



TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

The 2019 Racial and Gender Report Card: College Sport

A comprehensive analysis of the hiring practices of the National Collegiate Athletic Association and its member institutions for gender hiring practices, racial hiring practices, and the combined grade.

by **Dr. Richard Lapchick**

Editor-in-Chief: David Zimmerman

Contributing Editors: Pedro Ariza, Carter Ellis, Dylan Gladney, Ivan Hudson, Mallika Mali,
David Morrin, Nicholas Mutebi, and Andre Vasquez

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THE 2019 RACIAL AND GENDER REPORT CARD:

COLLEGE SPORT

Media Contacts:

Nicholas Mutebi, (313) 289-3362, nicholas.mutebi@ucf.edu

David Morrin, (727) 667-6287, david.morrin@ucf.edu

Executive Summary

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The **2019 College Sport Racial and Gender Report Card (CSRGRC)** was issued today by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida (UCF). The report showed the record of the National Collegiate Athletic Association (NCAA) and its member institutions for gender hiring practices, racial hiring practices, and the combined grade.

College Sport received a **B** for racial hiring practices by earning 81.6 points, an increase from 79.6 points in the 2018 CSRGRC. College Sport received a **C+** for gender hiring practices by earning 75.8 points, an increase from 75.1 points in the 2018 CSRGRC. The combined grade for the 2019 CSRGRC was a **C+** with 78.7 points, up from 77.3 points in 2018. Each of these scores were the highest College Sport has earned since the grading scale was revised in 2016 due to changing American demographics.

Richard Lapchick, the Director of TIDES and the primary author of the CSRGRC, said, “College Sport has historically not been good at increasing opportunities for women and people of color. Outside of HBCU institutions, the representation of women and people of color in leadership positions within collegiate athletics has been weak. This year has been a year of growth for College Sport as race, gender, and overall grades have all seen increases. Even with this bright spot, College Sport continues to be behind professional sport as seen in the respective Racial and Gender Report Cards.

Overall Grade



C+

Racial Hiring



B

Gender Hiring



C+

This academic year saw a record of unprecedented landmarks within the collegiate athletics space. We saw a momentum culture shift as the NCAA Board of Governors, per recommendations from the appointed working group, expressed support for rule changes to be implemented for student-athletes to receive compensation for their name, image, and likeness. We have seen the Men's and Women's Basketball Tournament, as well as all of spring sports, be cancelled by a global pandemic due to COVID-19. We have seen athletics programs cut due to the loss of funding as a result of this virus. In times like this, it is necessary to have leadership that brings diverse thought and gives both the athletes and staff confidence that the right decisions are being made during these uncertain times."


The areas covered in the College Sport RGRC which had grade increases were the NCAA National Office and Division I Women's Basketball Head Coaches. The NCAA National Office had a **B+** for race in both senior leadership and professional positions and an **A** or better for gender in both areas. Lapchick noted "that athletic departments at the Division I, II, and III levels need to follow the example being set by the NCAA National Office. It is embarrassing to see the collegiate institutions who pride themselves on the idea of diverse and inclusive hiring practices not hold their athletic departments accountable in the same regard."

Lapchick emphasized, "Whites still dominate the head coaching ranks. However, there has been slight movement in a positive direction for coaches of color and the opportunities given to them to shine as we saw decreases across two of the three divisions for white coaches. For the 2018-2019 collection of data, 85.0 percent of Division I, 86.9 percent of Division II and 91.1 percent of Division III men's coaches were white, with Division III seeing the only increase compared to the 2017-18 report. On the women's side, whites held 83.2 percent, 85.5 percent and 91.2 percent in Divisions I, II, and III, respectively."

The representation of African-Americans as head coaches for all sports in Division I showed some improvement but continued to be unacceptable in 2018-19. African-Americans held 9.1 percent, 5.7 percent, and 5.0 percent of the head coaching positions for men's teams in Divisions I, II, and III, respectively. Compared to the

College Sport RGRC at a Glance


Racial Hiring NCAA VP and Above

29.4%  **31.6%**
People of Color 2018 People of Color 2019

Gender Hiring NCAA VP and Above

35.3%  **42.1%**
Women 2018 Women 2019

Racial Hiring Conference Commissioners (DI)

6.6%  **13.3%**
People of Color 2018 People of Color 2019

Gender Hiring Conference Commissioners (DI)

30.0% **30.0%**
Women 2018 Women 2019

College Sport RGRC at a Glance

Racial Hiring DI Athletic Directors

15.6%
People of Color
2018



15.5%
People of Color
2019

Gender Hiring DI Athletic Directors

10.5%
Women
2018



13.6%
Women
2019

Racial Participation DI, DII & DIII Student Athletes


33.7%
People of Color
2018



34.4%
People of Color
2019

Gender Participation DI, DII & DIII Student Athletes

43.9%
Women
2018



44.2%
Women
2019

figures in 2017-2018, African-Americans coaching men's teams increased by 1.0 percentage point in Division I, 1.1 percentage points in Division II, and by 0.1 percentage points in Division III.

Whites made up 82.3 percent, 90.6 percent, and 94.6 percent of men's basketball, football, and baseball head coaching positions, respectively, in all divisions combined during 2018-2019.

In men's Division I basketball, 23.6 percent of all head coaches were African-American. That is up 1.2 percentage points from last year but remains 1.6 percentage points shy of the all-time high of 25.2 percent reported in 2005-2006. To be behind where we were 13 years ago is not acceptable considering how much emphasis we are supposedly placing on diversity and inclusion in higher education.

Overall, 26.0 percent of the Division I men's basketball coaches were coaches of color which is an increase of 1.2 percentage points from 2017-2018. In 2018-2019, Division I men's basketball African-American student-athletes made up 53.2 percent, compared to the 23.6 percent of African-American head coaches. There are still currently no women as head coaches of men's basketball teams at any level.

In 2018-19, Division I women's basketball African-American student-athletes made up 41.9 percent of the total, but only 14.0 percent of the head coaches are African-American women. African-American men held 5.5 percent of the Division I women's basketball positions for a combined percentage of 19.5 percent, a 2.4 percentage point increase from 2018-2019. Having such representation from a coaching standpoint does positively affect the student athlete success within the classroom and on the court. This was seen to be true in the TIDES released report on APR and GSR for Men's and Women's Basketball earlier this year.

The number of head football coaches of color at the FBS level decreased from 19 in 2018 to 18 in 2019. White men represented 112 of the 130 (86.2 percent) head coaches at the FBS level.

In Division I baseball, whites made up 78.9 percent of the student-athletes. Only 7.1 percent of Division I head

baseball coaches were people of color, a 0.1 percentage point decrease from the 2018 report. Collegiate baseball has shown repeatedly that improving representation from a coaching standpoint is not a priority.

Overall, Division III institutions continue to show improvements in terms of race and gender. But some results show how very far we have to go. African-Americans were so underrepresented as head coaches in Division III that the percentage of women coaching Division III men's teams was higher than the percentage of African-Americans coaching Division III men's teams (6.9 percent vs. 5.0 percent).

Women held only 40.6 percent of the head coaching jobs of women's teams in Division I, 36.3 percent in Division II and 44.5 percent in Division III. Overall women held 41.2 percent of head coaching positions for women's teams across all three divisions combined. Women held 46.8 percent, 49.8 percent, and 52.1 percent of assistant coaching positions of women's teams in Divisions I, II, and III, respectively. This remains grossly unacceptable 47 years after the passage of Title IX.

While it has been common practice for men to coach women's teams, it is rare for a woman to coach a men's team.

The percentage of women head coaches for men's teams inched up to its all-time high in Division III institutions in 2018-2019 at 6.9 percent, an increase of 0.1 percentage points from last year. This is noteworthy, seeing that 277 women coach men's sports within Division III. This shows how relatively progressive the division is in comparison to Division I and II in this regard. Women held 4.0 percent and 4.1 percent of head coaching positions of men's teams in Divisions I and II, respectively.

White men held the overwhelming percent of the decision-making athletics director positions during the 2018-2019 year at 73.6 percent, 74.0 percent, and 63.1 percent in Divisions I, II, and III, respectively. Women made up 13.6 percent of Division I athletics directors, an increase from 10.5 percent in 2017-2018. Women held 17.5 percent of the AD positions in Division II and 31.7 percent in Division III.

The 2019 report notes nine women and four people of color as conference commissioners in all of Division I out of

College Sport RGRC at a Glance

Racial Hiring Head Coaches (DI Football Teams)

10.4% ↓ **10.3%**
People of Color 2018 People of Color 2019

Racial Hiring Head Coaches (DI Men's Basketball Teams)

24.8% ↑ **26.0%**
People of Color 2018 People of Color 2019

Racial Hiring Head Coaches (DI Women's Basketball Teams)

20.1% ↑ **22.5%**
People of Color 2018 People of Color 2019

Gender Hiring Head Coaches (DI Women's Basketball Teams)

59.6% ↑ **62.3%**
Women 2018 Women 2019

College Sport RGRC at a Glance

Racial Hiring Head Coaches (All DI Men's Teams)

13.8%  **15.0%**
People of Color 2018 People of Color 2019

Racial Hiring Head Coaches (All DI Women's Teams)

15.0%  **16.8%**
People of Color 2018 People of Color 2019

Gender Hiring Head Coaches (All DI Women's Teams)

40.1%  **40.6%**
Women 2018 Women 2019

30 conferences. This indicates some progress for gender hiring in this male-dominated position. However, in the FBS there was only one female commissioner and two commissioners of color out of ten conferences. The two African-American FBS commissioners appointed in the last year was a significant breakthrough.

Every year, the NCAA updates their NCAA Demographics Database which includes self-reported data from active NCAA member schools via the NCAA Sport Sponsorship and Demographic forms given to each school to complete. Once the data is collected, it is then aggregated and filtered into various categories among both professional staff and the student athlete population. This data is used to examine the racial and gender demographics of NCAA head and assistant coaches, athletics directors, associate and assistant athletics directors, senior woman administrators, academic advisors, compliance coordinators and managers for business development, fundraising, facilities, marketing, ticket sales, media relations and an array of assistants and support staff.

The 2019 College Sport Racial and Gender Report Card featured updated racial and gender personnel data at the NCAA National Office, university presidents, athletics directors, coaching demographics within prominent Division I sports (Basketball, Football, Baseball), administrative staff throughout all athletic divisions, and faculty athletics representatives at the 130 institutions in the Division I Football Bowl Subdivision (FBS). There are also updated sections pertaining to conference commissioners and NCAA student-athletes throughout all athletic divisions. The data utilized to update the 2019 Report Card sections were collected from several sources, including a NCAA Demographics Database provided by the NCAA National Office, the Division I FBS Campus Leadership Study published by TIDES in December 2019 titled The 2019 Racial and Gender Report Card: D1 FBS Leadership, self-reported demographic data from NCAA National Office personnel for the fiscal year 2018-2019, and information contained in previous studies by TIDES. In all cases regarding employment in college athletics, the data reported throughout the 2019 College Sport Racial and Gender Report Card excluded Historically Black Colleges and Universities (HBCUs).

It is important to note that the omission of Historically Black Colleges and Universities within this report is not

to further the exclusion of these institutions, but rather to highlight the disproportionate hiring practices that are reflected across college sports. Notably, HBCU athletic departments have high percentages of both ethnic minorities and women. If these institutions were accounted for within this report the data would be skewed—and ultimately misleading and ineffective.

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

Lapchick noted that, “College sport provides far more career prospects as compared to those in the professional sports space. With more jobs available, it is critical for us to create additional opportunities in college sport for women and people of color. What we have done in the past is not working. We need to create new avenues to provide women and people of color the opportunity to flourish within collegiate athletic administrative positions.”

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 athletic department positions.

TIDES strives to emphasize the value of diversity within athletic departments when they choose their office leadership teams 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 the importance of having a diverse and inclusive 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 was authored by TIDES Director, Dr. Richard Lapchick, with significant contributions from Pedro Ariza, Carter Ellis, Dylan Gladney, Ivan Hudson, Mallika Mali, David Morrin, Nicholas Mutebi, Andre Vasquez, and David Zimmerman. This CSRGRG is the final Racial and Gender Report Card for 2019. The Complete 2019 Racial and Gender Report Card will be published later this year.

It should be noted that in 2016, TIDES officially changed the grading scale for the first time in the nearly 20 years of the Report Card because of America’s changing demographics. Please note the changes in the section at the end of the report for “How Grades Are Calculated.” The result was that the 2016 grades for the 2016, 2017, 2018 and now 2019 College Sport Racial and Gender Report Cards were calculated at a higher standard than in previous reports. The increase was only a partial increase from our previous standards and in the coming years we will increase the requirements to fully reflect new census data.



Report Highlights

University Leadership Positions at Football Bowl Subdivision Institutions

- The percentage of female presidents at the 130 FBS institutions was 13.8 percent, down from 16.9 percent in 2018.
- The percentage of presidents who were people of color at the 130 FBS institutions was 11.5 percent, compared to 13.9 percent in 2018.
- 88.5 percent (115) of FBS university presidents were white compared to 86.1 percent in 2018.
- There were five African-American presidents, six Asian presidents, and four Hispanic/Latino presidents. There were no American Indian or Alaskan Native university presidents.
- The number of athletics directors of color at FBS schools increased from 20 in 2018 to 24 in 2019. In 2019, there were 14 African-Americans, seven Hispanics/Latinos/Latinas, two of two or more races, and one Asian holding the position of Athletic Director at FBS schools.

NCAA National Office

- At the NCAA National Office, the percentage of women increased from last year at the Vice President and above level and the managing director/director level and increased from 58.7 percent in 2018 to 58.8 percent in 2019 at the professional administrator level. Overall, the total percentage of women serving in NCAA full-time staff positions increased.
- At the NCAA National Office, the percentages of people of color and women in the positions of executive vice president, senior vice president, and vice president increased in 2019 from 29.4 percent to 31.6 percent and from 35.3 percent to 42.1 percent, respectively. African-Americans were the only people of color (six) to hold these positions.

- The percentage of executives at the managing director/director positions who were people of color was 22.1 percent in 2019, an increase of 2.8 percentage points from 2018. Women accounted for 50.0 percent of these positions in 2019, an increase of 2.3 percentage points from last year's report.
- At the professional administrator level, the percentage of people of color increased from 22.5 percent in 2018 to 23.1 percent in 2019. The representation of women serving at this level also saw a slight increase of 0.1 percentage points to 58.8 percent.

Conference Commissioners

- Seven (70.0 percent) of the ten Football Bowl Subdivision (FBS) conference commissioners were white men, a decrease of 20 percentage points from last year. One (10.0 percent) of the FBS conference commissioners was a white woman. Judy MacLeod was named C-USA commissioner in October 2015, making her the first woman to lead an FBS conference. There has never been a woman of color who has held the commissioner position for an FBS conference.
- For the first time in history in 2019, there were African-Americans in the position of conference commissioner in the FBS. Keith Gill and Kevin Warren made history when they were chosen to lead the Sun Belt and Big Ten conferences, respectively.
- Looking at all Division I conferences, excluding Historically Black Conferences, 26 of 30 commissioners were white. Nine were women.

Student-Athletes

- During the 2018-2019 year, 44.2 percent of all NCAA Division I, II, and III student-athletes combined were female and 55.8 percent were male. The percentage rose for female student-athletes and fell for male student-athletes by 0.3 percentage points from 2017-2018.
- Of all student-athletes in Division I football at the FBS level in 2019, 48.5 percent were African-Americans, 34.8 percent were white, 2.6 percent were Hispanic/Latino, 0.4 percent were Asian, 0.4 percent

were American Indian or Alaskan Native, 1.9 percent were Native Hawaiian or Pacific Islander, 6.1 were two or more races, and 5.3 percent of male Division I football student-athletes were classified as Other.

- Of the total student-athletes in all of Division I football, 45.1 percent were African-American, 39.4 percent were white, 3.0 percent were Hispanic/Latino, 0.4 percent were Asian, 1.5 percent were Hawaiian or Pacific Islander, and 0.4 percent were American Indian or Alaskan Native. Six percent identified as Two or More Races, 0.8 percent as Non-Resident Aliens, and 3.5 percent as Other.
- Of the total student-athletes in Division I men's basketball, African-Americans accounted for 53.2 percent while white athletes accounted for 24.7 percent.
- Of the total student-athletes in Division I women's basketball, African-American athletes decreased from 43.0 percent in 2017-2018 to 41.9 percent in 2018-2019. White athletes increased from 33.8 percent in 2017-2018 to 34.0 percent in 2018-2019.
- Of the total student-athletes in Division I baseball, white athletes decreased from 79.9 percent in 2017-2018 to 78.9 percent in 2018-2019. The percentage of African-American athletes in 2018-2019 was 4.1 percent, an increase of 0.4 percentage points from 2017-2018. The percentage of Hispanic/Latino baseball student-athletes increased from 6.9 percent in 2017-2018 to 7.2 percent in 2018-2019.
- Of the total number of student-athletes in Division I softball, people of color represented 27.4 percent of the softball student-athletes, an increase from 26.9 percent in 2017-2018. The percentage of African-American softball student-athletes was 4.0 percent, the same as in 2017-2018. Hispanics/Latinas represented 9.8 percent of softball student-athletes, remaining constant with last year's figure. Asians, Hawaiians/Pacific Islanders, and American Indian or Alaskan Natives were 1.3 percent, 1.0 percent, and 0.8 percent of softball student-athletes, respectively.
- Of the total male student-athletes in Division I athletics, whites decreased 1.1 percentage points from 55.6 percent in 2017-2018 to 54.5 percent in 2018-

2019, while the percentage of African-Americans increased 0.8 percentage points from 22.6 in 2017-2018 to 23.4 percent in 2018-2019.

- Of the total male student-athletes in Divisions I, II, and III combined in 2018-2019, whites represented 62.0 percent, 18.1 percent were African-American, Hispanic/Latinos represented 6.1 percent, 1.6 percent were Asian, 0.4 percent were Hawaiian or Pacific Islander, and American Indians and Alaskan Natives represented 0.4 percent. Student-athletes that identified as Two or More Races, Other, and Non-Resident Aliens combined to represent 11.5 percent.
- Of the total female student-athletes in Division I athletics, whites decreased 0.8 percentage points from 64.1 percent in 2017-2018 to 63.3 percent in 2018-2019, while African-Americans decreased 0.2 percentage points from 12.4 percent in 2017-2018 to 12.2 percent in 2018-2019.
- Of the total female student-athletes in Divisions I, II, and III combined in 2018-2019, white women represented 70.2 percent, African-American women represented 9.3 percent, Hispanics/Latinas represented 5.8 percent, Asian women represented 2.2 percent, Hawaiian and Pacific Islander women represented 0.3 percent, and American Indian and Alaskan Native women represented 0.4 percent. Female student-athletes identifying as Two or More Races, Other, and Non-Resident Aliens represented 11.8 percent.

Coaching

- In 2018-2019, whites dominated the head coaching ranks on men's teams holding 85.0 percent, 86.9 percent, and 91.1 percent of all head coaching positions in Divisions I, II, and III, respectively. That compared to 2017-2018 when whites held 86.2 percent, 87.4 percent, and 91.4 percent in Divisions I, II, and III, respectively. All three divisions saw more head coaches of color in this category.
- In 2018-2019, the percentage of African-American head coaches of men's teams increased in all three divisions. African-Americans held 9.1 percent, 5.7 percent, and 5.0 percent of the men's head coaching positions in Divisions I, II, and III, respectively. This compared

to 2017-2018 when African-Americans held 8.1 percent, 4.6 percent, and 4.9 percent in Divisions I, II, and III, respectively.

- In 2018-2019, whites held 83.2 percent, 85.5 percent, and 91.2 percent of the women's head coaching positions in Divisions I, II, and III, respectively. In 2017-2018 whites held 85.0 percent, 85.6 percent, and 90.9 percent in Divisions I, II, and III, respectively.
- In 2018-2019, African-Americans held 8.3 percent, 6.2 percent, and 4.6 percent of the women's head coaching positions in Divisions I, II, and III, respectively. In 2017-2018, African-Americans held 7.3 percent, 5.5 percent, and 4.9 percent in Divisions I, II, and III, respectively.
- The percentage of African-American head basketball coaches increased for men's teams in Divisions I, II, and III and women's teams in Divisions I and II, but slightly decreased for women's teams in Division III from 2017-2018.
- In men's Division I basketball, 23.6 percent of all head coaches were African-American, which increased by 1.2 percentage points from 2017-2018. However, this was still 1.6 percentage points below the all-time high of 25.2 percent reported in 2005-2006. To be behind where we were 14 years ago is not acceptable considering how much emphasis we are supposedly placing on diversity and inclusion in higher education.
- In all, 26.0 percent of the Division I men's basketball coaches were coaches of color. In women's Division I basketball, 19.5 percent of all head coaches were African-American, which increased by 2.4 percentage points from 2017-2018. Overall, 22.5 percent of the Division I women's basketball coaches were coaches of color.
- The lack of opportunities for head basketball coaches of color is still a major area of concern when reviewing the Racial and Gender Report Card.
- In men's Division I football, 10.3 percent of head coaches were people of color, which was a slight decrease of 0.1 percentage points from 2017-18. Whites made up 89.7 percent of Division I football head coaching positions while African-Americans were 7.3 percent, Hawaiians and Pacific Islanders were 0.9 percent, and American Indians or Alaskan Natives were 0.4 percent of those positions. There were no Asian or Hispanic/Latino head football coaches. Finally, 0.4 percent identified as Two or More Races and 1.3 percent identified as Other.
- The lack of opportunities for head football coaches of color is an even bigger concern than for men's and women's Division I basketball. The results are simply unacceptable, especially in these sports where there are so many African-American student-athletes.
- Only 7.1 percent of Division I head baseball coaches were people of color: 3.6 percent were Hispanic/Latino, 1.1 percent were African-American, 0.4 percent were Asian, 0.4 percent were Hawaiian or Pacific Islander, 1.1 percent were classified as being Two or More Races, and 0.7 percent classified as Other. There were no American Indian or Alaskan Native head baseball coaches.
- African-Americans were so unrepresented as head coaches in Division III that the percentage of women coaching men's teams was higher than the percentage of African-Americans coaching men's team (6.9 percent versus 4.6 percent).
- Forty-seven years after the passage of Title IX, women still did not hold most coaching opportunities in women's sports. Women only held 40.6 percent of the head coaching jobs for women's sports in Division I, which was a 0.5 percentage point increase from 2017-2018. Women held 36.3 percent of the head coaching jobs for women's sports in Division II, which was an increase of 0.5 percentage points from 2017-2018. Women held 44.5 percent of the head coaching jobs for women's sports in Division III, which was a 0.2 percentage point increase from 2017-2018. Overall, women held 41.2 percent of the head coaching positions of women's teams across all three divisions combined. This remains grossly unacceptable 47 years after the passage of Title IX.
- Women head coaches in Division I women's basketball increased from 59.6 percent in 2017-2018 to 62.3 percent in 2018-2019. Women holding head coaching po-

sitions in cross country, indoor track and outdoor track at the Division I level increased from 18.6 percent in 2017-2018 to 18.8 percent in 2018-2019. In all other women's sports at the Division I level, women held 46.9 percent of head coaching positions compared to the 53.1 percent held by men.

- In 2018-2019 Division I women's basketball, African-American student-athletes made up 41.9 percent of the total, but only 14.0 percent of the head coaches are African-American women. African-American men held 5.5 percent of the Division I women's basketball positions for a combined percentage of 19.5 percent, a 2.4 percentage point increase from 2017-2018. Just as in football and men's basketball, this does not compare to the representation of African-American women's basketball student-athletes in 2018-2019.
- In 2018-2019, women held 4.0, 4.1, and 6.9 percent of head coaching positions for men's teams across Divisions I, II, and III, respectively. For Divisions II and III, these percentages increased by 0.1 percentage points each from 2017-2018. The percentage for Division I remained the same as last year. All these percentages either match or set the highest recorded marks in the report's history, but remain extremely low.
- Of the total assistant coaching positions held on men's teams in Divisions I, II, and III during 2018-2019, white assistant coaches represented 69.4 percent, 71.5 percent, and 83.0 percent, respectively.
- African-Americans represented 21 percent, 15.2 percent, and 10.2 percent of the total assistant coaching positions held on men's teams in Divisions I, II, and III in 2018-2019, respectively. In 2017-2018, African-Americans represented 20.3 percent, 13.9 percent, and 10 percent, respectively.
- Of the total assistant coaching positions on women's teams in Divisions I, II, and III during 2018-2019, white assistant coaches represented 72.6 percent, 73.2 percent, and 85.8 percent, respectively. African-Americans held 14.8 percent, 11.7 percent, and 7.5 percent for Divisions I, II, and III, respectively compared to 2017-18 when African-Americans held 15.1 percent, 11.1 percent, and 7.3 percent for Divisions I, II, and III, respectively.

- As assistant coaches in women's sports, women in the 2018-2019 year held 46.8 percent of the positions in Division I, 49.8 percent in Division II, and 52.1 percent in Division III. Overall, women held 49.6 percent of the assistant coaching positions of women's teams across all three divisions combined. Less than half of all the assistant coaching positions of women's teams across all three divisions are held by women. Forty-seven years after the passage of Title IX.

Athletics Directors

- In 2018-2019, whites continue to dominate the athletics director positions in all divisions. During 2018-2019, 84.5 percent, 89.8 percent, and 92.5 percent of all the athletics director positions were white in Divisions I, II, and III, respectively. These percentages in Divisions I increased slightly from 84.3 in 2017-18 and decreased slightly in Division II and III from 90.0 and 92.7 percent in 2017-2018.
- African-Americans held 8.8 percent, 5.3 percent, and 4.9 percent of the athletics director positions in Divisions I, II, and III, respectively. There was an increase in Divisions I and II from the 2017-2018 year when African-Americans represented 8.7 and 4.1 percent, respectively. Division III saw the same amount of representation for African-American athletics directors compared to the percentage of the 2017-2018 year at 4.9 percent.
- Hispanics/Latinos accounted for 2.7 percent, 2.5 percent, and 1.5 percent of the athletics directors in Divisions I, II, and III, respectively, for the 2018-2019 year. Division I saw a decrease of 0.3 percent, Division II saw a 0.6 percentage point decrease and Division III saw a 0.4 percentage point increase when compared to the results in 2017-2018.
- Asians accounted for 0.3 percent, 0 percent, and 0.2 percent of the athletics directors at Divisions I, II, and III, respectively. There was no American Indian or Alaskan Native athletics director in Divisions I and II and 0.2 percent in Division III, which remained the same as in 2017-2018. There was no Hawaiian or Pacific Islander athletics director in Divisions I and III and 0.4 percent in Division II.

- The percentage of female athletics directors in Divisions I and III increased from 10.5 percent to 13.6 percent and from 31.1 percent to 31.7 percent, respectively, while decreasing in Division II from 18.3 percent to 17.5 percent in 2018-2019.

College Associate, Assistant Athletics Directors, Senior Woman Administrators, Faculty Athletics Representatives, and Sports Information Directors

- At the associate athletics director position, whites held 85.1 percent, 87.6 percent, and 92.6 percent of the positions in 2018-2019 in Divisions I, II, and III, respectively. The percentage decreased in Divisions I and II from the 2017-2018 year, when 85.3 percent and 88.0 percent of associate athletics directors were white. In Division III, the percentage of white associate athletics directors increased from 91.7 in the 2017-18 year.
- This year, African-Americans held 9.5 percent, 5.8 percent, and 4.9 percent of the associate athletics director positions in Divisions I, II, and III, respectively. Hispanics/Latinos held 2.1 percent, 2.3 percent, and 0.5 percent in Divisions I, II, and III, respectively. Asians held 0.9 percent, 0.8 percent, and 0.3 percent in Division I, II, and III, respectively. Hawaiian Pacific Islanders held 0.2 percent and 0.3 percent in Divisions I and II, and Division III had no representation. American Indians and Alaskan Natives held 0.6 percent in Division II and 0.5 percent in Division III and had no representation in Division I.
- The percentage of women who held associate athletics director positions increased in Division I while decreasing in Divisions II and III. In Division I, 32.3 percent of associate athletics director positions were held by women, 39.8 percent in Division II, and 50.5 percent in Division III in 2018-2019. This compared to 31.4, 40.9, and 51.3 percent in Divisions I, II, and III, respectively in 2017-2018.
- At the assistant athletics director position, whites comprised 82.4 percent, 86.1 percent, and 92.1 percent at Divisions I, II, and III, respectively. African-Americans held 9.3 percent, 5.4 percent, and 5.1 percent in Divisions I, II, and III, respectively. Hispanics/Latinos held 3.0 percent, 3.2 percent, and 1.0 percent in Divisions I, II, and III, respectively. Asians held 1.5 percent, 1.6 percent, and 0.5 percent in Divisions I, II, and III, respectively. Hawaiians and Pacific Islanders held 0.4 percent in Division I, 0.4 percent in Division II and 0.2 percent in Division III. American Indians and Alaskan Natives held 0.2 percent, 0.4 percent, and 0.2 percent of assistant athletics director positions in Divisions I, II, and III, respectively. Those who identified as Two or More Races, Non-Resident Alien, or Other held 3.2 percent, 3.0 percent, and 1.2 percent of these positions in Divisions I, II, and III, respectively.
- The percentage of women who held assistant athletics director positions was 31.0 percent in Division I, 37.1 percent in Division II, and 40.4 percent in Division III in 2018-2019, compared to 31.2, 36.3, and 39.0 percent in Divisions I, II, and III, respectively in 2017-2018.
- White women continued to dominate the senior woman administrator (SWA) position holding 80.0 percent, 86.9 percent, and 91.1 percent in Divisions I, II, and III, respectively. African-American women represented 14.5 percent, 7.1 percent, and 4.6 percent of the SWA positions in Divisions I, II, and III, respectively.
- Whites continued to hold most of the faculty athletics representative (FAR) positions with 87.7 percent, 91.6 percent, and 93.4 percent in Divisions I, II, and III, respectively. Women held 33.5 percent, 29.3 percent, and 38.4 percent of the FAR positions in 2018-2019 in Divisions I, II, and III, respectively.
- The sports information director position was overwhelmingly held by whites who occupied 92.3, 90.3, and 95.8 percent of the positions in Divisions I, II, and III, respectively. Women held 15.0, 7.6, and 12.8 percent of the sports information director positions in Divisions I, II, and III, respectively.



Overall Grades

College Sport's 2019 combined grade for racial and gender hiring practices was a **C+** with 78.7 points, up from 77.3 points in 2018.

College Sport received a **B** for racial hiring practices by earning 81.6 points, up from 79.6 points in the 2018 CSRGRC. College Sport received a **C+** for gender hiring practices by earning 75.8 points, an increase from 75.1 points in the 2018 CSRGRC.

For racial hiring practices, student-athlete opportunities and Division I assistant coaches for all men's teams received an **A+**. The head coaches of men's basketball and assistant coaches for all women's teams in Division I earned an **A-**. Head coaches of Division I women's basketball teams, Division I senior woman administrator and professional administration positions, and senior leadership and professional administration positions at the NCAA National Office earned a **B+**. Head coaches for all Division I women's teams received a **B-**. Division I head coaches for men's teams and Division I athletics directors received a **C+**. Division I associate athletics director positions received a **C**. Division I conference commissioners received a **C-**. Division I faculty athletics representatives received a **D+**. Finally, Division I sports information directors, and head coaches for all Division I football teams received an **F** for racial hiring practices.

For gender hiring practices, professional administration positions and senior leadership positions at the NCAA National Office, as well as Division I senior woman administrator positions earned an **A+**. Division I women's basketball head coaches received an **A**. Student-athlete opportunities and Division I professional administration positions received a **B-**. Division I women's assistant coaches, associate athletics directors, and faculty athletics representatives earned a **C+** while Division I conference commissioners earned a **C-** and Division I head coaches of women's teams earned a **D**. The following positions all received an **F** in gender hiring practices for the 2018-2019 reporting period: Division I men's head and assistant coaches, Division I athletics directors, Division I sports information directors, and Division I men's basketball head coaches.

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

Overall Score:

77.3 ↑ 78.7
-2018- -2019-

Racial Hiring:

79.6 ↑ 81.6
-2018- -2019-

Gender Hiring:

75.1 ↑ 75.8
-2018- -2019-

Grades by Category

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

Conference Commissioners

Of the ten FBS conferences, seven (70.0 percent) were led by white men. One (ten percent) of the FBS conference commissioners was a white woman. Judy MacLeod was named C-USA commissioner in October 2015, making her the first woman to lead an FBS conference. For the first time in history in 2019, there were African-Americans in the position of conference commissioner in the FBS. Keith Gill and Kevin Warren made history when they were chosen to lead the Sun Belt and Big Ten conferences, respectively.

The conference commissioner serves as the chief administration officer, and those that head FBS conferences are among the most powerful and influential people in college sport. 2019 marked the first time where multiple people of color and a woman held the position within an FBS conference.

Looking across the board at all Division I Conferences, excluding Historically Black Conferences, 26 out of 30 commissioners were white. Amy Huchthausen of the American East, Gloria Nevarez of the West Coast Conference, Keith Gill of the Sun Belt Conference, and Kevin Warren of the Big Ten Conference were the only people of color who held commissioner positions. When the West Coast Conference hired Gloria Nevarez to serve as their Conference Commissioner in April 2018, she became the first Hispanic/Latina to serve as a Conference Commissioner in Division I.

There were nine women who were commissioners in the 2018-2019 year, which decreased by one from the 2017-2018 year.

- **Amy Huchthausen**, America East
- **Bernadette V. McGlade**, Atlantic 10 Conference
- **Beth DeBauche**, Ohio Valley Conference
- **Gloria Nevarez**, West Coast Conference
- **Jennifer Heppel**, Patriot League
- **Judy MacLeod**, Conference USA
- **Noreen Morris**, Northeast Conference
- **Robin Harris**, Ivy League
- **Val Ackerman**, Big East

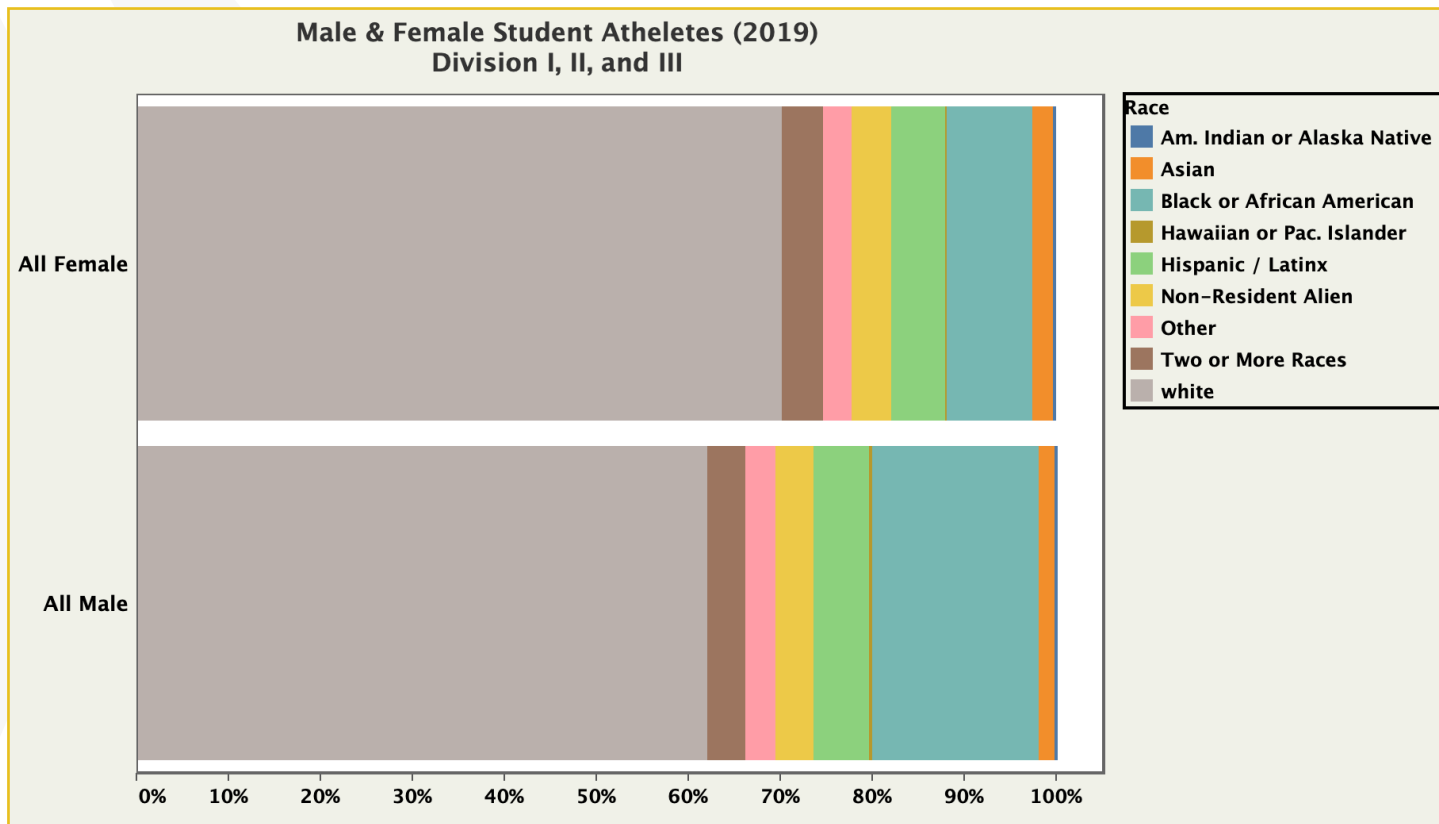
Racial Hiring Grade for DI Conference Commissioners

C-  **13.3%**
People of Color

Gender Hiring Grade for DI Conference Commissioners

C- **30.0%**
Women

See Table 5.



