4.5%	3.7%	1.0%	0.6%	3.1%	3.2%	
Other	3.3%	3.5%	2.1%	2.2%	3.3%	3.4%	3.1%	3.2%	
2010-11									
White	62.9%	70.1%	63.1%	77.0%	79.0%	84.0%	69.9%	76.9%	
African-American	21.2%	13.0%	18.3%	8.6%	9.4%	5.0%	15.6%	8.9%	
Latino	4.3%	4.1%	6.0%	5.5%	3.7%	3.2%	4.4%	4.0%	
American Indian/Alaskan Native	0.4%	0.4%	0.5%	0.5%	0.2%	0.3%	0.4%	0.4%	
Asian/Pacific Islander	1.9%	2.3%	1.3%	1.7%	1.9%	2.0%	1.7%	2.1%	
Two or More Races	1.5%	1.7%	2.6%	1.4%	1.1%	1.2%	1.6%	1.5%	
Non-Resident Aliens	4.5%	5.2%	3.9%	3.4%	0.9%	0.5%	2.9%	3.0%	
Other	3.0%	3.0%	2.1%	1.9%	3.7%	3.8%	3.2%	3.1%	
2009-10									
White	65.4%	73.5%	69.5%	80.4%	81.0%	85.7%	72.8%	79.7%	
African-American	22.0%	13.0%	19.0%	9.0%	10.0%	5.0%	16.1%	9.2%	
Latino	4.0%	4.0%	6.3%	5.8%	3.6%	2.9%	4.0%	4.0%	
American Indian/Alaskan Native	0.3%	0.4%	0.5%	0.5%	0.2%	0.3%	0.3%	0.4%	
Asian/Pacific Islander	2.1%	2.4%	1.3%	0.3%	2.1%	2.1%	1.8%	2.2%	
Two or More Races	1.0%	1.2%	0.7%	1.0%	0.7%	0.8%	0.8%	1.0%	
Other	5.2%	5.0%	2.0%	2.0%	3.0%	3.0%	3.6%	3.8%	
2008-09									
White	66.7%	74.0%	70.1%	80.4%	82.4%	86.6%	74.0%	80.2%	
African-American	21.5%	13.0%	18.0%	8.0%	9.0%	5.0%	15.5%	8.9%	
Latino	4.0%	4.0%	6.5%	6.0%	3.0%	3.0%	4.3%	4.0%	
American Indian/Alaskan Native	0.1%	0.3%	0.5%	0.5%	0.2%	0.2%	0.3%	0.3%	
Asian/Pacific Islander	2.0%	2.3%	1.5%	1.8%	2.1%	2.1%	1.8%	2.2%	
Two or More Races	0.1%	0.4%	0.4%	0.6%	0.5%	0.6%	0.5%	0.6%	
Other	5.0%	5.0%	3.0%	2.3%	3.0%	3.0%	3.5%	3.7%	
2007-08									
White	58.7%	73.5%	70.7%	81.0%	82.9%	87.4%	74.5%	83.6%	
African-American	31.4%	14.0%	18.0%	7.7%	9.0%	4.7%	16.1%	6.8%	
Latino	4.0%	4.7%	6.6%	6.3%	3.3%	2.7%	4.3%	4.0%	
American Indian/Alaskan Native	0.4%	0.3%	0.5%	0.6%	0.2%	0.2%	0.3%	0.3%	
Asian/Pacific Islander	1.3%	2.0%	1.3%	1.7%	1.9%	2.2%	1.7%	2.1%	
Two or More Races	0.3%	0.5%	0.2%	0.5%	0.4%	0.5%	0.3%	0.5%	
Other	3.0%	5.0%	2.6%	2.4%	2.4%	2.4%	2.7%	2.7%	

Data provided by the NCAA. Historically Black institutions excluded.

Note: Percentages may not equal 100 percent due to rounding

x=Data not recorded

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

TABLE 10

RICHARD E. LAPCHICK, DIRECTOR
 C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE

College Head Coaches: Men's Teams																							
	Basketball						Football						Baseball										
	%		#		%		#		%		#		%		#								
	Division I												Division I, II, III										
2011-12	White	79.8%	253	86.9%	193	98.3%	257	2011-12	White	85.2%	859	91.6%	556	95.0%	846								
	African-American	18.6%	59	11.3%	25	1.1%	3		African-American	12.4%	123	6.3%	38	0.9%	8								
	Asian	0.0%	0	0.0%	0	1.5%	4		Asian	0.5%	5	0.7%	4	1.0%	9								
	Latino	0.6%	2	0.5%	1	3.3%	9		Latino	0.9%	9	0.8%	5	2.2%	20								
	Native American	0.0%	0	0.5%	1	0.0%	0		Native American	0.0%	0	0.1%	1	0.0%	0								
	Other	0.3%	1	0.5%	1	0.4%	1		Other	1.1%	11	0.3%	2	0.8%	7								
2010-11	White	80.0%	252	88.9%	193	93.4%	254	2010-11	White	85.7%	856	93.8%	559	94.6%	832								
	African-American	18.7%	59	8.8%	19	1.1%	3		African-American	12.4%	124	4.9%	29	0.9%	8								
	Asian	0.0%	0	0.9%	2	1.5%	4		Asian	0.2%	2	0.5%	3	0.7%	6								
	Latino	0.6%	2	0.5%	1	3.7%	10		Latino	0.8%	8	0.5%	3	3.0%	26								
	Native American	0.0%	0	0.9%	2	0.0%	0		Native American	0.1%	1	0.3%	2	0.0%	0								
	Other	0.6%	2	0.0%	0	0.4%	1		Other	0.8%	8	0.0%	0	0.9%	8								
2009-10	White	78.1%	242	90.7%	196	94.2%	259	2009-10	White	84.7%	830	94.9%	556	94.4%	822								
	African-American	20.7%	64	6.9%	15	1.1%	3		African-American	12.9%	126	3.8%	22	1.0%	9								
	Asian	0.0%	0	0.5%	1	1.5%	4		Asian	0.2%	2	0.3%	2	0.8%	7								
	Latino	0.7%	2	0.9%	2	2.2%	6		Latino	1.0%	10	0.5%	3	2.5%	22								
	Native American	0.0%	0	0.9%	2	0.0%	0		Native American	0.1%	1	0.3%	2	0.1%	1								
	Other	0.7%	2	0.0%	0	1.1%	3		Other	1.1%	11	0.2%	1	1.2%	10								
2008-09	White	77.6%	239	93.1%	201	94.5%	259	2008-09	White	85.3%	841	95.6%	559	94.1%	812								
	African-American	20.8%	64	5.1%	11	1.1%	3		African-American	12.6%	124	2.6%	15	1.2%	10								
	Asian	0.0%	0	0.0%	0	1.5%	4		Asian	0.2%	2	0.3%	2	0.9%	8								
	Latino	1.3%	4	0.9%	2	2.6%	7		Latino	1.0%	10	0.5%	3	3.0%	26								
	Native American	0.0%	0	0.9%	2	0.0%	0		Native American	0.1%	1	0.5%	3	0.0%	0								
	Other	0.0%	1	0.0%	0	0.4%	1		Other	0.8%	8	0.5%	3	0.8%	7								
2007-08	White	76.3%	232	93.5%	200	96.0%	257	2007-08	White	85.5%	833	95.2%	553	94.9%	819								
	African-American	22.4%	68	4.7%	10	0.4%	1		African-American	12.4%	121	2.9%	17	0.8%	7								
	Asian	0.0%	0	0.0%	0	1.5%	4		Asian	0.4%	4	0.3%	2	0.9%	8								
	Latino	0.7%	2	0.5%	1	2.2%	6		Latino	0.9%	9	0.5%	3	2.9%	25								
	Native American	0.3%	1	0.9%	2	0.0%	0		Native American	0.2%	2	0.5%	3	0.1%	1								
	Other	0.3%	1	0.5%	1	0.0%	0		Other	0.5%	5	0.5%	3	0.4%	3								
2006-07	Data Not Recorded						Data Not Recorded						Data Not Recorded										
2005-06	White	73.9%	x	92.7%	x	95.9%	x	2005-06	White	84.2%	x	95.4%	x	95.3%	x								
	African-American	25.2%	x	6.1%	x	0.5%	x		African-American	14.0%	x	3.2%	x	0.7%	x								
	Asian	0.0%	x	0.0%	x	0.0%	x		Asian	0.3%	x	0.0%	x	0.5%	x								
	Latino	0.5%	x	1.2%	x	2.6%	x		Latino	1.0%	x	0.7%	x	2.7%	x								
	Native American	0.5%	x	0.0%	x	0.0%	x		Native American	0.3%	x	0.0%	x	0.2%	x								
	Other	0.0%	x	0.0%	x	1.0%	x		Other	0.0%	x	0.5%	x	0.7%	x								
2004-05	Data Not Recorded						Data Not Recorded						Data Not Recorded										
2003-04	White	76.4%	201	96.0%	179	96.4%	217	2003-04	White	86.0%	713	97.7%	502	96.2%	702								
	African-American	23.2%	61	2.9%	4	0.9%	2		African-American	12.3%	102	1.6%	8	0.7%	5								
	Other	0.4%	1	1.1%	2	2.7%	6		Other	1.7%	14	0.8%	4	3.1%	23								
2001-03	Data Not Recorded						Data Not Recorded						Data Not Recorded										
2000-01	White	76.7%	x	96.9%	x	97.5%	x	2000-01	White	86.6%	x	97.1%	x	96.8%	x								
	African-American	22.9%	x	2.1%	x	0.0%	x		African-American	12.7%	x	2.0%	x	0.4%	x								
	Other	0.4%	x	1.0%	x	2.5%	x		Other	0.7%	x	0.9%	x	2.8%	x								
1999-2000	White	78.0%	x	95.3%	x	95.2%	x	1999-2000	White	85.9%	x	97.3%	x	96.0%	x								
	African-American	21.6%	x	4.7%	x	0.4%	x		African-American	12.7%	x	1.8%	x	0.4%	x								
	Other	0.3%	x	0.0%	x	4.4%	x		Other	1.4%	x	0.9%	x	3.6%	x								
1998-99	Data Not Recorded						Data Not Recorded						Data Not Recorded										
1997-98	White	79.9%	x	92.2%	x	96.7%	x	1997-98	White	87.2%	x	97.0%	x	96.7%	x								
	African-American	19.4%	x	7.8%	x	0.4%	x		African-American	12.2%	x	2.6%	x	0.7%	x								
	Other	0.7%	x	0.0%	x	2.9%	x		Other	0.6%	x	0.4%	x	2.6%	x								
1996-97	Data Not Recorded						Data Not Recorded						Data Not Recorded										
1995-96	White	81.5%	x	94.4%	x	97.6%	x	1995-96	White	87.3%	x	96.5%	x	97.6%	x								
	African-American	17.4%	x	5.6%	x	0.0%	x		African-American	11.3%	x	2.7%	x	0.8%	x								
	Other	1.0%	x	0.0%	x	2.4%	x		Other	1.5%	x	0.7%	x	1.6%	x								

Data provided by the NCAA. Historically Black institutions excluded.

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

x=Data not recorded

TABLE 11

RICHARD E. LAPCHICK, DIRECTOR
 C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE

Women Head Coaches				
	Men's Sports		Women's Sports	
	%	#	%	#
2011-12				
Division I	3.0%	84	38.6%	1305
Division II	4.1%	81	34.2%	791
Division III	5.0%	184	42.9%	1744
2010-11				
Division I	3.0%	85	39.5%	1317
Division II	4.4%	84	33.7%	744
Division III	4.7%	174	42.4%	1714
2009-10				
Division I	2.8%	77	39.8%	1308
Division II	3.3%	60	32.6%	669
Division III	4.7%	173	42.5%	1715
2008-09				
Division I	2.8%	78	40.1%	1311
Division II	3.5%	62	32.8%	672
Division III	4.7%	172	42.7%	1697
2007-08				
Division I	2.7%	74	40.0%	1287
Division II	3.7%	67	32.8%	671
Division III	5.0%	177	43.0%	1687
<i>Note: Data provided by the NCAA. Historically Black institutions excluded.</i>				
<i>x=Data not recorded</i>				TABLE 12

RICHARD E. LAPCHICK, DIRECTOR

C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE

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
2011-12						
White	86.2%	84.5%	88.0%	88.3%	91.9%	92.0%
African-American	8.3%	7.9%	5.2%	5.2%	4.2%	3.8%
Asian	1.0%	1.3%	1.2%	1.2%	0.8%	1.2%
Latino	1.7%	2.0%	2.8%	2.8%	1.7%	1.4%
Native American	0.4%	0.5%	0.1%	0.1%	0.2%	0.0%
2010-11						
White	87.6%	85.6%	88.3%	88.3%	91.8%	91.8%
African-American	7.4%	7.4%	5.2%	4.4%	4.3%	3.9%
Asian	0.9%	1.6%	1.1%	1.5%	0.8%	1.4%
Latino	1.7%	1.7%	2.9%	2.6%	1.6%	1.5%
Native American	0.4%	0.3%	0.2%	0.1%	0.4%	0.2%
2009-10						
White	89.3%	87.5%	89.4%	89.5%	91.9%	91.4%
African-American	7.1%	7.2%	5.1%	4.6%	4.2%	4.1%
Asian	0.7%	1.3%	1.0%	1.5%	0.8%	1.2%
Latino	1.8%	2.0%	3.2%	3.0%	1.3%	1.5%
Native American	0.2%	0.3%	0.2%	0.1%	0.4%	0.3%
2008-09						
White	89.3%	87.7%	89.2%	89.5%	92.1%	91.7%
African-American	6.8%	7.2%	4.8%	4.8%	3.9%	4.0%
Asian	0.8%	1.2%	1.0%	1.4%	0.9%	1.5%
Latino	1.8%	1.6%	3.4%	2.9%	1.4%	1.3%
Native American	0.3%	0.4%	0.2%	0.1%	0.2%	0.1%
2007-08						
White	89.5%	88.0%	89.5%	89.8%	91.9%	91.8%
African-American	6.9%	6.9%	4.5%	4.3%	4.2%	4.5%
Asian	0.8%	1.4%	1.3%	1.8%	0.6%	1.5%
Latino	1.7%	1.9%	3.8%	2.7%	1.5%	1.3%
Native American	0.2%	0.1%	0.2%	0.3%	0.2%	0.1%
2006-07						
Data Not Recorded						
2005-06						
White	90.6%	89.6%	89.5%	89.9%	93.4%	92.9%
African-American	7.3%	6.6%	4.4%	4.3%	4.1%	4.2%
Asian	0.4%	1.1%	0.7%	1.2%	0.6%	1.2%
Latino	1.1%	1.6%	3.6%	2.9%	1.5%	1.3%
Native American	0.2%	0.2%	0.6%	0.3%	0.1%	0.0%

Data provided by the NCAA. Historically Black institutions excluded.