Student Athletes

All student-athlete data came from the Student-Athlete Data in the NCAA Demographics Database.

There were several changes in data categorizations, made by both the NCAA and TIDES, that are essential to be aware of before highlighting statistical observations over the past four years compared to prior years:

Starting in 2012-2013, 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.

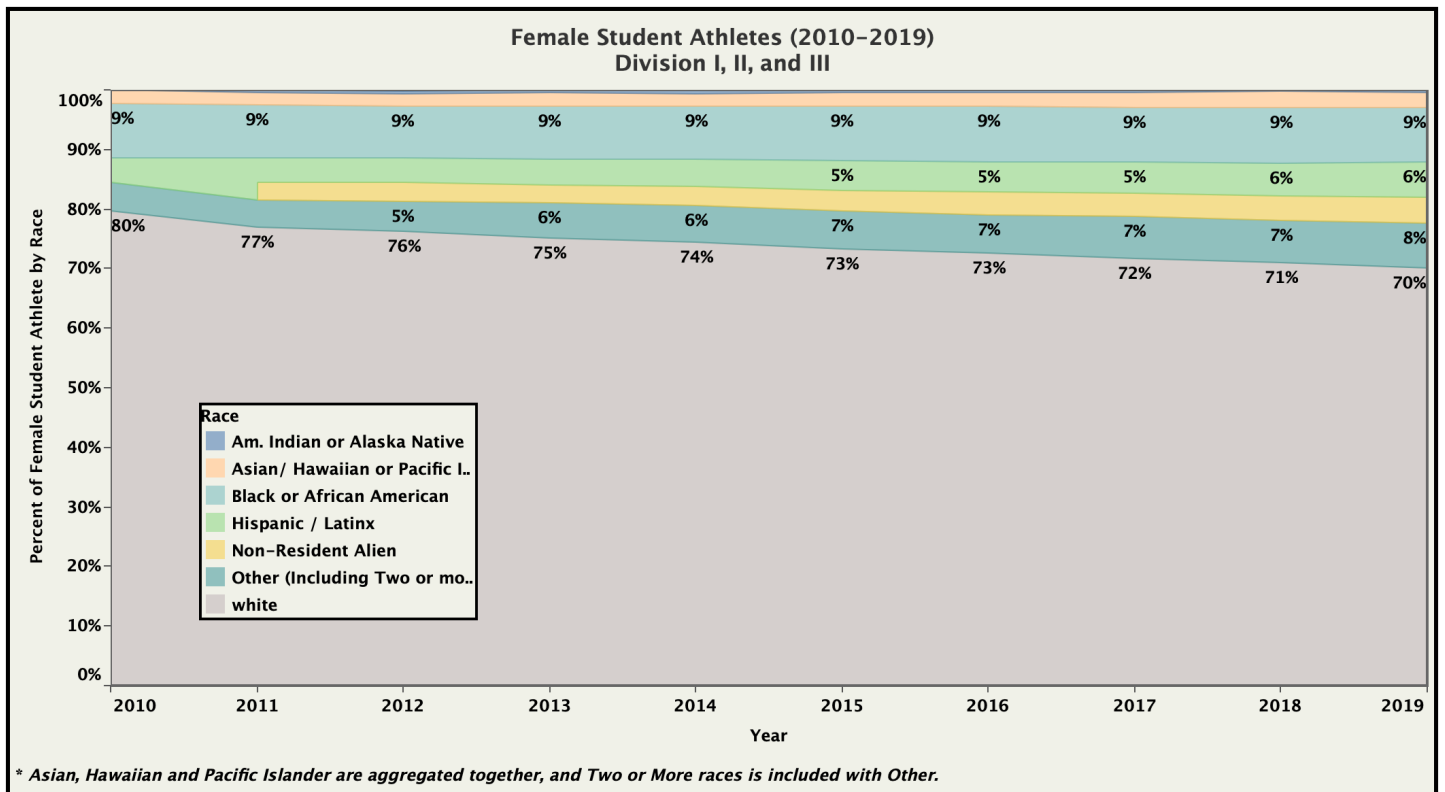
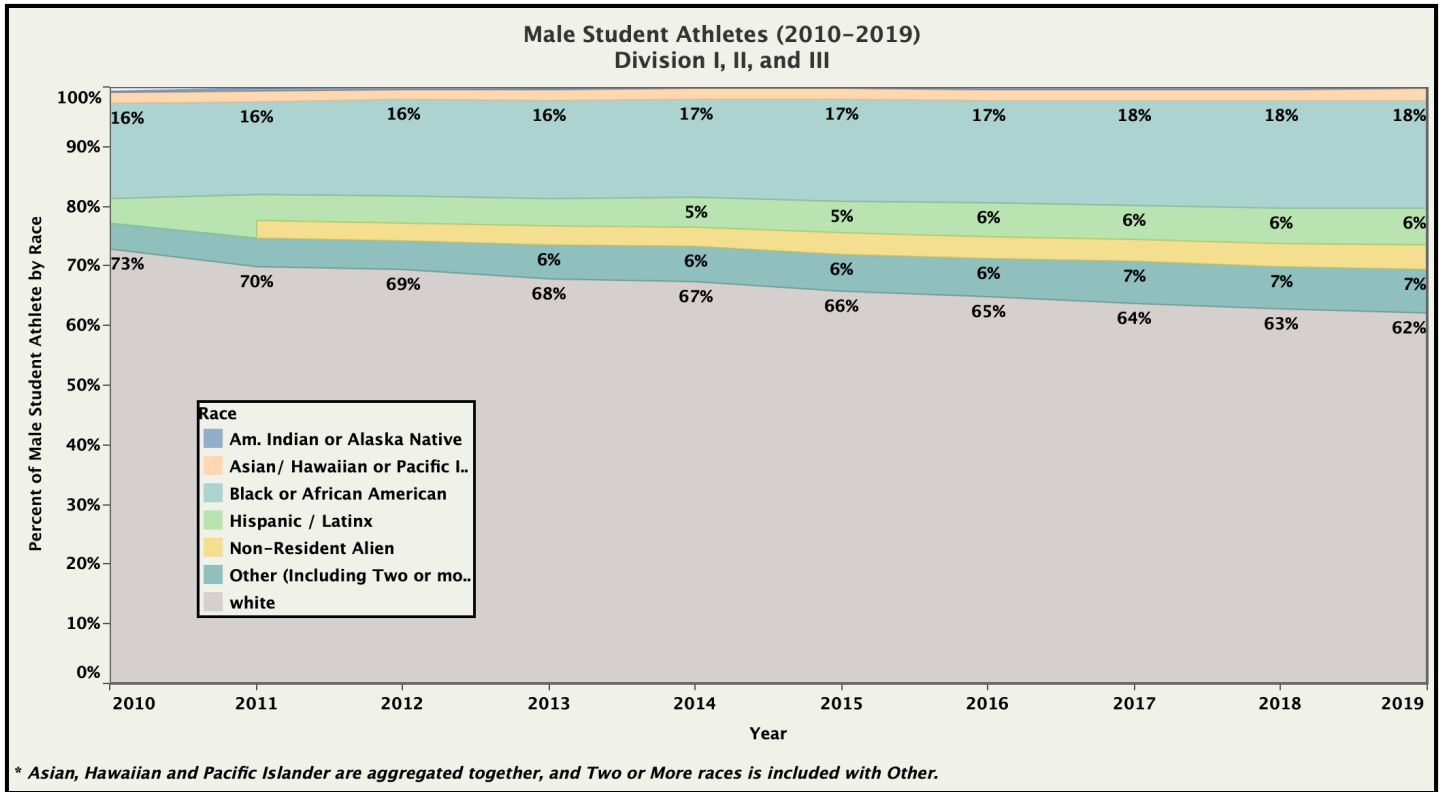
Total Male Student Athletes

For the total number of male student-athletes across all Division I sports in 2018-2019, the percentage of African-American participants increased by 0.8 percentage points to 23.4 percent of the total participants. Hispanic/Latino, Asian, Hawaiian/Pacific Islander and American Indian and Alaskan Native male student-athletes were 5.1 percent, 1.4 percent, 0.6 percent, and 0.3 percent, respectively, of all male student-athletes in Division I. Male stu-

dent-athletes of Two or More Races were 5.1 percent and Non-Resident Aliens were 5.9 percent, respectively, of all male student-athletes in Division I. The percentage of white male student-athletes decreased by 1.1 percentage points from 55.6 percent in 2017-2018 to 54.5 percent in 2018-2019.

Total Female Student Athletes

For the total number of female student-athletes across all Division I sports in 2018-2019, the percentage of African-American participants decreased by 0.2 percentage points to 12.2 percent of the total participants. Hispanic/Latina, Asian, Native Hawaiian/Pacific Islander, and American Indian and Alaskan Native female student-athletes comprised 5.4 percent, 2.1 percent, 0.4 percent, and 0.4 percent, respectively, of all female student-athletes in Division I. Female student-athletes of Two or More Races were 5.4 percent and Non-Resident Aliens were 7.2 percent of all female student-athletes in Division I. The percentage of white female student-athletes decreased by 0.8 percentage points from 64.1 percent in 2017-2018 to 63.3 percent in 2018-2019.



Each year, the Racial and Gender Report Card looks at three Division I sports and highlights trends for both male and female student-athletes. For the male student-athletes, the sports highlighted in the report are basketball, football, and baseball. The three female sports reported for the Division I observations were basketball, outdoor track, and softball. These sports have strong participation levels and comparatively high media attention in relation to other men's and women's sports, respectively.

Men's Basketball

In Division I men's basketball, the percentage of African-Americans decreased by 0.4 percentage points to 53.2 percent in 2018-2019. Hispanic/Latino representation increased 0.2 percentage points to 2.4 percent, combined Asian/Hawaiian/Pacific Islander representation remained constant at 0.5 percent, American Indian and Alaskan Native representation was 0.3 percent, and white participation decreased 0.8 percentage points to 24.7 percent. The category Two or More Races showed an increase of 0.8 percentage points to 6.5 percent. The categories Non-Resident Alien and Other combined to make up 12.5 percent for 2018-2019.

Men's Football

The breakdown for all Division I football student-athletes is as follows: whites decreased from 40.1 percent in 2017-2018 to 39.4 percent in 2018-2019; African-Americans increased from 44.8 percent to 45.1 percent; Hispanics/Latinos decreased from 3.2 percent to 3.0 percent; the combination of Asian/Native Hawaiian/Pacific Islanders decreased from 2.0 percent to 1.9 percent, and American Indian and Alaskan Natives remained the same at 0.4 percent. Those describing themselves as Non-Resident Aliens increased from 0.6 percent to 0.8 percent while Two or More Races and Other increased from 8.9 percent to 9.5 percent.

In Division I football at the FBS level, African-Americans accounted for 48.5 percent of football student-athletes while whites made up 34.8 percent, Hispanics/Latinos made up 2.6 percent, Asians made up 0.4 percent, Hawaiians and Pacific Islanders made up 1.9 percent, American Indians and Alaskan Natives made up 0.4 percent, those of Two or More Races made up 6.1 percent, and those who did not disclose their race made up 5.3 percent.

Men's Baseball

In Division I men's baseball, the percentage of white student-athletes decreased slightly from 79.9 percent in 2017-2018 to 78.9 percent in 2018-2019. African-American participation slightly increased from 3.7 percent to 4.1 percent. Latino participation also experienced an increase from 6.9 percent to 7.2 percent.

Women's Basketball

In women's Division I basketball, the percentage represented by whites increased from 33.8 percent in 2017-2018 to 34.0 percent in 2018-2019. African-American participation decreased from 43.0 percent in 2017-2018 to 41.9 percent in 2018-2019. Hispanic/Latina representation remained the same at 2.8 percent, Asian/Pacific Islanders decreased from 1.1 percent to 1.0 percent combined, and American Indian and Alaskan Natives remained the same at 0.4 percent.

Women's Outdoor Track

In women's Division I outdoor track, 55.2 percent of student-athletes were white in 2018-2019, decreasing 1.0 percentage points from 2017-2018. African-American participation also decreased from 23.9 percent to 23.0 percent. Hispanic/Latina representation notably saw an increase from 4.6 percent to 5.3 percent, Asian/Pacific Islanders saw a decrease from 1.5 percent to 1.3 percent combined, and American Indian and Alaskan Native stayed the same at 0.4 percent.

Women's Softball

In women's Division I softball, the percentage of white student-athletes decreased by 0.5 percentage points from 2017-2018, representing 72.6 percent of the total in 2018-2019. African-American participants stayed the same and represented 4.0 percent of the total participants. Hispanic/Latina participants also stayed the same and represented 9.8 percent of the total participants. Asian/Pacific Islander participants stayed the same from 2017-2018, representing 2.3 percent of total participants in 2018-2019 combined. American Indian and Alaska Native participants stayed the same at 0.8 percent of total participants.

For representation of women as student-athletes, 50 percent earned an **A**, 45 percent earned a **B**, and 40 percent earned a **C**.

Grade for Student Athlete Participation - Race (DI, DII, and DIII)

A+  **34.4%**
People of Color

Grade for Student Athlete Participation - Gender (DI, DII, and DIII)

B-  **44.2%**
Women

See Tables 6, 7, 8.

See Appendix II for Division I, II, and III comparisons

*Remaining differences in percentages are comprised of Two or More Races, Non-Resident Alien, and Other categories.

NCAA National Office

The data in this section on the NCAA National Office demographic breakdown was supplied by the NCAA Human Resources staff for 2019 and was compared to data collected from the NCAA for 2018. The data is current as of December 31, 2019 as submitted by NCAA Human Resources.

At the NCAA National Office, the number of people of color and women in positions of executive vice president, senior vice president and vice president each increased to six and eight, respectively in 2019. Out of this group, African-Americans were the only people of color to hold these positions in 2019. There continues to be no representation of Hispanics/Latinos or Asians in these positions. Whites held 68.4 percent of the positions in 2019, which decreased from 2018 when it was 70.6 percent.

The six African-Americans represented in the vice president role were:

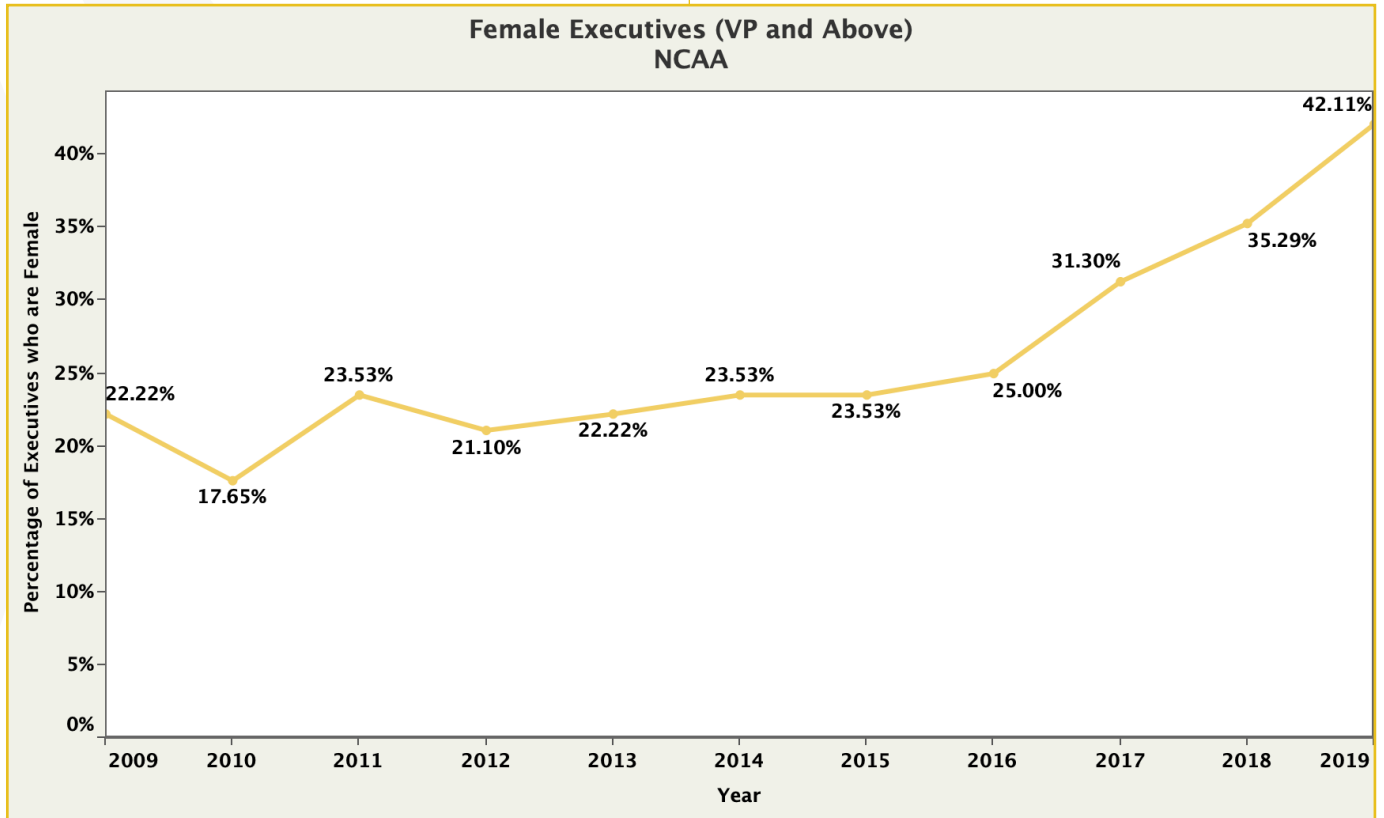
- **Donald Remy**, Chief Operating Officer of Law, Policy, and Governance
- **Robert “Bob” Williams**, Senior Vice President of Communications
- **Stanley “Stan” Wilcox**, Executive Vice President of Regulatory Affairs
- **Felicia Martin**, Vice President of the Eligibility Center
- **Katrice Albert**, Executive Vice President, Office of Inclusion and Human Resources
- **Naima Stevenson**, Vice President of Hearing Operations

The eight women represented in the vice president role were:

- **Theresa “Terri” Gronau**, Vice President of Division II Governance
- **Lynn Holzman**, Vice President of Women’s Basketball
- **Kathleen T. McNeely**, Chief Financial Officer of Administration
- **Joni Comstock**, Senior Vice President of Championships
- **Felicia Martin**, Vice President of the Eligibility Center
- **Dr. Katrice Albert**, Executive Vice President, NCAA Office of Inclusion and Human Resources
- **Naima Stevenson**, Vice President of Hearing Operations
- **Cari Van Senus**, Vice President of Vice President of Policy and Chief of Staff

The percentage of personnel at the managing director/director positions who were people of color is 22.1 percent in 2019, an increase of 2.8 percentage points from 2018. Women accounted for an impressive 50.0 percent of the positions in 2019, an increase from 47.7 percent in last year’s report. Whites occupied 77.9 percent of the positions in 2019, which decreased by 2.8 percentage points from 2018. African-Americans represented 18.3 percent of the positions in 2019, which increased by 2.4 percentage points from 2018. The 2019 data shows that there was one Hispanic/Latino and three Asians in these positions. This represented an increase of one for Asians from 2018 and is the same total for Hispanics/Latinos from 2018.

For the category of professional administrator positions, the total percentage of people of color increased from 22.5 percent in 2018 to 23.1 percent in 2019. The percentage



of African-Americans decreased from 16.3 percent in 2018 to 15.4 percent in 2019. The percentage of Hispanics/Latinos increased from 2.2 percent to 2.9 percent and Asians increased from 2.2 percent to 2.9 percent. Hawaiians or Pacific Islanders held 0.9 percent and those of Two or More Races held 0.9 percent of these positions. The percentage of white NCAA professional administrators decreased slightly from 77.5 percent in 2018 to 76.9 percent in 2019. The percentage of women in professional administrative positions slightly increased from 58.7 percent in 2018 to 58.8 percent in 2019.

The Institute for Diversity and Ethics in Sport does not include support staff in any of the Racial and Gender Report Cards.

These numbers were recorded as of December 31, 2019. It should be noted that these statistics were a snapshot in time for the NCAA. As a result, there is some fluctuation that occurs based upon the time when staff are starting or departing. For example, Executive Vice President Dr. Katrice Albert left the NCAA early in 2020. She has not been replaced as of the publication of this report.

Racial Hiring Grade for NCAA Senior Leadership

B+ ↑ **23.6%**
People of Color

Gender Hiring Grade for NCAA Senior Leadership

A+ ↑ **48.8%**
Women

Racial Hiring Grade for NCAA Professional Administration

B+  **23.1%**
People of Color

Gender Hiring Grade for NCAA Professional Administration

A+  **58.8%**
Women

See Tables 1, 2, 3, and 4.

Division I Head Coaches

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

Men's Teams

In 2018-2019, white coaches still dominated, holding 85.0 percent of the head coaching positions within men's sports in Division I. Opportunities for African-American head coaches had a slight increase from 8.1 percent in 2017-2018 to 9.1 percent in 2018-2019. Hispanics/Latinos maintained 1.9 percent of head coaching positions for men's teams during 2018-2019. Asian/Hawaiian/Pacific Islanders combined held 0.7 percent of the head coaching positions for men's teams, a decrease of 0.1 percentage points from last year. American Indian and Alaskan Native representation was again minimal, with the same 0.1 percent representation as in last year's report. People of Two or More Races, Non-Resident Aliens, and those classified as Other combined to make up 3.2 percent of head coaches for men's sports in Division I. These figures accounted for male and female head coaches of men's teams.

The percentage of female head coaches of men's teams was 4.0 percent, the same as last year's report.

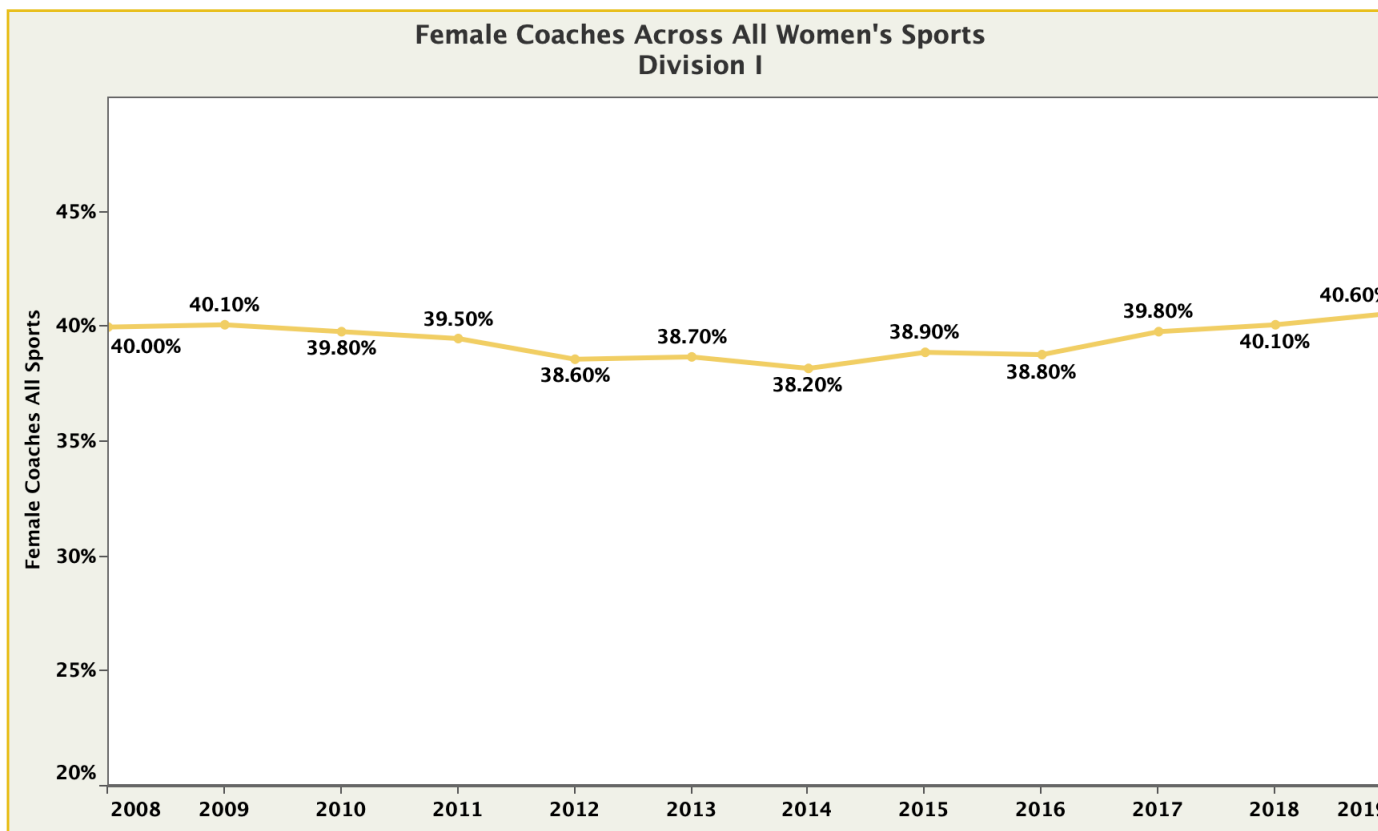
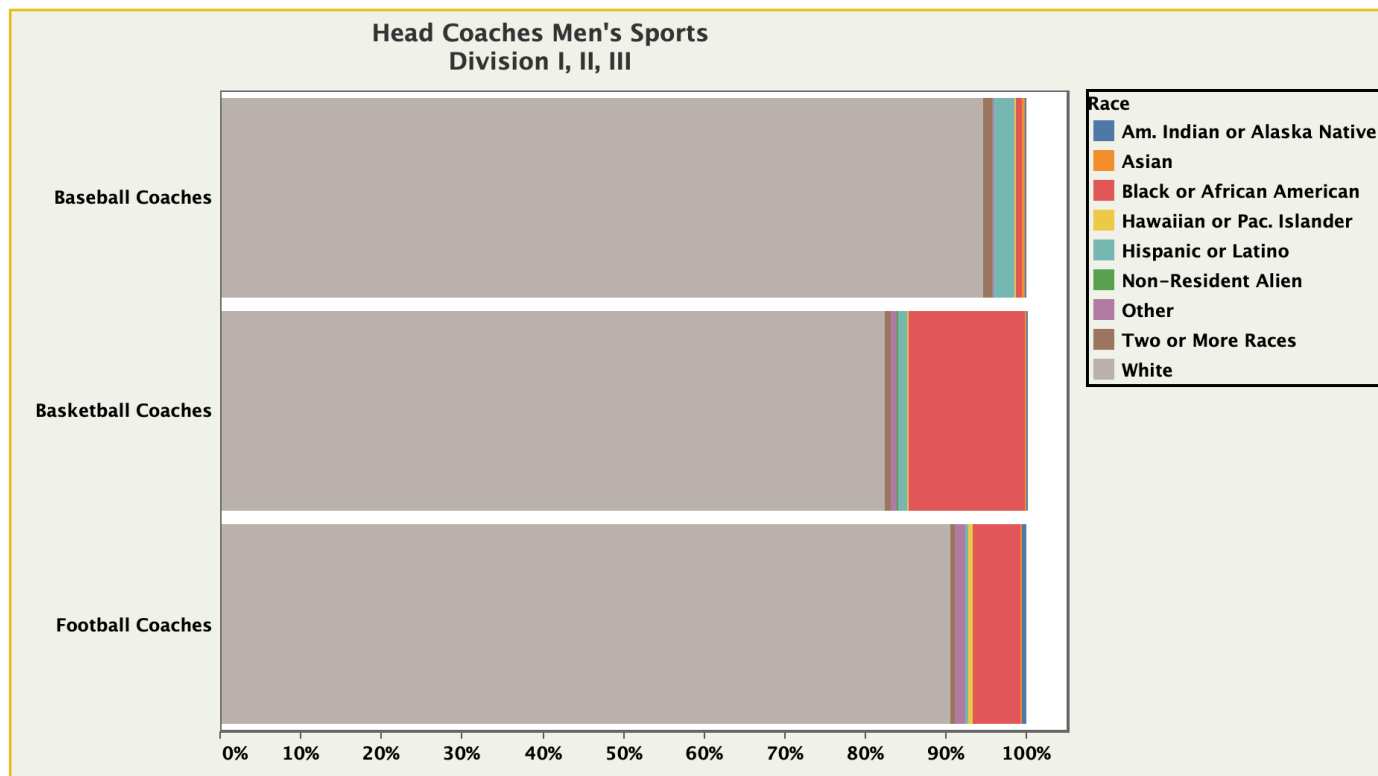
Men's Basketball

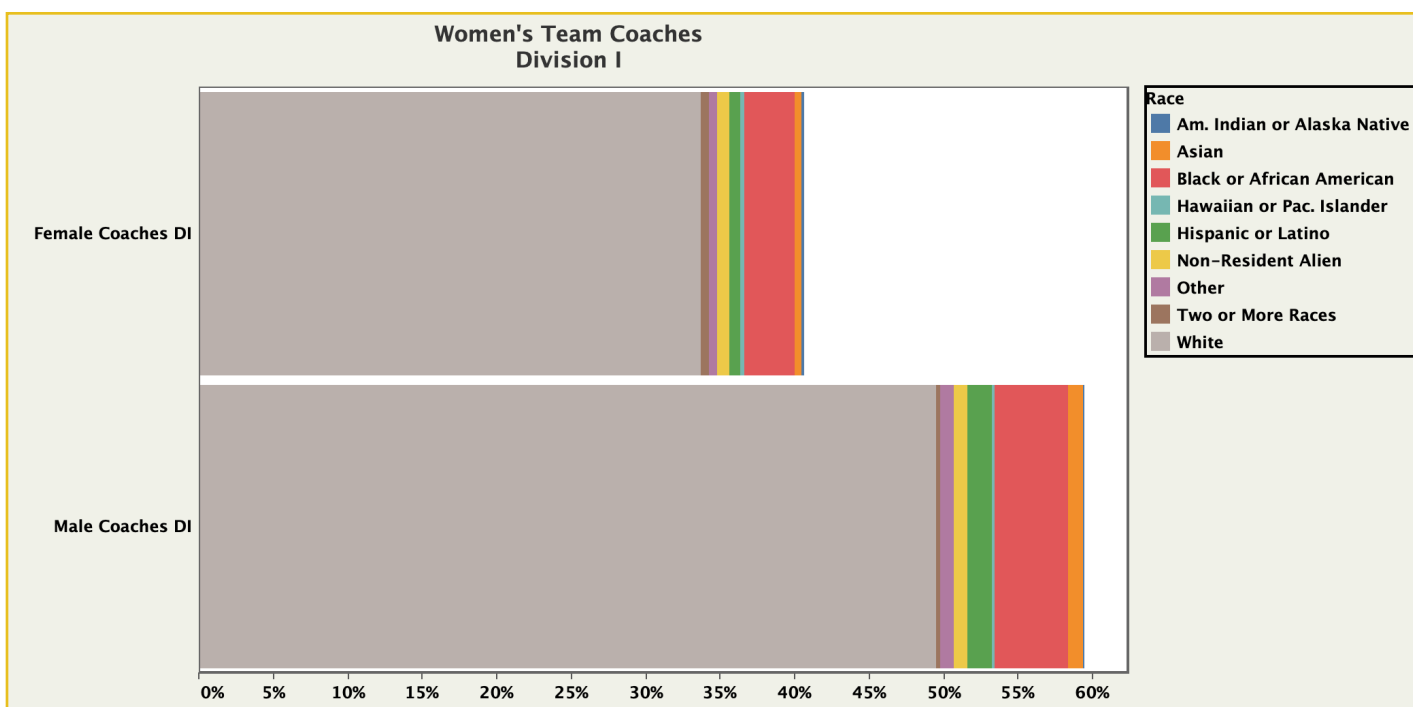
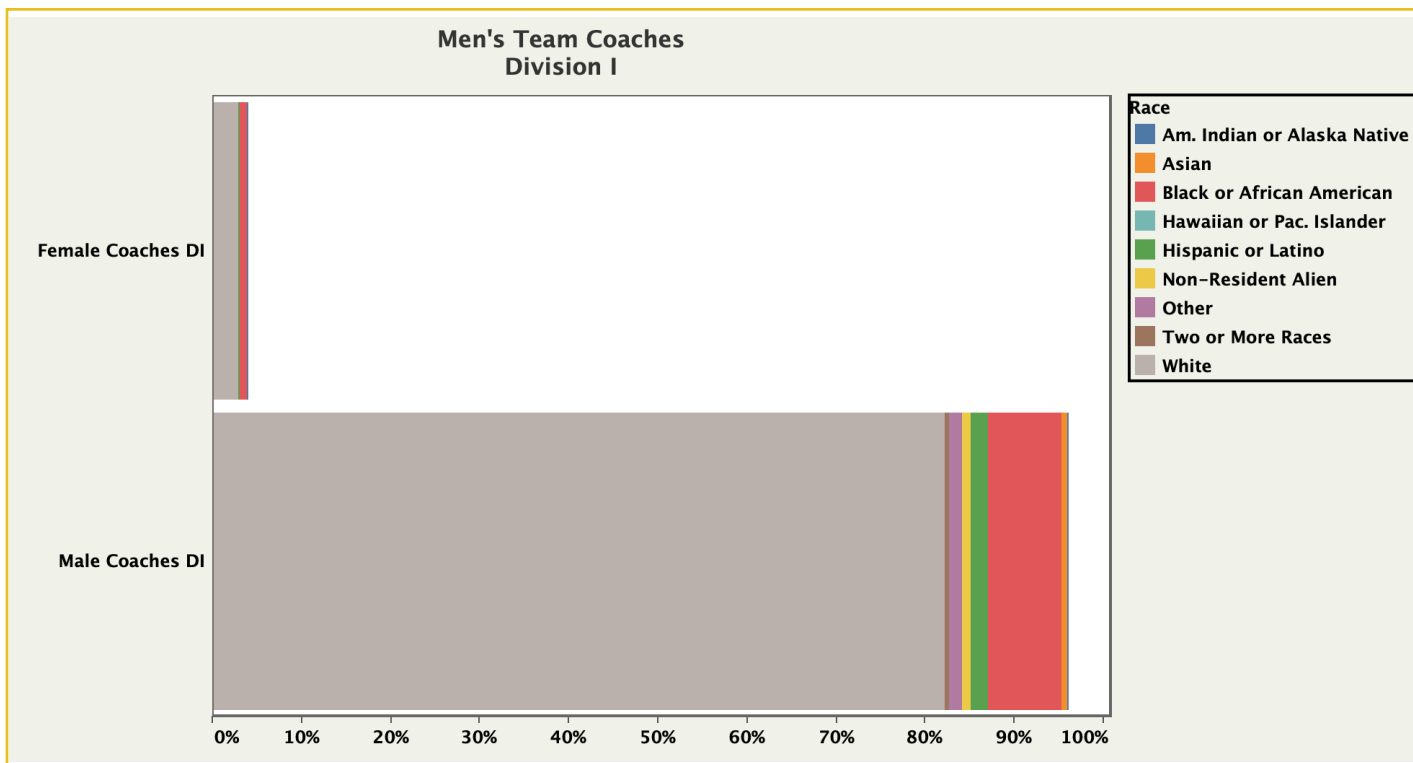
A persistent area of concern for the Racial and Gender Report Card is the African-American coaching presence in men's Division I basketball. The trend for this group has increased ever so slightly, but these numbers are not where they need to be for an appropriate representation of coaches within the game compared to the representation of student-athletes. For 2018-2019, 23.6 percent of the men's Division I basketball coaches were African-American (up from 22.4 percent) and 26.0 percent were coaches of color, which was an increase of 1.2 percentage points from 2017-2018. The all-time high was 2005-2006, when 25.2 percent of all head coaches were African-American and 26.2 were people of color. The all-time low since college sport became a subject of the RGRC was 2011-2012, when only 18.6 percent were African-American and 19.5 percent were coaches of color. After much scrutiny was placed on the sport, 2012-2013 showed great improvement with an increase of 4.4 percentage points to 23 percent. Nonetheless, to be behind where we were 14 years ago is unacceptable considering how much emphasis we are supposedly placing on diversity and inclusion in higher education.

Whites made up 74.0 percent of head coaching positions, while Asians, Hawaiians, and Pacific Islanders combined to make up 0.0 percent, Hispanics/Latinos were 0.6 percent, and American Indians and Alaskan Natives were 0.3 percent of those positions. Finally, 0.3 percent identified as Two or More Races and 1.2 percent identified as Other.

Men's Football

Another area that is a cause for concern is Division I football head coaches. Like basketball, there is a lack of appropriate representation of football coaches that align with the student-athlete representation. There was an overall decrease in the number of coaches of color in the sport. In 2019, 10.3 percent were coaches of color, which was a decrease of 0.1 percentage points from 2018. Whites made up 89.7 percent of head coaching positions, while African-Americans were 7.3 percent, Asians, Hawaiians, and Pacific Islanders combined to make up 0.9 percent, Hispanics/Latinos were 0.0 percent, and American Indians and Alaskan Natives were 0.4 percent of those positions. Finally, 0.4 percent identified as Two or More Races and 1.3 percent identified as Other.





Men's Baseball

Only 7.1 percent of Division I baseball coaches were people of color in 2018-2019. Hispanics/Latinos comprised 3.6 percent, Asian/Hawaiian/Pacific Islanders 0.8 percent, African-Americans 1.1 percent, and 1.1 percent were classified as Two or More Races. There were 0.7 percent of Division I baseball coaches who identified as Other. Whites made up 92.9 percent of head coaching positions.

Women's Teams

Forty-seven years after the passage of Title IX, it too often remains common practice for men to coach women's teams. The percentage of women coaching women's teams remained far from being acceptable in Division I. In the case of head coaches for women's teams, it should be expected that women would hold at least half of these positions. Therefore, in that category, 60 percent would earn an A, 52 percent would earn a B, 44 percent would earn a C and 40 percent would earn a D. This will be the sixth year that the grades for coaching positions will be taken into consideration for the CSRGRC.

In 2018-2019, women held 40.6 percent of head coaching positions at the Division I level for women's sports, while they only held 4.0 percent of the head coaching positions at the Division I level for men sports. The latter is the same percentage as the 2017-2018 report's findings of 4.0 percent. This remains an unacceptable portion of the positions 47 years after the passage of Title IX.

Women head coaches in Division I women's basketball increased from 59.6 percent in 2017-2018 to 62.3 percent in 2018-2019. Women holding head coaching positions in cross-country, indoor track and outdoor track at the Division I level increased from 18.6 percent in 2017-2018 to 18.8 percent in 2018-2019.

Whites also dominated the head coaching positions in women's sports in Division I overall, holding 83.2 percent of head coaching positions, a 1.8 percent decrease in representation from last year.

In 2018-2019, African-Americans held 8.3 percent, Hispanic/Latinos held 2.5 percent, Asian/Hawaiian/Pacific Islanders held 2.0 percent, and American Indian and Alaskan Native representation was again minimal with 0.3 percent of the head coaching opportunities in Division I women's sports. Those identifying as Two or More Races, Non-Res-

ident Aliens, and Other represented 3.9 percent of these head coaching positions. These figures accounted for male and female head coaches of women's teams.

Women's Basketball

Women's head basketball coaching positions held by whites in Division I in 2018-2019 was 77.5 percent, a decrease from 2017-2018 when it was 79.8 percent. The percentage of white women coaching in Division I women's basketball increased from 45.9 percent in 2017-2018 to 46.5 percent in 2018-2019. White men holding the same position in 2018-2019 decreased to 31.0 percent from 33.9 percent in 2017-2018. African-American women held 14.0 percent of head coaching positions in Division I women's basketball in 2018-2019, up from 11.9 percent in 2017-2018. African-American men held 5.5 percent of those positions in 2018-2019, up from 5.2 percent in 2017-2018, totaling 19.5 percent of head coaching positions within Division I women's basketball held by African-Americans. This was up from 17.1 percent in 2017-2018.

For the first time since the 2013-2014 report there is one American Indian or Alaskan Native head coach in Division I women's college basketball in 2018-2019. Four Hispanic/Latino(a) coaches, two males and two females, combined to make up 1.2 percent of all head coaches in Division I women's basketball in 2018-2019. This data stands in stark contrast to the 41.9 percent of student-athletes playing Division I women's basketball who were African-American.

Women's Cross Country/Track

The highest percentage of head coaching positions held by people of color in women's college sport was found in the Division I cross country/track category. Whites held 77.2 percent of the head coaching positions in Division I women's cross country/track during 2018-2019, decreasing from the previous year's total of 79.2 percent. African-Americans held 17.7 percent in 2018-2019, which was an increase from the 15.7 percent mark of 2017-2018. Hispanics/Latinos held 1.8 percent in 2018-2019, an increase from 1.6 percent in 2017-2018. African-American women held 4.5 percent in Division I, an increase of 0.3 percentage points from 2017-2018, while white women decreased from 13.7 percent in 2017-2018 to 13.2 percent in 2018-2019.

***Racial Hiring Grade for
Head Coaches of All DI
Men's Teams***

C+  **15.0%**
People of Color

***Gender Hiring Grade for
Head Coaches of All DI
Men's Teams***

F **4.0%**
Women

***Racial Hiring Grade for
Head Coaches of All DI
Men's Basketball Teams***

A-  **26.0%**
People of Color

***Gender Hiring Grade for
Head Coaches of All DI
Men's Basketball Teams***

F **0.0%**
Women


***Racial Hiring Grade for
Head Coaches of All DI
Women's Teams***

B-  **16.8%**
People of Color

***Gender Hiring Grade for
Head Coaches of All DI
Women's Teams***

D  **40.6%**
Women

***Racial Hiring Grade for
Head Coaches of All DI
Women's Basketball Teams***

B+  **22.5%**
People of Color

***Gender Hiring Grade for
Head Coaches of All DI
Women's Basketball Teams***

A  **62.3%**
Women

Racial Hiring Grade for Head Coaches of All DI Football Teams

F  **10.3%**
People of Color

See Tables 9, 10, 11, 12, 13, 14, and 15.

See Appendix II for Division I, II, and III comparisons.

- 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.

Division I Assistant Coaches

Men's Teams

In 2018-2019, whites held 69.4 percent of the assistant coach positions on men's teams in Division I, compared to 2017-2018 when whites held 70.3 percent. African-American assistant coaches for men's teams held 21.0 percent of the positions, compared to 2017-2018 when African-Americans held 20.3 percent. Hispanic/Latino assistant coaches for men's teams held 2.0 percent of the positions, compared to 2017-2018 when Hispanics/Latinos held 1.9 percent. In 2018-2019, Asian/Hawaiian/Pacific Islanders held a combined 1.3 percent of the total assistant coaching positions, the same as 2017-2018. American Indians and Alaskan Natives held 0.1 percent, the same as in 2017-2018.

The assistant coach position is often a stepping-stone to future head coaching positions. During the 2018-2019 year, African-Americans held 45.9 percent of the Division I assistant coach positions in men's basketball and 29.1 percent of the assistant coach positions in football. Hispanics/Latinos held 1.1 percent of the assistant coach positions in men's basketball and 1.2 percent of assistant coach positions in football. Of all Division I college baseball assistant coaching positions, 1.9 percent were held by African-Americans and 3.0 percent were held by Hispanics/Latinos.

Among the men's teams in 2018-2019, women held 9.4 percent of the assistance coaching positions in Division I. In 2017-2018, women held 8.6 percent of the positions.

Women's Teams

Among the women's teams in Divisions I in 2018-2019, whites held 72.6 percent of assistant coach positions, compared to 72.5 percent in 2017-2018. African-Americans held 14.8 percent of the women's assistant coach positions in Divisions I. Hispanics/Latinas held 2.7 percent of the assistant coach positions within women's sports in Divisions I. Asians/Hawaiians/Pacific Islanders held 1.9 percent. In 2018-2019, American Indians and Alaskan Natives held 0.1 percent of assistant coach positions within women's sports in Division I. Those who identified as Two or More Races, Non-Resident Aliens, and Other combined to make up 7.9 percent of these positions.

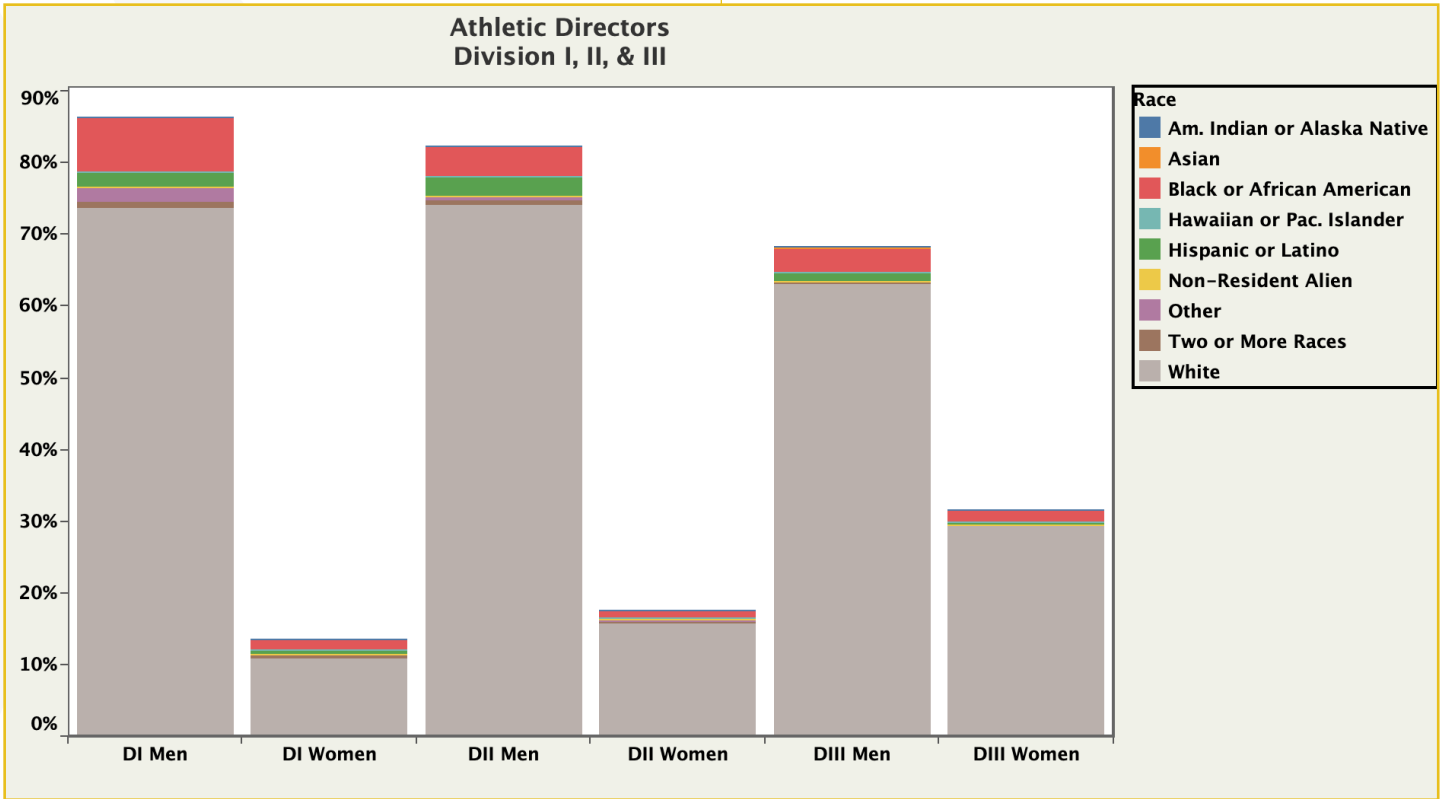
The percentage of women assistant coaches in women's sports increased in Division I from 46.1 percent to 46.8 percent. This remains an intolerable portion of the positions 47 years after the passage of Title IX.

Racial Hiring Grade for Assistant Coaches of All DI Men's Teams

A+  **30.6%**
People of Color

Gender Hiring Grade for Assistant Coaches of All DI Men's Teams

F  **9.4%**
Women



Racial Hiring Grade for Assistant Coaches of All DI Women's Teams

A- ↓ **27.3%**
People of Color

Gender Hiring Grade for Assistant Coaches of All DI Women's Teams

C+ ↑ **46.8%**
Women

See Tables 16, 17, 18, 19, 20, and 21.
See Appendix II for Division I, II, and III comparisons.

Division I College Athletic Directors

Within Division I athletics in 2018-2019, excluding HB-CUs, whites held 84.5 percent of the athletics director positions, which increased from 84.3 percent in 2017-2018. African-Americans held 8.8 percent of the athletics director positions in 2018-2019, which was a slight increase from 8.7 percent in 2017-2018. Hispanics/Latinos held 2.7 percent of the positions, which decreased from 3.0 percent in 2017-2018. American Indians and Alaskan Natives held zero of the positions in 2018-2019, which remained the same from the year before. Asian/Hawaiian/Pacific Islander athletics directors held 0.3 percent of the positions, which decreased from 0.6 percent from 2017-2018.

While women who are athletics directors in Division I increased from 10.5 percent to 13.6 percent in 2018-2019, they remained seriously underrepresented in the athletics director position this year. White women made up 10.9 percent while Hispanics/Latinas represented 0.6 percent, Asian/Hawaiian/Pacific Islanders represented a combined 0.3 percent, and African-Americans represented 1.2 percent of the athletics director positions within Division I. Two or More Races represented 0.6 percent of women athletics di-

rectors, up from 0.3 percent the previous year. There were no female athletics directors reported in 2018-2019 who were American Indian/Alaskan Native or those classified as Other.

Of the 130 athletics directors who oversee FBS football programs, there were 106 (86.2 percent) whites. The number of people of color holding the athletics director positions at the FBS level increased by four, to 24 (18.5 percent) in 2018-2019, from 20 (15.4 percent) in 2017-2018. One athletics director chose to not identify their race. As of March 31, 2020, the athletics directors of color included:

14 (10.8 percent) African-Americans

- **Allen Greene**, Auburn University
- **Mark Alnutt**, The State University of New York at Buffalo
- **Bernard Muir**, Stanford University
- **Terry Tumey**, California State University, Fresno
- **Carla Williams**, University of Virginia
- **Damon Evans**, University of Maryland
- **Derrick Gragg**, University of Tulsa
- **Eugene Smith**, The Ohio State University
- **Lynn Swann**, University of Southern California
- **Martin Jarmond**, Boston College
- **Ray Anderson**, Arizona State University
- **Sean T. Frazier**, Northern Illinois University
- **Warde J. Manuel**, University of Michigan
- **Malcolm Turner**, Vanderbilt University

Seven (5.4 percent) Hispanics/Latinos

- **Barry Alvarez**, University of Wisconsin
- **Chris Del Conte**, University of Texas at Austin
- **Lisa Campos**, University of Texas at San Antonio
- **Daniel G. Guerrero**, University of California - Los Angeles
- **Eddie Nuñez**, University of New Mexico
- **Mario Moccia**, New Mexico State University
- **Pete Garcia**, Florida International University

One (0.8 percent) Asian

- **Patrick Chun**, Washington State University

Two (1.5 percent) Two or More Races

- **Bob Moosbrugger**, Bowling Green State University
- **Desiree Reed-Francois**, University of Nevada, Las Vegas

There were nine women (6.9 percent) who oversaw FBS football programs:

- **Beth Goetz**, Ball State University
- **Carla Williams**, University of Virginia
- **Desiree Reed-Francois**, University of Nevada, Las Vegas
- **Heather Lyke**, University of Pittsburgh
- **Jennifer Cohen**, University of Washington
- **Kathy Beauregard**, Western Michigan University
- **Lisa Campos**, University of Texas at San Antonio
- **Marie Tuite**, San Jose State University
- **Sandy Barbour**, Penn State University

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

Racial Hiring Grade for All DI Athletic Directors

C+  **15.5%**
People of Color

Gender Hiring Grade for All DI Athletic Directors

F  **13.6%**
Women

See Tables 22, 23, and 24.

See Appendix II for Division I, II, and III comparisons.

Division I College Associate and Assistant Athletic Directors

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

In Division I, the gender breakdown was similar between associate and assistant athletics directors. Associate athletics directors were 67.7 percent male and 32.3 percent female in Division I and assistant athletics directors were 69.0 percent male and 31.0 percent female in Division I in 2018-2019. This compared to 2017 – 2018 when associate athletics directors were 68.6 percent male and 31.4 percent female in Division I and assistant athletics directors were 68.8 percent male and 31.2 percent female in Division I.

Associate Athletics Directors

There was a slight improvement for people of color in Division I at the associate athletics director position. In 2018-2019, whites held 85.1 percent of the total, down slightly from 85.3 percent in 2017-2018. In 2018-2019, African-Americans held 9.5 percent of the associate athletics director positions in Division I. This number had not previously changed since changed since 2015-2016 when it was 8.6 percent. In 2018-2019, Hispanics/Latinos, Asians/Hawaiians/Pacific Islanders, and American Indians and Alaskan Natives held 2.1 percent, 1.1 percent, and zero percent, respectively, of the Division I associate athletics director positions. In 2018-2019 associate athletics director classified as Two or More Races held 0.6 percent, which is a decrease from the percentage mark met in 2017-2018 of 0.8 percent. In 2018-2019, those classified as Other held 1.5 percent, an increase from 1.1 in 2017-2018.

In 2018-2019, women gained representation as associate athletics directors in Division I. Women occupied 32.3 percent of the positions in 2018-2019, which was an increase from 31.4 percent in 2017-2018.

Assistant Athletics Director*

At the assistant athletics director position in 2018-2019, representation for people of color decreased by 0.6 percentage points in Division I. African-Americans held 9.3 percent, an increase from 8.8 percent in 2017-2018. Hispanics/Latinos, Asians/Hawaiians/Pacific Islanders, and American Indians/Alaska Natives held 3.0 percent, 2.0 percent, and 0.2 percent of the Division I assistant athletics director positions, respectively, in 2018-2019. This was compared to 2017-2018 when Hispanics/Latinos, Asians/Pacific Islanders, and American Indians and Alaskan Natives held 2.8 percent, 1.9, and 0.1 percent of the Division I assistant athletics director positions, respectively. In 2018-2019 assistant athletics directors classified as Two or More Races held 1.0 percent of the positions, compared to 1.4 percent in 2017-2018. In 2018-2019, assistant athletics directors classified as Other held 2.0 percent of the positions, an increase from the mark met in 2017-2018 of 1.6 percent.

In 2018-2019, Division I saw a slight decrease in the representation of women at the assistant athletics director position. Women occupied 31.0 percent of the assistant athletics directors in Division I, compared to 31.2 percent in 2017-2018.

Racial Hiring Grade for All DI Associate Athletic Directors

C  **14.9%**
People of Color

Gender Hiring Grade for All DI Associate Athletic Directors

C+  **32.3%**
Women

See Table 25.

See Appendix II for Division I, II, and III comparisons.

*This category is not included in the final grade calculation.

Division I Senior Woman Administrators

The senior woman administrator (SWA) is a significant position within an athletic department. The SWA is the highest ranking female in each NCAA athletics department or conference office, helping to promote meaningful representation of women within leadership positions throughout member institutions. Voted on by the membership in 1981, the SWA designation was added at the same time that women's championships were added to ensure adequate gender involvement in such a male dominated industry.

White women continued to dominate the position in 2018-2019 with 80.0 percent in Division I. However, this was a decrease from 2017-2018 when they held 81.3 percent. Even with the improvement, the racial diversity of the SWA position continued to be very low.

In Division I, African-American women held 14.5 percent of the SWA positions, Asian/Hawaiian/Pacific Islander women held 0.9 percent, Hispanics/Latinas held 2.5 percent, and American Indian and Alaskan Native women held 0 percent. Women classified as Two or More Races held 1.2 percent, Others held 0.9 percent and there were no Non-Resident Aliens.

Overall, women of color occupied 20 percent of the SWA positions in 2018-2019 within Division I compared to 2017-2018 when they held 18.7 percent. In 2017-2018 African-American women held 14.0 percent, Asian/Pacific Islander women held 1.2 percent, Hispanics/Latinas held 2.2 percent, and American Indian/Alaskan Native women held 0.3 percent. Women classified as Two or More Races held 0.6 percent, Other held 0.3 percent and Non-Resident Aliens held zero percent.

Racial Hiring Grade for All DI Senior Woman Administrators

B+  **20.0%**
People of Color

Gender Hiring Grade for All DI Senior Woman Administrators*

A+ **100.0%**
Women

See Table 26.

See Appendix II for Division I, II, and III comparisons.

*Not calculated in final grade

Division I Faculty Athletic Representatives

The 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 athletic programs, but also maintaining the welfare of the student-athlete. The NCAA requires each of its member institutions to appoint a FAR who must be on faculty and administrative staff and may not hold a position within the athletics department in any capacity. This role could include professors and other non-athletic department personnel.

For the FAR positions in 2018-2019, whites held 87.7 percent in Division I. In 2017-2018, the percentage was 87.8 percent. The racial diversity of the FAR position continued to be minimal. In 2018-2019, African-Americans held 7.5 percent in Division I. Hispanics/Latinos held 1.7 percent, Asians held 1.2 percent, Hawaiians/Pacific Islanders held 0.3 percent, and American Indians and Alaskan Natives held 0.3 percent. FARs classified as Two or More Races held 0.6 percent in Division I, while those classified as Other held 0.9 percent. Non-Resident Aliens held 0.3 percent of these positions.

In 2018-2019 women held 33.5 percent of the FAR positions, up from 32.7 percent in 2017-2018. White women held the greatest percentage of these positions with 29.5 percent. In Division I, African-American women held 2.3 percent, Hispanics/Latinas held 0.3 percent, and Asian/Pacific Islander women held 0.3 percent. Women identifying as Two or More Races and Other made up 0.3 percent and 0.6 percent of these positions, respectively.

Racial Hiring Grade for All DI Faculty Athletic Representatives

D+  **12.3%**
People of Color

Gender Hiring Grade for All DI Faculty Athletic Representatives

C+  **33.5%**
Women

See Table 27.

See Appendix II for Division I, II, and III comparisons.

Division I Sports Information Directors

The Sports Information Director (SID) plays a critical role in directing the media's attention to student-athletes, coaches and teams including but not limited to: coordinating communications between local/national media and the athletics department, providing updates on player/team information, and composing various stories within each sports program in the athletic department.

The sports information director position was one of the least diverse positions in all of college sport. In 2018-2019, 92.3 percent of the SIDs in Division I were white, which is an increase from 2017-2018's 91.4 percent. This is very important because the sports information director is usually the key decision maker in what and who is publicized among coaches and student-athletes.

Among the SIDs who were not white, 3.3 percent were African-American, 1.5 percent were Asian, 1.4 percent were Hispanic/Latino, 1.0 percent were Other, 0.2 percent were Two or More Races, and 0.3 percent were Non-Resident Alien. Hawaiians/Pacific Islanders and American Indians and Alaskan Natives did not hold any of these positions. Women held 12.8 percent of the sports information director positions in 2018-19 the same percentage as last year.

Racial Hiring Grade for All DI Sports Information Directors

F  **7.7%**
People of Color

Gender Hiring Grade for All DI Sports Information Directors

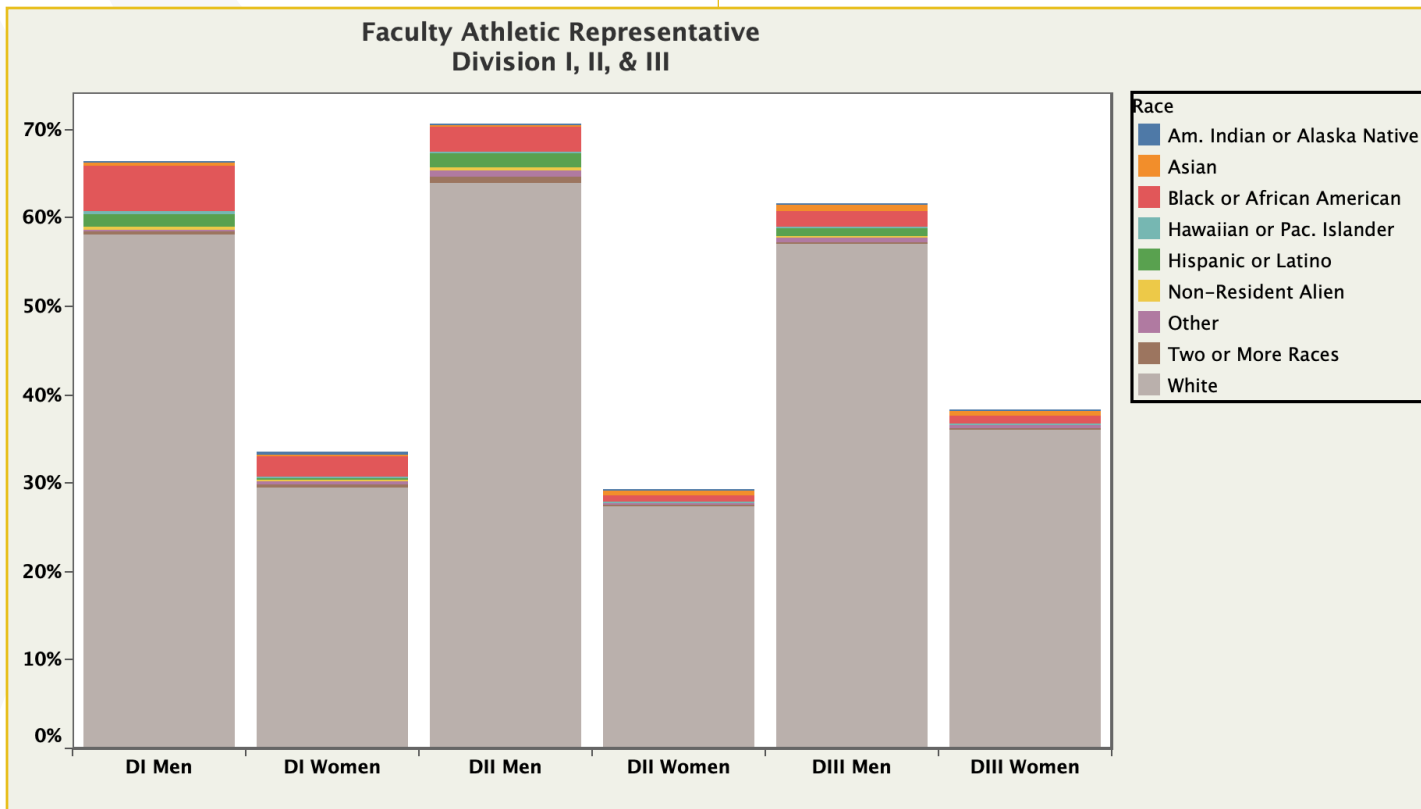
F  **15.0%**
Women

See Table 28.

See Appendix II for Division I, II, and III comparisons.

Division I 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 HBCUs. These positions are often starting points from which many people rise to higher level positions within a university or athletic department. All of these roles are vital to the success of athletic departments throughout the NCAA membership, as they provide support to athletic department leadership and provide equitable representation across the college sport decision making platform.



This report shows opportunities for women serving in professional administration positions have decreased in Division I while they increased for people of color.

In 2018-2019 whites continued to dominate the professional administration category by holding 80.2 percent of all professional administration positions in Division I. In 2017-2018 whites held 81.5 percent. In 2018-2019, African-Americans held 10.0 percent, Hispanics/Latinos held 3.6 percent, Asians held 1.4 percent, Hawaiians/Pacific Islanders held 0.1 percent, and American Indian and Alaskan Native representation was 0.2 percent. Those identifying as Two or More Races, Non-Resident Aliens, and Other represented 1.4 percent, 0.2 percent, and 3.0 percent of these positions, respectively.

In 2018-2019 women accounted for 35.3 percent of all professional administration positions compared to 35.4 percent in 2017-18.

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 65.2 percent of the positions at Division I institutions. Within the life skills coordinator position, women held 70.5 percent of the positions at Division I institutions. In the business manager position, women held 58.3 percent of the positions at Division I institutions. The compliance coordinator/officer also had a strong representation of women at the Division I level holding 49.8 percent of the positions.

Racial Hiring Grade for All DI Professional Administration

B+  **19.8%**
People of Color

Gender Hiring Grade for All DI Professional Administration

B-  **35.3%**
Women

See Table 29 and 30.

See Appendix II for Division I, II, and III comparisons.

NCAA Diversity and Inclusion Initiatives

College Sport continues to be one of the industry leaders with their diversity and inclusion initiatives for leadership, administrators, and student-athletes alike. The Leadership Development department at the NCAA National Office continues to put forward programming that challenges and encourages growth for all individuals involved. All the initiatives put forth by the NCAA National Office can be found in Appendix I.

Grade for NCAA Diversity Initiatives

A+



How Grades Were Calculated

The 2019 College Racial and Gender Report Card data showed that college athletics departments' hiring practices do not nearly reflect the number of student-athletes of color competing on their teams. However, to give it perspective for sports fans, The Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state the workplace should reflect the percentage of the people in the racial group in the population. When TIDES first published the Racial and Gender Report Card in the late 1980s, approximately 24 percent of the population was comprised of people of color. Thus, 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 9 percent, a D if it was at least 6 percent and F for anything below 6 percent.

The change in the nation's demographics has been dramatic with the most recent census making all people of color and minorities closer to 35 percent. To be fair in transition to the organizations and sports we examine in the Racial and Gender Report Cards, we decided to increase the standards in two steps. The following chart shows the new scale we are using for race and gender. To get an A for race, the category now needs to have 30 percent people of color and to get an A for gender, 45 percent is needed.

For issues of gender, an A would be earned if 45 percent of the employees were women, B for 38 percent, C for 31 percent, D for 24 percent and F for anything below 24 percent.

However, in the case of women's head and assistant coaches of women's teams, it should be expected as a minimum that women hold at least half of the positions. Thus, in that category, 60 percent earned an A, 52 percent would earn a B, 44 percent earned a C and 40 percent would earn a D.

In the case of women as student-athletes, 50 percent earned an A, 45 percent a B, and 40 percent a C.

The Institute once again acknowledges that even those sports where grades are low generally have better records on race and gender than society.

<i>Race</i>		<i>Gender</i>	
A+	>30	A+	>45
A	28.6-30	A	44.1-45
A-	24.6-28.5	A-	41.6-44
B+	19.6-24.5	B+	39-41.5
B	17-19.5	B	37.6-38.9
B-	16.0-16.9	B-	34.6-37.5
C+	15.0-15.9	C+	32-34.5
C	14.0-14.9	C	30.6-31.9
C-	13.0-13.9	C-	27.6-30.5
D+	12.0-12.9	D+	25-27.5
D	11.0-11.9	D	24-24.9
F	<11	F	<24

Methodology

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

Baseline data was gathered from the NCAA at the 2020 NCAA Convention in Anaheim, California. That data was then transferred to the NCAA Data and Demographics Dashboard located on the "NCAA.org" platform. TIDES representatives sent over spreadsheets with each position broken down by race and gender to personnel within the NCAA Research and Development Department to input data for the 2018-2019 year. The Institute's research team also gathered data from the FBS schools for presidents, athletics directors, football coaches and faculty athletics representatives, as listed from the 2019 NCAA DI FBS report.

It is important to note that the racial categories of Asian and Native Hawaiian/Pacific Islander were separated into their own categories. The category of Native American has also been updated for this year to reflect American Indian or Alaskan Natives. Additionally, the category of Latino(a) was updated to include the Hispanic category.

ry. These are the official racial designations made by the NCAA in its demographics database.

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

The report covers both the 2017-2018 and 2018-2019 academic years depending upon the availability of data for each position. Listings of presidents, athletics directors, conference commissioners, associate commissioners and head coaches in Football Bowl Subdivision were updated as of December 18, 2019.

About the Racial and Gender Report Card

The Racial and Gender Report Card (RGRC) 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, which is part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard Lapchick has authored all reports, first at Northeastern University and now at UCF. (Until 1998, the report was known as the Racial Report Card.) In addition to Dr. Lapchick, Pedro Ariza, Carter Ellis, Dylan Gladney, Ivan Hudson, Mallika Mali, David Morrin, Nicholas Mutebi, Andre Vasquez, and David Zimmerman contributed

greatly to the completion of this year's College Racial and Gender Report Card.

The Institute for Diversity and Ethics in Sport (TIDES)

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

The Institute's founder and director is Dr. Richard Lapchick, a scholar, author and internationally recognized human rights activist and pioneer for racial equality who is acknowledged as an expert on sports issues. Described as "the racial conscience of sport," Dr. 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, Dr. Lapchick serves as President of the Institute for Sport and Social Justice (ISSJ). It was formerly known as the National Consortium for Academics and Sports (NCAS) and focuses on leadership, diversity, conflict resolution and men's violence against women.

DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

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



Appendix I

NCAA DIVERSITY AND INCLUSION INITIATIVES

The NCAA has a long history of supporting diversity and inclusion policies and initiatives for its member administrators, coaches, faculty and student-athletes. The Association also has committed significant resources to educational programming and grants, the professional development of women and minorities, and postgraduate scholarship support for former student-athletes pursuing careers in athletics.

Under the leadership of President Mark Emmert, the NCAA national office continues to prioritize academics, well-being and fairness in the Association. The NCAA also advocates for the safety, excellence and physical and mental health of student-athletes, and it focuses on respect, integrity, inclusion and responsibility both on and off the field of play.

Inclusive strategies also tie to NCAA principles. Strategies include developing a culture that recognizes and values diversity to organizational excellence and providing outstanding service to the higher education community and student-athletes. Having an inclusive culture is imperative, as it represents a shift from viewing diversity only as a metric to encouraging inclusion as an important value in the leadership and decision-making processes.

The NCAA Executive Committee (which is now called the NCAA Board of Governors) adopted a framework for inclusion in 2010 to guide the Association's efforts. This statement was amended by the Board of Governors in 2017:

“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 ex-

cellence 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, national origin, creed, educational background, religion, gender identity, disability, gender expression, geographical location, income, marital status, parental status, sexual orientation and work experiences.”

Spearheading efforts on the front lines, the NCAA office of inclusion advances diversity, equity and inclusion in college athletics for over 1,100 member schools and athletics conferences. The office supports student-athletes and individuals who teach and lead about disabilities, international student matters, LGBTQ issues, race/ethnicity and women's issues. The office of inclusion also facilitates programming, provides educational resources, and advocates for diverse, equitable, and inclusive environments that enhance the student-athlete experience and provide opportunities for coaches and administrators.

In addition to the long-standing focus on its commitment to nurturing and encouraging diversity and inclusion through programmatic and educational efforts, the NCAA's inclusion office is supporting, leading and modeling the way for inclusive excellence in the athletics industry guided by the following strategic priorities:

- Perpetuate inclusive excellence.
- Build and enhance a high-performing organization.
- Drive operational excellence.
- Future-proof the industry.
- Execute external engagement.
- Become a national voice in the work.

Below are committees, programs and initiatives that highlight the NCAA's continued commitment to excellence, diversity and inclusion:

NCAA Governance Committees, Task Forces and Working Groups

Board of Governors Committee to Promote Cultural Diversity and Equity

In August 2017, the NCAA Board of Governors unanimously approved the charter and composition for the NCAA Board of Governors Committee to Promote Cultural Diversity and Equity. The committee's charge is to review, en-

dorse and make recommendations regarding diversity and inclusion matters that impact the Association. Specifically, the committee shall review and react to recommendations from the NCAA Committee on Women's Athletics and the NCAA Minority Opportunities and Interests Committee, receive information and explanations of Association-wide activities, review and react to topics referred to it by the Board of Governors, and provide comment to the Board of Governors on Association-wide matters of interest. In October 2018, the Board of Governors approved the committee's strategic goals, which are being put into action in relation to inclusion in the governance structure, accountability for diversifying athletics leadership, and advancing the Presidential Pledge initiative.

Board of Governors Student-Athlete Engagement Committee

The Student-Athlete Engagement Committee was established by the NCAA Board of Governors in April 2017 to facilitate dialogue within the student-athlete community and to provide student input on Association-wide issues, policies and key initiatives. The committee comprises 11 members: three from each of the divisional Student-Athlete Advisory Committees, one from the Board of Governors and one from the Division I Council or Division II and Division III Management Councils. The committee primarily reviews and reacts to topics referred by the Board of Governors and provides comments to the board on Association-wide areas of interest.

Committee on Women's Athletics

The Committee on Women's Athletics 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, coaches and officiating personnel. 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.

Division III LGBTQ Working Group

In 2016, the Division III Management Council endorsed the creation of a Lesbian, Gay, Bisexual, Transgender and Questioning Working Group. The working group's charge is to examine the current LGBTQ landscape in Division III. Examination and research has led to the creation of

a nondiscrimination policy guide, the OneTeam Program, and the inaugural recognition award program that will honor three recipients of the LGBTQ community and its allies at the 2021 NCAA Convention, as well as increase the engagement and collaboration at the institutional, conference and national levels.

Division III Diversity and Inclusion Working Group

At the 2015 NCAA Convention, the Division III delegates endorsed the creation of a Diversity and Inclusion Working Group. The working group's charge is to assess the current diversity and inclusion landscape within Division III, evaluate current initiatives and propose next steps (for example, resources, new initiatives, policies, etc.) to the membership. To date, this working group has assisted in the development of three new initiatives to diversify the division: Student Immersion; Next Steps and the Senior Woman Administrator Program, as well as creating The Diverse Workforce. This guide is designed to help Division III institutions fulfill their role in recruiting, selecting and retaining a diverse workforce.