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

TABLE 13

College Head Coaches: Division I								
	Men's Sports				Women's Sports			
	Men		Women		Men		Women	
	%	#	%	#	%	#	%	#
2011-12								
White	84.1%	2386	2.1%	60	51.8%	1749	32.7%	1106
African-American	7.5%	214	0.7%	21	4.5%	152	3.4%	115
Asian	1.0%	27	0.0%	0	0.9%	29	0.5%	16
Latino	1.6%	46	0.1%	2	1.3%	44	0.7%	22
Native American	0.4%	11	0.0%	0	0.3%	11	0.1%	5
Other	2.4%	69	0.0%	1	2.6%	88	1.2%	41
Total	97.0%	2753	2.9%	84	61.4%	2073	38.6%	1305
2010-11								
White	85.3%	2389	2.3%	65	52.1%	1732	33.8%	1122
African-American	6.7%	189	0.6%	17	4.0%	132	3.5%	115
Asian	0.9%	26	0.0%	0	0.9%	31	0.6%	21
Latino	1.6%	46	0.04%	1	1.2%	40	0.5%	15
Native American	0.4%	10	0.0%	0	0.2%	8	0.1%	3
Other	2.0%	56	0.1%	2	1.9%	63	1.2%	41
Total	97.0%	2716	3.0%	85	60.4%	2006	39.6%	1317
2009-10								
White	87.1%	2434	2.2%	61	53.0%	1735	34.8%	1139
African-American	6.6%	185	0.5%	14	3.9%	128	3.4%	110
Asian	0.7%	20	0.0%	0	0.8%	26	0.5%	16
Latino	1.8%	49	0.0%	1	1.4%	47	0.5%	18
Native American	0.2%	5	0.0%	0	0.2%	7	0.1%	3
Other	0.8%	23	0.0%	1	0.7%	22	0.7%	22
Total	97.2%	2716	2.8%	77	60.0%	1965	40.0%	1308
2008-09								
White	87.2%	2437	2.1%	60	52.8%	1728	34.9%	1143
African-American	6.2%	174	0.6%	16	3.9%	127	3.3%	109
Asian	0.8%	21	0.0%	0	0.8%	26	0.4%	14
Latino	1.8%	49	0.0%	1	1.1%	36	0.5%	17
Native American	0.2%	6	0.0%	1	0.2%	7	0.2%	7
Other	1.1%	30	0.0%	0	1.1%	37	0.6%	21
Total	97.2%	2717	2.8%	78	59.9%	1961	40.1%	1311
2007-08								
White	87.5%	2423	2.0%	56	52.8%	1699	35.1%	1130
African-American	6.3%	174	0.6%	16	3.7%	120	3.1%	101
Asian	0.8%	23	0.0%	0	1.0%	31	0.4%	14
Latino	1.6%	45	0.0%	1	1.2%	39	0.7%	22
Native American	0.1%	4	0.0%	1	0.1%	3	0.0%	0
Other	0.9%	26	0.0%	0	1.1%	36	0.6%	20
Total	97.3%	2695	2.7%	74	60.0%	1928	40.0%	1287
2006-07								
Data Not Recorded								
2005-06								
White	87.8%	x	2.8%	x	54.3%	x	35.3%	x
African-American	6.7%	x	0.6%	x	3.6%	x	3.0%	x
Asian	0.4%	x	0.0%	x	0.8%	x	0.3%	x
Latino	1.1%	x	0.0%	x	1.2%	x	0.4%	x
Native American	0.1%	x	0.1%	x	0.1%	x	0.1%	x
Other	0.5%	x	0.1%	x	0.4%	x	0.5%	x
Total	96.6%	x	3.6%	x	60.4%	x	39.6%	x
2004-05								
Data Not Recorded								
2003-04								
White	87.6%	2030	1.9%	45	52.5%	1349	38.8%	995
African-American	7.2%	167	0.5%	11	3.4%	106	1.6%	79
Asian	0.5%	12	0.0%	1	0.9%	23	0.3%	10
Latino	1.4%	33	0.1%	2	1.3%	26	0.4%	8
Native American	0.1%	2	0.0%	1	0.0%	1	0.1%	2
Other	0.6%	14	0.0%	0	0.6%	17	0.1%	6
Total	97.4%	2258	2.5%	60	58.7%	1522	41.3%	1100
2001-03								
Data Not Recorded								
2000-01								
White	87.4%	x	2.5%	x	51.2%	x	38.1%	x
African-American	6.9%	x	0.4%	x	4.0%	x	3.2%	x
Asian	0.1%	x	0.0%	x	0.9%	x	0.4%	x
Latino	1.4%	x	0.1%	x	0.9%	x	0.5%	x
Native American	0.0%	x	0.0%	x	0.0%	x	0.1%	x
Other	0.1%	x	0.0%	x	0.6%	x	0.0%	x
Total Women	x	x	3.0%	x	x	x	42.3%	x
1999-00								
Data Not Recorded								
1998-99								
White	89.8%	x	2.0%	x	52.5%	x	39.1%	x
African-American	5.9%	x	0.1%	x	3.1%	x	2.6%	x
Other	2.2%	x	0.0%	x	2.2%	x	0.4%	x
Total Women	x	x	0.2%	x	x	x	42.1%	x

Data provided by the NCAA. Historically Black institutions excluded.

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

x=Data not recorded

TABLE 14

RICHARD E. LAPCHICK, DIRECTOR
 C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE

College Head Coaches: Division II								
	Men's Sports				Women's Sports			
	Men %	#	Women %	#	Men %	#	Women %	#
2011-12								
White	84.8%	1693	3.3%	65	57.8%	1339	30.5%	705
African-American	4.9%	98	0.3%	6	3.3%	77	1.2%	28
Asian	1.0%	20	0.2%	3	1.0%	22	0.4%	10
Latino	2.7%	53	0.2%	3	1.7%	40	0.9%	21
Native American	0.1%	2	0.0%	0	0.0%	1	0.1%	2
Other	2.5%	50	0.2%	4	1.9%	45	1.1%	25
Total	96.0%	1916	4.2%	81	65.7%	1524	34.2%	791
2010-11								
White	84.7%	1631	3.5%	68	58.3%	1287	29.9%	660
African-American	5.0%	96	0.2%	4	3.4%	75	1.0%	23
Asian	1.0%	19	0.1%	2	1.0%	22	0.5%	11
Latino	2.8%	53	0.2%	3	1.7%	37	1.0%	21
Native American	0.2%	3	0.0%	0	0.1%	2	0.0%	1
Other	2.0%	39	0.4%	7	1.8%	39	1.3%	28
Total	95.6%	1841	4.4%	84	66.3%	1462	33.7%	744
2009-10								
White	86.3%	1548	3.1%	55	60.1%	1233	29.4%	604
African-American	5.1%	92	0.0%	0	3.2%	66	1.4%	28
Asian	0.9%	16	0.1%	2	1.0%	20	0.5%	10
Latino	3.1%	56	0.1%	2	2.1%	43	0.9%	18
Native American	0.2%	4	0.0%	0	0.1%	2	0.0%	0
Other	0.9%	17	0.1%	1	0.9%	19	0.4%	9
Total	96.7%	1733	3.3%	60	67.4%	1383	32.6%	669
2008-09								
White	86.1%	1536	3.2%	57	59.4%	1217	30.1%	616
African-American	4.8%	86	0.0%	0	3.5%	72	1.3%	26
Asian	1.0%	17	0.1%	1	1.1%	23	0.2%	5
Latino	3.2%	58	0.1%	2	2.1%	44	0.7%	15
Native American	0.2%	3	0.0%	0	0.1%	3	0.0%	0
Other	1.3%	23	0.1%	2	0.8%	17	0.5%	10
Total	96.5%	1723	3.5%	62	67.2%	1376	32.8%	672
2007-08								
White	85.9%	1549	3.6%	65	59.3%	1213	30.6%	626
African-American	4.5%	82	0.0%	0	3.3%	67	1.0%	21
Asian	1.3%	23	0.1%	1	1.5%	31	0.3%	6
Latino	3.8%	68	0.1%	1	2.1%	44	0.5%	11
Native American	0.2%	4	0.0%	0	0.3%	7	0.0%	0
Other	0.6%	11	0.0%	0	0.7%	14	0.3%	7
Total	96.3%	1737	3.7%	67	67.2%	1376	32.8%	671
2006-07								
Data Not Recorded								
2005-06								
White	86.6%	x	2.9%	x	58.8%	x	31.1%	x
African-American	4.2%	x	0.2%	x	3.0%	x	1.3%	x
Asian	0.6%	x	0.1%	x	0.9%	x	0.3%	x
Latino	3.5%	x	0.1%	x	2.2%	x	0.7%	x
Native American	0.6%	x	0.0%	x	0.3%	x	0.0%	x
Other	1.1%	x	0.1%	x	1.3%	x	0.1%	x
Total	96.6%	x	3.4%	x	66.5%	x	33.5%	x
2004-05								
Data Not Recorded								
2003-04								
White	87.6%	1369	2.9%	46	57.2%	972	33.6%	571
African-American	3.4%	53	0.0%	0	3.0%	51	0.7%	12
Asian	0.9%	14	0.0%	0	0.8%	13	0.2%	3
Latino	3.8%	59	0.1%	1	2.2%	37	0.9%	15
Native American	0.3%	5	0.0%	0	0.2%	3	0.0%	0
Other	1.0%	15	0.1%	1	1.1%	18	0.2%	3
Total	97.0%	1515	3.0%	48	64.5%	1094	35.5%	604
2001-03								
Data Not Recorded								
2000-01								
White	88.6%	x	4.6%	x	58.4%	x	34.4%	x
African-American	3.5%	x	0.3%	x	2.5%	x	1.2%	x
Asian	0.8%	x	0.1%	x	1.0%	x	0.2%	x
Latino	1.2%	x	0.0%	x	0.7%	x	0.3%	x
Native American	0.1%	x	0.0%	x	0.1%	x	0.0%	x
Other	0.8%	x	0.1%	x	0.9%	x	0.4%	x
Total Women	x	x	5.1%	x	x	x	36.5%	x
1999-2000								
Data Not Recorded								
1998-99								
White	88.0%	x	3.2%	x	58.7%	x	33.3%	x
African-American	3.4%	x	0.2%	x	2.4%	x	1.0%	x
Other	4.6%	x	0.4%	x	3.7%	x	0.7%	x
Total Women	x	x	3.8%	x	x	x	35.0%	x

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

TABLE 15

RICHARD E. LAPCHICK, DIRECTOR
 C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE

College Head Coaches: Division III								
	Men's Sports				Women's Sports			
	Men		Women		Men		Women	
	%	#	%	#	%	#	%	#
2011-12								
White	87.2%	3226	4.6%	171	51.6%	2097	40.5%	1646
African-American	4.0%	149	0.2%	7	2.7%	109	1.1%	44
Asian	0.8%	31	0.0%	0	0.8%	32	0.4%	18
Latino	1.7%	64	0.0%	0	1.0%	41	0.4%	16
Native American	0.2%	6	0.0%	0	0.0%	2	0.1%	3
Other	1.0%	38	0.2%	6	1.0%	42	0.4%	17
Total	94.9%	3514	5.0%	184	57.1%	2323	42.9%	1744
2010-11								
White	87.3%	3208	4.5%	164	52.0%	2099	39.9%	1611
African-American	4.1%	152	0.2%	7	2.8%	113	1.1%	45
Asian	0.8%	30	0.0%	1	0.7%	30	0.6%	25
Latino	1.6%	58	0.0%	0	1.1%	43	0.5%	19
Native American	0.4%	13	0.0%	0	0.2%	8	0.0%	2
Other	1.1%	40	0.1%	2	0.8%	33	0.3%	12
Total	95.3%	3501	4.7%	174	57.6%	2326	42.4%	1714
2009-10								
White	87.4%	3194	4.5%	164	51.7%	2084	39.7%	1603
African-American	4.0%	146	0.2%	8	2.8%	114	1.3%	52
Asian	0.8%	28	0.0%	0	0.6%	25	0.6%	24
Latino	1.3%	49	0.0%	0	1.1%	43	0.4%	17
Native American	0.4%	15	0.0%	0	0.3%	12	0.0%	1
Other	1.4%	50	0.0%	1	1.0%	41	0.4%	18
Total	95.3%	3482	4.7%	173	57.5%	2319	42.5%	1715
2008-09								
White	87.8%	3183	4.3%	157	51.8%	2057	40.0%	1588
African-American	3.7%	133	0.2%	9	2.8%	111	1.2%	49
Asian	0.8%	30	0.0%	1	0.9%	36	0.6%	23
Latino	1.4%	50	0.0%	1	1.0%	38	0.4%	14
Native American	0.2%	7	0.0%	0	0.1%	2	0.0%	1
Other	1.4%	51	0.1%	4	0.8%	33	0.6%	22
Total	95.3%	3454	4.7%	172	57.3%	2277	42.7%	1697
2007-08								
White	88.3%	3122	4.6%	164	51.5%	2021	40.4%	1585
African-American	4.0%	141	0.2%	8	3.2%	127	1.2%	49
Asian	0.5%	19	0.0%	1	0.8%	30	0.5%	19
Latino	1.5%	52	0.0%	1	0.9%	37	0.3%	12
Native American	0.2%	6	0.0%	0	0.1%	2	0.0%	1
Other	0.5%	19	0.1%	3	0.6%	22	0.5%	21
Total	95.0%	3359	5.0%	177	57.0%	2239	43.0%	1687
2006-07								
Data Not Recorded								
2005-06								
White	89.5%	x	3.9%	x	51.6%	x	41.3%	x
African-American	3.7%	x	0.4%	x	2.9%	x	1.3%	x
Asian	0.6%	x	0.0%	x	0.8%	x	0.4%	x
Latino	1.5%	x	0.0%	x	1.1%	x	0.2%	x
Native American	0.1%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.3%	x	0.0%	x	0.2%	x	0.2%	x
Total	95.7%	x	4.3%	x	56.6%	x	43.4%	x
2004-05								
Data Not Recorded								
2003-04								
White	88.9%	2667	4.1%	123	50.9%	1668	42.1%	1379
African-American	3.8%	113	0.3%	9	3.0%	99	1.0%	33
Asian	0.4%	12	0.0%	1	0.6%	21	0.4%	12
Latino	1.5%	45	0.0%	0	1.0%	33	0.2%	7
Native American	0.2%	6	0.0%	0	0.2%	6	0.0%	0
Other	0.7%	21	0.0%	0	0.5%	16	0.2%	5
Total	95.5%	2864	4.4%	133	56.2%	1843	43.9%	1436
2001-03								
Data Not Recorded								
2000-01								
White	87.4%	x	5.9%	x	50.7%	x	42.7%	x
African-American	3.5%	x	0.3%	x	2.7%	x	1.3%	x
Asian	0.4%	x	0.1%	x	0.6%	x	0.2%	x
Latino	1.5%	x	0.0%	x	1.2%	x	0.4%	x
Native American	0.2%	x	0.0%	x	0.1%	x	0.0%	x
Other	0.4%	x	0.1%	x	0.1%	x	0.1%	x
Total Women	x	x	6.4%	x	x	x	44.7%	x
1999-00								
Data Not Recorded								
1998-99								
White	89.8%	x	4.1%	x	49.2%	x	44.2%	x
African-American	3.5%	x	0.1%	x	2.6%	x	1.2%	x
Other	2.4%	x	0.1%	x	2.0%	x	0.8%	x
Total Women	x	x	4.3%	x	x	x	46.2%	x

Data provided by the NCAA. Historically Black institutions excluded.

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

x=Data not recorded

TABLE 16

RICHARD E. LAPCHICK, DIRECTOR
 C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE

College Head Coaches: Division I Women's Teams												
	Basketball				Cross Country/Track				All Other Sports			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2011-12												
White	32.6%	103	50.0%	158	64.5%	584	10.6%	96	49.2%	1062	39.5%	852
African-American	4.1%	13	10.4%	33	12.5%	113	6.3%	57	1.2%	26	1.2%	25
Asian	0.0%	0	0.3%	1	0.8%	7	0.0%	0	1.0%	22	0.7%	15
Latino	0.3%	1	0.6%	2	1.8%	16	0.2%	2	1.3%	27	0.8%	18
Native American	0.0%	0	0.3%	1	0.9%	8	0.1%	1	0.1%	3	0.1%	3
Other	0.6%	2	0.6%	2	1.7%	15	0.7%	6	3.3%	71	1.5%	33
Total	37.6%	119	62.2%	197	82.2%	743	17.9%	162	56.1%	1211	43.8%	946
2010-11												
White	31.5%	99	51.6%	162	66.1%	588	11.5%	102	48.9%	1045	40.1%	858
African-American	3.8%	12	10.8%	34	10.7%	95	6.3%	56	1.2%	25	1.2%	25
Asian	0.0%	0	0.3%	1	0.7%	6	0.0%	0	1.2%	25	0.7%	16
Latino	0.3%	1	0.6%	2	1.2%	11	0.1%	1	1.3%	28	0.6%	12
Native American	0.0%	0	0.0%	0	0.7%	6	0.0%	0	0.1%	2	0.1%	3
Other	0.0%	0	1.0%	3	2.1%	19	0.6%	5	2.4%	51	2.2%	47
Total	35.7%	112	64.3%	202	81.6%	725	18.4%	164	55.0%	1176	45.0%	961
2009-10												
White	31.0%	96	54.2%	168	68.5%	601	11.4%	100	49.5%	1038	41.6%	871
African-American	2.6%	8	11.0%	34	10.6%	93	6.3%	55	1.3%	27	1.0%	21
Asian	0.0%	0	0.3%	1	0.6%	5	0.0%	0	1.0%	21	0.7%	15
Latino	0.3%	1	0.3%	1	1.7%	15	0.1%	1	1.5%	31	0.8%	16
Native American	0.0%	0	0.0%	0	0.6%	5	0.0%	0	0.1%	3	0.1%	3
Other	0.0%	0	0.3%	1	0.0%	0	0.3%	3	1.5%	32	0.9%	18
Total	33.9%	105	66.1%	205	81.9%	719	18.1%	159	55.0%	1152	45.0%	944
2008-09												
White	30.0%	92	53.7%	165	67.2%	593	12.8%	113	50.0%	1043	41.5%	865
African-American	3.9%	12	11.4%	35	10.2%	90	5.9%	52	1.2%	25	1.1%	22
Asian	0.0%	0	0.0%	0	0.6%	5	0.5%	4	1.0%	21	0.7%	14
Latino	0.3%	1	0.3%	1	1.1%	10	0.3%	3	1.2%	25	0.6%	13
Native American	0.0%	0	0.0%	0	0.6%	5	0.5%	4	0.1%	2	0.1%	3
Other	0.0%	0	0.3%	1	0.2%	2	0.2%	2	1.7%	35	0.9%	18
Total	34.2%	105	65.8%	202	79.8%	705	20.2%	178	55.2%	1151	44.8%	935
2007-08												
White	32.3%	98	54.1%	164	67.9%	579	13.0%	111	47.2%	855	47.2%	855
African-American	3.0%	9	9.9%	30	10.0%	85	6.1%	52	0.8%	15	1.0%	19
Asian	0.0%	0	0.0%	0	0.6%	5	0.0%	0	0.4%	8	0.8%	14
Latino	0.3%	1	0.3%	1	1.5%	13	0.7%	6	0.4%	7	0.8%	15
Native American	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Other	0.0%	0	0.0%	0	0.2%	2	0.0%	0	0.5%	9	0.8%	15
Total	35.6%	108	64.4%	195	80.2%	684	19.8%	169	49.3%	894	50.7%	918
2007-06												
Data Not Recorded												
2005-06												
White	32.6%	x	54.0%	x	69.5%	x	14.2%	x	x	x	x	x
African-American	2.8%	x	9.3%	x	8.7%	x	6.0%	x	x	x	x	x
Asian	0.0%	x	0.5%	x	0.0%	x	0.0%	x	x	x	x	x
Latino	0.5%	x	0.0%	x	1.0%	x	0.2%	x	x	x	x	x
Native American	0.0%	x	0.5%	x	0.0%	x	0.2%	x	x	x	x	x
Other	0.0%	x	0.0%	x	0.0%	x	0.2%	x	x	x	x	x
Total	35.9%	x	64.3%	x	79.2%	x	20.8%	x	x	x	x	x
2004-05												
Data Not Recorded												
2003-04												
White	29.9%	78	59.4%	155	65.3%	458	15.0%	105	47.1%	813	46.5%	735
African-American	1.9%	5	7.7%	20	11.0%	77	6.3%	44	1.4%	25	1.1%	15
Asian	0.4%	1	0.4%	1	0.4%	3	0.0%	0	0.8%	16	0.4%	9
Latino	0.4%	1	0.0%	0	1.4%	10	0.3%	2	1.2%	19	0.2%	6
Native American	0.0%	0	0.0%	0	0.0%	0	0.1%	1	0.0%	0	0.1%	1
Other	0.0%	0	0.0%	0	0.1%	1	0.0%	0	0.8%	16	0.4%	6
Total	32.6%	85	67.5%	176	78.3%	549	21.7%	152	51.3%	889	48.8%	772
2001-03												
Data Not Recorded												
2000-01												
White	29.2%	x	57.7%	x	65.4%	x	14.6%	x	50.6%	x	43.4%	x
African-American	1.5%	x	9.9%	x	10.5%	x	6.2%	x	1.7%	x	0.6%	x
Asian	0.4%	x	0.4%	x	0.5%	x	0.3%	x	0.4%	x	0.1%	x
Latino	0.7%	x	0.4%	x	0.4%	x	0.0%	x	1.5%	x	0.0%	x
Native American	0.0%	x	0.0%	x	0.0%	x	0.7%	x	0.2%	x	0.0%	x
Other	0.0%	x	0.0%	x	0.3%	x	0.3%	x	0.4%	x	0.1%	x
Total Women	x	x	68.4%	x	x	x	22.1%	x	x	x	44.2%	x
1999-00												
Data Not Recorded												
1998-99												
White	31.3%	x	59.7%	x	69.7%	x	15.1%	x	48.9%	x	44.5%	x
African-American	1.4%	x	5.9%	x	8.8%	x	4.8%	x	1.3%	x	1.3%	x
Other	0.7%	x	1.0%	x	1.6%	x	0.0%	x	3.4%	x	0.6%	x
Total Women	x	x	66.7%	x	x	x	19.9%	x	x	x	46.5%	x

Data provided by the NCAA. Historically Black institutions excluded

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

x=Data not recorded

TABLE 17

College Assistant Coaches: Division I								
	Men's Sports				Women's Sports			
	Men		Women		Men		Women	
	%	#	%	#	%	#	%	#
2011-12								
White	67.1%	5704	7.3%	624	39.3%	2865	36.9%	2693
African-American	16.6%	1414	1.6%	138	7.2%	524	6.9%	503
Asian	1.1%	92	0.2%	13	1.2%	90	1.1%	83
Latino	2.0%	166	0.2%	19	1.3%	93	1.1%	78
Native American	0.2%	16	0.0%	3	0.1%	6	0.1%	5
Other	3.2%	270	0.6%	47	2.5%	183	2.3%	166
Total	90.2%	7662	9.9%	844	51.6%	3761	48.4%	3528
2010-11								
White	67.3%	5613	7.2%	602	39.2%	2803	36.7%	2621
African-American	17.0%	1418	1.8%	152	7.6%	544	6.7%	482
Asian	1.0%	81	0.1%	5	1.0%	69	0.9%	66
Latino	1.9%	158	0.1%	12	1.3%	95	0.9%	64
Native American	0.1%	11	0.0%	3	0.1%	5	0.2%	17
Other	2.8%	231	0.6%	49	2.7%	192	2.6%	189
Total	90.1%	7512	9.9%	823	51.9%	3708	48.1%	3439
2009-10								
White	69.4%	5617	6.1%	495	39.7%	2741	38.3%	2643
African-American	17.4%	1409	1.8%	143	7.6%	522	7.2%	497
Asian	1.1%	91	0.1%	11	1.1%	78	0.9%	63
Latino	2.0%	158	0.1%	11	1.6%	109	1.0%	68
Native American	0.1%	10	0.0%	3	0.1%	4	0.1%	8
Other	1.6%	133	0.2%	14	1.4%	94	1.0%	72
Total	91.6%	7418	8.4%	677	51.4%	3548	48.6%	3351
2008-09								
White	70.5%	5530	6.1%	481	39.7%	2631	39.2%	2595
African-American	16.9%	1323	1.4%	107	7.2%	478	6.8%	451
Asian	1.0%	77	0.2%	14	1.1%	70	0.9%	62
Latino	2.0%	155	0.1%	10	1.3%	88	0.8%	55
Native American	0.1%	8	0.1%	5	0.0%	3	0.2%	10
Other	1.6%	126	0.2%	12	1.5%	101	1.1%	75
Total	92.0%	7219	8.0%	629	50.9%	3371	49.1%	3248
2007-08								
White	71.4%	5310	5.7%	421	39.4%	2404	39.8%	2429
African-American	16.4%	1223	1.2%	89	6.7%	408	6.8%	418
Asian	1.0%	73	0.1%	7	1.0%	63	0.9%	53
Latino	2.1%	153	0.1%	10	1.6%	100	0.9%	56
Native American	0.1%	8	0.0%	3	0.1%	4	0.1%	8
Other	1.7%	129	0.2%	13	1.6%	97	1.1%	66
Total	92.7%	6896	7.3%	543	50.4%	3076	49.6%	3030
2006-07								
Data Not Recorded								
2005-06								
White	72.6%	x	6.6%	x	39.3%	x	42.3%	x
African-American	16.3%	x	1.3%	x	6.3%	x	6.9%	x
Asian	0.6%	x	0.2%	x	1.2%	x	0.9%	x
Latino	1.4%	x	0.1%	x	1.1%	x	0.6%	x
Native American	0.1%	x	0.1%	x	0.1%	x	0.1%	x
Other	0.7%	x	0.1%	x	0.5%	x	0.7%	x
Total	91.7%	x	8.4%	x	48.5%	x	51.5%	x
2004-05								
Data Not Recorded								
2003-04								
White	72.3%	3875	5.9%	319	39.5%	1772	41.4%	1861
African-American	16.9%	905	1.3%	69	5.9%	267	7.4%	331
Asian	0.7%	38	0.1%	6	1.1%	49	1.0%	45
Latino	1.7%	92	0.1%	4	1.2%	56	0.8%	34
Native American	0.1%	8	0.1%	3	0.2%	7	0.2%	4
Other	0.7%	36	0.1%	7	0.6%	28	0.8%	37
Total	92.4%	4954	7.6%	408	48.5%	2179	51.5%	2312
2001-03								
Data Not Recorded								
2000-01								
White	73.0%	x	5.5%	x	40.7%	x	40.0%	x
African-American	16.5%	x	1.3%	x	6.8%	x	7.4%	x
Asian	0.6%	x	0.1%	x	1.2%	x	0.6%	x
Latino	1.8%	x	0.1%	x	1.4%	x	0.7%	x
Native American	0.2%	x	0.1%	x	0.1%	x	0.1%	x
Other	0.6%	x	0.1%	x	0.5%	x	0.5%	x
Total Women	x	x	7.2%	x	x	x	49.3%	x
1999-2000								
White	74.2%	x	6.0%	x	39.1%	x	43.8%	x
African-American	15.2%	x	1.4%	x	5.5%	x	7.5%	x
Other	3.0%	x	0.2%	x	2.6%	x	1.5%	x
Total Women	x	x	7.6%	x	x	x	52.4%	x

Data provided by the NCAA. Historically Black Institutions excluded.

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

x=Data not recorded.

TABLE 18

College Assistant Coaches: Division II								
	Men's Sports				Women's Sports			
	Men		Women		Men		Women	
	%	#	%	#	%	#	%	#
2011-12								
White	71.7%	3465	6.0%	289	39.8%	1486	39.7%	1481
African-American	11.6%	562	1.2%	57	4.8%	181	4.2%	157
Asian	0.7%	36	0.1%	3	1.2%	46	0.7%	25
Latino	3.6%	172	0.2%	12	2.7%	102	1.5%	55
Native American	0.3%	14	0.0%	1	0.2%	7	0.1%	4
Other	4.0%	193	0.6%	29	2.4%	91	2.7%	100
Total	91.9%	4442	8.1%	391	51.1%	1913	48.9%	1822
2010-11								
White	71.9%	3248	6.7%	302	39.5%	1383	40.4%	1416
African-American	11.4%	516	0.8%	36	5.0%	175	3.7%	128
Asian	1.0%	46	0.0%	0	1.5%	51	0.9%	32
Latino	4.1%	184	0.5%	22	2.6%	92	1.8%	64
Native American	0.2%	9	0.0%	2	0.1%	2	0.1%	3
Other	3.0%	137	0.4%	17	2.1%	74	2.3%	81
Total	91.6%	4140	8.4%	379	50.8%	1777	49.2%	1724
2009-10								
White	72.8%	2911	6.6%	264	39.8%	1238	42.2%	1315
African-American	12.1%	483	1.1%	45	5.5%	170	4.1%	129
Asian	1.0%	41	0.0%	1	1.0%	31	0.7%	21
Latino	4.2%	167	0.4%	17	3.0%	94	1.6%	51
Native American	0.4%	15	0.0%	2	0.1%	4	0.2%	5
Other	1.2%	50	0.1%	5	0.9%	27	0.9%	28
Total	91.7%	3667	8.3%	334	50.2%	1564	49.8%	1549
2008-09								
White	72.7%	2779	6.8%	258	40.2%	1199	42.3%	1263
African-American	12.4%	474	0.9%	33	5.5%	165	4.2%	126
Asian	1.0%	37	0.1%	2	1.2%	35	0.8%	23
Latino	4.0%	152	0.4%	14	1.8%	53	1.8%	53
Native American	0.2%	7	0.1%	3	0.2%	6	0.2%	6
Other	1.5%	57	0.2%	6	0.9%	27	0.9%	27
Total	91.7%	3506	8.3%	316	49.8%	1485	50.2%	1498
2007-08								
White	73.2%	2764	6.3%	236	40.0%	1139	41.5%	1181
African-American	13.0%	489	0.7%	28	5.9%	167	3.9%	112
Asian	0.7%	27	0.1%	5	1.0%	29	1.1%	31
Latino	4.1%	153	0.6%	21	2.8%	81	2.0%	56
Native American	0.2%	8	0.1%	3	0.1%	3	0.2%	7
Other	1.0%	36	0.1%	4	0.5%	15	0.8%	24
Total	92.1%	3477	7.9%	297	50.4%	1434	49.6%	1411
2006-07								
Data Not Recorded								
2005-06								
White	75.2%	x	7.5%	x	39.2%	x	43.2%	x
African-American	11.0%	x	0.6%	x	4.8%	x	4.6%	x
Asian	0.6%	x	0.0%	x	0.5%	x	0.8%	x
Latino	3.8%	x	0.2%	x	2.8%	x	1.9%	x
Native American	0.3%	x	0.0%	x	0.3%	x	0.0%	x
Other	0.7%	x	0.1%	x	1.0%	x	0.9%	x
Total	91.6%	x	8.4%	x	48.6%	x	51.4%	x
2004-05								
Data Not Recorded								
2003-04								
White	76.4%	1889	6.1%	152	39.9%	748	43.4%	814
African-American	11.0%	273	0.5%	12	4.3%	81	3.8%	71
Asian	0.8%	19	0.0%	0	1.2%	23	0.5%	9
Latino	2.9%	72	0.7%	14	2.9%	55	1.8%	34
Native American	0.3%	7	0.0%	1	0.1%	2	0.1%	2
Other	1.3%	31	0.1%	3	1.4%	26	0.6%	12
Total	92.7%	2291	7.4%	182	49.8%	935	50.2%	942
2001-03								
Data Not Recorded								
2000-01								
White	79.6%	x	6.3%	x	41.5%	x	45.2%	x
African-American	9.6%	x	0.3%	x	4.6%	x	3.1%	x
Asian	1.0%	x	0.0%	x	1.1%	x	0.6%	x
Latino	2.3%	x	0.0%	x	1.6%	x	0.7%	x
Native American	0.1%	x	0.0%	x	0.1%	x	0.0%	x
Other	0.8%	x	0.1%	x	0.7%	x	0.9%	x
Total Women	x	x	6.6%	x	x	x	50.5%	x
1999-2000								
White	78.4%	x	5.4%	x	42.3%	x	44.2%	x
African-American	9.8%	x	0.5%	x	3.6%	x	3.3%	x
Other	5.5%	x	0.6%	x	4.3%	x	2.4%	x
Total Women	x	x	6.7%	x	x	x	49.5%	x

Data provided by the NCAA. Historically Black Institutions excluded.