Gender Equity Task Force

The NCAA Gender Equity Task Force engages the membership, student-athletes, the governance structure and affiliate organizations in identifying gender equity strategies for goals such as increasing and supporting female student-athlete participation and women in leadership roles in intercollegiate athletics. The task force works closely with NCAA Association-wide membership committees, like the Committee on Women's Athletics, and reports regularly to the NCAA's Board of Governors and the Division I, II and III governance leadership. The NCAA Board of Governors approved the Gender Equity Task Force's recommendations in April 2017. The task force is now partnering with NCAA office of inclusion staff and other membership diversity and inclusion committees to achieve the equity, diversity and inclusion goals outlined in the recommendations.

Minority Opportunities and Interests Committee

The mission of the Minority Opportunities and Interests Committee is to champion the causes of ethnic minorities by fostering an inclusive environment, thereby creating a culture that promotes fair and equitable access to opportunities and resources. Formed by the Association in January 1991, the MOIC reviews issues related to the interests and advocacy of student-athletes, coaches and administrators

who are ethnic minorities, are LGBTQ or have disabilities. The committee examines and advocates for NCAA programs and policies that affect and include ethnic minorities, individuals with disabilities and the LGBTQ community.

National Student-Athlete Advisory Committees

The mission of the NCAA Division I, II and III Student-Athlete Advisory Committees 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 made up of student-athletes from each division, assembled to provide insight on the student-athlete experience. Additionally, the SAACs offer input on the rules, regulations and policies that affect the lives of student-athletes on NCAA member campuses.

NCAA Initiatives

Common Ground

The Common Ground initiative was established in 2014 to provide LGBTQ individuals and individuals of faith at public and private NCAA member institutions, LGBTQ organizations and faith-based organizations an opportunity to discuss commonalities and differences and learn how to work more cohesively within athletics. The main goal of the Common Ground initiative is to foster athletics environments that respect and support the dignity and well-being of student-athletes and those who teach and lead them.

Emerging Sports for Women

The Emerging Sports for Women program was created in 1994 to grow meaningful intercollegiate sport participation opportunities for female student-athletes in sports that have the potential to reach the required number of varsity teams to be considered for NCAA championship status. NCAA legislation allows a National Collegiate Championship or a division championship to be established in an emerging sport if at least 40 NCAA schools sponsor the sport at the varsity level. NCAA schools may use emerging sports to satisfy minimum sports-sponsorship requirements for all divisions and minimal financial aid awards for Divisions I and II. If a school lists an emerging sport on its NCAA sports sponsorship and demographics form, that sport must follow all applicable NCAA rules. Since the Emerging Sports for Women program was established in

1994, five sports have earned NCAA championship status. Currently, there are five emerging sports for women: acrobatics and tumbling (Divisions II and III only), equestrian (Divisions I and II only), rugby, triathlon, and women's wrestling (Divisions II and III only).

Inclusion Forum

The annual NCAA Inclusion Forum brings together intercollegiate athletics leaders, student-athletes and subject matter experts passionate about improving the educational and professional environment for student-athletes, coaches and staff. Sessions engage on a broad range of topics related to research, best practices and policy around disabilities, international student matters, LGBTQ issues, race/ethnicity and women's issues. Programming offers useful knowledge, engaging dialogue and practical takeaways to empower participants' efforts on equity, diversity and inclusion initiatives on their campuses.

NCAA/MOAA Award for Diversity and Inclusion

This annual national award represents a partnership formed by the NCAA and the Minority Opportunities Athletics Association to recognize and celebrate the initiatives, policies and practices of schools and conferences that embrace diversity and inclusion across the intercollegiate athletics community. Nominees are evaluated on their equity, diversity and inclusion efforts in the areas of leadership, infrastructure, evaluation and assessment, education, and collaboration. The award is presented at an Association-wide luncheon at the NCAA Convention. The 2019 winner was the University of Wisconsin-River Falls, and the 2020 winner was the University of Oregon.

Optimizing the Impact of the Senior Woman

Administrator

The NCAA office of inclusion is partnering with the Committee on Women's Athletics, the Gender Equity Task Force, and the Minority Opportunities and Interests Committee on an initiative to optimize the senior woman administrator designation. The SWA is the highest-ranking female in NCAA athletics departments and conference offices. The purpose of the SWA designation is to promote meaningful representation of women in the leadership and management of college sports. Efforts to optimize the designation are available on ncaa.org and include disseminating the results of a national research study on the SWA, educational resources that provide clarity about the designation and ways to optimize it, video spotlights that feature successful

SWAs, and division-specific best practices guides.

Presidential Pledge and Commitment to Promoting Diversity and Gender Equity in Intercollegiate Athletics

Launched in September 2016, the Presidential Pledge encouraged presidents and chancellors at NCAA member colleges and universities to sign a pledge that commits their schools to achieving ethnic and racial diversity and gender equity in college sports hiring practices. The pledge was developed out of a membership concern for the low representation of racial and ethnic minorities and women in coaching and athletics administration at all levels. To date, close to 78% of all schools and 73% of all conferences (94% of multisport conferences) have pledged their support, including the NCAA Board of Governors, whose 16 presidents and chancellors were among the first signatories. Women Leaders in College Sports also has endorsed the pledge.

Woman of the Year

The NCAA Woman of the Year program was established in 1991 and honors the academic achievements, athletics excellence, community service and leadership of graduating female college athletes from all three divisions. A record 585 female college athletes were nominated by NCAA member schools for the 2019 NCAA Woman of the Year award. Angela Mercurio, a former Nebraska triple jumper who double majored in biochemistry and women's and gender studies, was celebrated as the 2019 NCAA Woman of the Year.

NCAA Professional Development

Basketball Coaches Academy

The NCAA Basketball Coaches Academy provides current, full-time intercollegiate basketball coaches at NCAA member institutions an opportunity to expand their knowledge and insight into the world of intercollegiate basketball coaching. During the academy, selected participants will be trained in a variety of areas that encourage effective coaching at the intercollegiate level, with a focus on the holistic well-being and development of the student-athlete.

Career in Sports Forum

The NCAA Career in Sports Forum is an annual educational forum that brings together more than 200 selected student-athletes for four days to learn and explore potential

careers in sports, with the primary focus on intercollegiate athletics. The forum is designed to assist student-athletes in charting their career paths, to give them the opportunity to network and to learn from current athletics professionals.

Champion Forum

The Champion Forum provides current coaches with a unique and transformative professional development opportunity. Participants gain a realistic view of what it takes to become a head coach at the collegiate level. Throughout the academic year, NCAA leadership development staff execute three iterations of the program: Champion Forum for Football, Champion Forum for Men's Basketball and Champion Forum for Women's Basketball. High-performing, high-potential ethnic minority assistant coaches from these three sports who have been identified as rising stars in the industry will be selected to participate in this immersive educational experience. The Champion Forum will prepare tomorrow's leaders in football and basketball, populating a talented pool of future head coaches primed to influence a vital shift in college athletics.

Dr. Charles Whitcomb Leadership Institute

Dr. Charles Whitcomb Leadership Institute participants, who are ethnic minority men and women, 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 diversify their network, enhance their professional skills and gain exposure to key stakeholders within college administration.

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 their peer group.

NCAA and NFL Coaches Academy

The NCAA and NFL Coaches Academy is an opportunity for current, full-time intercollegiate football coaches at NCAA member institutions and former NFL athletes to expand their knowledge and insight into the world of intercollegiate football coaching. During the three-day academy, the NCAA and the NFL educate, and train selected participants in a variety of areas that encourage effective coaching and improve student-athlete well-being at both the inter-

collegiate and professional levels. Topical education and conversation during the academy may include effective communication with campus and community constituents, the importance of building culture focused on the overall success of the student-athletes both on and off the field, budget management of a football program, and coaching strategies and philosophies.

NCAA/Women Leaders in College Sports Women's Leadership Symposium

The NCAA/Women Leaders in College Sports Women's Leadership Symposium is developed for women aspiring to or just beginning a career in intercollegiate athletics. This program aims to enrich participants' skills, expand their professional network and promote the recruitment and retention of women working in intercollegiate athletics administration. This program will ask participants to take an active role in exploring:

- Personal branding.
- Individual strengths and values.
- Resume building.
- Interviewing.
- Goal and vision setting.

NCAA/Women Leaders in College Sports Institute for Administrative Advancement

The Institute for Administrative Advancement is the premier "level one" leadership development program for women in intercollegiate athletics administration. An engaging faculty — including leaders representing all NCAA divisions and pioneers in women's athletics — prepare, empower and inspire participants to become successful administrators and advance within the profession.

NCAA/Women Leaders in College Sports Leadership Enhancement Institute

The Leadership Enhancement Institute is the premier "level two" leadership development program for women in intercollegiate athletics administration. Open to Women Leaders in College Sports members and graduates of the Institute for Administrative Advancement (formerly NA-CWAA/HERS), LEI provides advanced educational opportunities, professional development and more in-depth training for women athletics administrators.

NCAA/Women Leaders in College Sports Executive Institute

The Executive Institute is an advanced professional development program for women in collegiate athletics administration. Program goals include preparation to become an athletics director or commissioner, connection to search firms and college presidents, and creation of new networks with current athletics directors and commissioners.

NCAA/WeCOACH Women Coaches Academy

The Women Coaches Academy is a four-day educational training available to NCAA coaches of all experience levels. The WCA is designed for women coaches who are ready and willing to increase their individual effectiveness by learning advanced skills and strategies that directly affect their personal and team success. Participants will focus on concepts that are not sport specific in an environment that fosters inclusion across the sports community.

NCAA/WeCOACH Women Coaches Academy 2.0

The Women Coaches Academy 2.0 takes a coach's game to the next level. It builds on the sense of community, the passion and the renewed sense of joy for coaching that participants experienced at the NCAA Women Coaches Academy. The 2.0 version provides a master learning opportunity — in a small class setting — which progresses on the skills, strategies and knowledge gained from the Women Coaches Academy.

Pathway Program

The Pathway Program is designed to elevate those currently in senior-level positions within athletics administration to the next step as a director of athletics or conference commissioners. This program is an intensive, experiential learning opportunity for selected participants equally representing NCAA Divisions I, II and III. This yearlong program provides an opportunity for participants to identify how values fit into their philosophy and execution of leadership within college athletics and higher education. Participants also develop knowledge in areas such as budgeting, strategic planning and fundraising for both their current job responsibilities and for their next role as a director of athletics or conference commissioner. The Pathway Program also looks into the NCAA governance structure, exposes participants to key stakeholders from member institutions and the NCAA, and matches participants with a president and director of athletics who will provide guidance and mentorship.

Postgraduate Internship Program

The NCAA Postgraduate Internship Program provides on-the-job learning experiences annually for 30 college graduates who express an interest in pursuing a career in intercollegiate athletics administration. A yearlong paid program based at the national office in Indianapolis, the NCAA postgraduate internship exposes participants to the inner workings of college sports from the national perspective, one they may eventually share as full-time athletics administrators on campuses and conference offices. Internship positions are offered in the following areas: academic and membership affairs/student-athlete reinstatement, administrative services, championships and alliances, communications, education and community engagement initiatives, the NCAA Eligibility Center, enforcement, governance, inclusion and leadership development.

Student-Athlete Leadership Forum

The NCAA Student-Athlete Leadership Forum provides a diverse and dynamic representation of student-athletes, coaches, and administrators with a transformational opportunity to build a leadership toolkit and develop vital self-awareness that allows them to realize their potential. Participants leave the program with invaluable leadership skills; the experience of exploring the relationship among personal values, core beliefs and behavioral styles; and an understanding of the NCAA, the different divisional perspectives and the valuable role of Student-Athlete Advisory Committees. The Student-Athlete Leadership Forum also creates a close personal support network of like-minded peers to provide continued connection and dialogue after the program concludes.

NCAA Scholarships and Grants

Division II Coaching Enhancement Grant

This Division II Coaching Enhancement Grant was created to provide financial assistance to the division's member schools that are committed to enhancing ethnic minority and gender representation in newly created assistant coaching positions for any NCAA-sponsored sport. The NCAA grant will fund \$25,000 in the first year, \$15,000 in the second year, and \$8,000 in the third year. Professional development funding of \$1,200 is also provided during the first three years. All applications are reviewed and confirmed by a selection committee of non-NCAA staff.

Division II Ethnic Minorities and Women's Internship Grant Program

The Division II Ethnic Minorities and Women's Internship Grant is designed to provide financial assistance to Division II conferences and member institutions committed to enhancing ethnic minority and gender representation in full-time, entry-level administrative positions. Selected recipients receive one year of grant funds, including \$23,660 to be allocated toward the hired intern's salary and \$3,000 in professional development funding. Recipients also must contribute \$3,700, at minimum, as an in-kind gift to the hired intern as outlined in their proposal.

Division II Strategic Alliance Matching Grant Enhancement Program

The Division II Strategic Alliance Matching Grant Enhancement Program provides funding for the creation of new, or the enhancement of current, full-time, senior-level administrative positions at Division II institutions and conference offices to encourage access, recruitment, selection and long-term success of ethnic minorities and women. The grant will fund 75% of the grant request in the first year, 50% in the second year and 25% in the third year.

Division III Coaching Enhancement Grant

Established in 2019, the Division III Coaching Enhancement Grant was created to provide financial assistance to the division's member schools that are committed to enhancing ethnic minority and gender representation in newly created assistant coaching positions for any NCAA-sponsored sport during a two-year commitment. The grant provides a \$7,500 annual salary and \$1,500 professional development funding. The next grant cycle for the Division III Coaching Enhancement Grant will open in fall of 2020. All applications are reviewed and confirmed by a selection committee of non-NCAA staff.

Division III Ethnic Minorities and Women's Internship Grant Program

The Division III Ethnic Minorities and Women's Internship Grant Program was founded to assist in enhancing diversity and inclusion within Division III athletics administrative staffs. The internship grant is a \$23,660 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. Assistant coaching responsibilities are allowed, including strength and conditioning, but the percentage of time focused on assistant coaching should be realistic but be no more than 50% of the outlined job responsibilities.

Division III Strategic Alliance Matching Grant

The Division III Strategic Alliance Matching Grant is a five-year grant program that provides funding for mid- to senior-level administrative positions at Division III institutions and conference offices to encourage access, recruitment, selection and the long-term success of ethnic minorities and women. The grant will fund 75% of the grant request in the first year, 50% in the second year and 25% in the third year. Assistant coaching responsibilities are allowed but should be limited in nature. No head coaching responsibilities are allowed for positions funded by the grant.

Ethnic Minority and Women's Enhancement Graduate Scholarship

The Ethnic Minority and Women's Enhancement Graduate Scholarship was developed by the NCAA Committee on Women's Athletics and the NCAA Minority Opportunities and Interests Committee to increase the pool of and opportunities for qualified minority and female candidates in intercollegiate athletics through graduate scholarships. The NCAA awards \$10,000 to 13 ethnic minorities and 13 female college graduates who will be entering their initial year of graduate studies. The applicant must be seeking admission or have been accepted into a sports administration program or other graduate program that will help the applicant obtain a career in intercollegiate athletics, such as athletics administrator, coach, athletic trainer or a career that provides a direct service to intercollegiate athletics.

Jim McKay Graduate Scholarship

The NCAA established the Jim McKay Graduate Scholarship to recognize the immense contributions and legacy of pioneer sports journalist Jim McKay. Annually, one male and one female student or student-athlete will be awarded a one-time \$10,000 Jim McKay scholarship in recognition of outstanding academic achievement and their potential to make a major contribution to the sports communication industry or public relations. McKay scholars will be recognized as having a unique aptitude and commitment to the communications field while displaying the highest level of professional integrity, including the principles of truthfulness, accuracy, objectivity, impartiality, fairness

and public accountability, with the element of compassion that so infused McKay's long and storied career. While McKay scholars do not need a major in communications or journalism, they should demonstrate achievement in sport communication or public relations or at least show an interest in contributing to the field.

Postgraduate Scholarship

The NCAA awards up to 126 Postgraduate Scholarships annually. The scholarships are awarded to student-athletes who excel academically and athletically and who have completed or are at least in their final year of intercollegiate athletics competition. The one-time nonrenewable scholarships of \$10,000 are awarded three times a year corresponding to each sport season (fall, winter and spring). Each sports season there are 21 scholarships available for men and 21 scholarships available for women for use in an accredited graduate program. All former student-athletes who earned an undergraduate degree from an NCAA member school are eligible to be nominated by that school for an NCAA graduate degree scholarship, regardless of when they received their undergraduate degree.

Walter Byers Graduate Scholarship

The NCAA established the Walter Byers Graduate Scholarship as a means of recognizing the contributions of the former NCAA executive director through encouraging excellence in academic performance by student-athletes. Annually, one male and one female student-athlete are awarded the \$24,000 scholarship in recognition of outstanding academic achievement and potential for success in graduate study. It is intended that an individual named a Byers Scholar will be recognized as one who has combined the best elements of mind and body to achieve national distinction and who promises to be a future leader in the individual's chosen field of career service.

Appendix II

NCAA DIVISION I, II, AND III COMPARATIVES

Not all of the below grades are used in the calculation of the final grades. These are provided for comparative analysis only. The only sections that are included in the final grade are the measures of Division II and III Student-Athletes. As in all cases regarding employment in college athletics, the data reported on associate and assistant athletics directors, senior woman administrators and faculty athletics representatives excludes HBCUs.

Student Athletes

According to the NCAA, 44.2 percent of all NCAA Division I, II, and III student-athletes combined are female and 55.8 percent are male.

Total white Male Student Athletes

The percentage of white male student-athletes participating at the Divisions I, II, and III levels combined, decreased from 62.7 percent in 2017-2018 to 62.0 percent in 2018-2019.

In the 2018-2019 year, white male student-athletes comprised 54.5, 56.7, and 71.2 percent of all male student-athletes, in Divisions I, II, and III, respectively.

In the 2017-2018 year, white male student-athletes comprised 55.6, 57.7 and 71.4 percent of all male student-athletes in Divisions I, II, and III, respectively.

Total Male Student Athletes of Color

In the 2018-2019 year, the percentage of African-American male student-athletes was 18.1 percent; 6.1 percent were Hispanics/Latinos, 1.6 percent were Asian, 0.4 percent were Hawaiian or Pacific Islander, 0.4 percent were American Indian or Alaskan Native, 4.2 percent were males of Two or More Races, 4.1 percent were Non-Resident Aliens, and 3.2 percent identified as Other.

In the 2017-2018 year, the percentage of African-American male student-athletes was 18.0 percent; 6.0 percent

were Hispanics/Latinos, 0.4 percent were American Indian or Alaskan Native, 3.9 percent were males of Two or More Races, 3.9 percent were Non-Resident Aliens, and 3.2 percent identified as Other.

During the 2018-2019 year, African-American male student-athletes comprised 23.4, 20.2 percent and 12.7 percent of all male student-athletes in Divisions I, II and III, respectively. Hispanics/Latinos were 5.1 percent, 7.3 percent and 6.2 percent, respectively. Asians were 1.4 percent, 0.9 percent and 2.1 percent, respectively. American Indian and Alaskan Natives were 0.3 percent, 0.6 percent and 0.2 percent, respectively. Hawaiian or Pacific Islanders were 0.6 percent, 0.4 percent and 0.2 percent, respectively. Male student-athletes of Two or More Races were 5.1 percent, 4.4 percent and 3.3 percent, respectively. Non-Resident Aliens were 5.9 percent, 6.4 percent and 1.3 percent of all male student-athletes, respectively. Those identifying as other were 3.7 percent, 3.2 percent, and 2.8 percent, respectively.

Total white Female Student Athletes

The percentage of white female student-athletes participating at the Divisions I, II, and III levels combined decreased from 70.9 percent in 2017-2018 to 70.2 percent in 2018-2019.

In the 2018-2019 year, white female student-athletes comprised 63.3, 67.8 and 78.5 percent of all female student-athletes in Divisions I, II, and III, respectively.

In the 2017-2018 year, white female student-athletes comprised 64.1, 68.8 and 79.1 percent of all female student-athletes in Divisions I, II, and III, respectively.

Total Female Student Athletes of Color

In the 2018-2019 year, the percentage of African-American female student-athletes in all three divisions combined was 9.3 percent; 5.8 percent were Hispanic/Latina, 2.2 percent were Asian, 0.3 percent were Hawaiian or Pacific Islander, 0.4 percent were American Indian or Alaskan Native, 4.4 percent were females of Two or More Races, 4.3 percent were Non-Resident Aliens, and 3.1 percent identified as Other.

In the 2017-2018 year, the percentage of African-American female student-athletes in all three divisions combined was 9.4 percent; 5.5 percent were Hispanic/Latina, 2.6 percent were Asian/Pacific Islander, 0.4 percent were American In-

dian or Alaskan Native, 4.1 percent were females of Two or More Races, 4.1 percent were Non-Resident Aliens, and 3.1 percent were Other.

During the 2018-2019 year, African-American female student-athletes comprised 12.2 percent, 10.0 percent and 5.9 percent of all female student-athletes in Divisions I, II and III, respectively. Hispanics/Latinas were 5.4 percent, 7.3 percent and 5.5 percent. Asians comprised 2.1 percent, 1.4 percent and 2.9 percent. Hawaiian or Pacific Islanders were 0.4 percent, 0.5 percent and 0.1 percent, respectively. American Indians or Alaskan Natives were 0.4 percent, 0.6 percent and 0.3 percent. Female student-athletes of Two or More Races were 5.4 percent, 4.3 percent and 3.4 percent. Non-Resident Aliens were 7.2 percent, 5.1 percent and 0.8 percent. Finally, those identifying as Other were 3.6, 3.0, and 2.6 of all female student-athletes, respectively.

Head Coaches*

Men's Teams (Race)

In 2018-2019, whites still dominate the head coaching positions, holding 85.0 percent, 86.9 percent, and 91.1 percent of the positions within men's sports in Divisions I, II, and III, respectively. Opportunities for African-Americans as head coaches continued to be poor in 2018-2019. African-Americans held 9.1 percent, 5.7 percent, and 5.0 percent of the men's head coaching positions in Divisions I, II, and III, respectively. Comparing those figures to 2017-2018, African-Americans coaching men's teams increased by 1.0 percentage point in Division I, increased by 1.1 percentage point in Division II and increased by 0.8 percentage point in Division III. Hispanics/Latinos held 1.9 percent, 3.0 percent, and 1.8 percent of head coaching positions for men's teams in the respective divisions during 2018-2019. Comparing those figures to 2017-2018, Hispanics/Latinos coaching men's teams stayed the same in Division I, increased by 0.1 percentage point in Division II, and increased by 0.1 percentage point in Division III. Asians held 0.6 percent, 0.9 percent, and 0.5 percent of the head coaching positions for men's teams in the respective divisions. American Indian and Alaskan Native representation was again minimal. These figures accounted for male and female head coaches of men's teams.

Men's Teams (Gender)

The percentage of female head coaches of men's teams was 4.0, 4.1 and 6.9 percent in the respective divisions. While there was an increase in Divisions II and III, compared to the 2017-2018 dataset, the increases were minimal.

Women's Teams (Gender)

In 2018-2019, women held 40.6 percent of head coaching positions at the Division I level for women's sports, while they only held 4.0 percent of the head coaching positions at the Division I level for men's sports. In Division II, women comprised 36.3 percent of the head coaches of women's teams and only 4.1 percent of the head coaching positions for men's teams. At the Division III level, women made up 44.5 percent of all head coaches for women's teams and only 6.9 percent of the head coaching positions for men's teams. Overall, women held 41.2 percent of the head coaching positions for women's sports for all three divisions combined. All these percentages either match or set the highest recorded marks in the report's history. However, they are all reflective of how far women have to go to achieve equality under Title IX 47 years after its adoption.

Women's Teams (Race)

Whites also dominated the head coaching positions in women's sports in Division I overall, holding 83.2 percent of head coaching positions, 85.5 percent in Division II, and 91.2 percent in Division III. Compared to 2017-2018, there was a 1.8 percentage point decrease in representation for Division I, a 0.1 percentage point decrease in Division II, and an increase of 0.3 percentage points in Division III.

In 2018-2019, African-Americans held 8.3 percent, 6.2 percent, and 4.6 percent of the women's head coaching positions in the three NCAA divisions, respectively (7.3 percent, 5.5 percent, and 4.9 percent in 2017-2018). Hispanics/Latinas held 2.4 percent, 3.2 percent, and 1.9 percent of head coaching positions for women's teams in Divisions I, II, and III, respectively (2.13 percent, 2.9 percent, and 1.9 percent in 2017-2018). Asians held 1.5, 1.1, and 0.9 percent of head coaching positions for women's teams in the respective divisions. Hawaiians or Pacific Islanders held 0.5 percent, 0.2 percent and 0.2 percent, respectively. American Indian and Alaskan Native representation was again minimal with 0.3 percent in Division I, 0.1 percent in Division II, and 0.1 percent in Division III. These figures accounted for male and female head coaches of women's teams.

** 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.*

See Tables 9, 10, 11, 12, 13, 14, and 15.

Assistant Coaches*

Men's Teams (Race)

In 2018-2019, whites held 69.4 percent, 71.5 percent, and 83.0 percent of the assistant coach positions on men's teams in Divisions I, II, and III, respectively. This compared to 2017-2018 when whites held 70.3 percent, 72.3 percent, and 85.1 percent. African-American assistant coaches for men's teams across the three divisions held 21.0 percent, 15.2 percent, and 10.2 percent of the positions, respectively. This compared to 2017-2018 when African-Americans held 17.9 percent, 12.7 percent, and 8.6 percent. Hispanic/Latino assistant coaches for men's teams across the three divisions held 2.0 percent, 4.6 percent, and 2.7 percent of the positions, respectively, compared to 2017-2018 when they held 1.9 percent, 4.2 percent, and 2.7 percent. In 2018-2019, Asians held 0.8 percent, 0.8 percent, and 1.2 percent of the total assistant coaching positions, respectively. Hawaiian or Pacific Islanders held 0.5 percent, 0.2 percent and 0.1 percent, respectively. American Indian or Alaskan Natives held 0.1 percent, 0.0 percent, and 0.1 percent, respectively.

Men's Teams (Gender)

Among the men's teams in 2018-2019, women held 9.4 percent, 9.9 percent, and 11.6 percent of the assistant coach positions, respectively, in Divisions I, II, and III. In 2017-2018, women held 8.6 percent, 10.6 percent, and 12.2 percent. There was a slight increase in Division I and a decrease in Divisions II and III.

Women's Teams (Race)

Among the women's teams during 2018-2019, whites held 72.6 percent, 73.2 percent, and 85.8 percent of the assistant coach positions in Divisions I, II, and III, respectively, compared to 72.5 percent, 74.0 percent, and 85.7 percent in 2017-2018. African-Americans held 14.8 percent, 11.3 percent, and 7.5 percent of the women's assistant coach positions in Divisions I, II, and III, respectively. Hispanics/Latinas held 2.7 percent, 4.9 percent, and 2.4 percent of the assistant coach positions within women's sports in Di-

visions I, II, and III, respectively. Asians held 1.6 percent, 1.2 percent, and 1.5 percent, respectively. In 2018-2019, American Indians and Alaskan Natives held 0.1 percent, 0.2 percent, and 0.2 percent of assistant coach positions within women's sports in the three divisions, respectively. Hawaiian or Pacific Islanders held 0.3 percent, 0.5 percent and 0.1 percent, respectively.

Women's Teams (Gender)

The percentage of women assistant coaches in women's sports increased in Division I and II, but decreased in Division III. In Divisions I and II, it increased from 46.1 percent and 49.5 percent in 2017-2018, to 46.8 percent and 49.8 percent in 2018-2019. In Division III, it decreased from 52.4 percent to 52.1 percent.

** 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.*

Athletics Directors, Associate Athletics Directors* and Assistant Athletics Directors*

Athletics Directors (Race)

In Division I in 2018-2019, excluding HBCUs, whites held 84.5 percent of the athletics director positions, which increased slightly from the 84.3 percent in 2017-2018. African-Americans held 8.8 percent of the athletics director positions in 2018-2019, which was also a slight increase from the 8.7 percent in 2017-2018. Hispanics/Latinos held 2.7 percent of the positions, which decreased from 3.0 percent in 2017-2018. Asians held 0.3 percent of the athletic director positions in Division I. American Indians or Alaskan Natives and Hawaiian or Pacific Islanders held none of the positions in 2018-2019.

In Division II, excluding HBCUs, whites held 89.8 percent of the athletics director jobs in 2018-2019, which was a slight decrease from the 90.0 percent that was reported in 2017-2018. The percentage of white males was 74.0 percent in 2018-2019, which was an increase from 73.4 percent in 2017-2018. African-Americans increased from 4.1 percent in 2017-2018 to 5.3 percent in 2018-2019. Hispanics/Latinos held 2.5 percent of the athletics director positions, a decrease from 3.1 percent in 2017-2018.

Division III had the worst record for racial diversity in the

position of athletics director. African-Americans held 4.9 percent of the athletics director positions, Hispanics/Latinos held 1.5 percent, while less than one percent were held by Asians, American Indians or Alaskan Native, and those classified as Two or More Races.

Athletics Directors (Gender)

While the percent of women athletics directors in Division I increased from 10.5 percent to 13.6 percent in 2018-2019, women remained seriously underrepresented in the athletics director position this year.

White women made up 10.9 percent, while Hispanics/Latinas represented 0.6 percent, Asians represented 0.3 percent, and African-Americans represented 1.2 percent of the athletics director positions within Division I. Those of Two or More Races represented 0.6 percent of women athletics directors, up from 0.3 percent the previous year. There were no women athletics directors reported in 2018-2019 who were American Indian or Alaskan Native or those classified as Other.

Women held 17.5 percent of the Division II athletics director positions, which was a decrease from 18.3 percent in 2017-2018. White women held 15.8 percent of these positions, which was a decrease from 16.6 percent. There was an increase in African-American women from 0.7 percent to 1.1 percent. There were no Hispanic/Latina, Asian, Hawaiian or Pacific Islander, and American Indian or Alaskan Native women serving in Division II athletics director positions in 2018-2019. Those identifying as Non-Resident Alien and Two or More Races together held less than 1 percent of women of athletic director positions in 2018-19 in Division II.

Division III offers women the greatest opportunity at the athletics director level. Women held 31.7 percent of the athletics director positions, an increase of 0.6 percentage points from 2017-2018. Among the female athletics directors, white women held 29.4 percent, while African-American women held 1.8 percent and Hispanics/Latinas held 0.4 percent.

Associate Athletics Director (Race)

There was a slight improvement for people of color in Divisions I, II, and III at the associate athletics director position. In 2018-2019, African-Americans held 9.5 percent, 5.8 percent, and 4.9 percent of the associate athletics director positions in Divisions I, II, and III, respectively.

This compared to last year's 9.5 percent, 6.5 percent, and 4.7 percent, respectively. Hispanics/Latinos held 2.1 percent, 2.5 percent, and 0.5 percent of the associate athletics director positions in Divisions I, II, and III, respectively which compared to last year's 1.9 percent, 1.1 percent and 1.1 percent, respectively. Asians held 0.9 percent, 0.8 percent, and 0.3 percent in Divisions I, II, and III in 2018-2019. In 2018-2019 American Indians and Alaskan Natives held 0.0 percent in Division I, 0.6 percent in Division II and had 0.5 percent of these positions in Division III. In 2018-2019, associate athletics directors classified as Two or More Races held 0.6 percent, 1.4 percent and 1.1 percent of the positions in Divisions I, II, and III, respectively. This compared to 2017-2018 when they held 0.8 percent, 1.8 percent and 1.1 percent, respectively. In 2018-2019, those identifying as Other held 1.5 percent in Division I, 0.3 percent in Division II, and 0.3 percent in Division III which compared to 2017-2018 when they held 1.1 for Division I, 0.3 percent for Division II and 0.3 percent for Division III.

Associate Athletics Director (Gender)

In 2018-2019, women gained representation as associate athletics directors in Divisions I. In Division I, women occupied 32.3 percent of the positions in 2018-2019, which was an increase from 31.4 percent in 2017-2018. In Division II, women saw a slight decrease as they held 39.8 percent of the associate athletics director positions in 2018-2019 compared to 40.9 percent in 2017-2018. There was a decrease in Division III where women occupied 50.5 percent of the associate athletics director positions in 2018-2019 compared to 51.3 percent in 2017-2018.

Assistant Athletics Director (Race)

At the assistant athletics director position in 2018-2019, representation increased or stayed the same for people of color in all three divisions. African-Americans held 9.3 percent, 5.4 percent and 5.1 percent of the assistant athletics director positions in 2018-2019 for Divisions I, II, and III, respectively. This was compared to 2017-2018 when African-Americans held 8.8 percent of the assistant athletics director positions in Division I, 5.4 percent in Division II, and 4.9 percent in Division III. Hispanics/Latinos held 3.0 percent, 3.2 percent, and 1.0 percent of the assistant athletics director positions in 2018-2019 for Divisions I, II, and III, respectively. This was compared to 2017-2018 when they held 2.8 percent of the assistant athletics director positions in Division I, 3.1 percent in Division II, and 1.6 percent in Division III. In 2018-2019 Asians held 1.5 percent,

1.6 percent, 0.5 percent of the positions at each level. In 2018-2019, American Indians and Alaskan Natives held 0.2 percent, 0.4 percent and 0.2 percent in Divisions I, II, and III, respectively. In 2018-2019 assistant athletics directors classified as Two or More Races held 1.0 percent, 1.8 percent, and 0.5 percent in Divisions I, II, and III, respectively. This was compared to the statistics from 2017-2018 when assistant athletics directors classified as Two or More Races held 1.4 percent in Division I, 1.6 percent in Division II, and 0.7 in Division III. In 2018-2019, those identifying as Other held 2.0 percent, 1.0 percent, and 0.7 percent in Divisions I, II, and III, respectively. This compared to 2017-2018 when they held 1.6 percent of assistant athletics director positions in Division I, 1.2 percent in Division II, and 0.2 percent in Division III.

Assistant Athletics Director (Gender)

In 2018-2019, there was an increase in Division II and III in the representation of women at the assistant athletics director position, while there was a slight decrease in Division I. Women occupied 31.0 percent of the assistant athletics directors in Division I, 37.1 percent in Division II, and 40.4 percent in Division III. This compared to 2017-2018 when women occupied 31.2 percent in Division I, 36.3 percent in Division II, and 39.0 percent in Division III.

Associate and Assistant Athletics Director (Gender)

In Division I, the gender breakdown was similar between associate and assistant athletics directors. Associate athletics directors were 67.7 percent male and 32.3 percent female in Division I and assistant athletics directors were 69.0 percent male and 31.0 percent female in Division I in 2018-2019. This compared to 2017-2018 when associate athletics directors were 68.6 percent male and 31.4 percent female in Division I and assistant athletics directors were 68.8 percent male and 31.2 percent female in Division I.

In Division II, associate athletics directors were 59.2 percent male and 39.8 percent female and assistant athletics directors were 62.9 percent male and 37.1 percent female in 2018-2019. This compared to 2017-2018 when associate athletics directors were 59.1 percent male and 40.9 percent female and assistant athletics directors were 63.7 percent male and 36.3 percent female in Division II.

At the Division III level in the associate athletics director position, men held 49.5 percent and females held 50.5 percent of the positions. For the assistant athletics director po-

sition, males held 59.6 percent and females held 40.4 percent in 2018-2019. This is comparable to 2017-2018 when the associate athletics director position was comprised of 48.7 percent males and 51.3 percent females and assistant athletics directors were 61.0 percent male and 39.0 percent female in Division III.

Senior Woman Administrators†

The senior woman administrator (SWA) is a significant position within an athletic department. White women continued to dominate the position in 2018-2019 with 80.0 percent, 86.9 percent, and 91.1 percent in Divisions I, II, and III, respectively. However, this was a decrease in Division I from 2017-2018 when they held 81.3 percent, 86.8 percent, and 90.8 percent respectively. Even with the improvement, the racial diversity of the SWA position continued to be very low.

In Division I, African-American women held 14.5 percent of the SWA positions, Asian women held 0.9 percent, Hispanics/Latinas held 2.5 percent, and women classified as Two or More Races women held 1.2 percent. Women classified as Other held 0.3 percent of these positions. Overall, women of color occupied 20.0 percent of the SWA positions in 2018-2019 within Division I. This compared to 2017-2018 when African-American women held 14.0 percent, Hispanics/Latinas held 2.2 percent, and American Indian and Alaskan Native women held 0.3 percent. Women classified as Two or More Races held 0.6 percent while those identifying as Other held 0.3 percent and Non-Resident Aliens held zero percent.