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

x=Data not recorded.

TABLE 19

College Assistant Coaches: Division III								
	Men's Sports				Women's Sports			
	Men		Women		Men		Women	
	%	#	%	#	%	#	%	#
2011-12								
White	77.9%	7283	8.8%	819	42.6%	3216	44.3%	3267
African-American	7.8%	727	0.6%	58	4.6%	341	2.6%	190
Asian	0.9%	82	0.1%	6	0.9%	63	0.6%	41
Latino	1.8%	172	0.1%	10	1.0%	71	0.7%	50
Native American	0.1%	10	0.0%	0	0.1%	6	0.0%	2
Other	1.8%	164	0.2%	15	0.8%	60	0.9%	68
Total	90.3%	8438	9.8%	908	50.0%	3757	49.1%	3618
2010-11								
White	78.4%	7116	8.9%	812	43.0%	3097	45.6%	3289
African-American	7.9%	717	0.6%	58	4.4%	320	2.5%	181
Asian	0.7%	68	0.1%	7	0.6%	45	0.5%	33
Latino	1.9%	171	0.2%	16	1.1%	76	0.7%	54
Native American	0.1%	8	0.0%	0	0.1%	6	0.0%	1
Other	1.0%	93	0.1%	13	0.7%	54	0.7%	50
Total	90.0%	8173	10.0%	906	49.9%	3598	50.1%	3608
2009-10								
White	79.2%	6872	8.0%	697	43.1%	2962	45.4%	3121
African-American	7.9%	686	0.6%	48	4.4%	301	2.4%	165
Asian	0.7%	63	0.1%	5	0.7%	48	0.4%	30
Latino	1.9%	163	0.2%	16	1.0%	69	0.8%	54
Native American	0.1%	5	0.0%	0	0.1%	4	0.0%	2
Other	1.3%	113	0.1%	11	0.8%	57	0.8%	54
Total	91.0%	7902	9.0%	777	50.1%	3441	49.9%	3426
2008-09								
White	79.2%	6576	8.0%	668	43.3%	2823	45.4%	2958
African-American	7.7%	641	0.6%	47	4.1%	266	2.3%	153
Asian	0.7%	57	0.1%	5	0.7%	47	0.4%	26
Latino	1.9%	158	0.1%	12	1.3%	82	0.7%	47
Native American	0.1%	5	0.0%	0	0.0%	2	0.1%	4
Other	1.5%	124	0.1%	12	1.0%	63	0.8%	51
Total	91.0%	7561	9.0%	744	50.3%	3283	49.7%	3239
2007-08								
White	79.6%	6446	7.7%	624	43.1%	2716	45.6%	2873
African-American	8.0%	645	0.5%	38	4.3%	274	2.2%	141
Asian	0.7%	53	0.1%	9	0.7%	41	0.5%	31
Latino	1.6%	133	0.1%	6	1.1%	71	0.6%	36
Native American	0.1%	6	0.0%	0	0.0%	1	0.0%	3
Other	1.6%	132	0.1%	11	1.1%	69	0.8%	51
Total	91.5%	7415	8.5%	688	50.3%	3172	49.7%	3135
2006-07								
Data Not Recorded								
2005-06								
White	79.9%	x	8.6%	x	40.6%	x	49.9%	x
African-American	7.3%	x	1.0%	x	3.8%	x	2.7%	x
Asian	0.5%	x	0.1%	x	0.6%	x	0.4%	x
Latino	1.8%	x	0.2%	x	0.8%	x	0.6%	x
Native American	0.1%	x	0.0%	x	0.0%	x	0.1%	x
Other	0.5%	x	0.1%	x	0.2%	x	0.3%	x
Total	90.0%	x	10.0%	x	46.0%	x	54.0%	x
2004-05								
Data Not Recorded								
2003-04								
White	81.1%	4124	7.8%	393	41.6%	1737	49.2%	2054
African-American	7.8%	398	0.7%	38	4.3%	178	2.3%	97
Asian	0.5%	27	0.0%	1	0.6%	24	0.4%	15
Latino	1.4%	73	0.1%	5	0.8%	32	0.4%	16
Native American	0.1%	3	0.0%	0	0.0%	0	0.1%	4
Other	0.5%	24	0.0%	1	0.3%	14	0.2%	8
Total	91.4%	4649	8.6%	438	47.6%	1985	52.5%	2194
2001-03								
Data Not Recorded								
2000-01								
White	82.4%	x	7.1%	x	43.5%	x	46.6%	x
African-American	7.2%	x	0.8%	x	4.7%	x	2.7%	x
Asian	0.5%	x	0.0%	x	0.5%	x	0.3%	x
Latino	1.6%	x	0.0%	x	0.7%	x	0.4%	x
Native American	0.1%	x	0.0%	x	0.1%	x	0.1%	x
Other	0.3%	x	0.0%	x	0.3%	x	0.1%	x
Total Women	x	x	7.9%	x	x	x	50.2%	x
1999-2000								
White	81.6%	x	7.1%	x	42.8%	x	47.3%	x
African-American	8.0%	x	0.5%	x	4.9%	x	2.4%	x
Other	2.7%	x	0.1%	x	1.7%	x	1.0%	x
Total Women	x	x	7.7%	x	x	x	50.7%	x

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

TABLE 20

RICHARD E. LAPCHICK, DIRECTOR
 C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE

College Assistant Coaches: Division I Men's Teams												
	Basketball				Football				Baseball			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2011-12												
White	57.6%	563	92.3%	12	69.9%	1658	87.1%	27	92.3%	650	100.0%	20
African-American	39.0%	381	7.7%	1	25.7%	610	9.7%	3	0.9%	6	0.0%	0
Asian	0.5%	5	0.0%	0	1.6%	37	0.0%	0	0.9%	6	0.0%	0
Latino	1.0%	10	0.0%	0	1.0%	24	3.2%	1	5.1%	36	0.0%	0
Native-American	0.2%	2	0.0%	0	0.3%	6	0.0%	0	0.1%	1	0.0%	0
Other	1.7%	17	0.0%	0	1.6%	37	0.0%	0	0.7%	5	0.0%	0
Total	100.0%	978	100.0%	13	100.0%	2372	100.0%	31	100.0%	704	100.0%	20
2010-11												
White	55.8%	547	2.2%	22	69.4%	1588	0.8%	19	89.5%	636	2.7%	19
African-American	39.1%	384	0.1%	1	25.6%	586	0.0%	1	1.4%	10	0.0%	0
Asian	0.2%	2	0.0%	0	1.4%	31	0.0%	0	1.0%	7	0.0%	0
Latino	0.9%	9	0.0%	0	1.1%	26	0.0%	1	4.5%	32	0.0%	0
Native-American	0.1%	1	0.0%	0	0.2%	5	0.0%	0	0.6%	4	0.0%	0
Other	1.5%	15	0.0%	0	1.4%	31	0.0%	0	0.4%	3	0.0%	0
Total	97.7%	958	2.3%	23	99.1%	2267	0.9%	21	97.3%	692	2.7%	19
2009-10												
White	58.0%	555	0.0%	0	70.6%	1596	0.3%	6	93.9%	667	0.0%	0
African-American	39.6%	379	0.0%	0	25.6%	579	0.1%	2	0.6%	4	0.0%	0
Asian	0.4%	4	0.0%	0	1.6%	36	0.0%	0	1.1%	8	0.0%	0
Latino	0.7%	7	0.1%	1	0.8%	18	0.0%	0	3.1%	22	0.0%	0
Native-American	0.0%	0	0.0%	0	0.2%	4	0.0%	0	0.3%	2	0.0%	0
Other	1.1%	11	0.0%	0	0.8%	19	0.0%	0	1.0%	7	0.0%	0
Total	99.9%	956	0.1%	1	99.6%	2252	0.4%	8	100.0%	710	0.0%	0
2008-09												
White	59.2%	563	0.0%	0	72.2%	1632	0.3%	7	92.1%	633	0.4%	3
African-American	39.4%	375	0.0%	0	24.0%	542	0.0%	0	1.2%	8	0.0%	0
Asian	0.2%	2	0.0%	0	1.1%	24	0.1%	2	1.2%	8	0.0%	0
Latino	0.7%	7	0.0%	0	0.9%	20	0.0%	0	3.5%	24	0.0%	0
Native-American	0.0%	0	0.0%	0	0.1%	3	0.0%	0	0.6%	4	0.0%	0
Other	0.4%	4	0.0%	0	1.3%	29	0.0%	0	1.0%	7	0.0%	0
Total	100.0%	951	0.0%	0	99.6%	2250	0.4%	9	99.6%	684	0.4%	3
2007-08												
White	58.9%	545	0.0%	0	72.5%	1628	0.3%	6	93.0%	638	0.0%	0
African-American	39.2%	363	0.0%	0	23.8%	535	0.0%	0	1.0%	7	0.0%	0
Asian	0.3%	3	0.0%	0	1.3%	30	0.0%	0	0.6%	4	0.0%	0
Latino	1.3%	12	0.0%	0	1.2%	27	0.0%	0	4.2%	29	0.0%	0
Native-American	0.0%	0	0.0%	0	0.1%	3	0.0%	0	0.3%	2	0.0%	0
Other	0.3%	3	0.0%	0	0.7%	15	0.0%	0	0.9%	6	0.0%	0
Total	100.0%	926	0.0%	0	99.7%	2238	0.3%	6	100.0%	686	0.0%	0
2006-07												
Data Not Recorded												
2005-06												
White	62.4%	x	0.1%	x	73.4%	x	1.4%	x	92.7%	x	0.7%	x
African-American	35.7%	x	0.1%	x	22.9%	x	0.3%	x	1.6%	x	0.0%	x
Asian	0.0%	x	0.0%	x	0.5%	x	0.1%	x	0.7%	x	0.0%	x
Latino	1.2%	x	0.0%	x	0.8%	x	0.0%	x	3.3%	x	0.0%	x
Native-American	0.0%	x	0.0%	x	0.1%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.4%	x	0.0%	x	0.6%	x	0.0%	x	0.9%	x	0.0%	x
Total	99.7%	x	0.2%	x	98.3%	x	1.8%	x	99.2%	x	0.7%	x
2004-05												
Data Not Recorded												
2003-04												
White	62.4%	497	0.0%	0	73.5%	1155	0.0%	0	96.1%	481	0.0%	0
African-American	36.4%	290	0.0%	0	24.4%	383	0.0%	0	0.6%	3	0.0%	0
Asian	0.0%	0	0.0%	0	0.7%	11	0.0%	0	0.4%	2	0.0%	0
Latino	0.8%	6	0.0%	0	0.6%	10	0.0%	0	2.8%	14	0.0%	0
Native-American	0.0%	0	0.0%	0	0.3%	4	0.0%	0	0.0%	0	0.0%	0
Other	0.4%	3	0.0%	0	0.6%	9	0.0%	0	0.2%	1	0.0%	0
Total	100.0%	796	0.0%	0	100.0%	1572	0.0%	0	100.0%	501	0.0%	0
2001-03												
Data Not Recorded												
2000-01												
White	65.0%	x	0.2%	x	74.6%	x	0.5%	x	95.7%	x	0.2%	x
African-American	33.4%	x	0.0%	x	22.7%	x	0.0%	x	1.0%	x	0.0%	x
Asian	0.0%	x	0.0%	x	0.4%	x	0.0%	x	1.0%	x	0.0%	x
Latino	1.2%	x	0.0%	x	1.1%	x	0.0%	x	1.8%	x	0.2%	x
Native-American	0.0%	x	0.0%	x	0.4%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.1%	x	0.0%	x	0.4%	x	0.0%	x	0.2%	x	0.0%	x
Total Women	x	x	0.2%	x	x	x	0.5%	x	x	x	0.4%	x
1999-2000												
White	63.8%	x	1.4%	x	77.3%	x	0.1%	x	94.8%	x	0.4%	x
African-American	32.9%	x	0.2%	x	20.4%	x	0.0%	x	1.0%	x	0.0%	x
Other	1.6%	x	0.0%	x	2.2%	x	0.0%	x	3.8%	x	0.6%	x
Total Women	x	x	1.6%	x	x	x	0.1%	x	x	x	1.0%	x

Data provided by the NCAA. Historically Black Institutions excluded.

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

x= Data not recorded

TABLE 21

College Assistant Coaches: Men's Teams Divisions I, II, and III												
	Basketball				Football				Baseball			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2011-12												
White	66.5%	1780	1.8%	47	77.1%	4537	0.7%	43	90.6%	2193	1.6%	39
African-American	27.6%	738	0.2%	6	17.9%	1052	0.1%	4	1.3%	31	0.0%	0
Asian	0.5%	14	0.0%	0	1.1%	67	0.0%	0	0.6%	15	0.0%	0
Latino	1.6%	43	0.0%	0	1.3%	74	0.0%	1	4.0%	98	0.0%	0
Native-American	0.2%	5	0.0%	0	0.2%	11	0.0%	0	0.1%	3	0.0%	0
Other	1.5%	41	0.1%	3	1.7%	99	0.0%	0	1.7%	41	0.0%	0
Total	97.9%	2621	2.1%	56	99.3%	5840	0.8%	48	98.3%	2381	1.6%	39
2010-11												
White	67.1%	1757	1.8%	46	77.8%	4448	0.6%	36	88.8%	2119	3.3%	79
African-American	27.4%	717	0.1%	2	17.8%	1018	0.0%	1	1.5%	35	0.0%	0
Asian	0.5%	14	0.0%	0	1.0%	59	0.0%	0	0.6%	15	0.0%	0
Latino	1.7%	45	0.0%	1	1.3%	74	0.0%	1	4.7%	113	0.0%	1
Native-American	0.1%	3	0.0%	0	0.2%	11	0.0%	0	0.2%	5	0.0%	0
Other	1.3%	33	0.0%	0	1.2%	66	0.0%	1	0.8%	18	0.0%	1
Total	98.1%	2569	1.9%	49	99.3%	5676	0.7%	39	96.6%	2305	3.4%	81
2009-10												
White	68.8%	1740	0.1%	2	77.7%	4247	0.2%	10	93.1%	2093	0.1%	3
African-American	27.3%	691	0.2%	4	18.3%	1001	0.1%	4	1.2%	26	0.0%	0
Asian	0.6%	15	0.0%	0	1.1%	58	0.0%	0	0.7%	15	0.0%	0
Latino	1.7%	44	0.0%	1	1.3%	72	0.0%	0	3.7%	83	0.0%	0
Native-American	0.2%	4	0.0%	0	0.2%	10	0.0%	0	0.2%	4	0.0%	0
Other	1.1%	29	0.0%	0	1.1%	61	0.0%	0	1.1%	24	0.0%	0
Total	99.7%	2523	0.3%	7	99.7%	5449	0.3%	14	99.9%	2245	0.1%	3
2008-09												
White	69.5%	1724	0.3%	8	77.6%	4204	0.4%	19	94.5%	2008	0.5%	11
African-American	26.8%	665	0.0%	1	17.4%	945	0.2%	12	1.1%	24	0.0%	0
Asian	0.6%	16	0.0%	1	0.8%	45	0.1%	7	0.4%	9	0.0%	0
Latino	1.6%	40	0.0%	0	1.3%	70	0.5%	28	2.4%	52	0.0%	0
Native-American	0.1%	3	0.0%	0	0.2%	11	0.0%	0	0.2%	5	0.0%	0
Other	0.9%	23	0.0%	0	1.3%	68	0.1%	8	0.8%	16	0.0%	0
Total	99.6%	2471	0.4%	10	98.6%	5343	1.4%	74	99.5%	2114	0.5%	11
2007-08												
White	68.4%	1670	0.1%	3	79.4%	4265	0.1%	7	92.8%	1981	0.0%	0
African-American	28.0%	684	0.0%	1	17.3%	928	0.0%	0	1.4%	29	0.0%	0
Asian	0.7%	17	0.0%	0	0.8%	45	0.0%	0	0.4%	9	0.0%	0
Latino	1.9%	47	0.0%	0	1.2%	62	0.0%	0	4.3%	91	0.0%	0
Native-American	0.1%	2	0.0%	0	0.2%	10	0.0%	0	0.2%	5	0.0%	0
Other	0.7%	18	0.0%	0	1.0%	53	0.0%	0	0.9%	20	0.0%	0
Total	99.8%	2438	0.2%	4	99.9%	5363	0.1%	7	100.0%	2135	0.0%	0
2006-07												
Data Not Recorded												
2005-06												
White	72.1%	x	0.6%	x	79.5%	x	1.3%	x	93.3%	x	0.4%	x
African-American	25.0%	x	0.2%	x	16.6%	x	0.3%	x	2.0%	x	0.0%	x
Asian	0.2%	x	0.0%	x	0.4%	x	0.0%	x	0.4%	x	0.0%	x
Latino	1.6%	x	0.0%	x	1.3%	x	0.0%	x	3.5%	x	0.0%	x
Native-American	0.1%	x	0.0%	x	0.2%	x	0.0%	x	0.1%	x	0.0%	x
Other	0.3%	x	0.0%	x	0.4%	x	0.0%	x	0.3%	x	0.0%	x
Total	98.3%	x	0.8%	x	98.4%	x	1.6%	x	99.6%	x	0.4%	x
2004-05												
Data Not Recorded												
2003-04												
White	72.1%	1356	0.2%	3	80.9%	2956	0.0%	0	94.7%	1285	0.0%	0
African-American	26.2%	493	0.0%	0	17.0%	621	0.0%	0	1.5%	20	0.0%	0
Asian	0.2%	3	0.0%	0	0.6%	21	0.0%	0	0.5%	7	0.0%	0
Latino	1.0%	19	0.0%	0	0.8%	31	0.0%	0	3.0%	41	0.0%	0
Native-American	0.1%	1	0.0%	0	0.2%	8	0.0%	0	0.1%	2	0.0%	0
Other	0.4%	7	0.0%	0	0.5%	18	0.0%	0	0.1%	2	0.0%	0
Total	99.8%	1879	0.2%	3	100.0%	3655	0.0%	0	100.0%	1357	0.0%	0
2001-03												
Data Not Recorded												
2000-01												
White	72.5%	x	0.6%	x	81.8%	x	0.4%	x	95.3%	x	0.1%	x
African-American	24.5%	x	0.1%	x	15.7%	x	0.0%	x	1.2%	x	0.0%	x
Asian	0.4%	x	0.0%	x	0.3%	x	0.0%	x	0.9%	x	0.0%	x
Latino	1.6%	x	0.0%	x	1.1%	x	0.0%	x	2.1%	x	0.1%	x
Native-American	0.0%	x	0.0%	x	0.3%	x	0.0%	x	0.2%	x	0.0%	x
Other	0.3%	x	0.0%	x	0.3%	x	0.0%	x	0.2%	x	0.0%	x
Total Women	x	x	0.7%	x	x	x	0.4%	x	x	x	0.2%	x
1999-2000												
White	72.1%	x	1.0%	x	82.7%	x	0.1%	x	93.6%	x	0.4%	x
African-American	24.3%	x	0.2%	x	14.9%	x	0.1%	x	1.5%	x	0.0%	x
Other	2.4%	x	0.1%	x	2.3%	x	0.0%	x	4.5%	x	0.0%	x
Total Women	x	x	1.3%	x	x	x	0.2%	x	x	x	0.4%	x

Data provided by the NCAA. Historically Black Institutions excluded

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

x= Data not recorded

TABLE 22

College Assistant Coaches: Division I Women's Teams												
	Basketball				Cross Country/ Track				All Other Sports			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2011-12												
White	21.9%	212	38.4%	372	51.7%	1357	19.5%	513	35.1%	1296	48.9%	1808
African-American	10.3%	100	24.9%	241	14.2%	372	8.0%	209	1.4%	52	1.4%	53
Asian	0.2%	2	1.1%	11	0.8%	20	0.4%	11	1.8%	68	1.7%	61
Latino	0.7%	7	0.7%	7	0.4%	11	0.6%	16	2.0%	75	1.5%	55
Native American	0.0%	0	0.0%	0	0.2%	5	0.1%	3	0.0%	1	0.1%	2
Other	0.5%	5	1.2%	12	2.4%	63	1.8%	46	3.1%	115	2.9%	108
Total	33.6%	326	66.4%	643	69.6%	1828	30.4%	798	43.5%	1607	56.5%	2087
2010-11												
White	20.0%	186	39.9%	372	50.8%	1349	19.3%	513	35.6%	1268	48.8%	1736
African-American	9.2%	86	25.3%	236	15.3%	406	7.3%	194	1.5%	52	1.5%	52
Asian	0.2%	2	1.0%	9	0.5%	13	0.1%	3	1.5%	54	1.5%	54
Latino	0.4%	4	0.8%	7	1.4%	37	0.4%	10	1.5%	54	1.3%	47
Native American	0.2%	2	0.0%	0	0.0%	1	0.5%	14	0.1%	2	0.1%	3
Other	0.6%	6	2.4%	22	2.5%	66	1.9%	51	3.4%	120	3.3%	116
Total	30.7%	286	69.3%	646	70.5%	1872	29.5%	785	43.6%	1550	56.4%	2008
2009-10												
White	20.0%	186	41.0%	381	52.1%	1294	18.8%	466	36.4%	1261	51.2%	1776
African-American	8.7%	81	25.9%	241	15.6%	388	8.0%	198	1.5%	53	1.7%	58
Asian	0.2%	2	1.4%	13	0.5%	13	0.2%	5	1.8%	63	1.3%	45
Latino	0.4%	4	0.5%	5	1.9%	46	0.5%	13	1.7%	59	1.4%	50
Native American	0.2%	2	0.1%	1	0.1%	2	0.2%	6	0.0%	0	0.0%	1
Other	0.6%	6	0.8%	7	1.5%	38	0.5%	13	1.4%	50	1.5%	52
Total	30.2%	281	69.8%	648	71.8%	1781	28.2%	701	42.8%	1486	57.2%	1982
2008-09												
White	19.5%	179	43.1%	395	52.1%	1210	19.0%	441	36.7%	1242	52.0%	1759
African-American	8.5%	78	25.2%	231	15.3%	355	7.7%	178	1.3%	45	1.2%	42
Asian	0.2%	2	0.5%	5	0.5%	11	0.2%	5	1.7%	57	1.5%	52
Latino	0.5%	5	0.8%	7	1.8%	42	0.6%	14	1.2%	41	1.0%	34
Native American	0.1%	1	0.1%	1	0.0%	1	0.3%	7	0.0%	1	0.1%	2
Other	0.9%	8	0.4%	4	1.8%	41	0.8%	18	1.5%	52	1.6%	53
Total	29.8%	273	70.2%	643	71.5%	1660	28.5%	663	42.5%	1438	57.5%	1942
2007-08												
White	21.3%	191	42.6%	382	53.6%	1084	18.3%	370	35.4%	1129	52.6%	1677
African-American	8.1%	73	24.9%	223	14.2%	287	7.5%	151	1.5%	48	1.4%	44
Asian	0.2%	2	0.7%	6	0.5%	10	0.4%	8	1.6%	51	1.2%	39
Latino	0.4%	4	0.8%	7	2.1%	43	0.6%	12	1.7%	53	1.2%	37
Native American	0.2%	2	0.0%	0	0.1%	2	0.1%	3	0.0%	0	0.2%	5
Other	0.3%	3	0.3%	3	2.0%	41	0.6%	13	1.7%	53	1.6%	50
Total	30.7%	275	69.3%	621	72.5%	1467	27.5%	557	41.9%	1334	58.1%	1852
2006-07												
Data Not Recorded												
2005-06												
White	23.3%	x	42.9%	x	x	x	x	x	x	x	x	x
African-American	7.6%	x	24.2%	x	x	x	x	x	x	x	x	x
Asian	0.5%	x	0.5%	x	x	x	x	x	x	x	x	x
Latino	0.5%	x	0.3%	x	x	x	x	x	x	x	x	x
Native American	0.0%	x	0.0%	x	x	x	x	x	x	x	x	x
Other	0.2%	x	0.2%	x	x	x	x	x	x	x	x	x
Total	32.1%	x	68.1%	x	x	x	x	x	x	x	x	x
2004-05												
Data Not Recorded												
2003-04												
White	22.5%	170	46.0%	347	52.3%	761	20.9%	305	36.5%	841	53.0%	1209
African-American	6.4%	48	22.4%	169	12.8%	186	9.0%	131	1.4%	33	1.4%	31
Asian	0.3%	2	0.7%	5	0.5%	7	0.2%	3	1.7%	40	1.6%	37
Latino	0.3%	2	0.5%	4	1.9%	27	0.6%	9	1.2%	27	0.9%	21
Native American	0.1%	1	0.0%	0	0.4%	6	0.2%	3	0.0%	0	0.0%	1
Other	0.4%	3	0.4%	3	0.3%	5	0.8%	12	0.9%	20	1.0%	22
Total	30.0%	226	70.0%	528	68.2%	992	31.8%	463	47.1%	961	57.9%	1321
2001-03												
Data Not Recorded												
2000-01												
White	22.5%	x	45.7%	x	73.7%	x	20.6%	x	42.3%	x	47.9%	x
African-American	5.1%	x	24.3%	x	22.0%	x	7.4%	x	2.3%	x	1.5%	x
Asian	0.4%	x	0.3%	x	1.0%	x	0.2%	x	0.6%	x	0.2%	x
Latino	0.3%	x	0.4%	x	0.7%	x	0.3%	x	1.2%	x	0.4%	x
Native American	0.1%	x	0.3%	x	0.1%	x	0.0%	x	0.1%	x	0.0%	x
Other	0.0%	x	0.7%	x	0.9%	x	0.4%	x	0.1%	x	0.1%	x
Total Women	x	x	71.7%	x	x	x	28.9%	x	x	x	50.1%	x
1999-2000												
White	20.3%	x	49.0%	x	52.6%	x	23.0%	x	37.7%	x	55.7%	x
African-American	4.4%	x	23.9%	x	12.3%	x	7.9%	x	1.5%	x	1.3%	x
Other	0.0%	x	2.4%	x	3.1%	x	1.1%	x	3.3%	x	0.6%	x
Total Women	x	x	75.3%	x	x	x	32.0%	x	x	x	57.6%	x

Data provided by the NCAA. Historically Black Institutions excluded

Note: Percentages may not equal 100 percent due to rounding

x= Data not recorded

TABLE 23

RICHARD E. LAPCHICK, DIRECTOR
 C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE

College Athletics Directors: Division I				
	Men		Women	
	%	#	%	#
2011-12				
White	82.1%	262	6.9%	22
African-American	6.3%	20	0.0%	0
Asian	0.0%	0	0.0%	0
Latino	2.2%	7	0.6%	2
Native American	0.3%	1	0.3%	1
Other	0.9%	3	0.3%	1
Total	91.8%	293	8.1%	26
2010-11				
White	82.7%	263	7.2%	23
African-American	5.7%	18	0.3%	1
Asian	0.0%	0	0.0%	0
Latino	2.5%	8	0.3%	1
Native American	0.3%	1	0.3%	1
Other	0.6%	2	0.0%	0
Total	91.8%	292	8.2%	26
2009-10				
White	82.0%	259	7.6%	24
African-American	6.0%	19	0.6%	2
Asian	0.0%	0	0.0%	0
Latino	1.9%	6	0.3%	1
Native American	0.9%	3	0.0%	0
Other	0.6%	2	0.0%	0
Total	91.5%	289	8.5%	27
2008-09				
White	81.7%	255	7.1%	22
African-American	6.7%	21	0.6%	2
Asian	0.0%	0	0.0%	0
Latino	1.9%	6	0.3%	1
Native American	0.6%	2	0.3%	1
Other	0.6%	2	0.0%	0
Total	91.7%	286	8.3%	26
2007-08				
White	83.7%	257	6.2%	19
African-American	6.2%	19	1.0%	3
Asian	0.0%	0	0.0%	0
Latino	1.6%	5	0.3%	1
Native American	0.3%	1	0.3%	1
Other	0.3%	1	0.0%	0
Total	92.2%	283	7.8%	24
2006-07				
Data Not Recorded				
2005-06				
White	85.8%	x	7.3%	x
African-American	5.0%	x	0.5%	x
Asian	0.0%	x	0.0%	x
Latino	0.9%	x	0.0%	x
Native American	0.0%	x	0.0%	x
Other	0.5%	x	0.0%	x
Total	92.2%	x	7.8%	x
2004-05				
Data Not Recorded				
2003-04				
White	88.5%	232	6.5%	17
African-American	3.4%	9	0.0%	0
Asian	0.0%	0	0.4%	1
Latino	1.2%	3	0.0%	0
Native American	0.0%	0	0.4%	1
Other	0.0%	0	0.0%	0
Total	92.7%	243	7.3%	19
2001-03				
Data Not Recorded				
2000-01				
White	88.4%	x	6.9%	x
African-American	2.9%	x	0.0%	x
Asian	0.4%	x	0.0%	x
Latino	1.1%	x	0.0%	x
Native American	0.0%	x	0.4%	x
Other	0.0%	x	0.0%	x
Total	92.8%	x	7.2%	x
1999-2000				
White	86.9%	x	9.0%	x
African-American	2.4%	x	0.0%	x
Other	1.7%	x	0.0%	x
Total	91.0%	x	9.0%	x

Data provided by the NCAA. Historically Black Institutions excluded.

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

x= Data not recorded

TABLE 24

RICHARD E. LAPCHICK, DIRECTOR
 C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE

College Athletics Directors: Division II				
	Men		Women	
	%	#	%	#
2011-12				
White	75.1%	214	15.8%	45
African-American	3.9%	11	1.1%	3
Asian	0.4%	1	0.4%	1
Latino	3.2%	9	0.4%	1
Native American	0.0%	0	0.0%	0
Other	0.0%	0	0.0%	0
Total	82.6%	235	17.7%	50
2010-11				
White	76.7%	211	14.5%	40
African-American	3.3%	9	0.7%	2
Asian	0.4%	1	0.4%	1
Latino	3.6%	10	0.0%	0
Native American	0.0%	0	0.0%	0
Other	0.0%	0	0.4%	1
Total	84.0%	231	16.0%	44
2009-10				
White	79.0%	207	13.7%	36
African-American	2.7%	7	0.8%	2
Asian	0.4%	1	0.4%	1
Latino	3.1%	8	0.0%	0
Native American	0.0%	0	0.0%	0
Other	0.0%	0	0.0%	0
Total	85.1%	223	14.9%	39
2008-09				
White	78.8%	204	13.9%	36
African-American	2.3%	6	0.8%	2
Asian	0.4%	1	0.8%	2
Latino	3.1%	8	0.0%	0
Native American	0.0%	0	0.0%	0
Other	0.0%	0	0.0%	0
Total	84.6%	219	15.4%	40
2007-08				
White	78.9%	206	13.8%	36
African-American	2.3%	6	0.8%	2
Asian	0.0%	0	0.8%	2
Latino	3.1%	8	0.0%	0
Native American	0.4%	1	0.0%	0
Other	0.0%	0	0.0%	0
Total	84.7%	221	15.3%	40
2006-07				
Data Not Recorded				
2005-06				
White	74.7%	x	17.6%	x
African-American	3.3%	x	0.5%	x
Asian	0.0%	x	0.5%	x
Latino	2.7%	x	0.0%	x
Native American	0.5%	x	0.0%	x
Other	0.0%	x	0.0%	x
Total	81.3%	x	18.7%	x
2004-05				
Data Not Recorded				
2003-04				
White	79.6%	187	14.5%	34
African-American	1.3%	3	0.9%	2
Asian	0.0%	0	0.9%	2
Latino	2.6%	6	0.0%	0
Native American	0.4%	1	0.0%	0
Other	0.0%	0	0.0%	0
Total	83.8%	197	16.2%	38
2001-03				
Data Not Recorded				
2000-01				
White	82.4%	x	12.9%	x
African-American	1.9%	x	0.5%	x
Asian	0.0%	x	0.5%	x
Latino	1.0%	x	0.5%	x
Native American	0.5%	x	0.0%	x
Other	0.5%	x	0.0%	x
Total	86.3%	x	14.4%	x
1999-2000				
White	79.6%	x	13.7%	x
African-American	1.6%	x	1.2%	x
Other	3.5%	x	0.4%	x
Total	x	x	15.3%	x

Data provided by the NCAA. Historically Black Institutions excluded.