The senior woman administrator position was even less diverse at the Division II level. African-American women held 7.1 percent, Hispanics/Latinas held 2.1 percent, and Asian accounted for 0.7 percent of these positions. Hawaiian or Pacific Islander women held 0.4 percent, and American Indian and Alaska Native held 0.4 percent. Women classified as Two or More Races held 1.8 percent, Other held 0.4 percent, and Non-Resident Alien held 0.4 percent. Women of color overall occupied 13.1 percent of the SWA positions in 2018-2019 within Division II. This compared to 2017-2018 when African-American women held 7.1 percent, Hispanics/Latinas held 1.7 percent, women classified as Two or More Races held 1.4 percent, those identifying as Other held 0.7 percent, and Non-Resident Aliens held 0.3 percent.

In Division III, the senior woman administrator position was the least diverse of all three divisions. African-American

women held 4.6 percent, Hispanic/Latina women held 1.6 percent, Asian women held 0.7 percent, American Indian and Alaskan Natives held 0.9 percent, women classified as Two or More Races held 0.9 percent, and women classified as Other held 0.5 percent. Females of color occupied an overall 8.9 percent of the SWA positions in 2018-2019 within Division III. This compared to 2017-2018 when African-American women held 4.8 percent, Hispanic/Latina women held 2.1 percent, women classified as Two or More Races held 0.9 percent, and women classified as Other held 0.7 percent. American Indian and Alaskan Native women held 0.2 percent, respectively.

Faculty Athletics Representatives

For the FAR positions in 2018-2019, whites held 87.7 percent, 91.6 percent, and 93.4 percent at Divisions I, II, and III, respectively. In 2017-2018, the percentages were 87.8 percent, 92.0 percent, and 93.4 percent. The racial diversity of the FAR position continued to be minimal. In 2018-2019, African-Americans held 7.5 percent, 3.5 percent, and 2.6 percent of the FAR positions at Divisions I, II, and III, respectively. For the 2017-2018 report, African-Americans represented 8.1 percent, 3.1 percent, and 3.4 percent for Divisions I, II, and III. Hispanics/Latinos held 1.7 percent, 1.8 percent, and 0.8 percent of the FAR positions at Divisions I, II, and III, respectively. Asians held 0.9 percent, 1.1 percent, and 1.2 percent in Divisions I, II, and III, respectively. American Indians and Alaskan Natives held 0.3 percent in Division I, zero percent in Division II, and 0.4 percent in Division III. FARs classified as Two or More Races held 0.6 percent in Division I, 0.7 percent in Division II, and zero percent in Division III. Those classified as Other held 0.9 percent, 1.1 percent, and 1.4 percent in Divisions I, II, and III, respectively.

In 2018-2019 women held 33.5 percent, 29.3 percent, and 38.4 percent of the FAR positions. This compared to 2017-2018 when women held 34.2 percent of the FAR positions in Division I, 30.0 percent in Division II, and 37.9 percent in Division III. White women held the greatest percentage of these positions with 29.5 percent, 27.6 percent, and 36.2 percent in Division I, II, and III, respectively.

In Division I, African-American women held 2.3 percent, Hispanics/Latinas held 0.3 percent, Asian women held 0.3 percent, American Indian and Alaskan Natives held 0.3 percent, and women identifying as Two or More Races held 0.3 percent of FAR positions. Women identifying as

Other held 0.6 percent.

In Division II, African-American women held 0.7 percent, Hispanics/Latinas held zero percent, Asian women held 0.7 percent, while American Indian and Alaskan Native women, Hawaiian or Pacific Islander women, and those classified as Two or More Races had no representation. Those classified as Other held 0.4 percent of positions.

In Division III, African-American women held 0.8 percent, Hispanics/Latinas held zero percent, Asian women held 0.6 percent, those who were classified as Other held 0.6 percent, Non-Resident Aliens held zero percent, and American Indian and Alaskan Native women held 0.2 percent of FAR positions.

Sports Information Directors

Not all the below grades are used in the calculation of the final grades. These are provided for comparative analysis only.

The Sports Information Director plays a critical role in directing the media's attention to student-athletes, coaches and teams.

The sports information director position was one of the least diverse positions in all of college sport. In 2018-2019 it was 92.3, 90.3, and 95.8 percent white in Divisions I, II, and III, respectively. This did not change much from 2017-2018 when it was 91.4, 90.6, and 95.8 percent white in Division I, II, and III. This is very important because the sports information director is usually the key decision maker in what and who is publicized among coaches and student-athletes.

The sports information director position in Division I athletics was 92.3 percent white, 3.3 percent African-American, 1.5 percent Asian, 1.4 percent Hispanic/Latino, 0.2 percent Two or More Races, 0.3 Non-Resident Alien, and 1.0 percent Other.

Division II consisted of 90.3 percent whites, 1.9 percent African-Americans, 1.6 percent Asians 1.6 percent Hispanics/Latinos, 1.3 percent American Indian and Alaskan Natives, 1.2 percent Two or More Races, 1.3 percent Non-Resident Aliens, and 0.6 percent Other.

Division III was 95.8 percent white, 2.0 percent Afri-

can-American, zero percent American Indian and Alaskan Native, 0.2 percent Asian, 0.8 percent Hispanic/Latino, 0.7 percent Two or More Races, 0.4 percent Other, and Non-Resident Aliens were not represented.

Women held 15.0, 7.6, and 12.8 percent of the sports information director positions in Divisions I, II, and III, respectively.

Professional Administrators

Not all the below grades are used in the calculation of the final grades. These are provided for comparative analysis only.

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 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 serving in professional administration positions have decreased across all three divisions. In 2018-2019 women accounted for 35.3 percent, 34.0 percent, and 35.9 percent of all professional administration positions in Divisions I, II, and III, respectively. The percentage of people of color filling these positions increased in Divisions I and III, but decreased in Division II.

In 2018-2019 whites continued to dominate the professional administration category by holding 80.2 percent, 84.6 percent, and 91.0 percent of all professional administration positions in Divisions I, II, and III, respectively. In 2018-2019 whites held 81.5 percent, 84.3 percent, and 91.4 percent of the professional administration in Divisions I, II, III, respectively.

African-Americans held 10.0 percent, 6.5 percent, and 4.9 percent of all professional administration positions in Divisions I, II, and III, respectively. Hispanics/Latinos held 2.5 percent, 3.4 percent, and 1.6 percent of positions for all professional administration positions in Divisions I, II,

and III, respectively. Asians held 1.4 percent, 1.3 percent, and 0.7 percent of all professional administration positions in Divisions I, II, and III, respectively. American Indian and Alaskan Native representation was minimal, with 0.2 percent, 0.7 percent and 0.1 percent in each division, 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 65.2 percent of the positions at Division I institutions. Within the life skills coordinator position, women held 70.5 percent of the positions at Division I institutions. In the business manager position, women held 58.3 percent of the positions at Division I institutions. The compliance coordinator/officer also had a strong representation of women at the Division I level holding 49.8 percent of the positions.

Appendix III

NCAA DATA TABLES

NCAA Executive/Senior/Vice Presidents					
	%	#		%	#
2019			2010		
White	68.4%	13	White	70.6%	12
Black or African American	31.6%	6	African-American	29.4%	5
Hispanic or Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Asian	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Women	17.6%	3
Two or More Races	0.0%	0	Total	x	17
Other	0.0%	0			
Total	x	19			
Women	42.1%	8			
2018			2009		
White	70.6%	12	White	83.3%	15
African-American	29.4%	5	African-American	16.7%	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	35.3%	6	Women	22.2%	4
Total	x	17	Total	x	18
2017			2008		
White	75.0%	12	White	83.3%	15
African-American	25.0%	4	African-American	16.7%	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	31.3%	5	Women	22.2%	4
Total	x	16	Total	x	18
2016			2007		
White	75.0%	12	White	82.4%	14
African-American	25.0%	4	African-American	17.6%	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	25.0%	4	Women	23.5%	4
Total	x	16	Total	x	17
2015			2006		
White	76.5%	13	White	81.3%	13
African-American	23.5%	4	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	23.5%	4	Women	25.0%	4
Total	x	17	Total	x	16
2014			2004		
White	76.5%	13	White	87.5%	14
African-American	23.5%	4	African-American	12.5%	2
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	23.5%	4	Women	18.8%	3
Total	x	17	Total	x	16
2013			2002		
White	77.8%	14	White	81.0%	13
African-American	22.2%	4	African-American	19.0%	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	22.2%	4	Women	25.0%	4
Total	x	18	Total	x	16
2012			2000		
White	73.7%	14	White	83.3%	10
African-American	26.3%	5	African-American	16.7%	3
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Other	0.0%	0
Other	0.0%	0	Women	26.7%	4
Women	21.1%	4	Total	x	15
Total	x	19			
2011			1998		
White	76.5%	13	White	81.2%	13
African-American	23.5%	4	African-American	18.8%	3
Latino	0.0%	0	Latino	0.0%	0
Asian	0.0%	0	Other	0.0%	0
Other	0.0%	0	Women	25.0%	4
Women	23.5%	4	Total	x	16
Total	x	17			

*1999, 2001, 2003, 2005 data not recorded
Note: Data provided by the NCAA

TABLE 1

NCAA Managing Directors/Directors					
	%	#		%	#
2019			2010		
White	77.9%	81	White	20.3%	55
Black or African American	18.3%	19	African-American	16.7%	12
Hispanic or Latino	1.0%	1	Latino	2.8%	2
Asian	2.9%	3	Asian	2.8%	2
Hawaiian or Pac. Islander	0.0%	0	Other	1.4%	1
Am. Indian or Alaska Native	0.0%	0	Women	44.4%	32
Two or More Races	0.0%	0	Total	x	72
Other	0.0%	0			
Total	x	104			
Women	50.0%	52			
2018			2009		
White	80.7%	71	White	75.7%	53
African-American	15.9%	14	African-American	17.1%	12
Latino	1.1%	1	Latino	4.3%	3
Asian	2.3%	2	Asian	1.4%	1
Other	0.0%	0	Other	1.4%	1
Women	47.7%	42	Women	41.4%	29
Total	x	88	Total	x	70
2017			2008		
White	80.7%	71	White	76.5%	52
African-American	15.9%	14	African-American	16.2%	11
Latino	1.1%	1	Latino	2.9%	2
Asian	2.3%	2	Asian	4.4%	3
Other	0.0%	0	Other	0.0%	0
Women	47.7%	42	Women	41.1%	28
Total	x	88	Total	x	68
2016			2007		
White	83.1%	74	White	77.4%	48
African-American	14.6%	13	African-American	14.5%	9
Latino	1.1%	1	Latino	1.6%	1
Asian	1.1%	1	Asian	4.8%	3
Other	0.0%	0	Other	1.6%	1
Women	46.1%	41	Women	41.9%	26
Total	x	89	Total	x	62
2015			2006		
White	81.2%	69	White	75.9%	44
African-American	16.5%	14	African-American	19.0%	11
Latino	1.2%	1	Latino	1.7%	1
Asian	1.2%	1	Asian	3.4%	2
Other	0.0%	0	Other	0.0%	0
Women	44.7%	38	Women	41.4%	24
Total	x	85	Total	x	58
2014			2004		
White	81.9%	68	White	81.3%	33
African-American	15.7%	13	African-American	12.5%	5
Latino	1.2%	1	Latino	2.0%	1
Asian	1.2%	1	Asian	4.0%	2
Other	0.0%	0	Other	0.0%	0
Women	44.6%	37	Women	48.0%	20
Total	x	83	Total	x	41
2013			2002		
White	82.9%	68	White	79.0%	x
African-American	15.9%	13	African-American	14.0%	x
Latino	0.0%	0	Latino	5.0%	x
Asian	1.2%	1	Asian	2.0%	x
Other	0.0%	0	Other	0.0%	x
Women	41.5%	34	Women	42.0%	x
Total	x	82	Total	x	x
2012			2000		
White	79.5%	58	White	82.9%	34
African-American	16.4%	12	African-American	9.7%	4
Latino	2.7%	2	Latino	2.4%	1
Asian	1.4%	1	Other	4.8%	2
Other	0.0%	0	Women	39.0%	16
Women	42.5%	31	Total	x	41
Total	x	73			
2011			1998		
White	77.9%	53	White	85.7%	36
African-American	17.6%	12	African-American	7.1%	3
Latino	2.9%	2	Latino	2.4%	1
Asian	1.5%	1	Other	4.8%	2
Other	0.0%	0	Total	x	41
Women	42.6%	29			
Total	x	68			

*1999, 2001, 2003, 2005 data not recorded
 Note: Data provided by the NCAA

TABLE 2

NCAA Administrators					
	%	#		%	#
2019			2010		
White	76.9%	340	White	79.2%	160
Black or African American	15.4%	68	African-American	17.3%	35
Hispanic or Latino	2.9%	13	Latino	1.0%	2
Asian	2.9%	13	Asian	2.5%	5
Hawaiian or Pac. Islander	0.9%	4	Other	0.0%	0
Am. Indian or Alaska Native	0.0%	0	Women	52.0%	105
Two or More Races	0.9%	4	Total	x	202
Other	0.0%	0			
Total	x	442			
Women	58.8%	260			
2018			2009		
White	77.5%	351	White	78.0%	160
African-American	16.3%	74	African-American	18.0%	37
Latino	2.2%	10	Latino	2.0%	4
Asian	2.2%	10	Asian	2.0%	4
Other	1.8%	8	Other	0.0%	0
Women	58.7%	266	Women	53.2%	109
Total	x	453	Total	x	205
2017			2008		
White	80.9%	254	White	76.9%	150
African-American	13.1%	41	African-American	19.0%	37
Latino	1.9%	6	Latino	2.1%	4
Asian	2.2%	7	Asian	2.1%	4
Other	1.9%	6	Other	0.0%	0
Women	50.6%	159	Women	54.9%	107
Total	x	314	Total	x	195
2016			2007		
White	80.7%	251	White	78.4%	145
African-American	13.8%	43	African-American	18.4%	34
Latino	1.6%	5	Latino	2.2%	4
Asian	2.6%	8	Asian	1.1%	2
Other	1.3%	4	Other	0.0%	0
Women	51.1%	159	Women	55.1%	102
Total	x	311	Total	x	185
2015			2006		
White	80.8%	244	White	76.5%	x
African-American	14.2%	43	African-American	19.7%	x
Latino	1.0%	3	Latino	1.1%	x
Asian	3.0%	9	Asian	1.6%	x
Other	1.0%	3	Other	1.1%	x
Women	53.3%	161	Women	55.2%	x
Total	x	302	Total	x	x
2014			2004		
White	79.8%	233	White	76.7%	124
African-American	15.8%	46	African-American	22.2%	37
Latino	2.7%	8	Latino	0.0%	0
Asian	1.4%	4	Asian	1.2%	2
Other	0.3%	1	Other	0.0%	0
Women	53.1%	155	Women	54.3%	88
Total	x	292	Total	x	163
2013			2002		
White	79.6%	227	White	77.3%	x
African-American	15.8%	45	African-American	22.2%	x
Latino	1.8%	5	Latino	0.0%	x
Asian	2.8%	8	Asian	<1%	x
Other	0.0%	0	Other	0.0%	x
Women	56.5%	161	Women	54.5%	x
Total	x	285	Total	x	x
2012			2000		
White	82.4%	210	White	76.6%	105
African-American	14.5%	37	African-American	21.9%	30
Latino	0.8%	2	Latino	0.7%	1
Asian	2.4%	6	Other	0.7%	1
Other	0.0%	0	Women	49.6%	68
Women	55.3%	141	Total	x	137
Total	x	255			
2011			1998		
White	79.7%	161	White	78.3%	90
African-American	16.3%	33	African-American	19.1%	22
Latino	1.0%	2	Latino	2.6%	3
Asian	2.5%	5	Other	0.0%	0
Other	0.5%	1	Women	49.2%	53
Women	54.5%	110	Total	x	115
Total	x	202			

*1999, 2001, 2003, 2005 data not recorded
 Note: Data provided by the NCAA

TABLE 3

Total Full-Time NCAA Staff								
			%	#				
2019					2012			
White	76.8%	434	White	81.1%	365			
Black or African American	16.5%	93	African-American	16.0%	72			
Hispanic or Latino	2.5%	14	Latino	0.9%	4			
Asian	2.8%	16	Asian	2.0%	9			
Hawaiian or Pac. Islander	0.7%	4	Other	0.0%	0			
Am. Indian or Alaska Native	0.0%	0	Women	59.6%	268			
Two or More Races	0.7%	4	Total	x	450			
Other	0.0%	0						
Total	x	565						
Women	56.6%	320						
2018					2011			
White	77.9%	434	White	79.6%	312			
African-American	16.5%	92	African-American	16.8%	66			
Latino	2.0%	11	Latino	1.3%	5			
Asian	2.2%	12	Asian	2.0%	8			
Other	1.4%	8	Other	0.3%	1			
Women	56.2%	313	Women	61.5%	241			
Total	x	557	Total	x	392			
2017					2010			
White	79.9%	417	White	79.0%	324			
African-American	14.9%	78	African-American	17.3%	71			
Latino	1.5%	8	Latino	1.2%	5			
Asian	2.1%	11	Asian	2.2%	9			
Other	1.5%	8	Other	0.2%	1			
Women	54.2%	283	Women	63.7%	261			
Total	x	522	Total	x	410			
2016					2009			
White	80.5%	401	White	78.7%	326			
African-American	15.1%	75	African-American	17.4%	72			
Latino	1.4%	7	Latino	1.9%	8			
Asian	2.0%	10	Asian	1.7%	7			
Other	1.0%	5	Other	0.2%	1			
Women	56.2%	280	Women	62.1%	257			
Total	x	498	Total	x	414			
2015					2008			
White	79.9%	394	White	78.1%	307			
African-American	15.8%	78	African-American	17.6%	69			
Latino	0.8%	4	Latino	0.0%	6			
Asian	2.4%	12	Asian	2.3%	9			
Other	1.0%	5	Other	0.5%	2			
Women	57.4%	283	Women	62.3%	245			
Total	x	493	Total	x	393			
2014					2007			
White	79.6%	386	White	76.1%	299			
African-American	16.7%	81	African-American	16.5%	65			
Latino	1.0%	5	Latino	1.5%	6			
Asian	2.5%	12	Asian	1.8%	7			
Other	0.2%	1	Other	0.5%	2			
Women	57.9%	281	Women	63.1%	239			
Total	x	485	Total	x	379			
2013					Note: Data provided by the NCAA TABLE 4			
White	80.0%	385						
African-American	16.6%	80						
Latino	1.0%	5						
Asian	2.3%	11						
Other	0.0%	0						
Women	59.9%	288						
Total	x	481						

Conference Commissioners														
	Division I (ALL)			Division 1 (FBS)				Division I (ALL)			Division 1 (FBS)			
	%	# Men	# Women	%	# Men	# Women		%	# Men	# Women	%	# Men	# Women	
2018-19														
White	86.7%	19	7	80.0%	7	1	2012-13	White	96.7%	23	6	100.0%	11	0
Black or African American	6.7%	2	0	20.0%	2	0		African-American	0.0%	0	0	0.0%	0	0
Hispanic or Latino	3.3%	0	1	0.0%	0	0		Asian	3.3%	0	1	0.0%	0	0
Asian	3.3%	0	1	0.0%	0	0		Latino	0.0%	0	0	0.0%	0	0
Hawaiian or Pac. Islander	0.0%	0	0	0.0%	0	0		Native American	0.0%	0	0	0.0%	0	0
Am. Indian or Alaska Native	0.0%	0	0	0.0%	0	0		Non-Resident Alien	0.0%	0	0	0.0%	0	0
Two or More Races	0.0%	0	0	0.0%	0	0		Other	0.0%	0	0	0.0%	0	0
Other	0.0%	0	0	0.0%	0	0		Total	100.0%	23	7	100.0%	11	0
Total	100.0%	21	9	100.0%	9	1								
2017-18														
White	93.3%	21	7	100.0%	9	1	2011-12	White	96.7%	24	5	100.0%	11	0
African-American	0.0%	0	0	0.0%	0	0		African-American	0.0%	0	0	0.0%	0	0
Asian/Pacific Islander	3.3%	0	1	0.0%	0	0		Asian	3.3%	0	1	0.0%	0	0
Latino	3.3%	0	1	0.0%	0	0		Latino	0.0%	0	0	0.0%	0	0
Native American	0.0%	0	0	0.0%	0	0		Native American	0.0%	0	0	0.0%	0	0
Two or More Races	0.0%	0	0	0.0%	0	0		Non-Resident Alien	0.0%	0	0	0.0%	0	0
Non-Resident Alien	0.0%	0	0	0.0%	0	0		Other	0.0%	0	0	0.0%	0	0
Other	0.0%	0	0	0.0%	0	0		Total	100.0%	24	6	100.0%	11	0
Total	100.0%	21	9	100.0%	9	1								
2016-17														
White	93.3%	20	8	100.0%	9	1	2010-11	White	90.0%	25	5	100.0%	11	0
African-American	3.3%	0	1	0.0%	0	0		African-American	0.0%	0	0	0.0%	0	0
Asian/Pacific Islander	3.3%	0	1	0.0%	0	0		Asian	0.0%	0	0	0.0%	0	0
Latino	0.0%	0	0	0.0%	0	0		Latino	0.0%	0	0	0.0%	0	0
Native American	0.0%	0	0	0.0%	0	0		Native American	0.0%	0	0	0.0%	0	0
Non-Resident Alien	0.0%	0	0	0.0%	0	0		Other	0.0%	0	0	0.0%	0	0
Other	0.0%	0	0	0.0%	0	0		Total	100.0%	25	5	100.0%	11	0
Total	100.0%	20	10	100.0%	9	1								
2015-16														
White	93.3%	20	8	100.0%	10	1		2009-10	White	86.0%	25	5	100.0%	11
African-American	3.3%	0	1	0.0%	0	0	African-American		0.0%	0	0	0.0%	0	0
Asian/Pacific Islander	3.3%	0	1	0.0%	0	0	Asian		0.0%	0	0	0.0%	0	0
Latino	0.0%	0	0	0.0%	0	0	Latino		0.0%	0	0	0.0%	0	0
Native American	0.0%	0	0	0.0%	0	0	Native American		0.0%	0	0	0.0%	0	0
Non-Resident Alien	0.0%	0	0	0.0%	0	0	Other		0.0%	0	0	0.0%	0	0
Other	0.0%	0	0	0.0%	0	0	Total		100.0%	25	5	100.0%	11	0
Total	100.0%	20	10	100.0%	10	1								
2014-15														
White	100.0%	22	7	100.0%	10	1	2008-09		White	92.0%	27	3	100.0%	11
African-American	0.0%	0	0	0.0%	0	0		African-American	6.0%	0	0	0.0%	0	0
Asian	0.0%	0	0	0.0%	0	0		Asian	0.0%	0	0	0.0%	0	0
Latino	0.0%	0	0	0.0%	0	0		Latino	0.0%	0	0	0.0%	0	0
Native American	0.0%	0	0	0.0%	0	0		Native American	0.0%	0	0	0.0%	0	0
Non-Resident Alien	0.0%	0	0	0.0%	0	0		Other	0.0%	0	0	0.0%	0	0
Other	0.0%	0	0	0.0%	0	0		Total	100.0%	27	3	100.0%	11	0
Total	100.0%	22	7	100.0%	10	1								
2013-14														
White	96.7%	22	7	100.0%	11	0		2007-08	White	86.5%	27	3	100.0%	11
African-American	0.0%	0	0	0.0%	0	0	African-American		0.0%	0	0	0.0%	0	0
Asian	3.3%	0	1	0.0%	0	0	Asian		0.0%	0	0	0.0%	0	0
Latino	0.0%	0	0	0.0%	0	0	Latino		0.0%	0	0	0.0%	0	0
Native American	0.0%	0	0	0.0%	0	0	Native American		0.0%	0	0	0.0%	0	0
Non-Resident Alien	0.0%	0	0	0.0%	0	0	Other		0.0%	0	0	0.0%	0	0
Other	0.0%	0	0	0.0%	0	0	Total		100.0%	27	3	100.0%	11	0
Total	100.0%	22	8	100.0%	11	0								

Note: Data provided by the NCAA

TABLE 5

Male Student-Athletes: Division I											
Basketball			Football			Baseball					
2018-19			2006-07			2005-06					
White	24.7%	39.4%	78.9%	White	32.5%	47.0%	84.5%	White	29.9%	47.1%	84.6%
Black or African American	53.2%	45.1%	4.1%	African-American	60.4%	45.9%	6.0%	African-American	58.9%	45.4%	5.7%
Hispanic or Latino	2.4%	3.0%	7.2%	Latino	1.8%	2.2%	5.4%	Latino	1.8%	2.1%	5.0%
Asian	0.5%	0.4%	1.0%	American Indian/Alaskan Native	0.4%	0.4%	0.4%	American Indian/Alaskan Native	0.3%	0.9%	0.4%
Hawaiian or Pac. Islander	0.0%	1.5%	0.2%	Asian	0.4%	1.6%	1.2%	Asian	0.5%	1.6%	1.1%
Am. Indian or Alaska Native	0.3%	0.4%	0.5%	Other	4.7%	2.9%	2.5%	Non-Resident Aliens	6.2%	2.4%	1.0%
Two or More Races	6.5%	6.0%	4.2%					Other	2.3%	0.4%	2.5%
Non-Resident Alien	9.4%	0.8%	1.1%	2017-18			2004-05				
Other	3.1%	3.5%	2.8%	White	25.5%	40.1%	79.9%	White	31.9%	47.7%	83.7%
White	53.6%	44.8%	3.7%	African-American	53.6%	44.8%	3.7%	African-American	57.8%	45.4%	6.5%
Latino	2.2%	3.2%	6.9%	Latino	2.2%	3.2%	6.9%	Latino	1.5%	2.3%	5.4%
American Indian/Alaskan Native	0.3%	0.4%	0.5%	American Indian/Alaskan Native	0.3%	0.4%	0.5%	American Indian/Alaskan Native	0.6%	0.3%	0.3%
Asian/Pacific Islander	0.5%	2.0%	1.1%	Asian/Pacific Islander	0.5%	2.0%	1.1%	Asian	0.4%	1.6%	1.2%
Two or More Races	5.7%	5.7%	3.8%	Two or More Races	5.7%	5.7%	3.8%	Non-Resident Aliens	5.4%	0.4%	1.0%
Non-Resident Aliens	8.9%	0.6%	0.8%	Non-Resident Aliens	8.9%	0.6%	0.8%	Other	2.5%	2.3%	1.9%
Other	3.3%	3.2%	3.2%	Other	3.3%	3.2%	3.2%				
2016-17			2003-04			2002-03					
White	26.9%	41.5%	80.8%	White	26.8%	42.6%	81.9%	White	32.3%	49.3%	84.1%
African-American	53.0%	44.2%	3.7%	African-American	54.8%	43.8%	3.3%	African-American	57.9%	43.8%	6.1%
Latino	1.8%	2.9%	6.5%	Latino	1.7%	2.8%	6.5%	Latino	1.3%	2.2%	5.1%
American Indian/Alaskan Native	0.4%	0.4%	0.5%	American Indian/Alaskan Native	0.4%	40.0%	0.4%	American Indian/Alaskan Native	0.4%	0.4%	0.3%
Asian/Pacific Islander	0.4%	1.7%	1.1%	Asian/Pacific Islander	0.5%	1.8%	1.1%	Asian	0.2%	1.6%	1.2%
Two or More Races	5.4%	5.3%	3.7%	Two or More Races	5.1%	4.6%	3.0%	Non-Resident Aliens	5.7%	0.6%	1.3%
Non-Resident Aliens	8.2%	0.5%	0.9%	Non-Resident Aliens	7.4%	0.5%	0.7%	Other	2.5%	2.4%	2.1%
Other	3.9%	3.6%	2.9%	Other	3.2%	3.5%	3.2%				
2015-16			2001-02			2000-01					
White	27.0%	43.1%	83.3%	White	28.8%	44.3%	84.6%	White	32.5%	49.4%	81.3%
African-American	55.6%	43.6%	2.9%	African-American	55.1%	43.3%	2.8%	African-American	57.1%	42.1%	6.7%
Latino	1.8%	2.8%	5.8%	Latino	1.7%	2.5%	5.8%	Latino	1.4%	2.1%	5.6%
American Indian/Alaskan Native	0.3%	0.4%	0.4%	American Indian/Alaskan Native	0.3%	0.4%	0.4%	American Indian/Alaskan Native	0.4%	0.4%	0.4%
Asian/Pacific Islander	0.4%	2.0%	1.1%	Asian/Pacific Islander	0.4%	2.0%	1.0%	Asian	0.2%	1.3%	0.9%
Two or More Races	4.6%	4.4%	2.9%	Two or More Races	3.6%	3.8%	2.2%	Non-Resident Aliens	5.1%	1.7%	2.1%
Non-Resident Aliens	7.1%	0.4%	0.8%	Non-Resident Aliens	6.6%	0.4%	0.8%	Other	3.3%	2.9%	3.0%
Other	3.2%	3.1%	2.8%	Other	3.5%	3.3%	2.4%				
2014-15			1999-2000			1998-99					
White	27.0%	43.1%	83.3%	White	29.4%	46.4%	85.3%	White	34.0%	46.9%	88.1%
African-American	55.6%	43.6%	2.9%	African-American	57.2%	43.2%	2.6%	African-American	55.9%	46.4%	2.8%
Latino	1.8%	2.8%	5.8%	Latino	2.0%	2.3%	6.0%	Latino	1.4%	1.9%	4.7%
American Indian/Alaskan Native	0.3%	0.4%	0.4%	American Indian/Alaskan Native	0.1%	0.5%	0.4%	American Indian/Alaskan Native	0.3%	0.4%	0.5%
Asian/Pacific Islander	0.4%	2.0%	1.1%	Asian/Pacific Islander	0.1%	2.6%	1.2%	Asian	0.3%	1.3%	1.1%
Two or More Races	4.6%	4.4%	2.9%	Two or More Races	2.5%	2.0%	1.6%	Non-Resident Aliens	3.0%	0.2%	0.6%
Non-Resident Aliens	7.1%	0.4%	0.8%	Non-Resident Aliens	5.9%	0.4%	0.6%	Other	5.3%	5.7%	3.9%
Other	3.2%	3.1%	2.8%	Other	2.6%	2.7%	2.4%				
2013-14			1997-98			1996-97					
White	28.8%	44.3%	84.6%	White	30.6%	47.0%	85.0%	White	33.8%	46.9%	89.5%
African-American	55.1%	43.3%	2.8%	African-American	56.8%	42.4%	2.5%	African-American	57.3%	47.6%	3.0%
Latino	1.7%	2.5%	5.8%	Latino	1.8%	2.4%	5.9%	Latino	1.5%	1.9%	4.3%
American Indian/Alaskan Native	0.3%	0.4%	0.4%	American Indian/Alaskan Native	0.1%	0.1%	0.1%	American Indian/Alaskan Native	0.2%	0.3%	0.5%
Asian/Pacific Islander	0.4%	2.0%	1.0%	Asian/Pacific Islander	0.1%	1.0%	1.2%	Asian	0.3%	1.2%	0.6%
Two or More Races	3.6%	3.8%	2.2%	Two or More Races	1.6%	2.2%	1.3%	Non-Resident Aliens	4.4%	0.6%	0.9%
Non-Resident Aliens	6.6%	0.4%	0.8%	Non-Resident Aliens	5.9%	0.3%	1.0%	Other	2.5%	1.5%	1.2%
Other	3.5%	3.3%	2.4%	Other	2.6%	2.8%	2.6%				
2012-13			1994-95			1991-92					
White	29.0%	45.4%	84.2%	White	32.7%	48.3%	86.4%	White	34.5%	53.2%	90.0%
African-American	55.7%	42.7%	2.6%	African-American	58.1%	42.0%	2.8%	African-American	61.8%	42.7%	4.3%
Latino	2.0%	2.6%	5.9%	Latino	2.0%	2.4%	5.3%	Latino	0.8%	1.4%	3.9%
American Indian/Alaskan Native	0.3%	0.4%	0.4%	American Indian/Alaskan Native	0.1%	0.1%	0.1%	American Indian/Alaskan Native	0.2%	0.3%	0.3%
Asian/Pacific Islander	0.4%	2.1%	1.1%	Asian/Pacific Islander	0.1%	1.0%	1.3%	Asian	0.2%	1.0%	0.7%
Two or More Races	2.9%	3.2%	2.1%	Two or More Races	1.2%	1.4%	0.1%	Non-Resident Aliens	x	x	x
Non-Resident Aliens	6.5%	0.5%	0.7%	Non-Resident Aliens	1.2%	1.4%	0.1%	Other	2.5%	1.4%	0.8%
Other	3.1%	3.2%	3.0%	Other	4.9%	3.1%	2.7%				
2011-12			2007-08			Notes:					
White	29.4%	46.4%	85.3%	White	32.0%	50.0%	86.9%	1) Data provided by the NCAA. Historically Black institutions excluded.			
African-American	57.2%	43.2%	2.6%	African-American	60.4%	42.4%	3.3%	2) Only student-athletes receiving financial aid are included in this report.			
Latino	2.0%	2.3%	6.0%	Latino	2.2%	2.4%	6.0%	3) Percentages may not equal 100 percent due to rounding.			
American Indian/Alaskan Native	0.1%	0.5%	0.4%	American Indian/Alaskan Native	0.1%	0.1%	0.1%	4) 1987-1988 and 1992-1996 data not recorded			
Asian/Pacific Islander	0.1%	2.6%	1.2%	Asian	0.1%	1.0%	1.2%	x=Data not recorded			
Two or More Races	2.5%	2.0%	1.6%	Native Hawaiian/Pacific Islander	0.1%	1.0%	0.1%				
Non-Resident Aliens	5.9%	0.4%	0.6%	Two or More Races	0.1%	0.1%	0.1%				
Other	2.6%	2.7%	2.4%	Other	5.7%	2.3%	1.7%				

TABLE 6

Female Student-Athletes: Division I								
	Basketball	Outdoor Track	Softball		Basketball	Outdoor Track	Softball	
2018-19				2008-09				
White	34.0%	55.2%	72.6%	White	44.0%	64.0%	82.5%	
Black or African American	41.9%	23.0%	4.0%	African-American	47.8%	28.0%	4.0%	
Hispanic or Latino	2.8%	5.3%	9.8%	Latino	1.7%	3.6%	8.0%	
Asian	0.7%	1.1%	1.3%	American Indian/Alaskan Native	0.1%	0.1%	0.1%	
Hawaiian or Pac. Islander	0.3%	0.2%	1.0%	Asian/ Pacific Islander	1.0%	0.1%	2.0%	
Am. Indian or Alaska Native	0.4%	0.4%	0.8%	Two or More Races	0.1%	0.1%	1.0%	
Two or More Races	7.7%	5.7%	7.3%	Other	4.0%	4.6%	2.8%	
Non-Resident Alien	9.3%	5.4%	0.6%					
Other	2.7%	3.6%	2.7%					
2017-18				2007-08				
White	33.8%	56.2%	73.1%	White	44.5%	59.6%	87.0%	
African-American	43.0%	23.9%	4.0%	African-American	46.2%	28.7%	2.3%	
Latino	2.8%	4.6%	9.8%	Latino	1.8%	5.9%	6.6%	
American Indian/Alaskan Native	0.4%	0.4%	0.8%	American Indian/Alaskan Native	0.1%	0.1%	0.1%	
Asian/ Pacific Islander	1.1%	1.5%	2.3%	Asian	1.7%	1.7%	1.7%	
Two or More Races	7.0%	5.1%	7.0%	Native Hawaiian/Pacific Islander	0.1%	0.1%	0.1%	
Non-Resident Alien	8.2%	5.1%	0.5%	Two or More Races	0.8%	0.1%	0.1%	
Other	3.5%	3.3%	2.4%	Other	4.8%	3.5%	1.9%	
2016-17				2006-07				
White	35.3%	56.5%	74.5%	White	44.4%	60.8%	78.6%	
African-American	43.4%	24.0%	3.9%	African-American	47.4%	28.7%	8.5%	
Latino	2.6%	4.7%	8.9%	Latino	2.0%	3.6%	6.8%	
American Indian/Alaskan Native	0.4%	0.3%	0.7%	American Indian/Alaskan Native	0.4%	0.5%	0.6%	
Asian/ Pacific Islander	1.2%	1.3%	2.3%	Asian	1.1%	1.4%	2.3%	
Two or More Races	6.5%	4.9%	6.0%	Other	4.7%	4.9%	3.2%	
Non-Resident Alien	7.5%	4.5%	0.6%					
Other	3.3%	3.9%	3.1%					
2015-16				2005-06				
White	34.8%	58.4%	75.3%	African-American	44.6%	27.7%	7.8%	
African-American	45.4%	23.9%	3.6%	Latino	1.6%	3.4%	6.7%	
Latino	2.8%	4.3%	9.1%	American Indian/Alaskan Native	0.3%	0.4%	0.5%	
American Indian/Alaskan Native	0.5%	0.4%	0.8%	Asian	1.6%	1.3%	1.9%	
Asian/ Pacific Islander	0.7%	1.2%	2.4%	Non-Resident Alien	5.2%	4.5%	1.7%	
Two or More Races	6.5%	4.5%	5.2%	Other	2.4%	2.7%	2.4%	
Non-Resident Alien	6.4%	4.1%	0.6%					
Other	2.9%	3.3%	2.9%					
2014-15				2004-05				
White	34.9%	59.2%	75.4%	White	44.6%	59.7%	80.6%	
African-American	47.3%	23.6%	3.9%	African-American	43.7%	28.5%	7.9%	
Latino	2.2%	4.1%	9.4%	Latino	1.6%	3.2%	5.9%	
American Indian/Alaskan Native	0.4%	0.3%	0.8%	American Indian/Alaskan Native	0.5%	0.4%	0.5%	
Asian/ Pacific Islander	1.0%	1.3%	2.5%	Asian	1.3%	1.2%	1.9%	
Two or More Races	6.0%	4.6%	4.4%	Non-Resident Alien	5.8%	3.9%	1.2%	
Non-Resident Alien	5.1%	3.9%	1.1%	Other	2.5%	3.1%	2.0%	
Other	3.0%	3.0%	2.5%					
2013-14				2003-04				
White	36.2%	60.5%	77.8%	White	46.8%	59.6%	79.4%	
African-American	47.7%	23.2%	3.6%	African-American	41.6%	28.1%	9.1%	
Latino	2.2%	4.2%	8.2%	Latino	1.8%	3.2%	5.1%	
American Indian/Alaskan Native	0.6%	0.4%	0.8%	American Indian/Alaskan Native	0.5%	0.4%	0.6%	
Asian/ Pacific Islander	1.0%	1.5%	2.4%	Asian	1.3%	1.2%	2.1%	
Two or More Races	4.9%	3.6%	3.8%	Non-Resident Alien	5.3%	4.3%	1.3%	
Non-Resident Alien	4.6%	3.5%	1.0%	Other	2.8%	3.2%	2.3%	
Other	2.8%	3.2%	2.4%					
2012-13				2002-03				
White	36.5%	60.4%	78.1%	White	48.7%	61.0%	79.9%	
African-American	48.4%	23.9%	4.1%	African-American	40.9%	27.6%	9.1%	
Latino	2.1%	4.2%	8.3%	Latino	1.7%	3.0%	4.8%	
American Indian/Alaskan Native	0.5%	0.4%	0.7%	American Indian/Alaskan Native	0.6%	0.4%	0.5%	
Asian/ Pacific Islander	1.0%	1.5%	2.5%	Asian	1.2%	1.4%	1.9%	
Two or More Races	3.9%	3.0%	3.4%	Non-Resident Alien	4.5%	3.7%	1.0%	
Non-Resident Alien	4.3%	3.5%	0.9%	Other	2.4%	3.0%	2.8%	
Other	3.3%	3.1%	1.9%					
2011-12				2001-02				
White	38.2%	60.9%	79.4%	White	50.2%	60.5%	80.7%	
African-American	47.9%	24.0%	4.1%	African-American	39.7%	28.0%	9.0%	
Latino	2.0%	4.0%	7.2%	Latino	1.7%	3.0%	4.1%	
American Indian/Alaskan Native	0.6%	0.5%	0.8%	American Indian/Alaskan Native	0.5%	0.5%	0.6%	
Asian/ Pacific Islander	1.1%	1.4%	2.8%	Asian	0.8%	1.0%	1.7%	
Two or More Races	3.1%	2.3%	2.5%	Non-Resident Alien	4.3%	3.6%	1.0%	
Non-Resident Alien	4.1%	3.6%	1.0%	Other	2.8%	3.3%	2.8%	
Other	3.0%	3.3%	2.1%					
2010-11				2000-01				
White	39.3%	61.1%	79.6%	White	50.6%	58.1%	68.9%	
African-American	47.4%	24.5%	4.1%	African-American	38.6%	28.1%	8.4%	
Latino	1.8%	4.0%	7.6%	Latino	1.7%	2.5%	3.1%	
American Indian/Alaskan Native	0.1%	0.1%	0.8%	American Indian/Alaskan Native	0.5%	0.4%	0.3%	
Asian/ Pacific Islander	1.3%	1.4%	2.9%	Asian	0.8%	1.0%	3.6%	
Two or More Races	2.6%	1.9%	2.0%	Non-Resident Alien	5.0%	5.7%	6.8%	
Non-Resident Alien	4.0%	3.7%	1.0%	Other	2.8%	4.2%	8.9%	
Other	2.7%	2.8%	1.8%					
2009-10				1999-2000				
White	43.2%	62.3%	82.0%	White	53.6%	61.9%	80.3%	
African-American	47.5%	26.1%	3.4%	African-American	35.7%	26.8%	8.6%	
Latino	1.5%	4.0%	7.7%	Latino	1.5%	2.4%	3.5%	
American Indian/Alaskan Native	0.1%	0.1%	0.7%	American Indian/Alaskan Native	0.4%	0.3%	0.6%	
Asian/ Pacific Islander	1.6%	1.4%	2.8%	Asian	0.7%	0.8%	1.3%	
Two or More Races	1.4%	0.9%	1.3%	Non-Resident Alien	2.4%	2.1%	0.6%	
Other	4.3%	4.6%	2.4%	Other	5.6%	5.7%	5.2%	

Notes:
 1) Data provided by the NCAA. Historically Black institutions excluded.
 2) Only student-athletes receiving financial aid are included in this report.
 3) Percentages may not equal 100 percent due to rounding.

TABLE 7

All Student-Athletes												
Division I	Division II		Division III		Division I,II,III							
	Male	Female	Male	Female	Male	Female	Male	Female				
2018-19												
White	54.5%	63.3%	White	56.7%	67.8%	White	71.2%	78.5%	White	62.0%	70.2%	
Black or African American	23.4%	12.2%	Black or African American	20.2%	10.0%	Black or African American	12.7%	5.9%	Black or African American	18.1%	9.3%	
Hispanic or Latino	5.1%	5.4%	Hispanic or Latino	7.3%	7.3%	Hispanic or Latino	6.2%	5.5%	Hispanic or Latino	6.1%	5.8%	
Asian	1.4%	2.1%	Asian	0.9%	1.4%	Asian	2.1%	2.9%	Asian	1.6%	2.2%	
Hawaiian or Pac. Islander	0.6%	0.4%	Hawaiian or Pac. Islander	0.4%	0.5%	Hawaiian or Pac. Islander	0.2%	0.1%	Hawaiian or Pac. Islander	0.4%	0.3%	
Am. Indian or Alaska Native	0.3%	0.4%	Am. Indian or Alaska Native	0.6%	0.6%	Am. Indian or Alaska Native	0.2%	0.3%	Am. Indian or Alaska Native	0.4%	0.4%	
Two or More Races	5.1%	5.4%	Two or More Races	4.4%	4.3%	Two or More Races	3.3%	3.4%	Two or More Races	4.2%	4.4%	
Non-Resident Alien	5.9%	7.2%	Non-Resident Alien	6.4%	5.1%	Non-Resident Alien	1.3%	0.8%	Non-Resident Alien	4.1%	4.3%	
Other	3.7%	3.6%	Other	3.2%	3.0%	Other	2.8%	2.6%	Other	3.2%	3.1%	
2017-18												
White	55.6%	64.1%	White	57.7%	68.8%	White	71.4%	79.1%	White	62.7%	70.9%	
African-American	22.6%	12.4%	African-American	20.5%	9.8%	African-American	12.8%	6.0%	African-American	18.0%	9.4%	
Latino	5.1%	5.1%	Latino	7.0%	7.0%	Latino	6.2%	5.0%	Latino	6.0%	5.5%	
American Indian/Alaskan Native	0.3%	0.4%	American Indian/Alaskan Native	0.6%	0.7%	American Indian/Alaskan Native	0.3%	0.3%	American Indian/Alaskan Native	0.4%	0.4%	
Asian/Pacific Islander	2.0%	2.5%	Asian/Pacific Islander	1.3%	1.7%	Asian/Pacific Islander	2.2%	3.2%	Asian/Pacific Islander	1.9%	2.6%	
Two or More Races	4.6%	4.9%	Two or More Races	4.1%	4.3%	Two or More Races	3.2%	3.1%	Two or More Races	3.9%	4.1%	
Non-Resident Aliens	5.8%	7.0%	Non-Resident Aliens	6.0%	4.8%	Non-Resident Aliens	1.2%	0.7%	Non-Resident Aliens	3.9%	4.1%	
Other	3.9%	3.7%	Other	2.8%	2.8%	Other	2.8%	2.7%	Other	3.2%	3.1%	
2016-17												
White	56.8%	64.9%	White	58.3%	70.0%	White	72.5%	79.8%	White	63.7%	71.7%	
African-American	22.3%	12.5%	African-American	20.4%	9.5%	African-American	12.2%	5.9%	African-American	17.6%	9.3%	
Latino	4.8%	4.8%	Latino	7.0%	7.0%	Latino	5.6%	4.6%	Latino	5.7%	5.2%	
American Indian/Alaskan Native	0.3%	0.4%	American Indian/Alaskan Native	0.6%	0.6%	American Indian/Alaskan Native	0.3%	0.3%	American Indian/Alaskan Native	0.4%	0.4%	
Asian/Pacific Islander	1.9%	2.3%	Asian/Pacific Islander	1.3%	1.8%	Asian/Pacific Islander	2.1%	3.0%	Asian/Pacific Islander	1.8%	2.5%	
Two or More Races	4.3%	4.6%	Two or More Races	3.6%	4.1%	Two or More Races	3.0%	2.7%	Two or More Races	3.6%	3.8%	
Non-Resident Aliens	5.6%	6.5%	Non-Resident Aliens	6.1%	4.5%	Non-Resident Aliens	1.1%	0.7%	Non-Resident Aliens	3.8%	3.8%	
Other	4.1%	3.9%	Other	2.7%	2.6%	Other	3.3%	3.0%	Other	3.4%	3.3%	
2015-16												
White	57.9%	66.0%	White	59.5%	70.8%	White	73.7%	80.3%	White	64.9%	72.6%	
African-American	22.2%	12.6%	African-American	20.2%	9.4%	African-American	11.7%	5.8%	African-American	17.3%	9.3%	
Latino	4.8%	4.8%	Latino	6.8%	6.9%	Latino	5.3%	4.4%	Latino	5.5%	5.1%	
American Indian/Alaskan Native	0.4%	0.4%	American Indian/Alaskan Native	0.7%	0.7%	American Indian/Alaskan Native	0.3%	0.3%	American Indian/Alaskan Native	0.4%	0.4%	
Asian/Pacific Islander	1.9%	2.3%	Asian/Pacific Islander	1.2%	1.8%	Asian/Pacific Islander	2.0%	2.9%	Asian/Pacific Islander	1.8%	2.4%	
Two or More Races	3.8%	4.1%	Two or More Races	3.2%	3.7%	Two or More Races	2.7%	2.6%	Two or More Races	3.2%	3.4%	
Non-Resident Aliens	5.3%	6.2%	Non-Resident Aliens	6.0%	4.4%	Non-Resident Aliens	1.1%	0.7%	Non-Resident Aliens	3.7%	3.7%	
Other	3.7%	3.5%	Other	2.4%	2.3%	Other	3.2%	3.1%	Other	3.2%	3.1%	
2014-15												
White	58.9%	66.8%	White	60.7%	71.8%	White	74.3%	80.6%	White	65.8%	73.2%	
African-American	22.1%	12.5%	African-American	19.7%	9.1%	African-American	11.2%	5.6%	African-American	17.0%	9.1%	
Latino	4.5%	4.5%	Latino	6.8%	6.8%	Latino	5.2%	4.1%	Latino	5.4%	4.9%	
American Indian/Alaskan Native	0.3%	0.4%	American Indian/Alaskan Native	0.6%	0.7%	American Indian/Alaskan Native	0.3%	0.3%	American Indian/Alaskan Native	0.4%	0.4%	
Asian/Pacific Islander	1.9%	2.3%	Asian/Pacific Islander	1.3%	1.8%	Asian/Pacific Islander	2.0%	2.8%	Asian/Pacific Islander	1.8%	2.4%	
Two or More Races	3.5%	4.1%	Two or More Races	2.7%	3.1%	Two or More Races	2.3%	2.4%	Two or More Races	2.8%	3.2%	
Non-Resident Aliens	4.8%	5.9%	Non-Resident Aliens	5.7%	4.3%	Non-Resident Aliens	1.2%	0.8%	Non-Resident Aliens	3.5%	3.5%	
Other	3.9%	3.5%	Other	2.4%	2.4%	Other	3.5%	3.5%	Other	3.4%	3.3%	
2013-14												
White	60.2%	68.2%	White	62.7%	73.7%	White	75.8%	81.2%	White	67.3%	74.4%	
African-American	21.9%	12.4%	African-American	19.1%	8.8%	African-American	10.5%	5.3%	African-American	16.5%	8.8%	
Latino	4.3%	4.4%	Latino	6.4%	6.3%	Latino	4.5%	3.7%	Latino	4.9%	4.5%	
American Indian/Alaskan Native	0.4%	0.4%	American Indian/Alaskan Native	0.6%	0.7%	American Indian/Alaskan Native	0.3%	0.3%	American Indian/Alaskan Native	0.4%	0.5%	
Asian/Pacific Islander	1.8%	2.4%	Asian/Pacific Islander	1.3%	1.7%	Asian/Pacific Islander	1.9%	2.5%	Asian/Pacific Islander	1.8%	2.2%	
Two or More Races	2.9%	3.4%	Two or More Races	2.4%	2.4%	Two or More Races	2.0%	2.0%	Two or More Races	2.4%	2.6%	
Non-Resident Aliens	4.6%	5.3%	Non-Resident Aliens	5.2%	4.1%	Non-Resident Aliens	1.4%	0.7%	Non-Resident Aliens	3.3%	3.3%	
Other	3.8%	3.5%	Other	2.4%	2.3%	Other	4.0%	4.3%	Other	3.5%	3.6%	
2012-13												
White	60.0%	68.5%	White	64.1%	74.6%	White	76.1%	81.8%	White	67.7%	75.0%	
African-American	22.4%	12.7%	African-American	18.6%	8.0%	African-American	10.4%	5.3%	African-American	16.4%	8.9%	
Latino	4.4%	4.3%	Latino	6.0%	5.9%	Latino	4.2%	3.5%	Latino	4.7%	4.3%	
American Indian/Alaskan Native	0.4%	0.4%	American Indian/Alaskan Native	0.5%	0.6%	American Indian/Alaskan Native	0.3%	0.3%	American Indian/Alaskan Native	0.4%	0.4%	
Asian/Pacific Islander	2.0%	2.4%	Asian/Pacific Islander	1.2%	1.8%	Asian/Pacific Islander	1.9%	2.4%	Asian/Pacific Islander	1.7%	2.3%	
Two or More Races	2.5%	2.8%	Two or More Races	2.0%	2.1%	Two or More Races	1.9%	1.8%	Two or More Races	2.1%	2.3%	
Non-Resident Aliens	4.7%	5.2%	Non-Resident Aliens	4.9%	3.7%	Non-Resident Aliens	1.0%	0.6%	Non-Resident Aliens	3.2%	3.1%	
Other	3.7%	3.6%	Other	2.6%	2.7%	Other	4.3%	4.3%	Other	3.7%	3.7%	
2011-12												
White	61.2%	69.5%	White	65.4%	77.6%	White	78.1%	83.5%	White	69.4%	76.2%	
African-American	22.0%	12.6%	African-American	18.8%	8.5%	African-American	10.1%	5.2%	African-American	16.2%	8.6%	
Latino	4.1%	4.1%	Latino	6.0%	6.0%	Latino	3.9%	3.3%	Latino	4.5%	4.2%	
American Indian/Alaskan Native	0.4%	0.4%	American Indian/Alaskan Native	0.5%	0.5%	American Indian/Alaskan Native	0.3%	0.3%	American Indian/Alaskan Native	0.4%	0.4%	
Asian/Pacific Islander	1.9%	2.3%	Asian/Pacific Islander	1.3%	1.8%	Asian/Pacific Islander	1.9%	2.3%	Asian/Pacific Islander	1.7%	2.2%	
Two or More Races	2.0%	2.2%	Two or More Races	1.5%	1.6%	Two or More Races	1.4%	1.5%	Two or More Races	1.6%	1.8%	
Non-Resident Aliens	4.6%	5.4%	Non-Resident Aliens	4.5%	3.7%	Non-Resident Aliens	1.0%	0.6%	Non-Resident Aliens	3.1%	3.2%	
Other	3.3%	3.5%	Other	2.1%	2.2%	Other	3.3%	3.4%	Other	3.1%	3.2%	
2010-11												
White	62.9%	70.1%	White	63.1%	77.0%	White	79.0%	84.0%	White	69.9%	76.9%	
African-American	21.2%	13.0%	African-American	18.3%	8.6%	African-American	9.4%	5.0%	African-American	15.6%	8.9%	
Latino	4.3%	4.1%	Latino	6.0%	5.5%	Latino	3.7%	3.2%	Latino	4.4%	4.0%	
American Indian/Alaskan Native	0.4%	0.4%	American Indian/Alaskan Native	0.5%	0.5%	American Indian/Alaskan Native	0.2%	0.3%	American Indian/Alaskan Native	0.4%	0.4%	
Asian/Pacific Islander	1.5%	2.3%	Asian/Pacific Islander	1.3%	1.7%	Asian/Pacific Islander	1.9%	2.0%	Asian/Pacific Islander	1.7%	2.1%	
Two or More Races	1.9%	1.7%	Two or More Races	2.6%	1.4%	Two or More Races	1.1%	1.2%	Two or More Races	1.6%	1.5%	
Non-Resident Aliens	4.5%	5.2%	Non-Resident Aliens	3.9%	3.4%	Non-Resident Aliens	0.9%	0.5%	Non-Resident Aliens	2.9%	3.0%	
Other	3.0%	3.0%	Other	2.1%	1.9%	Other	3.7%	3.6%	Other	3.2%	3.1%	
2009-10												
White	65.4%	73.5%	White	69.5%	80.4%	White	81.0%	85.7%	White	72.8%	79.7%	
African-American	22.0%	13.0%	African-American	19.0%	9.0%	African-American	10.0%	5.0%	African-American	16.1%	9.2%	
Latino	4.0%	4.0%	Latino	6.3%	5.8%	Latino	3.6%	2.9%	Latino	4.0%	4.0%	
American Indian/Alaskan Native	0.3%	0.4%	American Indian/Alaskan Native	0.5%	0.5%	American Indian/Alaskan Native	0.2%	0.3%	American Indian/Alaskan Native	0.3%	0.4%	
Asian/Pacific Islander	2.5%	2.4%	Asian/Pacific Islander	1.3%	0.3%	Asian/Pacific Islander	2.1%	2.1%	Asian/Pacific Islander	1.8%	2.2%	
Two or More Races	0.4%	1.2%	Two or More Races	0.7%	1.0%	Two or More Races	0.7%	0.8%	Two or More Races	0.8%	1.0%	
Other	5.0%	5.0%	Other	2.0%	2.0%	Other	3.0%	3.0%	Other	3.6%	3.8%	
2008-09												
White	66.7%	74.0%	White	70.1%	80.4%	White	82.4%	86.6%	White	74.0%	80.2%	
African-American	21.5%	13.0%	African-American	18.0%	8.0%	African-American	9.0%	5.0%	African-American	15.5%	8.9%	
Latino	4.0%	4.0%	Latino	6.5%	6.0%	Latino	3.0%	3.0%	Latino	4.3%	4.0%	
American Indian/Alaskan Native	0.1%	0.3%	American Indian/Alaskan Native	0.5%	0.5%	American Indian/Alaskan Native	0.2%	0.2%	American Indian/Alaskan Native	0.3%	0.3%	
Asian/Pacific Islander	2.0%	2.3%	Asian/Pacific Islander	1.5%	1.8%	Asian/Pacific Islander	2.1%	2.1%	Asian/Pacific Islander	1.8%	2.2%	
Two or More Races	0.1%	0.4%	Two or More Races	0.4%	0.6%	Two or More Races	0.5%	0.6%	Two or More Races	0.5%	0.6%	
Other	5.0%	5.0%	Other	3.0%	2.3%	Other	3.0%	2.3%	Other	3.5%	3.7%	
2007-08												
White	58.7%	73.5%	White	70.7%	81.0%	White	82.9%	87.4%	White	74.5%	83.6%	
African-American	31.4%	14.0%	African-American	18.0%	7.7%	African-American	9.0%	4.7%	African-American	16.1%	6.8%	
Latino	4.0%	4.7%	Latino	6.6%	6.3%	Latino	3.3%	2.7%	Latino	4.3%	4.0%	
American Indian/Alaskan Native	0.4%	0.3%	American Indian/Alaskan Native	0.5%	0.6%	American Indian/Alaskan Native	0.2%	0.2%	American Indian/Alaskan Native	0.3%	0.3%	
Asian/Pacific Islander	1.3%	2.0%	Asian/Pacific Islander	1.3%	1.7%	Asian/Pacific Islander	1.9%	2.2%	Asian/Pacific Islander	1.7%	2.1%	
Two or More Races	0.3%	0.5%	Two or More Races	0.2%	0.5%	Two or More Races	0.4%	0.5%	Two or More Races	0.3%	0.5%	
Other	3.0%	5.0%	Other	2.6%	2.4%	Other	2.4%	2.4%	Other	2.7%	2.7%	

Notes:
 1) Data provided by the NCAA. Historically Black institutions excluded.
 2) Only student-athletes receiving financial aid are included in this report.
 3) Percentages may not equal 100 percent due to rounding.

TABLE 8

College Head Coaches: Men's Teams												
	Division I						Division I, II, III					
	Basketball		Football		Baseball		Basketball		Football		Baseball	
	%	#	%	#	%	#	%	#	%	#	%	#
2014-19	White 74.0%	248	89.7%	210	92.9%	260	White 78.1%	242	90.7%	196	94.1%	259
	Black or African American 23.6%	79	7.3%	17	1.1%	3	African-American 20.1%	64	6.9%	15	1.0%	3
	Hispanic or Latino 0.6%	2	0.0%	0	0.0%	0	Asian 0.0%	0	0.0%	1	0.0%	0
	Asian 0.0%	0	0.0%	0	0.4%	1	Latino 0.7%	2	0.9%	2	2.1%	6
	Hawaiian or Pac. Islander 0.0%	0	0.0%	2	0.4%	1	Native American 0.0%	0	0.0%	2	0.0%	0
	Am. Indian or Alaska Native 0.3%	1	0.4%	1	0.0%	0	Other 0.7%	2	0.0%	0	0.4%	1
	Two or More Races 0.3%	1	0.4%	1	11.5%	5						
	Non-Resident Alien 0.0%	0	0.0%	0	0.0%	0						
	Other 1.2%	4	1.3%	3	0.7%	2						
	Total	x	335	x	234	x	280					
2015-16	White 75.2%	249	89.6%	208	92.8%	259	White 77.6%	239	93.0%	201	94.5%	259
	African-American 22.4%	74	6.9%	16	1.1%	3	African-American 20.6%	64	5.1%	11	1.1%	3
	Asian/Pacific Islander 0.0%	0	0.0%	2	0.8%	2	Asian 0.0%	0	0.0%	0	1.1%	3
	Latino 0.6%	2	0.4%	1	3.2%	9	Latino 1.3%	4	0.9%	2	2.6%	7
	Two or More Races 0.9%	3	0.4%	1	0.7%	2	Native American 0.0%	0	0.0%	2	0.0%	0
	Non-Resident Alien 0.0%	0	0.0%	0	0.0%	0	Other 0.0%	0	0.0%	0	0.4%	1
	Native American 0.3%	1	0.9%	2	0.0%	0						
	Other 0.6%	2	0.9%	2	1.4%	4						
2016-17	White 74.9%	245	88.4%	206	92.8%	259	White 76.3%	232	93.4%	200	95.8%	257
	African-American 22.3%	73	7.7%	18	1.1%	3	African-American 22.3%	68	4.7%	10	0.4%	1
	Asian/Pacific Islander 0.0%	0	0.0%	2	0.7%	2	Asian 0.0%	0	0.0%	0	1.5%	4
	Latino 0.6%	2	0.4%	1	3.2%	9	Latino 0.6%	2	0.5%	1	2.2%	6
	Two or More Races 0.0%	0	0.0%	2	1.1%	3	Native American 0.3%	1	1.0%	2	0.0%	0
	Non-Resident Alien 0.3%	1	0.0%	0	0.0%	0	Other 0.3%	1	0.5%	1	0.0%	0
	Native American 1.5%	5	1.3%	3	1.1%	3						
2015-16	White 76.7%	247	88.4%	205	93.5%	258	White 73.9%	x	92.7%	x	95.9%	x
	African-American 20.8%	67	6.9%	16	1.1%	3	African-American 25.2%	x	6.1%	x	0.5%	x
	Asian/Pacific Islander 0.0%	0	0.0%	2	0.7%	2	Asian 0.0%	x	0.0%	x	0.0%	x
	Latino 0.9%	3	0.4%	1	2.5%	7	Latino 0.5%	x	1.2%	x	2.6%	x
	Two or More Races 0.0%	0	0.0%	0	0.0%	0	Native American 0.5%	x	0.0%	x	0.0%	x
	Non-Resident Alien 0.0%	0	0.0%	0	0.0%	0	Other 0.0%	x	0.0%	x	1.0%	x
	Native American 0.3%	1	0.9%	2	0.0%	0						
	Other 1.2%	4	1.7%	4	1.4%	4						
2014-15	White 76.2%	246	89.0%	203	93.9%	260	White 76.7%	x	96.9%	x	97.5%	x
	African-American 22.0%	71	8.3%	19	1.4%	4	African-American 22.9%	x	2.1%	x	0.0%	x
	Asian/Pacific Islander 0.0%	0	0.0%	2	1.1%	3	Other 0.4%	x	1.0%	x	2.5%	x
	Latino 0.9%	3	0.4%	1	3.2%	9						
	Two or More Races 0.3%	1	0.4%	1	0.4%	1						
	Non-Resident Alien 0.0%	0	0.0%	0	0.0%	0						
	Native American 0.3%	1	0.4%	1	0.0%	0						
	Other 0.3%	1	0.4%	1	0.0%	0						
2012-13	White 75.2%	242	88.4%	197	93.5%	261	White 78.0%	x	95.3%	x	95.2%	x
	African-American 23.0%	74	10.5%	24	1.4%	4	African-American 21.6%	x	4.7%	x	0.4%	x
	Asian/Pacific Islander 0.0%	0	0.0%	2	1.1%	3	Other 0.3%	x	0.0%	x	4.4%	x
	Latino 0.9%	3	0.4%	1	3.6%	10						
	Two or More Races 0.3%	1	0.0%	0	0.4%	1						
	Non-Resident Alien 0.0%	0	0.0%	0	0.0%	0						
	Native American 0.0%	0	0.9%	2	0.0%	0						
	Other 0.6%	2	0.9%	2	0.0%	0						
2011-12	White 79.8%	253	88.9%	193	93.7%	257	White 79.9%	x	92.2%	x	96.7%	x
	African-American 18.6%	59	11.2%	25	1.1%	3	African-American 19.4%	x	7.8%	x	0.4%	x
	Asian 0.0%	0	0.0%	0	1.5%	4	Other 0.7%	x	0.0%	x	2.9%	x
	Latino 0.6%	2	0.5%	1	3.3%	9						
	Native American 0.0%	0	0.5%	1	0.0%	0						
	Other 0.3%	1	0.5%	1	0.4%	1						
2010-11	White 80.5%	252	88.9%	193	93.7%	254	White 81.5%	x	94.4%	x	97.6%	x
	African-American 18.6%	59	8.8%	19	1.1%	3	African-American 17.4%	x	5.6%	x	0.0%	x
	Asian 0.0%	0	1.0%	2	0.4%	1	Other 1.0%	x	0.0%	x	2.4%	x
	Latino 0.6%	2	0.5%	1	3.4%	10						
	Native American 0.0%	0	1.0%	2	0.0%	0						
	Other 0.6%	2	0.0%	0	0.4%	1						
1998-99	White 83.7%	850	90.6%	570	94.6%	863	White 83.7%	872	92.0%	579	94.7%	872
	Black or African American 14.4%	149	6.0%	38	0.8%	7	African-American 13.1%	137	4.9%	31	0.5%	5
	Hispanic or Latino 1.0%	10	0.3%	2	2.5%	23	Asian/Pacific Islander 0.4%	4	0.7%	4	0.8%	7
	Asian 0.1%	1	0.2%	1	0.4%	4	Latino 0.9%	9	0.5%	3	2.5%	23
	Hawaiian or Pac. Islander 0.3%	3	0.5%	3	0.2%	2	Two or More Races 0.9%	9	0.6%	4	0.8%	7
	Am. Indian or Alaska Native 0.2%	2	0.6%	4	0.1%	1	Non-Resident Alien 0.2%	2	0.2%	1	0.0%	0
	Two or More Races 0.5%	5	0.5%	3	1.0%	9	Native American 0.2%	2	0.5%	3	0.1%	1
	Non-Resident Alien 0.2%	2	0.0%	0	0.0%	0	Other 0.7%	7	1.3%	8	0.3%	3
	Other 0.7%	7	1.3%	8	0.3%	3						
	Total	x	1033	x	662	x	817					
2008-09	White 85.3%	841	95.6%	559	94.1%	812	White 85.5%	833	95.1%	563	95.0%	819
	Black or African American 14.4%	124	2.6%	15	1.2%	10	African-American 12.4%	121	2.9%	17	0.8%	7
	Hispanic or Latino 0.2%	2	0.3%	2	0.9%	8	Asian 0.2%	2	0.3%	2	0.9%	8
	Asian 1.2%	10	0.5%	3	3.0%	26	Latino 0.9%	9	0.5%	3	2.9%	25
	Native American 0.1%	1	0.5%	3	0.0%	0	Native American 0.2%	2	0.5%	3	0.1%	1
	Other 0.9%	8	0.5%	3	0.8%	7	Other 0.2%	2	0.6%	1	0.3%	3
2007-08	White 85.5%	833	95.1%	563	95.0%	819	White 85.5%	833	95.1%	563	95.0%	819
	African-American 12.4%	121	2.9%	17	0.8%	7	African-American 12.4%	121	2.9%	17	0.8%	7
	Asian 0.2%	2	0.3%	2	0.9%	8	Asian 0.2%	2	0.3%	2	0.9%	8
	Latino 0.9%	9	0.5%	3	2.9%	25	Latino 0.9%	9	0.5%	3	2.9%	25
	Native American 0.2%	2	0.5%	3	0.1%	1	Native American 0.2%	2	0.5%	3	0.1%	1
	Other 0.2%	2	0.6%	1	0.3%	3	Other 0.2%	2	0.6%	1	0.3%	3
2006-07	White 84.2%	x	95.4%	x	95.3%	x	White 84.2%	x	95.4%	x	95.3%	x
	African-American 14.0%	x	3.2%	x	0.7%	x	African-American 14.0%	x	3.2%	x	0.7%	x
	Asian 0.3%	x	0.0%	x	0.5%	x	Asian 0.3%	x	0.0%	x	0.5%	x
	Latino 1.0%	x	0.7%	x	2.7%	x	Latino 1.0%	x	0.7%	x	2.7%	x
	Native American 0.3%	x	0.0%	x	0.2%	x	Native American 0.3%	x	0.0%	x	0.2%	x
	Other 0.2%	x	0.5%	x	0.7%	x	Other 0.2%	x	0.5%	x	0.7%	x
2005-06	White 84.2%	878	91.4%	576	94.6%	869	White 84.2%	878	91.4%	576	94.6%	869
	African-American 12.9%	135	5.4%	34	0.4%	4	African-American 12.9%	135	5.4%	34	0.4%	4
	Asian/Pacific Islander 0.4%	4	0.6%	4	0.7%	6	Asian/Pacific Islander 0.4%	4	0.6%	4	0.7%	6
	Latino 0.9%	9	0.5%	3	3.0%	28	Latino 0.9%	9	0.5%	3	3.0%	28
	Two or More Races 0.3%	3	0.8%	5	0.7%	6	Two or More Races 0.3%	3	0.8%	5	0.7%	6
	Non-Resident Alien 0.3%	3	0.2%	1	0.0%	0	Non-Resident Alien 0.3%	3	0.2%	1	0.0%	0
	Native American 0.2%	2	0.5%	3	0.1%	1	Native American 0.2%	2	0.5%	3	0.1%	1
	Other 0.7%	7	1.0%	6	0.8%	7	Other 0.7%	7	1.0%	6	0.8%	7
2004-05	White 84.2%	877	91.9%	579	95.1%	868	White 84.2%	877	91.9%	579	95.1%	868
	African-American 12.9%	134	4.8%	30	0.5%	5	African-American 12.9%	134	4.8%	30	0.5%	5
	Asian/Pacific Islander 0.4%	4	0.6%	5	0.5%	5	Asian/Pacific Islander 0.4%	4	0.6%	5	0.5%	5
	Latino 1.0%	10	0.6%	4	2.4%	22	Latino 1.0%	10	0.6%	4	2.4%	22
	Two or More Races 0.2%	2	0.2%	1	0.0%	0	Two or More Races 0.2%	2	0.2%	1	0.0%	0
	Non-Resident Alien 0.2%	2	0.2%	1	0.1%	1	Non-Resident Alien 0.2%	2	0.2%	1	0.1%	1
	Native American 0.3%	3	0.3%	2	0.1%	1	Native American 0.3%	3	0.3%	2	0.1%	1
	Other 0.7%	7	1.0%	6	0.8%	7	Other 0.7%	7	1.0%	6	0.8%	7
2003-04	White 86.0%	713	97.7%	502	96.2%	702	White 86.0%	713	97.7%	502	96.2%	702
	African-American 12.3%	102	1.6%	8	0.7%	5	African-American 12.3%	102	1.6%	8	0.7%	

Women Head Coaches				
	Men's Sports		Women's Sports	
	%	#	%	#
2018-19				
Division I	4.0%	114	40.6%	1,444
Division II	4.1%	88	36.3%	916
Division III	6.9%	277	44.5%	1,947
2017-18				
Division I	4.0%	116	40.1%	1,444
Division II	4.0%	86	35.8%	916
Division III	6.8%	272	44.3%	1,936
2016-17				
Division I	3.7%	106	39.8%	1,411
Division II	3.9%	84	35.3%	909
Division III	6.2%	244	44.4%	1,922
2015-16				
Division I	3.5%	100	38.8%	1359
Division II	4.1%	90	35.3%	896
Division III	5.8%	227	43.9%	1888
2014-15				
Division I	3.4%	96	38.9%	1352
Division II	4.0%	85	35.4%	885
Division III	5.2%	201	43.8%	1864
2013-14				
Division I	3.4%	97	38.2%	1330
Division II	4.0%	83	34.8%	840
Division III	5.1%	196	43.9%	1849
2012-13				
Division I	3.2%	91	38.7%	1341
Division II	3.9%	77	34.9%	819
Division III	5.3%	190	43.0%	1786
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