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

x= Data not recorded

TABLE 25

RICHARD E. LAPCHICK, DIRECTOR
 C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE

College Athletics Directors: Division III				
	Men		Women	
	%	#	%	#
2011-12				
White	68.9%	303	27.0%	119
African-American	2.5%	11	0.5%	2
Asian	0.0%	0	0.2%	1
Latino	0.2%	1	0.0%	0
Native American	0.0%	0	0.0%	0
Other	0.5%	2	0.2%	1
Total	72.1%	317	27.9%	123
2010-11				
White	67.5%	301	28.3%	126
African-American	2.5%	11	0.2%	1
Asian	0.0%	0	0.4%	2
Latino	0.2%	1	0.0%	0
Native American	0.0%	0	0.0%	0
Other	0.7%	3	0.2%	1
Total	70.9%	316	29.1%	130
2009-10				
White	68.5%	304	27.5%	122
African-American	2.0%	9	0.5%	2
Asian	0.2%	1	0.5%	2
Latino	0.2%	1	0.0%	0
Native American	0.2%	1	0.0%	0
Other	0.2%	1	0.2%	1
Total	71.4%	317	28.6%	127
2008-09				
White	69.8%	312	26.2%	117
African-American	2.0%	9	0.4%	2
Asian	0.2%	1	0.4%	2
Latino	0.4%	2	0.0%	0
Native American	0.2%	1	0.0%	0
Other	0.0%	0	0.2%	1
Total	72.7%	325	27.3%	122
2007-08				
White	70.7%	311	26.1%	115
African-American	1.8%	8	0.2%	1
Asian	0.2%	1	0.5%	2
Latino	0.0%	0	0.0%	0
Native American	0.2%	1	0.2%	1
Other	0.0%	0	0.0%	0
Total	73.0%	321	27.0%	119
2006-07				
Data Not Recorded				
2005-06				
White	69.5%	x	26.6%	x
African-American	1.9%	x	0.0%	x
Asian	0.3%	x	0.3%	x
Latino	0.3%	x	0.0%	x
Native American	0.6%	x	0.3%	x
Other	0.0%	x	0.0%	x
Total	72.7%	x	27.3%	x
2004-05				
Data Not Recorded				
2003-04				
White	68.6%	258	26.9%	101
African-American	3.2%	12	0.0%	0
Asian	0.3%	1	0.3%	1
Latino	0.5%	2	0.0%	0
Native American	0.3%	1	0.0%	0
Other	0.0%	0	0.0%	0
Total	72.9%	274	27.1%	102
2001-03				
Data Not Recorded				
2000-01				
White	69.3%	x	23.9%	x
African-American	4.5%	x	0.6%	x
Asian	0.3%	x	0.6%	x
Latino	0.3%	x	0.3%	x
Native American	0.3%	x	0.0%	x
Other	0.0%	x	0.0%	x
Total	74.7%	x	25.4%	x
1999-2000				
White	71.3%	x	24.3%	x
African-American	3.0%	x	0.5%	x
Other	0.7%	x	0.2%	x
Total	x	x	25.0%	x

Data provided by the NCAA. Historically Black Institutions excluded.

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

x= Data not recorded

TABLE 26

RICHARD E. LAPCHICK, DIRECTOR
 C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE

College Senior Athletic Administrators: Associate and Assistant Athletics Directors												
	Division I				Division II				Division III			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2011-12												
Associate Athletic Directors												
White	62.2%	961	25.3%	391	52.1%	147	37.2%	105	48.2%	134	47.1%	131
African-American	6.0%	92	3.2%	50	3.5%	10	1.4%	4	2.2%	6	1.8%	5
Asian	0.3%	5	0.4%	6	0.7%	2	0.7%	2	0.0%	0	0.0%	0
Latino	0.9%	14	0.9%	14	1.4%	4	0.4%	1	0.4%	1	0.0%	0
Native American	0.2%	3	0.1%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Other	0.5%	7	0.1%	2	1.1%	3	1.4%	4	0.4%	1	0.0%	0
Total	70.1%	1082	30.0%	464	58.8%	166	41.1%	116	51.2%	142	48.9%	136
Assistant Athletic Directors												
White	64.5%	760	23.6%	278	54.3%	209	34.8%	134	57.5%	299	34.8%	181
African-American	5.7%	67	2.5%	30	4.2%	16	2.3%	9	2.7%	14	1.5%	8
Asian	0.3%	4	0.3%	4	0.8%	3	0.3%	1	0.2%	1	0.0%	0
Latino	0.8%	10	0.9%	11	1.3%	5	0.5%	2	1.5%	8	0.4%	2
Native American	0.2%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Other	0.6%	7	0.5%	6	1.0%	4	0.5%	2	1.0%	5	0.4%	2
Total	72.1%	850	27.9%	329	61.6%	237	38.4%	148	62.9%	327	37.1%	193
2010-11												
Associate Athletic Directors												
White	63.4%	931	25.3%	371	51.0%	131	36.6%	94	47.2%	128	47.6%	129
African-American	5.6%	82	2.7%	40	3.1%	8	3.5%	9	3.0%	8	1.5%	4
Asian	0.3%	4	0.4%	6	0.8%	2	1.2%	3	0.4%	1	0.0%	0
Latino	1.2%	18	0.7%	10	1.6%	4	0.4%	1	0.4%	1	0.0%	0
Native American	0.0%	0	0.1%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Other	0.3%	4	0.1%	2	1.6%	4	0.4%	1	0.0%	0	0.0%	0
Total	70.7%	1039	29.3%	430	58.0%	149	42.0%	108	50.9%	138	49.1%	133
Assistant Athletic Directors												
White	61.8%	696	24.2%	273	53.3%	185	34.6%	120	56.4%	298	36.4%	192
African-American	7.2%	81	2.7%	30	3.7%	13	2.3%	8	2.8%	15	1.5%	8
Asian	0.5%	6	0.4%	5	1.4%	5	0.3%	1	0.2%	1	0.0%	0
Latino	1.2%	13	1.2%	14	2.0%	7	0.6%	2	1.5%	8	0.4%	2
Native American	0.2%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.2%	1
Other	0.3%	3	0.3%	3	1.2%	4	0.6%	2	0.4%	2	0.2%	1
Total	71.1%	801	28.9%	325	61.7%	214	38.3%	133	61.4%	324	38.6%	204
2009-10												
Associate Athletic Directors												
White	62.2%	854	25.3%	347	51.1%	115	37.8%	85	49.2%	123	46.0%	115
African-American	5.5%	76	3.0%	41	4.0%	9	2.7%	6	2.0%	5	1.2%	3
Asian	0.5%	7	0.6%	8	0.4%	1	0.4%	1	0.0%	0	0.0%	0
Latino	1.1%	15	0.7%	9	1.8%	4	0.4%	1	0.4%	1	0.0%	0
Native American	0.1%	1	0.1%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Other	0.5%	7	0.4%	5	0.4%	1	0.9%	2	0.8%	2	0.4%	1
Total	70.0%	960	30.0%	412	57.8%	130	42.2%	95	52.4%	131	47.6%	119
Assistant Athletic Directors												
White	63.7%	683	23.9%	256	54.0%	189	33.7%	118	55.4%	285	36.0%	185
African-American	6.4%	69	2.5%	27	3.7%	13	2.3%	8	3.9%	20	1.2%	6
Asian	0.5%	5	0.6%	6	1.7%	6	0.3%	1	0.2%	1	0.0%	0
Latino	0.8%	9	1.1%	12	2.3%	8	0.9%	3	1.6%	8	0.6%	3
Native American	0.1%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.2%	1
Other	0.4%	4	0.1%	1	0.9%	3	0.3%	1	0.6%	3	0.4%	2
Total	71.9%	771	28.1%	302	62.6%	219	37.4%	131	61.7%	317	38.3%	197
2008-09												
Associate Athletic Directors												
White	62.2%	824	26.3%	348	51.7%	105	36.9%	75	49.0%	119	43.6%	106
African-American	5.4%	71	2.9%	39	4.9%	10	3.4%	7	3.3%	8	2.1%	5
Asian	0.4%	5	0.4%	5	0.5%	1	0.5%	1	0.8%	2	0.0%	0
Latino	0.8%	10	0.9%	12	0.5%	1	0.5%	1	0.4%	1	0.0%	0
Native American	0.1%	1	0.2%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Other	0.2%	3	0.4%	5	0.5%	1	0.5%	1	0.4%	1	0.4%	1
Total	69.0%	914	31.0%	411	58.1%	118	41.9%	85	53.9%	131	46.1%	112
Assistant Athletic Directors												
White	63.7%	687	24.6%	265	55.2%	191	33.5%	116	56.1%	281	37.1%	186
African-American	5.7%	61	2.6%	28	3.8%	13	2.0%	7	3.6%	18	0.6%	3
Asian	0.3%	3	0.6%	6	1.4%	5	0.6%	2	0.2%	1	0.0%	0
Latino	1.1%	12	0.8%	9	2.3%	8	0.6%	2	1.2%	6	0.2%	1
Native American	0.1%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Other	0.6%	6	0.0%	0	0.6%	2	0.0%	0	0.8%	4	0.2%	1
Total	71.4%	770	28.6%	308	63.3%	219	36.7%	127	61.9%	310	38.1%	191
2007-08												
Associate Athletic Directors												
White	63.6%	787	25.7%	318	53.2%	100	35.6%	67	46.4%	115	50.0%	124
African-American	5.6%	69	2.7%	33	4.3%	8	3.2%	6	2.4%	6	0.8%	2
Asian	0.2%	2	0.5%	6	0.5%	1	0.5%	1	0.0%	0	0.0%	0
Latino	0.7%	9	0.7%	9	1.1%	2	0.5%	1	0.4%	1	0.0%	0
Native American	0.1%	1	0.1%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Other	0.2%	2	0.1%	1	0.5%	1	0.5%	1	0.0%	0	0.0%	0
Total	70.3%	870	29.7%	368	59.6%	112	40.4%	76	49.2%	122	50.8%	126
Assistant Athletic Directors												
White	65.5%	658	22.7%	228	57.4%	186	34.9%	113	53.7%	251	37.5%	175
African-American	6.1%	61	2.5%	25	2.2%	7	1.9%	6	3.9%	18	1.5%	7
Asian	0.1%	1	0.5%	5	0.9%	3	0.6%	2	0.6%	3	0.0%	0
Latino	1.4%	14	0.8%	8	0.6%	2	0.6%	2	1.9%	9	0.2%	1
Native American	0.0%	0	0.0%	0	0.0%	0	0.3%	1	0.0%	0	0.0%	0
Other	0.5%	5	0.0%	0	0.3%	1	0.3%	1	0.6%	3	0.0%	0
Total	73.5%	738	26.5%	266	61.4%	199	38.6%	125	60.8%	284	39.2%	183
2006-07												
Data Not Recorded												
2005-06												
Associate Athletic Directors												
White	63.5%	x	26.0%	x	48.5%	x	45.5%	x	46.2%	x	49.1%	x
African-American	6.1%	x	2.1%	x	2.0%	x	2.0%	x	2.4%	x	1.2%	x
Asian	0.1%	x	0.1%	x	1.0%	x	0.0%	x	0.6%	x	0.0%	x
Latino	0.9%	x	0.5%	x	0.0%	x	0.0%	x	0.6%	x	0.0%	x
Native American	0.1%	x	0.1%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.0%	x	0.3%	x	1.0%	x	0.0%	x	0.0%	x	0.0%	x
Total	71.6%	x	28.4%	x	51.3%	x	48.7%	x	50.3%	x	49.7%	x
Assistant Athletic Directors												
White	66.3%	x	22.6%	x	56.6%	x	33.6%	x	58.2%	x	32.9%	x
African-American	5.1%	x	3.6%	x	3.3%	x	1.3%	x	4.6%	x	2.3%	x
Asian	0.5%	x	0.2%	x	0.7%	x	0.7%	x	0.3%	x	0.3%	x
Latino	0.9%	x	0.3%	x	2.0%	x	1.3%	x	1.0%	x	0.0%	x
Native American	0.2%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.3%	x
Other	0.2%	x	0.3%	x	0.0%	x	0.7%	x	0.0%	x	0.0%	x
Total	72.9%	x	27.1%	x	60.8%	x	39.2%	x	64.3%	x	35.7%	x

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

TABLE 27

RICHARD E. LAPCHICK, DIRECTOR
 C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE

Senior Woman Administrators												
	Division I				Division II				Division III			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2011-12												
White	1.6%	5	83.3%	260	0.4%	1	89.9%	250	0.7%	3	94.3%	400
African-American	0.0%	0	9.3%	29	0.0%	0	4.3%	12	0.2%	1	2.8%	12
Asian	0.0%	0	1.6%	5	0.0%	0	1.1%	3	0.0%	0	0.0%	0
Latino	0.0%	0	1.9%	6	0.0%	0	2.2%	6	0.0%	0	0.9%	4
Native American	0.0%	0	0.6%	2	0.0%	0	0.4%	1	0.0%	0	0.0%	0
Other	0.0%	0	1.6%	5	0.0%	0	1.8%	5	0.2%	1	0.7%	3
Total	1.6%	5	98.3%	307	0.4%	1	99.7%	277	1.1%	5	98.7%	419
2010-11												
White	1.0%	3	83.8%	263	0.0%	0	89.0%	243	0.0%	0	96.5%	410
African-American	0.3%	1	10.2%	32	0.4%	1	5.5%	15	0.0%	0	1.9%	8
Asian	0.0%	0	1.3%	4	0.0%	0	1.1%	3	0.0%	0	0.0%	0
Latino	0.0%	0	1.6%	5	0.0%	0	2.2%	6	0.0%	0	0.9%	4
Native American	0.3%	1	0.3%	1	0.0%	0	0.0%	0	0.0%	0	0.2%	1
Other	0.0%	0	1.3%	4	0.0%	0	1.8%	5	0.0%	0	0.5%	2
Total	1.6%	5	98.4%	309	0.4%	1	99.6%	272	0.0%	0	100.0%	425
2009-10												
White	0.6%	2	84.5%	262	0.0%	0	90.3%	232	0.2%	1	94.3%	395
African-American	0.0%	0	9.7%	30	0.0%	0	6.2%	16	0.0%	0	2.9%	12
Asian	0.0%	0	1.6%	5	0.0%	0	0.8%	2	0.0%	0	0.0%	0
Latino	0.0%	0	1.9%	6	0.0%	0	1.9%	5	0.0%	0	1.4%	6
Native American	0.0%	0	0.6%	2	0.0%	0	0.0%	0	0.0%	0	0.2%	1
Other	0.0%	0	1.0%	3	0.0%	0	0.8%	2	0.0%	0	1.0%	4
Total	0.6%	2	99.4%	308	0.0%	0	100.0%	257	0.2%	1	99.8%	418
2008-09												
White	0.0%	0	85.3%	262	0.0%	0	88.8%	229	0.0%	0	94.6%	400
African-American	0.0%	0	10.1%	31	0.0%	0	7.4%	19	0.0%	0	3.3%	14
Asian	0.0%	0	1.3%	4	0.0%	0	0.8%	2	0.0%	0	0.2%	1
Latino	0.0%	0	2.0%	6	0.0%	0	2.3%	6	0.0%	0	0.9%	4
Native American	0.0%	0	1.0%	3	0.0%	0	0.4%	1	0.0%	0	0.2%	1
Other	0.0%	0	0.3%	1	0.0%	0	0.4%	1	0.0%	0	0.7%	3
Total	0.0%	0	100.0%	307	0.0%	0	100.0%	258	0.0%	0	100.0%	423
2007-08												
White	1.0%	3	85.2%	259	1.6%	4	85.9%	220	0.0%	0	96.4%	400
African-American	0.3%	1	10.2%	31	0.8%	2	7.0%	18	0.0%	0	2.2%	9
Asian	0.0%	0	0.7%	2	0.0%	0	1.2%	3	0.0%	0	0.0%	0
Latino	0.0%	0	1.3%	4	0.0%	0	2.7%	7	0.0%	0	1.0%	4
Native American	0.0%	0	1.0%	3	0.0%	0	0.0%	0	0.0%	0	0.5%	2
Other	0.0%	0	0.3%	1	0.0%	0	0.8%	2	0.0%	0	0.0%	0
Total	1.3%	4	98.7%	300	2.3%	6	97.7%	250	0.0%	0	100.0%	415
2006-07												
Data Not Recorded												
2005-06												
White	1.4%	x	84.3%	x	0.6%	x	90.6%	x	1.1%	x	95.7%	x
African-American	0.5%	x	10.2%	x	0.0%	x	5.3%	x	0.0%	x	2.2%	x
Asian	0.0%	x	0.5%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x
Latino	0.5%	x	1.4%	x	0.0%	x	2.4%	x	0.0%	x	0.4%	x
Native American	0.0%	x	0.5%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.0%	x	0.9%	x	0.0%	x	1.2%	x	0.0%	x	0.4%	x
Total	2.3%	x	97.7%	x	0.6%	x	99.4%	x	1.1%	x	98.9%	x
2004-05												
Data Not Recorded												
2003-04												
White	0.4%	1	88.5%	224	0.0%	0	92.6%	201	1.2%	4	95.4%	312
African-American	0.0%	0	8.3%	21	0.0%	0	4.6%	10	0.0%	0	2.4%	8
Asian	0.0%	0	0.0%	0	0.0%	0	0.5%	1	0.0%	0	0.3%	1
Latino	0.0%	0	1.6%	4	0.0%	0	2.3%	5	0.0%	0	0.6%	2
Native American	0.0%	0	0.4%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Other	0.0%	0	0.8%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Total	0.4%	1	99.6%	252	0.0%	0	100.0%	217	1.2%	4	98.8%	323
2001-03												
Data Not Recorded												
2000-01												
White	0.7%	x	89.6%	x	0.5%	x	91.2%	x	1.1%	x	93.7%	x
African-American	0.7%	x	6.3%	x	0.0%	x	5.7%	x	0.0%	x	3.2%	x
Asian	0.0%	x	0.4%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x
Latino	0.0%	x	1.5%	x	0.0%	x	2.1%	x	0.0%	x	1.4%	x
Native American	0.0%	x	0.0%	x	0.0%	x	0.5%	x	0.0%	x	0.0%	x
Other	0.4%	x	0.4%	x	0.0%	x	0.0%	x	0.0%	x	0.4%	x
Total	1.8%	x	98.2%	x	0.5%	x	99.5%	x	1.1%	x	99.1%	x
1999-2000												
White	1.5%	x	91.0%	x	1.0%	x	90.4%	x	0.0%	x	94.7%	x
African-American	0.0%	x	6.0%	x	0.0%	x	4.3%	x	0.0%	x	3.3%	x
Other	0.4%	x	1.1%	x	1.4%	x	2.9%	x	0.0%	x	2.0%	x
Total	1.9%	x	98.1%	x	2.4%	x	97.6%	x	0.0%	x	100.0%	x

Data provided by the NCAA. Historically Black Institutions excluded

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

x= Data not recorded

TABLE 28

RICHARD E. LAPCHICK, DIRECTOR
 C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE

Faculty Athletics Representatives												
	Division I				Division II				Division III			
	Men		Women		Men		Women		Men		Women	
	%	#	%	#	%	#	%	#	%	#	%	#
2011-12												
White	64.5%	213	27.0%	89	67.9%	195	24.4%	70	63.9%	312	29.7%	145
African-American	4.8%	16	1.2%	4	2.1%	6	0.3%	1	2.5%	12	0.4%	2
Asian	1.5%	5	0.0%	0	1.0%	3	0.0%	0	0.6%	3	0.2%	1
Latino	0.3%	1	0.3%	1	2.4%	7	0.7%	2	1.2%	6	0.2%	1
Native American	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.2%	1	0.0%	0
Other	0.3%	1	0.0%	0	1.0%	3	0.0%	0	1.0%	5	0.0%	0
Total	71.4%	236	28.5%	94	74.4%	214	25.4%	73	69.4%	339	30.5%	149
2010-11												
White	66.5%	214	25.5%	82	69.3%	194	23.9%	67	63.9%	315	30.2%	149
African-American	4.3%	14	1.2%	4	1.4%	4	0.4%	1	2.4%	12	0.2%	1
Asian	0.6%	2	0.0%	0	1.1%	3	0.0%	0	0.8%	4	0.2%	1
Latino	0.3%	1	0.6%	2	2.5%	7	0.7%	2	1.0%	5	0.2%	1
Native American	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.2%	1	0.0%	0
Other	0.3%	1	0.6%	2	0.7%	2	0.0%	0	0.6%	3	0.2%	1
Total	72.0%	232	28.0%	90	75.0%	210	25.0%	70	69.0%	340	31.0%	153
2009-10												
White	65.0%	208	26.3%	84	71.3%	186	22.2%	58	63.1%	311	30.6%	151
African-American	5.0%	16	0.9%	3	1.5%	4	0.4%	1	3.0%	15	0.4%	2
Asian	0.9%	3	0.3%	1	1.1%	3	0.0%	0	1.2%	6	0.0%	0
Latino	0.0%	0	0.6%	2	1.9%	5	0.8%	2	0.6%	3	0.2%	1
Native American	0.0%	0	0.0%	0	0.4%	1	0.0%	0	0.4%	2	0.0%	0
Other	0.9%	3	0.0%	0	0.4%	1	0.0%	0	0.2%	1	0.2%	1
Total	71.9%	230	28.1%	90	76.6%	200	23.4%	61	68.6%	338	31.4%	155
2008-09												
White	65.4%	204	25.3%	79	71.8%	188	22.1%	58	62.9%	308	31.8%	156
African-American	5.1%	16	0.6%	2	1.5%	4	0.4%	1	2.7%	13	0.4%	2
Asian	1.0%	3	0.6%	2	0.8%	2	0.0%	0	1.0%	5	0.0%	0
Latino	0.0%	0	0.3%	1	1.9%	5	0.8%	2	0.8%	4	0.2%	1
Native American	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.2%	1	0.0%	0
Other	1.6%	5	0.0%	0	0.4%	1	0.4%	1	0.0%	0	0.0%	0
Total	73.1%	228	26.9%	84	76.3%	200	23.7%	62	67.6%	331	32.4%	159
2007-08												
White	68.2%	214	23.6%	74	71.0%	184	22.0%	57	61.8%	296	32.8%	157
African-American	4.1%	13	1.0%	3	1.9%	5	0.8%	2	2.7%	13	0.2%	1
Asian	1.0%	3	0.6%	2	1.2%	3	0.0%	0	0.8%	4	0.2%	1
Latino	0.6%	2	0.0%	0	1.9%	5	0.8%	2	0.8%	4	0.2%	1
Native American	0.3%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Other	0.6%	2	0.0%	0	0.0%	0	0.4%	1	0.4%	2	0.0%	0
Total	74.8%	235	25.2%	79	76.1%	197	23.9%	62	66.6%	319	33.4%	160
2006-07												
Data Not Recorded												
2005-06												
White	71.2%	x	21.2%	x	66.5%	x	25.7%	x	64.7%	x	30.8%	x
African-American	2.2%	x	0.9%	x	1.7%	x	1.7%	x	2.0%	x	0.3%	x
Asian	1.3%	x	0.4%	x	0.6%	x	0.0%	x	0.6%	x	0.3%	x
Latino	1.3%	x	0.0%	x	2.8%	x	0.6%	x	0.6%	x	0.3%	x
Native American	0.9%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.4%	x	0.0%	x	0.6%	x	0.0%	x	0.6%	x	0.0%	x
Total	77.4%	x	22.6%	x	72.1%	x	27.9%	x	68.4%	x	31.6%	x
2004-05												
Data Not Recorded												
2003-04												
White	70.9%	188	21.1%	56	71.9%	164	20.6%	47	68.8%	256	26.9%	100
African-American	4.2%	11	0.8%	2	1.3%	3	0.4%	1	3.0%	11	0.3%	1
Asian	1.1%	3	0.0%	0	1.8%	4	0.0%	0	0.0%	0	0.0%	0
Latino	0.8%	2	0.0%	0	1.8%	4	1.8%	4	0.5%	2	0.3%	1
Native American	0.4%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Other	0.8%	2	0.0%	0	0.4%	1	0.0%	0	0.3%	1	0.0%	0
Total	78.2%	207	21.9%	58	77.2%	176	22.8%	52	72.6%	270	27.5%	102
2001-03												
Data Not Recorded												
2000-01												
White	73.2%	x	18.1%	x	77.9%	x	17.3%	x	67.0%	x	27.8%	x
African-American	5.1%	x	1.1%	x	1.0%	x	0.5%	x	3.1%	x	0.6%	x
Asian	1.1%	x	0.0%	x	0.5%	x	0.0%	x	0.3%	x	0.0%	x
Latino	0.4%	x	0.4%	x	0.0%	x	0.5%	x	0.9%	x	0.3%	x
Native American	0.4%	x	0.0%	x	0.5%	x	0.0%	x	0.0%	x	0.0%	x
Other	0.4%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x	0.0%	x
Total	x	x	19.6%	x	x	x	18.3%	x	x	x	28.7%	x
1999-2000												
White	75.6%	x	18.1%	x	78.0%	x	15.5%	x	67.9%	x	27.8%	x
African-American	3.1%	x	1.4%	x	1.2%	x	0.4%	x	1.8%	x	0.3%	x
Other	1.7%	x	0.0%	x	3.3%	x	1.6%	x	2.3%	x	0.0%	x
Total	x	x	x	x	x	x	17.6%	x	x	x	28.1%	x

Data provided by the NCAA. Historically Black Institutions excluded.

Note: Percentages may not equal 100 percent due to rounding

x= Data not recorded

TABLE 29

Sports Information Director						
	Division I		Division II		Division III	
	Men	Women	Men	Women	Men	Women
2011-12						
White	84.1%	10.8%	86.7%	5.6%	86.3%	11.1%
African-American	1.8%	0.8%	0.3%	1.0%	1.2%	0.2%
Asian	0.8%	0.0%	1.7%	0.0%	0.2%	0.0%
Latino	1.0%	0.3%	2.4%	0.0%	0.5%	0.2%
Native American	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%
Other	0.3%	0.3%	1.7%	0.0%	0.2%	0.0%
Total	88.0%	12.2%	92.8%	6.9%	88.4%	11.5%
2010-11						
White	80.9%	11.7%	84.4%	8.7%	83.6%	13.4%
African-American	1.4%	1.2%	1.1%	0.7%	1.4%	0.0%
Asian	1.9%	0.2%	1.4%	0.0%	0.2%	0.0%
Latino	2.1%	0.2%	1.4%	0.4%	0.9%	0.2%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0.2%	0.0%	1.8%	0.0%	0.0%	0.2%
2009-10						
White	82.2%	12.6%	85.9%	8.8%	83.3%	12.6%
African-American	1.3%	0.8%	1.1%	0.8%	1.4%	0.5%
Asian	1.0%	0.3%	1.1%	0.0%	0.5%	0.0%
Latino	1.8%	0.3%	1.5%	0.4%	1.1%	0.2%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0.0%	0.0%	0.4%	0.0%	0.2%	0.2%
2008-09						
White	85.0%	10.4%	85.4%	9.1%	82.4%	13.1%
African-American	1.1%	0.3%	1.2%	0.8%	2.8%	0.0%
Asian	1.1%	0.3%	1.6%	0.0%	0.5%	0.0%
Latino	1.6%	0.3%	1.6%	0.0%	0.7%	0.5%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%
2007-08						
White	84.8%	10.2%	84.0%	10.2%	81.3%	13.8%
African-American	0.3%	0.6%	2.0%	0.8%	1.9%	0.5%
Asian	1.7%	0.3%	1.6%	0.0%	0.7%	0.0%
Latino	1.9%	0.0%	1.6%	0.0%	0.9%	0.5%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other	0.3%	0.0%	0.0%	0.0%	0.5%	0.0%

Data provided by the NCAA. Historically Black Institutions excluded

Note: Percentages may not equal 100 percent due to rounding

TABLE 30

College Professional Administration by Division								
	Division I		Division II		Division III		All Divisions	
	Men	Women	Men	Women	Men	Women	Men	Women
2011-12								
White	56.0%	29.3%	57.3%	30.2%	61.2%	31.2%	57.3%	29.8%
African-American	6.1%	3.0%	4.3%	1.9%	3.0%	1.3%	5.2%	2.5%
Asian	1.0%	0.5%	1.2%	0.3%	0.5%	0.4%	0.9%	0.4%
Latino	1.7%	1.0%	1.9%	0.9%	0.9%	0.5%	1.6%	0.9%
Native American	0.4%	0.0%	0.2%	0.0%	0.2%	0.0%	0.1%	0.0%
Other	0.7%	0.5%	0.9%	1.0%	0.6%	0.3%	0.7%	0.5%
Total	65.6%	34.4%	65.7%	34.3%	66.4%	33.6%	65.8%	34.2%
2010-11								
White	55.2%	30.1%	58.8%	29.1%	60.9%	31.5%	57.0%	30.2%
African-American	6.3%	3.2%	4.1%	1.8%	3.5%	1.1%	5.3%	2.5%
Asian	0.9%	0.6%	1.0%	0.6%	0.5%	0.4%	0.8%	0.6%
Latino	1.6%	0.9%	1.8%	0.8%	1.0%	0.4%	1.5%	0.8%
Native American	0.1%	0.0%	0.2%	0.0%	0.1%	0.0%	0.1%	0.0%
Other	0.7%	0.5%	1.2%	0.5%	0.4%	0.2%	0.7%	0.4%
Total	64.8%	35.3%	67.1%	32.8%	66.4%	33.6%	65.4%	34.5%
2009-10								
White	56.2%	29.8%	58.6%	29.8%	60.3%	31.7%	57.5%	30.2%
African-American	6.1%	3.3%	4.1%	1.9%	3.2%	1.0%	5.2%	2.6%
Asian	0.7%	0.6%	1.2%	0.5%	0.4%	0.5%	0.7%	0.6%
Latino	1.3%	1.1%	1.6%	0.8%	1.2%	0.5%	1.3%	0.9%
Native American	0.0%	0.0%	0.2%	0.0%	0.1%	0.1%	0.1%	0.0%
Other	0.6%	0.4%	0.6%	0.3%	0.7%	0.4%	0.6%	0.4%
Total	64.9%	35.2%	66.3%	33.3%	65.9%	34.2%	65.4%	34.7%
2008-09								
White	56.7%	29.4%	57.5%	30.4%	60.4%	32.2%	57.7%	30.2%
African-American	5.9%	3.4%	4.4%	1.6%	2.9%	1.0%	5.0%	2.6%
Asian	0.9%	0.6%	1.4%	0.3%	0.6%	0.6%	0.8%	0.6%
Latino	1.3%	0.9%	1.8%	1.0%	0.9%	0.6%	1.3%	0.9%
Native American	0.0%	0.0%	0.2%	0.1%	0.1%	0.1%	0.1%	0.0%
Other	0.5%	0.4%	1.0%	0.5%	0.4%	0.3%	0.5%	0.4%
Total	65.3%	34.7%	66.3%	33.9%	65.3%	34.8%	65.4%	34.7%
2007-08								
White	56.0%	29.4%	60.2%	29.0%	61.3%	31.6%	57.8%	29.8%
African-American	6.0%	3.6%	3.9%	1.7%	3.1%	0.9%	5.1%	2.7%
Asian	0.9%	0.7%	1.3%	0.5%	0.4%	0.5%	0.8%	0.6%
Latino	1.6%	0.9%	1.8%	0.7%	1.2%	0.4%	1.6%	0.8%
Native American	0.0%	0.0%	0.2%	0.1%	0.1%	0.1%	0.1%	0.0%
Other	0.5%	0.3%	0.5%	0.3%	0.3%	0.0%	0.5%	0.2%
Total	65.0%	34.9%	67.9%	32.3%	66.4%	33.5%	65.9%	34.1%
2004-07								
Data Not Recorded								
2003-04								
White	60.4%	27.5%	55.2%	34.0%	51.8%	42.6%	61.8%	27.6%
African-American	5.9%	2.3%	2.7%	2.3%	3.4%	1.0%	5.1%	1.8%
Asian	0.6%	0.3%	x	x	x	x	0.6%	0.3%
Latino	1.1%	0.8%	x	x	x	x	1.2%	0.7%
Native American	0.0%	0.0%	x	x	x	x	0.1%	0.1%
Other	0.4%	0.6%	4.2%	1.5%	1.1%	0.9%	0.4%	0.3%
Total	68.4%	31.5%	62.1%	37.8%	56.3%	44.5%	69.2%	30.8%
2000-01								
White	63.0%	27.6%	57.8%	33.3%	49.6%	44.2%	61.1%	28.0%
African-American	5.3%	1.8%	3.3%	1.6%	3.5%	1.3%	5.0%	1.9%
Other	1.5%	0.8%	2.8%	1.3%	1.0%	0.5%	2.4%	1.6%
Total	69.8%	30.2%	63.9%	36.2%	54.1%	46.0%	68.5%	31.5%
1999-2000								
White	62.6%	24.8%	59.5%	33.2%	52.8%	42.0%	64.3%	24.5%
African-American	6.2%	2.8%	1.7%	1.3%	2.7%	1.6%	5.2%	2.1%
Other	2.3%	1.3%	2.7%	1.7%	0.2%	0.7%	2.5%	1.3%
Total	71.1%	28.9%	63.9%	36.2%	55.7%	44.3%	72.0%	27.9%