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

TABLE 10

College Head Coaches															
	Division I		Division II		Division III			Division I		Division II		Division III			
	Men's Sports	Women's Sports	Men's Sports	Women's Sports	Men's Sports	Women's Sports		Men's Sports	Women's Sports	Men's Sports	Women's Sports	Men's Sports	Women's Sports		
2018-19	White	85.0%	83.2%	86.9%	85.5%	91.1%	91.2%	2011-12	White	86.2%	84.5%	88.0%	88.3%	91.9%	92.0%
	Black or African American	9.1%	8.3%	5.7%	6.2%	5.0%	4.6%		African-American	8.3%	7.9%	5.2%	4.5%	4.2%	3.8%
	Hispanic or Latino	1.9%	2.4%	3.0%	3.2%	1.8%	1.9%		Asian	1.0%	1.3%	1.2%	1.4%	0.8%	1.2%
	Asian	0.6%	1.5%	0.9%	1.1%	0.5%	0.9%		Latino	1.7%	2.0%	2.8%	2.6%	1.7%	1.4%
	Hawaiian or Pac. Islander	0.1%	0.5%	0.2%	0.2%	0.1%	0.2%		Native American	0.4%	0.5%	0.1%	0.1%	0.2%	0.0%
	Am. Indian or Alaska Native	0.2%	0.3%	0.1%	0.1%	0.1%	0.1%								
	Two or More Races	0.7%	0.8%	0.5%	1.0%	0.7%	0.6%								
	Non-Resident Alien	1.1%	1.7%	1.9%	1.7%	0.2%	0.0%								
	Other	1.4%	1.4%	0.7%	0.9%	0.6%	0.6%								
2017-18	White	86.2%	85.0%	87.4%	85.6%	91.4%	90.9%	2010-11	White	87.6%	85.6%	88.3%	88.3%	91.8%	91.8%
	African-American	8.1%	7.3%	4.6%	5.5%	4.9%	4.9%		African-American	7.4%	7.4%	5.2%	4.4%	4.3%	3.9%
	Asian/Pacific Islander	0.8%	1.7%	0.8%	1.2%	0.5%	1.1%		Asian	0.9%	1.6%	1.1%	1.5%	0.8%	1.4%
	Latino	1.9%	2.1%	2.9%	2.9%	1.7%	1.9%		Latino	1.7%	1.7%	2.9%	2.6%	1.6%	1.5%
	Native American	0.1%	0.1%	0.4%	0.2%	0.1%	0.2%		Native American	0.4%	0.3%	0.2%	0.1%	0.4%	0.2%
	Two or More Races	0.4%	0.5%	0.8%	1.4%	0.6%	0.5%								
	Non-Resident Alien	1.5%	2.0%	1.8%	1.9%	0.1%	0.0%								
	Other	1.2%	1.2%	1.3%	1.2%	0.5%	0.6%								
2016-17	White	86.5%	84.5%	87.8%	86.8%	91.6%	91.0%	2009-10	White	89.3%	87.5%	89.4%	89.5%	91.9%	91.4%
	African-American	7.6%	7.5%	4.4%	4.6%	5.0%	4.9%		African-American	7.1%	7.2%	5.1%	4.6%	4.2%	4.1%
	Asian/Pacific Islander	0.8%	1.8%	0.7%	1.3%	0.6%	0.9%		Asian	0.7%	1.3%	1.0%	1.5%	0.8%	1.2%
	Latino	2.0%	2.3%	3.1%	2.8%	1.6%	1.8%		Latino	1.8%	2.0%	3.2%	3.0%	1.3%	1.5%
	Native American	0.2%	0.2%	0.2%	0.1%	0.1%	0.1%		Native American	0.2%	0.3%	0.2%	0.1%	0.4%	0.3%
	Two or More Races	0.5%	0.8%	0.9%	1.4%	0.6%	0.5%								
	Non-Resident Alien	1.4%	1.8%	1.6%	1.7%	0.2%	0.1%								
	Other	1.0%	1.0%	1.3%	1.2%	0.4%	0.7%								
2015-16	White	86.1%	84.5%	88.1%	87.5%	91.7%	91.6%	2008-09	White	89.3%	87.7%	89.2%	89.5%	92.1%	91.7%
	African-American	7.7%	7.4%	4.3%	4.5%	4.7%	4.5%		African-American	6.8%	7.2%	4.8%	4.8%	3.9%	4.0%
	Asian/Pacific Islander	0.7%	1.6%	1.0%	1.3%	0.7%	1.0%		Asian	0.8%	1.2%	1.0%	1.4%	0.9%	1.5%
	Latino	1.9%	2.0%	2.9%	2.5%	1.4%	1.6%		Latino	1.8%	1.6%	3.4%	2.9%	1.4%	1.3%
	Native American	0.1%	0.3%	0.3%	0.1%	0.1%	0.0%		Native American	0.3%	0.4%	0.2%	0.1%	0.2%	0.1%
	Two or More Races	0.3%	0.8%	0.8%	1.3%	0.6%	0.3%								
	Non-Resident Alien	1.5%	1.7%	1.8%	1.5%	0.2%	0.1%								
	Other	1.6%	1.7%	0.9%	1.1%	0.5%	0.7%								
2014-15	White	87.1%	85.7%	88.8%	88.4%	91.6%	91.3%	2007-08	White	89.5%	88.0%	89.5%	89.8%	91.9%	91.8%
	African-American	7.9%	7.3%	4.2%	4.0%	5.0%	4.4%		African-American	6.9%	6.9%	4.5%	4.3%	4.2%	4.5%
	Asian/Pacific Islander	0.8%	1.5%	1.0%	1.4%	0.7%	1.2%		Asian	0.8%	1.4%	1.3%	1.8%	0.6%	1.5%
	Latino	1.8%	2.0%	2.7%	2.7%	1.5%	1.6%		Latino	1.7%	1.9%	3.8%	2.7%	1.5%	1.3%
	Native American	0.3%	0.4%	0.3%	0.1%	0.1%	0.0%		Native American	0.2%	0.1%	0.2%	0.3%	0.2%	0.1%
	Two or More Races	0.5%	0.7%	0.8%	1.1%	0.5%	0.4%								
	Non-Resident Alien	1.2%	1.8%	1.7%	1.4%	0.2%	0.4%								
	Other	0.4%	0.5%	0.6%	0.8%	0.4%	0.7%								
2013-14	White	86.8%	85.2%	88.9%	88.5%	91.3%	91.3%	2005-06	White	90.6%	89.6%	89.5%	89.9%	93.4%	92.9%
	African-American	8.2%	7.3%	4.2%	4.1%	4.8%	4.2%		African-American	7.3%	6.6%	4.4%	4.3%	4.1%	4.2%
	Asian/Pacific Islander	0.8%	1.4%	1.0%	1.6%	0.7%	1.2%		Asian	0.4%	1.1%	0.7%	1.2%	0.6%	1.2%
	Latino	2.0%	1.9%	2.7%	2.7%	1.4%	1.4%		Latino	1.1%	1.6%	3.6%	2.9%	1.5%	1.3%
	Native American	0.2%	0.3%	0.0%	0.1%	0.2%	0.1%		Native American	0.2%	0.2%	0.6%	0.3%	0.1%	0.0%
	Two or More Races	0.3%	0.8%	1.2%	1.2%	0.5%	0.4%								
	Non-Resident Alien	1.3%	2.1%	1.4%	1.4%	0.3%	0.3%								
	Other	0.5%	0.9%	0.6%	0.6%	0.8%	1.1%								
2012-13	White	86.3%	84.7%	88.2%	87.9%	92.1%	91.7%	Notes:							
	African-American	8.7%	7.7%	4.2%	4.1%	4.3%	4.0%	1) Data provided by the NCAA. Historically Black institutions excluded.							
	Asian/Pacific Islander	0.8%	1.2%	1.0%	1.7%	0.7%	1.3%	2) Percentages may not equal 100 percent due to rounding.							
	Latino	1.6%	1.8%	3.2%	2.6%	1.6%	1.4%	3) 2006-07 data not recorded.							
	Native American	0.2%	0.4%	0.1%	0.0%	0.2%	0.1%								
	Two or More Races	0.4%	0.9%	1.2%	1.3%	0.4%	0.4%								
	Non-Resident Alien	1.2%	2.2%	1.5%	1.6%	0.2%	0.2%								
	Other	0.8%	1.2%	0.6%	0.7%	0.5%	0.9%								

TABLE 11

College Head Coaches: Division I Women's Teams																												
	Basketball												Cross Country/Track						All Other Sports									
	Men				Women				Men		Women		Men		Women		Men		Women		Men		Women					
	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#				
2018-19	White	31.0%	102	46.5%	153	64.0%	625	13.2%	129	45.8%	1031	40.8%	917	African-American	3.1%	99	51.6%	162	66.1%	588	11.5%	102	48.9%	1045	40.1%	858		
	Black or Hispanic	5.5%	18	14.0%	46	13.2%	129	4.5%	44	1.3%	29	1.2%	28	Asian	0.8%	27	10.8%	34	10.7%	95	6.3%	56	1.2%	25	1.2%	25		
	Hispanic or Latino	0.6%	2	0.6%	2	1.7%	17	0.1%	1	1.8%	40	1.1%	25	Native American	0.0%	0	0.3%	1	0.7%	6	0.0%	0	1.2%	25	0.7%	16		
	Asian	0.3%	1	0.3%	1	0.6%	6	0.0%	0	1.2%	27	0.8%	17	Other	0.0%	0	0.0%	0	1.2%	11	0.1%	1	1.3%	28	0.6%	12		
	Hawaiian or Pac. Islander	0.0%	0	0.0%	0	0.0%	0	0.1%	1	0.3%	7	0.4%	8	Two or More Races	0.0%	0	0.2%	2	0.7%	6	0.0%	0	0.1%	2	0.1%	3		
	Am. Indian or Alaska Native	0.0%	0	0.3%	1	0.0%	0	0.2%	2	0.1%	3	0.1%	3	Non-Resident Alien	0.0%	0	0.0%	0	2.1%	19	0.6%	5	2.4%	51	2.2%	47		
	Two or More Races	0.0%	0	0.3%	1	0.3%	3	0.6%	6	0.4%	8	0.5%	12	Other	0.0%	0	1.0%	3	2.1%	19	0.6%	5	2.4%	51	2.2%	47		
	Non-Resident Alien	0.0%	0	0.0%	0	0.3%	3	0.0%	0	1.2%	28	1.3%	30	Total	35.7%	112	64.3%	202	81.6%	725	18.4%	164	55.0%	1176	45.0%	961		
	Other	0.3%	1	0.3%	1	1.0%	10	0.0%	0	0.9%	21	0.7%	16															
	Total	37.7%	124	62.3%	205	81.3%	793	18.0%	183	53.1%	1194	45.8%	1056															
2017-18	White	33.9%	111	45.9%	150	65.5%	635	13.7%	133	47.2%	1090	40.9%	945	2008-10	White	31.0%	98	54.2%	168	68.5%	601	11.4%	100	49.5%	1038	41.6%	871	
	African-American	5.2%	17	11.9%	39	11.5%	111	4.2%	41	1.2%	27	1.2%	28	African-American	2.6%	8	11.0%	34	10.6%	93	6.3%	55	1.3%	27	1.0%	21		
	Asian/Pacific Islander	0.3%	1	0.3%	1	0.8%	8	0.0%	0	1.4%	31	1.0%	23	Asian	0.0%	0	0.3%	1	0.6%	5	0.0%	0	1.0%	21	0.7%	15		
	Latino	0.6%	2	0.6%	2	1.5%	15	0.1%	1	1.4%	32	1.0%	22	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	0.0%	0	0.0%	0	0.1%	2	0.1%	3	Native American	0.0%	0	0.0%	0	0.6%	5	0.0%	0	0.1%	3	0.1%	3		
	Two or More Races	0.0%	0	0.3%	1	0.3%	3	0.2%	2	0.0%	1	0.5%	11	Other	0.0%	0	0.3%	1	0.0%	0	0.1%	3	1.5%	32	0.9%	18		
	Non-Resident Alien	0.0%	0	0.3%	1	0.8%	8	0.3%	3	1.6%	36	1.1%	25	Total	33.9%	105	66.1%	205	81.9%	719	18.1%	169	55.0%	1162	45.0%	944		
	Other	0.3%	1	0.3%	1	0.9%	9	0.0%	0	0.9%	20	0.5%	12															
	Total	40.4%	132	59.6%	195	81.4%	789	18.0%	180	53.7%	1239	46.3%	1069															
2016-17	White	35.5%	115	45.7%	148	64.0%	607	13.0%	123	48.0%	1091	40.1%	912	2009-10	White	30.0%	92	53.7%	165	67.2%	593	12.8%	113	50.0%	1043	41.5%	855	
	African-American	4.6%	15	11.4%	37	12.0%	114	4.7%	45	1.2%	27	1.3%	29	African-American	3.9%	12	11.4%	35	10.2%	90	5.9%	52	1.2%	25	1.1%	22		
	Asian/Pacific Islander	0.0%	0	0.3%	1	0.7%	7	0.1%	1	1.2%	28	1.2%	27	Asian	0.0%	0	0.0%	0	0.6%	5	0.5%	4	1.0%	21	0.7%	14		
	Latino	0.6%	2	0.3%	1	2.1%	20	0.1%	1	1.6%	36	1.0%	23	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	0.3%	3	0.0%	0	0.1%	27	0.1%	2	Native American	0.0%	0	0.0%	0	0.6%	5	0.5%	4	0.1%	2	0.1%	3		
	Two or More Races	0.0%	0	0.3%	1	0.3%	3	0.5%	5	0.2%	4	0.7%	15	Other	0.0%	0	0.3%	1	0.2%	2	0.2%	2	1.7%	35	0.9%	18		
	Non-Resident Alien	0.0%	0	0.3%	1	0.8%	8	0.5%	5	1.3%	30	0.9%	20	Total	34.2%	105	65.8%	202	79.8%	705	20.2%	178	55.2%	1151	44.8%	935		
	Other	0.3%	1	0.6%	2	0.6%	6	0.0%	0	0.7%	16	0.5%	12															
	Total	41.0%	133	59.0%	191	81.0%	788	18.0%	180	54.3%	1234	45.7%	1040															
2015-16	White	36.6%	117	42.8%	137	65.5%	615	11.8%	111	48.7%	1092	39.5%	886	2007-08	White	32.3%	98	54.1%	164	67.9%	579	13.0%	111	47.2%	855	44.8%	855	
	African-American	5.9%	19	10.9%	35	11.8%	111	5.2%	49	0.9%	20	1.1%	25	African-American	3.0%	9	9.9%	30	10.0%	85	6.1%	52	0.8%	15	1.0%	19		
	Asian/Pacific Islander	0.3%	1	0.0%	0	0.5%	5	0.0%	0	1.3%	30	0.9%	21	Asian	0.0%	0	0.0%	0	0.6%	5	0.0%	0	0.4%	8	0.8%	14		
	Latino	0.3%	1	0.6%	2	1.7%	16	0.1%	1	1.2%	28	0.9%	21	Latino	30.0%	1	0.3%	1	1.5%	13	0.7%	6	0.4%	7	0.8%	15		
	Native American	0.0%	0	0.0%	0	0.2%	2	0.0%	0	0.2%	5	0.2%	4	Native American	0.0%	0	0.0%	0	0.6%	0	0.0%	0	0.0%	0	0.0%	0		
	Two or More Races	0.3%	1	0.3%	1	0.3%	3	0.3%	3	0.3%	6	0.6%	14	Other	0.0%	0	0.0%	0	0.2%	2	0.0%	0	0.5%	9	0.8%	15		
	Non-Resident Alien	0.3%	1	0.3%	1	0.7%	7	0.4%	4	1.1%	24	1.0%	22	Total	35.6%	108	64.4%	195	80.2%	684	18.8%	169	49.3%	894	50.7%	918		
	Other	0.3%	1	0.9%	3	1.3%	12	0.0%	0	1.2%	26	0.6%	10															
	Total	44.1%	141	55.3%	179	82.1%	771	17.3%	168	54.5%	1231	45.1%	1012															
2014-15	White	37.3%	119	45.8%	146	65.6%	609	12.1%	112	49.7%	1109	39.8%	888	2005-06	White	32.6%	x	54.0%	x	69.5%	x	14.2%	x	x	x	x	x	x
	African-American	4.1%	13	11.0%	35	11.5%	107	5.6%	52	1.1%	25	1.0%	22	African-American	2.8%	x	9.3%	x	8.7%	x	6.0%	x	x	x	x	x		
	Asian/Pacific Islander	0.0%	0	0.0%	0	0.6%	6	0.0%	0	1.3%	28	0.9%	19	Asian	0.0%	x	0.5%	x	0.0%	x	0.0%	x	x	x	x			
	Latino	0.3%	1	0.6%	2	1.6%	15	0.1%	1	1.6%	35	0.8%	17	Latino	0.5%	x	0.0%	x	1.0%	x	0.2%	x	x	x	x			
	Native American	0.0%	0	0.0%	0	0.6%	6	0.0%	0	0.2%	5	0.1%	3	Native American	0.0%	x	0.5%	x	0.0%	x	0.2%	x	x	x	x			
	Two or More Races	0.0%	0	0.3%	1	0.8%	7	0.3%	3	0.1%	3	0.4%	10	Other	0.0%	x	0.0%	x	0.0%	x	0.2%	x	x	x				
	Non-Resident Alien	0.0%	0	0.3%	1	0.2%	2	0.0%	0	0.3%	6	0.4%	9	Total	35.9%	x	64.3%	x	79.2%	x	20.8%	x	x	x				
	Other	0.3%	1	0.9%	3	1.3%	12	0.0%	0	1.2%	26	0.6%	10															
	Total	41.7%	133	58.3%	186	81.6%	758	18.4%	171	55.4%	1237	44.6%	995															
2013-14	White	36.4%	117	46.1%	148	64.4%	602	13.0%	122	50.5%	1125	38.3%	854	2008-04	White	29.9%	78	59.4%	155	65.3%	458	15.0%	105	47.1%	813	46.5%	735	
	African-American	5.2%	17	10.6%	34	11.7%	109	5.5%	51	1.1%	25	1.0%	23	African-American	1.9%	5	7.7%	20	11.0%	77	6.3%	44	1.4%	25	1.1%	15		
	Asian/Pacific Islander	0.0%	0	0.0%	0	0.5%	5	0.0%	0	1.3%	29	0.8%	17	Asian	0.4%	1	0.4%	1	0.4%	3	0.0%	0	0.8%	16	0.4%	9		
	Latino	0.3%	1	0.6%	2	1.9%	18	0.2%	2	1.5%	33	0.5%	11	Latino	0.4%	1	0.0%	0	1.4%	10	0.3%	2	1.2%	19	0.2%	6		
	Native American	0.0%	0	0.3%	1	0.4%	4	0.1%	1	0.1%	3	0.1%	3	Native American	0.0%	0	0.0%	0	0.0%	0	0.1%	1	0.0%	0	0.1%	1		
	Two or More Races	0.0%	0	0.3%	1	0.6%	6	0.3%	3	1.2%	26	1.2%	27	Other	0.0%	0	0.0%	0	0.1%	1	0.0%	0	0.8%	16	0.4%	6		
	Non-Resident Alien	0.0%	0	0.3%	1	0.7%	7	0.3%	3	1.5%	34	1.2%	27	Total	32.6%	85	67.5%	176	78.3%	549	21.7%	152	51.3%	889	48.3%	772		
	Other	0.3%	1	0.3%	1	0.4%	4	0																				

College Assistant Coaches: Division I																			
	Men's Sports				Women's Sports					Men's Sports				Women's Sports					
	Men		Women		Men		Women			Men		Women		Men		Women			
	%	#	%	#	%	#	%	#		%	#	%	#	%	#	%	#		
2018-19	White	62.5%	5933	6.9%	654	38.7%	3150	33.9%	2760	2010-11	White	67.3%	5613	7.2%	602	33.6%	2803	31.4%	2621
	Black or African American	19.3%	1833	1.7%	164	7.9%	639	6.9%	558		African-American	17.0%	1418	1.8%	152	7.6%	544	5.8%	482
	Hispanic or Latino	1.9%	180	0.1%	14	1.5%	122	1.2%	100		Asian	1.0%	81	0.1%	5	0.8%	69	0.8%	66
	Asian	0.7%	67	0.1%	7	0.9%	77	0.7%	53		Latino	1.9%	158	0.1%	12	1.1%	95	0.8%	64
	Hawaiian or Pac. Islander	0.5%	47	0.0%	0	0.1%	8	0.2%	17		Native American	0.1%	11	0.0%	3	0.1%	5	0.2%	17
	Am. Indian or Alaska Native	0.1%	12	0.0%	2	0.0%	4	0.1%	8		Other	2.8%	231	0.6%	49	2.3%	192	2.3%	189
	Two or More Races	0.9%	84	0.1%	11	0.6%	47	0.9%	75		Total	90.1%	7512	9.9%	823	51.9%	3708	48.1%	3439
	Non-Resident Alien	1.3%	127	0.2%	15	1.3%	107	1.3%	102										
	Other	3.3%	317	0.2%	22	2.2%	175	1.6%	132										
	Total	90.6%	8600	9.4%	889	53.2%	4329	46.8%	3805										
2017-18	White	64.1%	6092	6.2%	594	39.2%	3177	33.3%	2704	2009-10	White	69.4%	5617	6.1%	495	39.7%	2741	78.9%	2643
	African-American	18.6%	1765	1.7%	165	7.8%	631	7.3%	590		African-American	17.4%	1409	1.8%	143	7.6%	522	14.8%	497
	Asian/Pacific Islander	1.2%	116	0.1%	7	1.0%	89	0.9%	72		Asian	1.1%	91	0.1%	11	1.1%	78	1.9%	63
	Latino	1.8%	172	0.1%	9	1.4%	114	1.1%	91		Latino	2.0%	158	0.1%	11	1.6%	109	2.0%	68
	Native American	0.1%	14	0.0%	3	0.1%	8	0.1%	8		Native American	0.1%	10	0.0%	3	0.1%	4	0.2%	8
	Two or More Races	0.8%	76	0.1%	9	0.6%	46	0.7%	60		Other	1.6%	133	0.2%	14	1.4%	94	2.1%	72
	Non-Resident Alien	1.7%	165	0.1%	12	1.8%	147	1.4%	111		Total	91.6%	7418	8.4%	677	51.4%	3548	48.6%	3351
	Other	3.0%	287	0.2%	21	1.9%	157	1.3%	104										
	Total	91.4%	8687	8.6%	820	53.9%	4369	46.1%	3740										
2016-17	White	64.4%	6021	6.2%	584	39.3%	3168	33.8%	2726	2008-09	White	70.5%	5530	6.1%	481	39.7%	2631	39.2%	2595
	African-American	18.0%	1682	2.0%	186	7.7%	621	7.2%	582		African-American	16.9%	1323	1.4%	107	7.2%	478	6.8%	451
	Asian/Pacific Islander	1.4%	129	0.1%	7	1.1%	86	0.9%	69		Asian	1.0%	77	0.2%	14	1.1%	70	0.9%	62
	Latino	2.0%	190	0.1%	9	1.6%	132	1.0%	84		Latino	2.0%	155	0.1%	10	1.3%	88	0.8%	55
	Native American	0.1%	12	0.0%	1	0.0%	4	0.1%	5		Native American	0.1%	8	0.0%	5	0.0%	3	0.2%	10
	Two or More Races	0.6%	59	0.1%	8	0.5%	38	0.6%	46		Other	1.6%	126	0.2%	12	1.5%	101	1.1%	75
	Non-Resident Alien	1.7%	156	0.3%	29	1.7%	138	1.4%	115		Total	92.0%	7219	8.0%	629	50.9%	3371	49.1%	3248
	Other	2.4%	222	0.5%	50	1.8%	146	1.3%	103										
	Total	90.6%	8471	9.4%	874	53.7%	4333	46.3%	3730										
2015-16	White	65.7%	6054	7.0%	643	39.1%	3044	35.1%	2734	2007-08	White	71.4%	5310	5.7%	421	39.4%	2404	39.8%	2429
	African-American	17.0%	1568	1.8%	166	7.3%	572	7.2%	559		African-American	16.4%	1223	1.2%	89	13.3%	408	6.8%	418
	Asian/Pacific Islander	1.1%	101	0.1%	6	0.9%	68	1.0%	74		Asian	1.0%	73	0.1%	7	2.0%	63	0.9%	53
	Latino	1.9%	178	0.1%	9	1.4%	112	0.8%	64		Latino	2.1%	153	0.1%	10	3.3%	100	0.9%	56
	Native American	0.1%	11	0.0%	3	0.1%	4	0.1%	5		Native American	0.1%	8	0.0%	3	0.1%	4	0.1%	8
	Two or More Races	0.5%	45	0.1%	10	0.4%	31	0.7%	53		Other	1.7%	129	0.2%	13	3.2%	97	1.1%	66
	Non-Resident Alien	1.5%	138	0.3%	26	1.6%	123	1.4%	110		Total	92.7%	6896	7.3%	543	50.4%	3076	49.6%	3030
	Other	2.6%	240	0.2%	16	1.7%	130	1.3%	100										
	Total	90.5%	8335	9.5%	879	52.5%	4084	47.5%	3699										
2014-15	White	66.6%	6029	7.1%	640	39.1%	2986	36.3%	2774	2005-06	White	72.6%	x	6.6%	x	39.3%	x	42.3%	x
	African-American	17.3%	1562	1.8%	165	7.1%	540	7.3%	558		African-American	16.3%	x	1.3%	x	6.3%	x	6.9%	x
	Asian/Pacific Islander	1.0%	95	0.1%	7	0.9%	66	0.8%	61		Asian	0.6%	x	0.2%	x	1.2%	x	0.9%	x
	Latino	2.0%	178	0.0%	4	1.6%	120	0.9%	68		Latino	1.4%	x	0.1%	x	1.1%	x	0.6%	x
	Native American	0.2%	15	0.0%	2	0.1%	8	0.1%	7		Native American	0.1%	x	0.1%	x	0.1%	x	0.1%	x
	Two or More Races	0.6%	54	0.0%	2	0.3%	25	0.5%	36		Other	0.7%	x	0.1%	x	0.5%	x	0.7%	x
	Non-Resident Alien	1.5%	135	0.2%	22	1.6%	123	1.3%	100		Total	91.7%	x	8.4%	x	48.5%	x	51.5%	x
	Other	1.4%	131	0.2%	14	1.3%	99	0.8%	62										
	Total	90.5%	8199	9.5%	856	52.0%	3967	48.0%	3666										
2013-14	White	66.8%	6000	6.9%	621	40.7%	3103	35.4%	2705	2003-04	White	72.3%	3875	5.9%	319	39.5%	1772	41.4%	1861
	African-American	16.7%	1498	1.9%	168	7.3%	556	6.8%	517		African-American	16.9%	905	1.3%	69	5.9%	267	7.4%	331
	Asian/Pacific Islander	1.0%	91	0.1%	12	0.9%	68	0.9%	67		Asian	0.7%	38	0.1%	6	1.1%	49	1.0%	45
	Latino	1.8%	161	0.1%	5	1.1%	85	1.0%	73		Latino	1.7%	92	0.1%	4	1.2%	56	0.8%	34
	Native American	0.2%	14	0.0%	4	0.1%	9	0.1%	7		Native American	0.1%	8	0.1%	3	0.2%	7	0.2%	4
	Two or More Races	0.7%	62	0.1%	6	0.4%	31	0.6%	43		Other	0.7%	36	0.1%	7	0.6%	28	0.8%	37
	Non-Resident Alien	1.7%	150	0.3%	28	1.4%	107	1.6%	119		Total	92.4%	4954	7.6%	408	48.5%	2179	51.5%	2312
	Other	1.6%	147	0.2%	16	1.1%	83	0.8%	59										
	Total	90.4%	8123	9.6%	860	53.0%	4042	47.0%	3590										
2012-13	White	66.7%	5936	7.1%	629	39.5%	2953	36.5%	2732	2000-01	White	73.0%	x	5.5%	x	40.7%	x	40.0%	x
	African-American	17.1%	1519	1.6%	145	7.4%	550	6.7%	502		African-American	16.5%	x	1.3%	x	6.8%	x	7.4%	x
	Asian/Pacific Islander	0.9%	81	0.1%	12	0.9%	66	1.0%	74		Asian	0.6%	x	0.1%	x	1.2%	x	0.6%	x
	Latino	1.9%	165	0.2%	19	1.4%	103	1.1%	80		Latino	1.8%	x	0.1%	x	1.4%	x	0.7%	x
	Native American	0.1%	9	0.0%	3	0.1%	8	0.1%	9		Native American	0.2%	x	0.1%	x	0.1%	x	0.1%	x
	Two or More Races	0.5%	47	0.0%	2	0.3%	23	0.3%	26		Other	0.6%	x	0.1%	x	0.5%	x	0.5%	x
	Non-Resident Alien	1.4%	126	0.3%	27	1.4%	106	1.5%	111		Total Women	x	x	7.2%	x	x	x	49.3%	x
	Other	1.9%	166	0.2%	15	1.1%	83	0.7%	49										
	Total	90.4%	8049	9.6%	852	52.1%	3892	47.9%	3583										
2011-12	White	67.1%	5704	7.3%	624	39.3%	2865	36.9%	2693	1999-2000	White	74.2%	x	6.0%	x	39.1%	x	43.8%	x
	African-American	16.6%	1414	1.6%	138	7.2%	524	6.9%	503		African-American	15.2%	x	1.4%	x	5.5%	x	7.5%	x
	Asian	1.1%	92	0.2%	13	1.2%	90	1.1%	83		Other	3.0%	x	0.2%	x	2.6%	x	1.5%	x
	Latino	2.0%	166	0.2%	19	1.3%	93	1.1%	78		Total Women	x	x	7.6%	x	x	x	52.4%	x
	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	90.1%	7662	9.9%	844	51.6%	3761	48.4%	3528										

College Assistant Coaches: Division III																			
	Men's Sports				Women's Sports					Men's Sports				Women's Sports					
	%	#	%	#	%	#	%	#		%	#	%	#	%	#				
2018-19	White	73.1%	7987	9.9%	1083	40.5%	3568	45.3%	3989	2010-11	White	78.4%	7116	8.9%	812	43.0%	3097	45.6%	3289
	Black or African American	9.3%	1015	0.9%	93	4.1%	357	3.4%	299		African-American	7.9%	717	0.6%	58	4.4%	320	2.5%	181
	Hispanic or Latino	2.4%	260	0.3%	34	1.4%	119	1.0%	88		Asian	0.7%	68	0.1%	7	0.6%	45	0.5%	33
	Asian	1.0%	108	0.2%	25	0.8%	74	0.7%	61		Latino	1.9%	171	0.2%	16	1.1%	76	0.7%	54
	Hawaiian or Pac. Islander	0.1%	11	0.0%	0	0.0%	3	0.1%	10		Native American	0.1%	8	0.0%	0	0.1%	6	0.0%	1
	Am. Indian or Alaska Native	0.1%	13	0.0%	3	0.1%	7	0.1%	11		Other	1.0%	93	0.1%	13	0.7%	54	0.7%	50
	Two or More Races	0.9%	95	0.1%	13	0.4%	31	0.6%	50		Total	90.0%	8173	10.0%	906	49.9%	3598	50.1%	3608
	Non-Resident Alien	0.3%	29	0.0%	3	0.2%	14	0.2%	14										
	Other	1.3%	140	0.2%	17	0.5%	48	0.7%	64										
	Total	88.4%	9658	11.6%	1271	47.9%	4221	52.1%	4586										
2017-18	White	74.5%	7912	10.6%	1124	41.2%	3493	47.0%	3986	2009-10	White	79.2%	6872	8.0%	697	43.1%	2962	45.4%	3121
	African-American	9.0%	954	1.0%	102	4.0%	341	3.3%	281		African-American	7.9%	686	0.6%	48	4.4%	301	2.4%	165
	Asian/Pacific Islander	1.1%	120	0.2%	22	0.9%	80	0.9%	73		Asian	0.7%	63	0.1%	5	0.7%	48	0.4%	30
	Latino	2.4%	260	0.3%	36	1.6%	132	1.2%	104		Latino	1.9%	163	0.2%	16	1.0%	69	0.8%	54
	Native American	0.1%	14	0.0%	4	0.1%	7	0.1%	12		Native American	0.1%	5	0.0%	0	0.1%	4	0.0%	2
	Two or More Races	0.9%	99	0.2%	17	0.3%	22	0.6%	50		Other	1.3%	113	0.1%	11	0.8%	57	0.8%	54
	Non-Resident Alien	0.4%	38	0.0%	4	0.2%	15	0.2%	16		Total	91.0%	7902	9.0%	777	50.1%	3441	49.9%	3426
	Other	1.3%	136	0.1%	10	0.7%	61	0.6%	49										
	Total	87.8%	9533	12.2%	1319	47.6%	4151	52.4%	4571										
2016-17	White	75.0%	7962	9.7%	1026	40.6%	3444	45.9%	3891	2008-09	White	79.2%	6576	8.0%	668	43.3%	2823	45.4%	2958
	African-American	8.3%	880	0.8%	80	4.1%	344	3.1%	259		African-American	7.7%	641	0.6%	47	4.1%	266	2.3%	153
	Asian/Pacific Islander	1.1%	114	0.2%	16	1.0%	88	0.7%	61		Asian	0.7%	57	0.1%	5	0.7%	47	0.4%	26
	Latino	2.4%	250	0.1%	12	1.3%	109	0.7%	61		Latino	1.9%	158	0.1%	12	1.3%	82	0.7%	47
	Native American	0.1%	15	0.0%	2	0.1%	9	0.1%	9		Native American	0.1%	5	0.0%	0	0.0%	2	0.1%	4
	Two or More Races	0.7%	72	0.1%	12	0.2%	21	0.5%	41		Other	1.5%	124	0.1%	12	1.0%	63	0.8%	51
	Non-Resident Alien	0.2%	23	0.1%	6	0.2%	13	0.1%	12		Total	91.0%	7561	9.0%	744	50.3%	3283	49.7%	3239
	Other	1.2%	129	0.1%	15	0.7%	61	0.6%	55										
	Total	89.0%	9445	11.0%	1169	48.2%	4089	51.8%	4389										
2015-16	White	75.3%	7920	9.8%	1028	41.6%	3486	45.4%	3803	2007-08	White	79.6%	6446	7.7%	624	43.1%	2716	45.6%	2873
	African-American	8.3%	835	0.8%	83	4.0%	334	2.4%	204		African-American	8.0%	645	0.5%	38	4.3%	274	2.2%	141
	Asian/Pacific Islander	1.1%	112	0.2%	19	1.1%	92	0.6%	69		Asian	0.7%	53	0.1%	9	0.7%	41	0.5%	31
	Latino	2.1%	217	0.2%	19	1.2%	98	0.8%	65		Latino	1.6%	133	0.1%	6	1.1%	71	0.6%	36
	Native American	0.1%	15	0.0%	1	0.1%	11	0.1%	6		Native American	0.1%	6	0.0%	0	0.0%	1	0.0%	3
	Two or More Races	0.6%	61	0.1%	12	0.4%	30	0.5%	44		Other	1.6%	132	0.1%	11	1.1%	69	0.8%	51
	Non-Resident Alien	0.3%	30	0.0%	3	0.1%	10	0.2%	16		Total	91.5%	7415	8.5%	688	50.3%	3172	49.7%	3135
	Other	1.4%	148	0.2%	17	0.8%	68	0.7%	55										
	Total	88.8%	9338	11.2%	1182	49.3%	4129	50.7%	4242										
2014-15	White	75.6%	7756	9.1%	936	41.1%	3379	45.4%	3731	2006-06	White	79.9%	x	8.6%	x	40.6%	x	49.9%	x
	African-American	7.9%	808	0.9%	94	4.0%	328	2.8%	232		African-American	7.3%	x	1.0%	x	3.8%	x	2.7%	x
	Asian/Pacific Islander	1.0%	101	0.1%	15	0.7%	58	0.6%	50		Asian	0.5%	x	0.1%	x	0.6%	x	0.4%	x
	Latino	2.2%	225	0.2%	19	1.2%	97	0.8%	62		Latino	1.8%	x	0.2%	x	0.8%	x	0.6%	x
	Native American	0.1%	11	0.0%	0	0.1%	8	0.0%	3		Native American	0.1%	x	0.0%	x	0.0%	x	0.1%	x
	Two or More Races	0.5%	50	0.0%	4	0.3%	23	0.6%	48		Other	0.5%	x	0.1%	x	0.2%	x	0.3%	x
	Non-Resident Alien	0.2%	21	0.0%	3	0.1%	9	0.2%	14		Total	90.0%	x	10.0%	x	46.0%	x	54.0%	x
	Other	1.7%	177	0.4%	37	1.3%	111	0.9%	72										
	Total	89.2%	9149	10.8%	1108	48.8%	4013	51.2%	4212										
2013-14	White	76.5%	7619	9.4%	936	41.3%	3280	46.1%	3663	2003-04	White	81.1%	4124	7.8%	393	41.6%	1737	49.2%	2054
	African-American	7.6%	760	0.6%	63	3.9%	312	2.4%	190		African-American	7.8%	398	0.7%	38	4.3%	178	2.3%	97
	Asian/Pacific Islander	0.8%	84	0.1%	6	0.7%	59	0.5%	39		Asian	0.5%	27	0.0%	1	0.6%	24	0.4%	15
	Latino	1.8%	175	0.2%	17	1.1%	84	0.7%	57		Latino	1.4%	73	0.1%	5	0.8%	32	0.4%	16
	Native American	0.1%	11	0.0%	0	0.1%	4	0.1%	5		Native American	0.1%	3	0.0%	0	0.0%	0	0.1%	4
	Two or More Races	0.6%	57	0.1%	6	0.3%	23	0.4%	33		Other	0.5%	24	0.0%	1	0.3%	14	0.2%	8
	Non-Resident Alien	0.2%	22	0.0%	0	0.1%	8	0.1%	6		Total	91.4%	4649	8.6%	438	47.6%	1985	52.5%	2194
	Other	1.9%	186	0.2%	23	1.3%	105	0.9%	75										
	Total	89.5%	8914	10.5%	1051	48.8%	3875	51.2%	4068										
2012-13	White	76.6%	7409	9.0%	869	41.9%	3265	45.5%	3546	2000-01	White	82.4%	x	7.1%	x	43.5%	x	46.6%	x
	African-American	8.1%	785	0.6%	58	4.2%	330	2.5%	196		African-American	7.2%	x	0.8%	x	4.7%	x	2.7%	x
	Asian/Pacific Islander	0.8%	75	0.1%	9	0.9%	67	0.4%	30		Asian	0.5%	x	0.0%	x	0.5%	x	0.3%	x
	Latino	1.9%	183	0.1%	14	1.0%	81	0.8%	62		Latino	1.6%	x	0.0%	x	0.7%	x	0.4%	x
	Native American	0.1%	10	0.0%	0	0.0%	3	0.1%	5		Native American	0.1%	x	0.0%	x	0.1%	x	0.1%	x
	Two or More Races	0.4%	41	0.0%	3	0.2%	16	0.3%	27		Other	0.3%	x	0.0%	x	0.3%	x	0.1%	x
	Non-Resident Alien	0.1%	14	0.0%	1	0.1%	6	0.0%	1		Total Women	x	x	7.9%	x	x	x	50.2%	x
	Other	1.8%	173	0.3%	28	1.1%	88	1.0%	75										
	Total	89.8%	8690	10.2%	982	49.4%	3856	50.6%	3942										
2011-12	White	77.3%	7283	8.8%	819	43.6%	3216	44.3%	3267	1999-2000	White	81.6%	x	7.1%	x	42.8%	x	47.3%	x
	African-American	7.7%	727	0.6%	58	4.6%	341	2.6%	190		African-American	8.0%	x	0.5%	x	4.9%	x	2.4%	x
	Asian	0.9%	82	0.1%	6	0.9%	63	0.6%	41		Other	2.7%	x	0.1%	x	1.7%	x	1.0%	x
	Latino	1.8%	172	0.1%	10	1.0%	71	0.7%	50		Total Women	x	x	7.7%	x	x	x	50.7%	x
	Native American	0.1%	10	0.0%	0	0.1%	6	0.0%	2										
	Other	1.7%	164	0.2%	15	0.8%	60	0.9%	68										
	Total	90.3%	8438	9.8%	908	50.0%	3757	49.1%	3618										

Notes:
 1) Data provided by the NCAA. Historically Black institutions excluded.
 2) Percentages may not equal 100 percent due to rounding.
 3) 2001-03, 2004-05, 2006-07 data not recorded.
 4) x: data not recorded.

TABLE 18

College Athletics Directors: Division I									
	Men		Women			Men		Women	
	%	#	%	#		%	#	%	#
2018-19					2010-11				
White	73.6%	243	10.9%	36	White	82.7%	263	7.2%	23
Black or African American	7.6%	25	1.2%	4	African-American	5.7%	18	0.3%	1
Hispanic or Latino	2.1%	7	0.6%	2	Asian	0.0%	0	0.0%	0
Asian	0.0%	0	0.3%	1	Latino	2.5%	8	0.3%	1
Hawaiian or Pac. Islander	0.0%	0	0.0%	0	Native American	0.3%	1	0.3%	1
Am. Indian or Alaska Native	0.0%	0	0.0%	0	Other	0.6%	2	0.0%	0
Two or More Races	0.9%	3	0.6%	2	Total	91.8%	292	8.2%	26
Non-Resident Alien	0.0%	0	0.0%	0					
Other	2.1%	7	0.0%	0					
Total	86.4%	285	13.6%	45					
2017-18					2009-10				
White	75.9%	252	8.4%	28	White	82.0%	259	7.6%	24
African-American	7.8%	26	0.9%	3	African-American	6.0%	19	0.6%	2
Asian/Pacific Islander	0.3%	1	0.3%	1	Asian	0.0%	0	0.0%	0
Latino	2.4%	8	0.6%	2	Latino	1.9%	6	0.3%	1
Native American	0.0%	0	0.0%	0	Native American	0.9%	3	0.0%	0
Two or More Races	2.1%	7	0.3%	1	Other	0.6%	2	0.0%	0
Non-Resident Alien	0.0%	0	0.0%	0	Total	91.5%	289	8.5%	27
Other	0.9%	3	0.0%	0					
Total	89.5%	297	10.5%	35					
2016-17					2008-09				
White	77.3%	255	8.8%	29	White	81.7%	255	7.1%	22
African-American	8.2%	27	1.2%	4	African-American	6.7%	21	0.6%	2
Asian/Pacific Islander	0.6%	2	0.3%	1	Asian	0.0%	0	0.0%	0
Latino	1.2%	4	0.9%	3	Latino	1.9%	6	0.3%	1
Native American	0.0%	0	0.0%	0	Native American	0.6%	2	0.3%	1
Two or More Races	0.9%	3	0.0%	0	Other	0.6%	2	0.0%	0
Non-Resident Alien	0.0%	0	0.0%	0	Total	91.7%	286	8.3%	26
Other	0.6%	2	0.0%	0					
Total	88.8%	293	11.2%	37					
2015-16					2007-08				
White	78.8%	257	8.3%	27	White	83.7%	257	6.2%	19
African-American	8.0%	26	0.6%	2	African-American	6.2%	19	1.0%	3
Asian/Pacific Islander	0.3%	1	0.3%	1	Asian	0.0%	0	0.0%	0
Latino	1.8%	6	0.6%	2	Latino	1.6%	5	0.3%	1
Native American	0.3%	1	0.0%	0	Native American	0.3%	1	0.3%	1
Two or More Races	0.6%	2	0.0%	0	Other	0.3%	1	0.0%	0
Non-Resident Alien	0.0%	0	0.0%	0	Total	92.2%	283	7.8%	24
Other	0.3%	1	0.0%	0					
Total	90.2%	294	9.8%	32					
2014-15					2005-06				
White	79.8%	261	7.6%	25	White	85.8%	x	7.3%	x
African-American	8.3%	27	0.3%	1	African-American	5.0%	x	0.5%	x
Asian	0.6%	2	0.3%	1	Asian	0.0%	x	0.0%	x
Latino	1.8%	6	0.6%	2	Latino	0.9%	x	0.0%	x
Native American	0.3%	1	0.0%	0	Native American	0.0%	x	0.0%	x
Two or More Races	0.3%	1	0.0%	0	Other	0.5%	x	0.0%	x
Non-Resident Alien	0.0%	0	0.0%	0	Total	92.2%	x	7.8%	x
Other	0.0%	0	0.0%	0					
Total	91.1%	298	8.9%	29					
2013-14					2003-04				
White	79.3%	257	8.3%	27	White	88.5%	232	6.5%	17
African-American	7.7%	25	0.3%	1	African-American	3.4%	9	0.0%	0
Asian	0.6%	2	0.3%	1	Asian	0.0%	0	0.4%	1
Latino	2.2%	7	0.6%	2	Latino	1.2%	3	0.0%	0
Native American	0.3%	1	0.0%	0	Native American	0.0%	0	0.4%	1
Two or More Races	0.3%	1	0.0%	0	Other	0.0%	0	0.0%	0
Non-Resident Alien	0.0%	0	0.0%	0	Total	92.7%	243	7.3%	19
Other	0.0%	0	0.0%	0					
Total	90.4%	293	9.6%	31					
2012-13					2000-01				
White	79.8%	260	7.4%	24	White	88.4%	x	6.9%	x
African-American	7.7%	25	0.0%	0	African-American	2.9%	x	0.0%	x
Asian	0.6%	2	0.3%	1	Asian	0.4%	x	0.0%	x
Latino	2.1%	7	0.6%	2	Latino	1.1%	x	0.0%	x
Native American	0.6%	2	0.3%	1	Native American	0.0%	x	0.4%	x
Two or More Races	0.3%	1	0.0%	0	Other	0.0%	x	0.0%	x
Non-Resident Alien	0.0%	0	0.0%	0	Total	92.8%		7.2%	x
Other	0.3%	1	0.0%	0					
Total	91.4%	298	8.6%	28					
2011-12					1999-2000				
White	82.1%	262	6.9%	22	White	86.9%	x	9.0%	x
African-American	6.3%	20	0.0%	0	African-American	2.4%	x	0.0%	x
Asian	0.0%	0	0.0%	0	Other	1.7%	x	0.0%	x
Latino	2.2%	7	0.6%	2	Total	91.0%	x	9.0%	x
Native American	0.3%	1	0.3%	1					
Other	0.9%	3	0.3%	1					
Total	91.8%	293	8.2%	26					

Notes:
 1) Data provided by the NCAA. Historically Black institutions excluded.
 2) Percentages may not equal 100 percent due to rounding.
 3) 2001-03, 2004-05, 2006-07 data not recorded.
 4) x: data not recorded.

TABLE 22

College Athletics Directors: Division II									
	Men		Women			Men		Women	
	%	#	%	#		%	#	%	#
2018-19					2010-11				
White	74.0%	211	15.8%	45	White	76.7%	211	14.5%	40
Black or African American	4.2%	12	1.1%	3	African-American	3.3%	9	0.7%	2
Hispanic or Latino	2.5%	7	0.0%	0	Asian	0.4%	1	0.4%	1
Asian	0.0%	0	0.0%	0	Latino	3.6%	10	0.0%	0
Hawaiian or Pac. Islander	0.4%	1	0.0%	0	Native American	0.0%	0	0.0%	0
Am. Indian or Alaska Native	0.0%	0	0.0%	0	Other	0.0%	0	0.4%	1
Two or More Races	0.7%	2	0.4%	1	Total	84.0%	231	16.0%	44
Non-Resident Alien	0.4%	1	0.4%	1					
Other	0.4%	1	0.0%	0					
Total	82.5%	235	17.5%	50					
2017-18					2009-10				
White	73.4%	213	16.6%	48	White	79.0%	207	13.7%	36
African-American	3.4%	10	0.7%	2	African-American	2.7%	7	0.8%	2
Asian/Pacific Islander	0.7%	2	0.0%	0	Asian	0.4%	1	0.4%	1
Latino	2.8%	8	0.3%	1	Latino	3.1%	8	0.0%	0
Native American	0.0%	0	0.0%	0	Native American	0.0%	0	0.0%	0
Two or More Races	0.7%	2	0.3%	1	Other	0.0%	0	0.0%	0
Non-Resident Alien	0.3%	1	0.3%	1	Total	85.1%	223	14.9%	39
Other	0.3%	1	0.0%	0					
Total	81.7%	237	18.3%	53					
2016-17					2008-09				
White	73.1%	215	14.3%	42	White	78.8%	204	13.9%	36
African-American	5.4%	16	0.7%	2	African-American	2.3%	6	0.8%	2
Asian/Pacific Islander	1.0%	3	0.3%	1	Asian	0.4%	1	0.8%	2
Latino	3.4%	10	0.3%	1	Latino	3.1%	8	0.0%	0
Native American	0.0%	0	0.0%	0	Native American	0.0%	0	0.0%	0
Two or More Races	0.3%	1	0.0%	0	Other	0.0%	0	0.0%	0
Non-Resident Alien	0.3%	1	0.3%	1	Total	84.6%	219	15.4%	40
Other	0.3%	1	0.0%	0					
Total	84.0%	247	16.0%	47					
2015-16					2007-08				
White	75.5%	222	13.9%	41	White	78.9%	206	13.8%	36
African-American	5.4%	16	1.0%	3	African-American	2.3%	6	0.8%	2
Asian/Pacific Islander	0.3%	1	0.3%	1	Asian	0.0%	0	0.8%	2
Latino	2.7%	8	0.0%	0	Latino	3.1%	8	0.0%	0
Native American	0.0%	0	0.0%	0	Native American	0.4%	1	0.0%	0
Two or More Races	0.0%	0	0.0%	0	Other	0.0%	0	0.0%	0
Non-Resident Alien	0.0%	0	0.3%	1	Total	84.7%	221	15.3%	40
Other	0.3%	1	0.0%	0					
Total	84.4%	248	15.6%	46					
2014-15					2005-06				
White	74.2%	219	17.3%	51	White	74.7%	x	17.6%	x
African-American	3.1%	9	1.0%	3	African-American	3.3%	x	0.5%	x
Asian	0.3%	1	0.3%	1	Asian	0.0%	x	0.5%	x
Latino	3.1%	9	0.0%	0	Latino	2.7%	x	0.0%	x
Native American	0.0%	0	0.0%	0	Native American	0.5%	x	0.0%	x
Two or More Races	0.0%	0	0.0%	0	Other	0.0%	x	0.0%	x
Non-Resident Alien	0.0%	0	0.0%	0	Total	81.3%	x	18.7%	x
Other	0.7%	2	0.0%	0					
Total	81.4%	240	18.6%	55					
2013-14					2003-04				
White	75.2%	221	16.3%	48	White	79.6%	187	14.5%	34
African-American	2.4%	7	1.0%	3	African-American	1.3%	3	0.9%	2
Asian	0.7%	2	0.3%	1	Asian	0.0%	0	0.9%	2
Latino	3.7%	11	0.0%	0	Latino	2.6%	6	0.0%	0
Native American	0.0%	0	0.0%	0	Native American	0.4%	1	0.0%	0
Two or More Races	0.0%	0	0.0%	0	Other	0.0%	0	0.0%	0
Non-Resident Alien	0.3%	1	0.0%	0	Total	83.8%	197	16.2%	38
Other	0.0%	0	0.0%	0					
Total	82.3%	242	17.7%	52					
2012-13					2000-01				
White	76.7%	220	15.0%	43	White	82.4%	x	12.9%	x
African-American	2.4%	7	1.0%	3	African-American	1.9%	x	0.5%	x
Asian	0.3%	1	0.7%	2	Asian	0.0%	x	0.5%	x
Latino	3.1%	9	0.3%	1	Latino	1.0%	x	0.5%	x
Native American	0.0%	0	0.0%	0	Native American	0.5%	x	0.0%	x
Two or More Races	0.0%	0	0.0%	0	Other	0.5%	x	0.0%	x
Non-Resident Alien	0.0%	0	0.0%	0	Total	86.3%	x	14.4%	x
Other	0.3%	1	0.0%	0					
Total	82.8%	238	17.0%	49					
2011-12					1999-2000				
White	75.1%	214	15.8%	45	White	79.6%	x	13.7%	x
African-American	3.9%	11	1.1%	3	African-American	1.6%	x	1.2%	x
Asian	0.4%	1	0.4%	1	Other	3.5%	x	0.4%	x
Latino	3.2%	9	0.4%	1	Total	x	x	15.3%	x
Native American	0.0%	0	0.0%	0					
Other	0.0%	0	0.0%	0					
Total	82.5%	235	17.5%	50					

Notes:
 1) Data provided by the NCAA. Historically Black institutions excluded.
 2) Percentages may not equal 100 percent due to rounding.
 3) 2001-03, 2004-05, 2006-07 data not recorded.
 4) x: data not recorded.

TABLE 23

College Athletics Directors: Division III									
	Men		Women			Men		Women	
	%	#	%	#		%	#	%	#
2018-19					2010-11				
White	63.1%	281	29.4%	131	White	67.5%	301	28.3%	126
Black or African American	3.1%	14	1.8%	8	African-American	2.5%	11	0.2%	1
Hispanic or Latino	1.1%	5	0.4%	2	Asian	0.0%	0	0.4%	2
Asian	0.2%	1	0.0%	0	Latino	0.2%	1	0.0%	0
Hawaiian or Pac. Islander	0.0%	0	0.0%	0	Native American	0.0%	0	0.0%	0
Am. Indian or Alaska Native	0.2%	1	0.0%	0	Other	0.7%	3	0.2%	1
Two or More Races	0.4%	2	0.0%	0	Total	71.8%	316	29.1%	130
Non-Resident Alien	0.0%	0	0.0%	0					
Other	0.0%	0	0.0%	0					
Total	68.3%	304	31.7%	141					
2017-18					2009-10				
White	63.8%	287	28.9%	130	White	68.5%	304	27.5%	122
African-American	3.1%	14	1.8%	8	African-American	2.0%	9	0.5%	2
Asian/Pacific Islander	0.2%	1	0.2%	1	Asian	0.2%	1	0.5%	2
Latino	0.9%	4	0.2%	1	Latino	0.2%	1	0.0%	0
Native American	0.2%	1	0.0%	0	Native American	0.2%	1	0.0%	0
Two or More Races	0.4%	2	0.0%	0	Other	0.2%	1	0.2%	1
Non-Resident Alien	0.0%	0	0.0%	0	Total	71.4%	317	28.6%	127
Other	0.2%	1	0.0%	0					
Total	68.9%	310	31.1%	140					
2016-17					2008-09				
White	64.5%	294	28.9%	132	White	69.8%	312	26.2%	117
African-American	3.3%	15	1.1%	5	African-American	2.0%	9	0.4%	2
Asian/Pacific Islander	0.0%	0	0.2%	1	Asian	0.2%	1	0.4%	2
Latino	0.9%	4	0.4%	2	Latino	0.4%	2	0.0%	0
Native American	0.2%	1	0.0%	0	Native American	0.2%	1	0.0%	0
Two or More Races	0.2%	1	0.2%	1	Other	0.0%	0	0.2%	1
Non-Resident Alien	0.0%	0	0.0%	0	Total	72.7%	325	27.3%	122
Other	0.0%	0	0.0%	0					
Total	69.1%	315	30.9%	141					
2015-16					2007-08				
White	66.2%	302	27.4%	125	White	70.7%	311	26.1%	115
African-American	3.3%	15	0.9%	4	African-American	1.8%	8	0.2%	1
Asian/Pacific Islander	0.0%	0	0.2%	1	Asian	0.2%	1	0.5%	2
Latino	0.9%	4	0.2%	1	Latino	0.0%	0	0.0%	0
Native American	0.2%	1	0.0%	0	Native American	0.2%	1	0.2%	1
Two or More Races	0.2%	1	0.4%	2	Other	0.0%	0	0.0%	0
Non-Resident Alien	0.0%	0	0.0%	0	Total	73.0%	321	27.0%	119
Other	0.0%	0	0.0%	0					
Total	70.8%	323	29.2%	133					
2014-15					2005-06				
White	67.0%	307	27.3%	125	White	69.5%	x	26.6%	x
African-American	2.8%	13	1.3%	6	African-American	1.9%	x	0.0%	x
Asian	0.0%	0	0.2%	1	Asian	0.3%	x	0.3%	x
Latino	0.4%	2	0.0%	0	Latino	0.3%	x	0.0%	x
Native American	0.2%	1	0.0%	0	Native American	0.6%	x	0.3%	x
Two or More Races	0.2%	1	0.2%	1	Other	0.0%	x	0.0%	x
Non-Resident Alien	0.2%	1	0.0%	0	Total	72.7%	x	27.3%	x
Other	0.0%	0	0.0%	0					
Total	71.0%	325	29.0%	133					
2013-14					2003-04				
White	67.1%	306	27.4%	125	White	68.6%	258	26.9%	101
African-American	2.6%	12	1.5%	7	African-American	3.2%	12	0.0%	0
Asian	0.0%	0	0.2%	1	Asian	0.3%	1	0.3%	1
Latino	0.7%	3	0.0%	0	Latino	0.5%	2	0.0%	0
Native American	0.0%	0	0.0%	0	Native American	0.3%	1	0.0%	0
Two or More Races	0.2%	1	0.2%	1	Other	0.0%	0	0.0%	0
Non-Resident Alien	0.0%	0	0.0%	0	Total	72.9%	274	27.1%	102
Other	0.0%	0	0.0%	0					
Total	70.6%	322	29.4%	134					
2012-13					2000-01				
White	66.1%	295	27.6%	123	White	69.3%	x	23.9%	x
African-American	3.4%	15	0.9%	4	African-American	4.5%	x	0.6%	x
Asian	0.0%	0	0.2%	1	Asian	0.3%	x	0.6%	x
Latino	0.7%	3	0.0%	0	Latino	0.3%	x	0.3%	x
Native American	0.0%	0	0.0%	0	Native American	0.3%	x	0.0%	x
Two or More Races	0.4%	2	0.2%	1	Other	0.0%	x	0.0%	x
Non-Resident Alien	0.4%	2	0.0%	0	Total	74.7%	x	25.4%	x
Other	0.0%	0	0.0%	0					
Total	71.1%	317	28.9%	129					
2011-12					1999-2000				
White	68.9%	303	27.0%	119	White	71.3%	x	24.3%	x
African-American	2.5%	11	0.5%	2	African-American	3.0%	x	0.5%	x
Asian	0.0%	0	0.2%	1	Other	0.7%	x	0.2%	x
Latino	0.2%	1	0.0%	0	Total	x	x	25.0%	x
Native American	0.0%	0	0.0%	0					
Other	0.5%	2	0.2%	1					
Total	72.0%	317	28.0%	123					

Notes:
 1) Data provided by the NCAA. Historically Black institutions excluded.
 2) Percentages may not equal 100 percent due to rounding.
 3) 2001-03, 2004-05, 2006-07 data not recorded.
 4) x: data not recorded.

TABLE 24

Sports Information Director													
	Division I		Division II		Division III			Division I		Division II		Division III	
	Men	Women	Men	Women	Men	Women		Men	Women	Men	Women	Men	Women
2018-19							2012-13						
White	79.5%	12.8%	84.2%	6.1%	84.3%	11.5%	White	83.6%	11.4%	83.1%	8.5%	84.2%	12.6%
Black or African American	2.2%	1.1%	1.3%	0.6%	1.1%	0.9%	African-American	1.4%	0.5%	0.4%	1.1%	1.4%	0.5%
Hispanic or Latino	1.1%	0.3%	1.3%	0.3%	0.4%	0.4%	Asian/Hawaiian	0.9%	0.2%	1.8%	0.0%	0.2%	0.0%
Asian	0.9%	0.6%	1.6%	0.0%	0.2%	0.0%	Latino	1.1%	0.5%	2.1%	0.0%	0.7%	0.2%
Hawaiian or Pac. Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Native American	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%
Am. Indian or Alaska Native	0.0%	0.0%	1.3%	0.0%	0.0%	0.0%	Two or More Races	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%
Two or More Races	0.2%	0.0%	0.6%	0.6%	0.7%	0.0%	Non-Resident Alien	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%
Non-Resident Alien	0.3%	0.0%	1.3%	0.0%	0.0%	0.0%	Other	0.2%	0.0%	0.7%	0.0%	0.2%	0.0%
Other	0.8%	0.2%	0.6%	0.0%	0.4%	0.0%							
2017-18							2011-12						
White	80.6%	10.8%	83.4%	7.2%	83.1%	12.7%	White	84.1%	10.8%	86.7%	5.6%	86.3%	11.1%
African-American	2.0%	0.2%	0.3%	0.7%	1.8%	0.7%	African-American	1.8%	0.8%	0.3%	1.0%	1.2%	0.2%
Asian/Pacific Islander	1.7%	0.8%	2.1%	0.0%	0.2%	0.0%	Asian	0.8%	0.0%	1.7%	0.0%	0.2%	0.0%
Latino	0.9%	0.4%	1.7%	0.0%	0.4%	0.2%	Latino	1.0%	0.3%	2.4%	0.0%	0.5%	0.2%
Native American	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	Native American	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%
Two or More Races	0.2%	0.2%	0.3%	1.0%	0.4%	0.0%	Other	0.3%	0.3%	1.7%	0.0%	0.2%	0.0%
Non-Resident Alien	0.2%	0.0%	1.0%	0.0%	0.0%	0.0%							
Other	1.3%	0.4%	1.0%	0.0%	0.4%	0.0%							
2016-17							2010-11						
White	81.8%	12.4%	83.9%	8.9%	84.3%	12.1%	White	80.9%	11.7%	84.4%	8.7%	83.6%	13.4%
African-American	0.9%	1.1%	0.3%	1.0%	1.3%	0.2%	African-American	1.4%	1.2%	1.1%	0.7%	1.4%	0.0%
Asian/Pacific Islander	0.5%	0.9%	1.7%	0.3%	0.4%	0.0%	Asian	1.9%	0.2%	1.4%	0.0%	0.2%	0.0%
Latino	0.7%	0.7%	1.0%	0.0%	0.4%	0.2%	Latino	2.1%	0.2%	1.4%	0.4%	0.9%	0.2%
Native American	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Two or More Races	0.7%	0.0%	0.3%	0.3%	0.2%	0.2%	Other	0.2%	0.0%	1.8%	0.0%	0.0%	0.2%
Non-Resident Alien	0.5%	0.0%	1.0%	0.0%	0.0%	0.0%							
Other	0.0%	0.0%	0.7%	0.0%	0.4%	0.0%							
2015-16							2009-10						
White	82.6%	12.1%	86.4%	5.9%	84.3%	12.8%	White	82.2%	12.6%	85.9%	8.8%	83.3%	12.6%
African-American	0.2%	0.9%	0.7%	1.0%	0.9%	0.2%	African-American	1.3%	0.8%	1.1%	0.8%	1.4%	0.5%
Asian/Pacific Islander	0.9%	0.2%	2.1%	0.0%	0.7%	0.0%	Asian	1.0%	0.3%	1.1%	0.0%	0.5%	0.0%
Latino	0.9%	0.0%	0.7%	0.3%	0.4%	0.2%	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%	Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Two or More Races	0.9%	0.0%	0.7%	0.0%	0.2%	0.0%	Other	0.0%	0.0%	0.4%	0.0%	0.2%	0.2%
Non-Resident Alien	0.2%	0.0%	0.7%	0.0%	0.0%	0.0%							
Other	0.5%	0.2%	1.4%	0.0%	0.2%	0.0%							
2014-15							2008-09						
White	84.4%	10.5%	85.4%	6.8%	84.5%	12.6%	White	85.0%	10.4%	85.4%	9.1%	82.4%	13.1%
African-American	1.2%	0.7%	1.0%	1.4%	0.9%	0.2%	African-American	1.1%	0.3%	1.2%	0.8%	2.8%	0.0%
Asian/Hawaiian	1.2%	0.4%	2.4%	0.0%	0.9%	0.0%	Asian	1.1%	0.3%	1.6%	0.0%	0.5%	0.0%
Latino	1.2%	0.0%	1.0%	0.0%	0.2%	0.2%	Latino	1.6%	0.3%	1.6%	0.0%	0.7%	0.5%
Native American	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Two or More Races	0.0%	0.0%	0.7%	0.0%	0.2%	0.0%	Other	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%
Non-Resident Alien	0.2%	0.0%	0.3%	0.3%	0.0%	0.0%							
Other	0.2%	0.0%	0.7%	0.0%	0.0%	0.0%							
2013-14							2007-08						
White	81.6%	11.1%	82.9%	9.2%	83.8%	12.4%	White	84.8%	10.2%	84.0%	10.2%	81.3%	13.8%
African-American	0.9%	0.7%	1.0%	0.7%	1.1%	0.4%	African-American	0.3%	0.6%	2.0%	0.8%	1.9%	0.5%
Asian/Hawaiian	0.7%	0.7%	2.4%	0.0%	0.7%	0.0%	Asian	1.7%	0.3%	1.6%	0.0%	0.7%	0.0%
Latino	1.4%	0.7%	0.3%	0.0%	0.2%	0.2%	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%	0.2%	Native American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Two or More Races	0.0%	0.0%	2.0%	0.0%	0.2%	0.2%	Other	0.3%	0.0%	0.0%	0.0%	0.5%	0.0%
Non-Resident Alien	0.2%	0.0%	0.7%	0.0%	0.2%	0.0%							
Other	1.8%	0.2%	0.7%	0.0%	0.2%	0.0%							

Notes:

- 1) Data provided by the NCAA. Historically Black institutions excluded.
- 2) Percentages may not equal 100 percent due to rounding.
- 3) x: data not recorded.

TABLE 28

College Professional Administration by Division																	
	Division I		Division II		Division III		All Divisions			Division I		Division II		Division III		All Divisions	
	Men	Women	Men	Women	Men	Women	Men	Women		Men	Women	Men	Women	Men	Women	Men	Women
2018-19									2010-11								
White	52.1%	28.1%	55.5%	29.1%	58.5%	32.5%	53.6%	29.0%	White	55.2%	30.1%	58.8%	29.1%	60.9%	31.5%	65.4%	34.7%
Black or African American	6.4%	3.6%	4.0%	2.5%	3.1%	1.8%	5.5%	3.1%	African-American	6.3%	3.2%	4.1%	1.8%	3.5%	1.1%	6.1%	2.9%
Hispanic or Latino	2.3%	1.3%	2.8%	0.6%	1.1%	0.5%	2.1%	1.1%	Asian	0.9%	0.6%	1.0%	0.6%	0.4%	0.4%	1.0%	0.6%
Asian	0.9%	0.5%	0.9%	0.4%	0.3%	0.4%	0.8%	0.5%	Latino	1.6%	0.9%	1.8%	0.8%	1.0%	0.4%	1.7%	0.9%
Hawaiian or Pac. Islander	0.1%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.0%	Native American	0.1%	0.0%	0.2%	0.0%	0.1%	0.1%	0.1%	0.01%
Am. Indian or Alaska Native	0.1%	0.1%	0.6%	0.1%	0.0%	0.1%	0.1%	0.1%	Other	0.6%	0.4%	1.3%	0.5%	0.5%	0.2%	0.8%	0.5%
Two or More Races	0.7%	0.7%	0.8%	0.6%	0.5%	0.3%	0.7%	0.6%	Total	64.8%	35.3%	67.2%	32.8%	66.4%	33.6%	65.5%	34.5%
Non-Resident Alien	0.1%	0.1%	0.8%	0.4%	0.1%	0.0%	0.2%	0.1%									
Other	2.0%	1.0%	0.6%	0.2%	0.4%	0.2%	1.6%	0.7%	2009-10								
Total	64.7%	35.3%	66.0%	34.0%	64.1%	35.9%	64.7%	35.3%	White	56.2%	29.8%	58.6%	29.9%	60.4%	31.7%	62.6%	32.9%
2017-18									African-American	6.1%	3.3%	4.1%	1.9%	3.2%	1.0%	5.6%	2.8%
White	52.9%	28.6%	55.5%	28.8%	59.9%	31.5%	54.5%	29.1%	Asian	0.8%	0.6%	1.2%	0.6%	0.3%	0.4%	0.8%	0.6%
African-American	6.5%	3.4%	3.9%	2.6%	3.1%	1.6%	5.5%	2.9%	Latino	1.3%	1.1%	1.6%	0.8%	1.2%	0.5%	1.5%	0.8%
Asian/Pacific Islander	1.0%	0.7%	1.3%	0.5%	0.5%	0.2%	1.0%	0.6%	Native American	0.1%	0.0%	0.0%	0.2%	0.1%	0.1%	0.1%	0.02%
Latino	2.0%	1.3%	2.4%	0.5%	1.2%	0.5%	1.9%	1.0%	Other	0.6%	0.4%	0.6%	0.4%	0.6%	0.3%	0.7%	0.4%
Native American	0.1%	0.1%	0.3%	0.0%	0.1%	0.1%	0.1%	0.1%	Total	65.0%	35.0%	66.4%	33.6%	66.0%	34.0%	65.5%	34.5%
Other	2.2%	1.4%	2.7%	1.3%	0.9%	0.4%	2.0%	1.2%	2008-09								
Total	64.7%	35.4%	66.1%	33.7%	65.6%	34.3%	65.0%	34.9%	White	56.7%	29.4%	57.6%	30.4%	60.4%	32.2%	60.1%	31.4%
2016-17									African-American	5.9%	3.4%	4.4%	1.6%	3.0%	1.0%	5.2%	2.7%
White	53.8%	28.9%	54.2%	30.4%	62.7%	38.5%	53.7%	30.9%	Asian	0.8%	0.6%	1.3%	0.3%	0.6%	0.6%	0.9%	0.6%
African-American	5.9%	3.4%	3.9%	2.6%	3.1%	1.6%	5.0%	3.0%	Latino	1.3%	0.9%	1.8%	1.0%	0.9%	0.6%	1.3%	0.9%
Asian/Pacific Islander	1.1%	0.5%	1.3%	0.5%	0.4%	0.5%	1.0%	0.7%	Native American	0.0%	0.0%	0.2%	0.1%	0.1%	0.1%	0.1%	0.03%
Latino	1.9%	1.2%	2.2%	0.9%	0.9%	1.0%	1.7%	1.1%	Other	0.5%	0.4%	0.9%	0.5%	0.3%	0.3%	0.5%	0.4%
Native American	0.1%	0.0%	0.3%	0.1%	0.0%	0.1%	0.1%	0.1%	Total	65.2%	34.8%	66.2%	33.8%	65.3%	34.7%	65.4%	34.6%
Other	2.0%	1.2%	2.4%	1.4%	0.6%	0.5%	1.6%	1.2%	2007-08								
Total	64.8%	35.2%	64.3%	35.9%	67.7%	42.2%	63.1%	37.0%	White	56.0%	29.4%	60.2%	29.0%	61.3%	31.7%	57.8%	29.8%
2015-16									African-American	6.0%	3.6%	3.9%	1.7%	3.1%	0.9%	5.1%	2.7%
White	53.7%	28.4%	57.3%	27.5%	61.3%	30.8%	55.7%	28.7%	Asian	0.9%	0.7%	1.3%	0.5%	0.4%	0.4%	0.9%	0.6%
African-American	6.4%	3.2%	4.1%	2.9%	3.2%	1.2%	5.5%	3%	Latino	1.7%	0.9%	1.8%	0.7%	1.2%	0.4%	1.6%	0.8%
Asian/Pacific Islander	1.0%	0.6%	1.3%	0.7%	0.6%	0.4%	1.0%	0.6%	Native American	0.0%	0.0%	0.2%	0.1%	0.1%	0.1%	0.1%	0.03%
Latino	1.9%	1.1%	2.1%	0.8%	1.0%	0.6%	1.8%	0.9%	Other	0.5%	0.3%	0.5%	0.3%	0.3%	0.1%	0.5%	0.2%
Native American	0.1%	0.1%	0.2%	0.1%	0.1%	0.1%	0.1%	0.1%	Total	65.1%	34.9%	67.8%	32.2%	66.4%	33.6%	65.8%	34.2%
Other	2.2%	1.3%	1.9%	1.1%	0.3%	0.4%	1.7%	1.1%	2003-04								
Total	65.3%	34.7%	66.8%	33.1%	66.5%	33.5%	65.8%	34.2%	White	60.40%	27.50%	55.20%	34.00%	51.80%	42.60%	61.80%	27.60%
2014-15									African-American	5.90%	2.30%	2.70%	2.30%	3.40%	1.00%	5.10%	1.80%
White	54.4%	29.0%	56.7%	29.5%	60.6%	30.9%	55.9%	29.4%	Asian	0.60%	0.30%	x	x	x	x	0.60%	0.30%
African-American	6.5%	3.3%	3.9%	2.7%	3.4%	1.5%	5.5%	2.8%	Latino	1.10%	0.80%	x	x	x	x	1.20%	0.70%
Asian/Hawaiian	1.0%	0.7%	1.3%	0.3%	0.5%	0.3%	1.0%	0.5%	Native American	0.04%	0.01%	x	x	x	x	0.10%	0.10%
Latino	1.9%	1.1%	2.2%	0.7%	0.9%	0.7%	1.8%	1.0%	Other	0.40%	0.60%	4.20%	1.50%	1.10%	0.90%	0.40%	0.30%
Native American	0.1%	0.1%	0.2%	0.2%	0.1%	0.1%	0.1%	0.1%	Total	68.44%	31.51%	62.10%	37.80%	56.30%	44.50%	69.20%	30.80%
Other	1.2%	0.7%	1.4%	0.9%	0.5%	0.5%	1.1%	0.7%	2000-01								
Total	65.1%	34.9%	65.7%	34.3%	66.0%	34.0%	65.4%	34.5%	White	63.0%	27.6%	57.8%	33.3%	49.6%	44.2%	61.1%	28.0%
2013-14									African-American	5.3%	1.8%	3.3%	1.6%	3.5%	1.3%	5.0%	1.9%
White	55.7%	28.9%	56.1%	30.1%	60.7%	31.2%	56.7%	29.6%	Other	1.5%	0.8%	2.8%	1.3%	1.0%	0.5%	2.4%	1.6%
African-American	6.0%	3.0%	4.2%	2.9%	2.9%	1.2%	5.1%	2.7%	Total	69.8%	30.2%	63.9%	36.2%	54.1%	46.0%	68.5%	31.5%
Asian/Hawaiian	0.9%	0.5%	1.0%	0.3%	0.5%	0.3%	0.8%	0.5%	1999-2000								
Latino	1.8%	1.0%	1.4%	0.8%	0.9%	0.6%	1.6%	0.9%	White	62.6%	24.8%	59.5%	33.2%	52.8%	42.0%	64.3%	24.5%
Native American	0.1%	0.0%	0.3%	0.0%	0.0%	0.1%	0.1%	0.0%	African-American	6.2%	2.8%	1.7%	1.3%	2.7%	1.6%	5.2%	2.1%
Other	1.2%	0.9%	1.9%	1.0%	0.9%	0.7%	1.2%	0.8%	Other	2.3%	1.3%	2.7%	1.7%	0.2%	0.7%	2.5%	1.3%
Total	65.7%	34.3%	64.9%	35.1%	65.9%	34.1%	65.5%	34.5%	Total	71.1%	28.9%	63.9%	36.2%	55.7%	44.3%	72.0%	27.9%
2012-13									Notes:								
White	55.6%	29.7%	55.8%	32.0%	54.8%	37.6%	55.4%	31.6%	1) Data provided by the NCAA. Historically Black institutions ex								
African-American	5.6%	3.0%	3.7%	2.3%	2.6%	1.5%	4.6%	2.6%	2) Percentages may not equal 100 percent due to rounding.								
Asian/Hawaiian	0.9%	0.4%	0.6%	0.1%	0.2%	0.2%	0.4%	20.0%	3) 2001-03, 2004-07 data not recorded.								
Latino	1.8%	1.2%	1.8%	0.6%	0.8%	0.8%	1.6%	1.0%	4) x: data not recorded.								
Native American	0.1%	0.0%	0.2%	0.0%	0.1%	0.2%	0.1%	0.0%									
Other	0.6%	0.2%	0.3%	0.1%	0.3%	0.2%	0.5%	0.2%									
Total	64.6%	34.5%	62.4%	35.1%	58.8%	40.5%	62.6%	55.4%									
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%									

TABLE 30