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

x= Data not recorded

Note: Percentages may not equal 100 percent due to rounding

TABLE 31

RICHARD E. LAPCHICK, DIRECTOR
C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE

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		
2011-12	Academic Advisor/Counselor	24.9%	48.8%	10.4%	8.8%	1.4%	1.0%	1.2%	1.6%	0.1%	0.0%	0.5%	1.3%	
	Business Mgr	41.1%	48.8%	2.6%	4.1%	0.0%	0.2%	0.7%	2.2%	0.2%	0.0%	0.0%	0.2%	
	Compliance Coordinator/Office	41.9%	41.3%	5.4%	5.4%	0.5%	0.3%	1.7%	2.3%	0.0%	0.0%	0.3%	1.1%	
	Equipment Mgr	74.1%	8.8%	6.3%	0.1%	1.3%	0.4%	5.1%	1.8%	0.3%	0.0%	0.6%	0.3%	
	Fundraiser/Development Mgr	58.9%	32.3%	4.1%	0.8%	0.6%	0.5%	0.7%	1.1%	0.1%	0.1%	0.5%	0.1%	
	Facility Mgr	78.2%	9.8%	6.3%	0.6%	0.5%	0.4%	3.0%	0.3%	0.0%	0.0%	0.6%	0.1%	
	Life Skills Coordinator	16.9%	55.0%	9.5%	11.3%	1.2%	0.9%	1.8%	0.9%	0.0%	0.0%	0.9%	0.9%	
	Promotions/Marketing Mgr	56.1%	33.0%	4.6%	1.2%	1.1%	0.5%	1.2%	0.6%	0.0%	0.0%	0.8%	0.9%	
	Sports Information director	84.1%	10.8%	1.8%	0.8%	0.8%	0.0%	1.0%	0.3%	0.0%	0.0%	0.3%	0.3%	
	Asst. or Assoc. SID	71.4%	21.7%	1.5%	0.7%	1.6%	0.8%	1.1%	0.2%	0.0%	0.0%	0.6%	0.6%	
	Strength Coach	71.2%	11.6%	11.0%	1.2%	1.5%	0.0%	1.8%	0.3%	0.1%	0.0%	1.1%	0.2%	
	Ticket Manager	53.7%	36.3%	3.1%	1.4%	0.9%	0.3%	1.7%	1.2%	0.0%	0.0%	1.4%	0.0%	
	2010-11	Academic Advisor/Counselor	24.7%	49.2%	10.9%	9.2%	1.0%	1.1%	1.1%	1.1%	0.0%	0.0%	0.8%	0.9%
		Business Mgr	37.9%	49.6%	3.4%	4.1%	0.2%	1.1%	0.6%	2.1%	0.2%	0.0%	0.4%	0.6%
Compliance Coordinator/Office		38.6%	44.4%	6.3%	5.1%	0.5%	0.3%	1.0%	2.0%	0.0%	0.0%	0.2%	0.7%	
Equipment Mgr		73.4%	10.7%	5.8%	0.3%	1.4%	0.7%	5.0%	1.4%	0.3%	0.0%	0.8%	0.2%	
Fundraiser/Development Mgr		59.7%	32.4%	3.7%	1.6%	0.2%	0.1%	0.7%	0.6%	0.1%	0.0%	0.7%	0.2%	
Facility Mgr		75.0%	11.1%	7.5%	0.7%	0.7%	0.4%	3.4%	0.5%	0.1%	0.0%	0.5%	0.0%	
Life Skills Coordinator		15.1%	57.1%	10.7%	11.0%	0.3%	1.2%	1.6%	1.9%	0.0%	0.0%	0.3%	0.6%	
Promotions/Marketing Mgr		57.5%	32.2%	3.8%	1.4%	1.0%	0.6%	1.0%	0.2%	0.0%	0.0%	0.8%	1.4%	
Sports Information director		80.9%	11.7%	1.4%	1.2%	1.9%	0.2%	2.1%	0.2%	0.0%	0.0%	0.2%	0.0%	
Asst. or Assoc. SID		71.3%	22.4%	1.2%	0.8%	1.3%	0.9%	0.9%	0.4%	0.0%	0.0%	0.6%	0.2%	
Strength Coach		70.8%	11.7%	11.4%	1.3%	1.6%	0.0%	1.4%	0.4%	0.1%	0.0%	1.0%	0.3%	
Ticket Manager		52.7%	37.2%	3.9%	2.1%	0.4%	0.5%	1.4%	1.1%	0.0%	0.0%	0.7%	0.0%	
2009-10		Academic Advisor/Counselor	25.4%	48.3%	10.7%	9.5%	0.5%	1.2%	1.1%	1.6%	0.0%	0.0%	0.8%	1.0%
		Business Mgr	39.7%	48.2%	2.8%	3.6%	0.2%	1.0%	1.0%	3.0%	0.2%	0.0%	0.2%	0.6%
	Compliance Coordinator/Office	39.8%	45.8%	6.2%	4.4%	0.6%	0.4%	0.4%	2.0%	0.0%	0.0%	0.0%	0.6%	
	Equipment Mgr	75.8%	10.2%	5.4%	0.6%	1.2%	0.3%	4.2%	1.4%	0.0%	0.0%	0.8%	0.0%	
	Fundraiser/Development Mgr	59.4%	30.2%	4.9%	1.9%	0.4%	0.7%	0.5%	0.9%	0.1%	0.0%	0.8%	0.1%	
	Facility Mgr	76.2%	11.4%	7.9%	0.8%	0.8%	0.2%	1.4%	0.3%	0.0%	0.0%	0.7%	0.1%	
	Life Skills Coordinator	14.2%	62.3%	7.7%	11.0%	0.0%	0.9%	0.6%	1.6%	0.0%	0.0%	1.0%	0.6%	
	Promotions/Marketing Mgr	57.4%	32.8%	4.7%	1.5%	0.7%	0.5%	1.2%	0.5%	0.0%	0.0%	0.2%	0.5%	
	Sports Information director	82.2%	12.6%	1.3%	0.8%	1.0%	0.3%	1.8%	0.3%	0.0%	0.0%	0.0%	0.0%	
	Asst. or Assoc. SID	71.7%	21.7%	1.3%	0.8%	1.3%	1.0%	1.2%	0.6%	0.0%	0.0%	0.3%	0.1%	
	Strength Coach	73.8%	10.9%	9.7%	1.1%	1.2%	0.1%	1.6%	0.2%	0.2%	0.0%	1.0%	0.2%	
	Ticket Manager	51.7%	38.4%	3.4%	2.6%	0.4%	0.5%	0.7%	1.1%	0.0%	0.0%	0.4%	0.8%	
	2008-09	Academic Advisor/Counselor	25.5%	47.6%	10.8%	10.3%	0.9%	1.0%	1.0%	1.4%	0.0%	0.1%	0.5%	1.2%
		Business Mgr	40.0%	46.2%	3.8%	3.8%	0.2%	1.1%	1.1%	2.7%	0.0%	0.0%	0.4%	0.8%
Compliance Coordinator/Office		42.0%	44.3%	3.6%	5.4%	0.4%	0.5%	0.9%	2.5%	0.0%	0.0%	0.0%	0.6%	
Equipment Mgr		75.9%	10.3%	6.0%	0.6%	1.6%	0.5%	4.0%	0.5%	0.0%	0.0%	0.3%	0.0%	
Fundraiser/Development Mgr		58.1%	31.9%	5.1%	1.7%	0.3%	0.8%	0.8%	0.8%	0.0%	0.0%	0.7%	0.1%	
Facility Mgr		77.6%	8.8%	7.5%	1.1%	0.8%	0.3%	2.0%	0.2%	0.0%	0.0%	0.7%	0.2%	
Life Skills Coordinator		16.7%	60.8%	8.0%	11.5%	0.0%	0.9%	0.7%	1.4%	0.0%	0.0%	0.3%	0.7%	
Promotions/Marketing Mgr		59.7%	31.0%	3.5%	1.8%	1.1%	0.4%	0.7%	0.5%	0.0%	0.0%	0.7%	0.6%	
Sports Information director		85.0%	10.4%	1.1%	0.3%	1.1%	0.3%	1.6%	0.3%	0.0%	0.0%	0.0%	0.0%	
Asst. or Assoc. SID		70.9%	22.6%	0.8%	1.1%	1.3%	0.9%	1.1%	0.4%	0.1%	0.0%	0.6%	0.2%	
Strength Coach		74.1%	10.8%	10.3%	1.1%	1.2%	0.1%	1.2%	0.2%	0.1%	0.0%	0.6%	0.2%	
Ticket Manager		54.6%	38.5%	3.2%	1.4%	0.4%	0.4%	0.0%	1.0%	0.0%	0.0%	0.4%	0.0%	
2007-08		Academic Advisor/Counselor	23.9%	49.2%	11.8%	10.0%	0.7%	0.9%	1.1%	1.6%	0.1%	0.0%	0.2%	0.7%
		Business Mgr	38.4%	48.3%	2.7%	3.6%	0.5%	1.1%	1.6%	2.7%	0.0%	0.0%	0.0%	0.0%
	Compliance Coordinator/Office	39.6%	45.5%	4.2%	6.1%	0.2%	1.0%	1.1%	1.5%	0.0%	0.0%	0.6%	0.2%	
	Equipment Mgr	75.4%	10.0%	6.2%	0.7%	1.4%	0.3%	5.0%	0.7%	0.0%	0.0%	0.2%	0.2%	
	Fundraiser/Development Mgr	59.0%	31.3%	5.1%	1.8%	0.6%	0.7%	0.4%	0.4%	0.0%	0.0%	0.4%	0.3%	
	Facility Mgr	74.4%	10.4%	7.2%	0.8%	1.2%	0.5%	3.7%	0.6%	0.2%	0.0%	1.0%	0.2%	
	Life Skills Coordinator	16.0%	56.3%	9.7%	13.3%	0.7%	0.7%	0.3%	1.0%	0.0%	0.3%	1.0%	0.7%	
	Promotions/Marketing Mgr	56.1%	30.9%	4.2%	2.6%	1.1%	1.1%	1.9%	0.9%	0.0%	0.0%	0.8%	0.5%	
	Sports Information director	84.8%	10.2%	0.3%	0.6%	1.7%	0.3%	1.9%	0.0%	0.0%	0.0%	0.3%	0.0%	
	Asst. or Assoc. SID	71.2%	22.2%	1.2%	1.0%	1.2%	0.7%	1.0%	0.6%	0.0%	0.0%	0.6%	0.2%	
	Strength Coach	72.6%	11.4%	10.6%	1.1%	1.4%	0.3%	1.4%	0.1%	0.1%	0.0%	0.8%	0.1%	
	Ticket Manager	56.6%	37.8%	1.8%	1.6%	0.2%	0.0%	0.4%	1.1%	0.0%	0.0%	0.2%	0.0%	

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

TABLE 32

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 C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE

APPENDIX II

NCAA INCLUSION INITIATIVES

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

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

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

"As a core value, the NCAA believes in and is committed to diversity, inclusion and gender equity among its student-athletes, coaches and administrators. We seek to establish and maintain an inclusive culture that fosters equitable participation for student-athletes and career opportunities for coaches and administrators from diverse backgrounds. Diversity and inclusion improve the learning environment for all student-athletes and enhance excellence within the Association.

The Office of Inclusion will provide or enable programming and education, which sustains foundations of a diverse and inclusive culture across dimensions of diversity including, but not limited to age, race, sex, class, creed, educational background, disability, gender expression, geographical location, income, marital status, parental status, sexual orientation and work experiences."

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

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

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

Association-Wide Committees

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

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

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

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

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

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

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

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

Education and Training

Education and Training Symposium

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

Emerging Leaders Seminar

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

NCAA Inclusion Forum

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

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

Professional Development

Achieving Coaching Excellence Program

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

Champions Forum

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

Future Football Coaches Academy (AFCA)

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

Leadership Institute for Ethnic Minority Males and Females

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

National Career in Sports Forum

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

National Student-Athlete Advisory Committees

The mission of the NCAA National Student-Athlete Advisory Committee (SAAC) is to enhance the total student-athlete experience by promoting opportunity, protecting student-athlete welfare, and fostering a positive student-athlete image. The national SAACs are committees made up of student-athletes assembled to provide insight on the student-athlete experience. Additionally, SAAC offers input on the rules, regulations, and policies that affect student-athletes' lives on NCAA member institution campuses.

NFL and NCAA Football Academy: Expert Forum and Coaches Forum

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

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

NFL-NCAA Life Skills and Professional Development Summit

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

NCAA/NACWAA Institute for Athletics Executives

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

NCAA/NACWAA Leadership Enhancement Institute

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

NCAA Postgraduate Internship Program

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

Pathway Program

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

Regional Programming: Regional Career in Sports Forum

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

Regional Programming: Regional Symposium

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

Student-Athlete Leadership Forum

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

Women's Leadership Symposium

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

Recognition

Award for Diversity and Inclusion

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

NCAA Women of the Year Award

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

Scholarships and Grants

Division II Coaching Enhancement Grant

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

Division III Ethnic Minority and Women's Internship Grant Program

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

Division II Strategic Alliance Matching Grant Enhancement Program

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

Division III Strategic Alliance Matching Grant

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

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

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

Student-Athlete Affairs Grants

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

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

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

Community Outreach

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