

Congressional Testimony
Committee on Energy and Commerce
Subcommittee on Commerce, Trade and Consumer Protection
Congressman Bobby L. Rush
Racial Hiring Practices in College Sport
Richard Lapchick
February 28, 2007

I would like to thank Congressman Rush for initiating his Congressional Hearing with regard to the inequities in the hiring of African American Coaches and Administrators on the NCAA level.

Right in the middle of Black History Month we found a sports event making history. The fact that the 2007 Super Bowl Sunday marked the first time two African-American head coaches led their teams against each other in a Super Bowl was widely discussed and extensively covered in the media.

- Lovie Smith and Tony Dungy, the two coaches, were so gracious and humble that their frequent references to their families and their faith seemed to further endear them to the nation.

But Black History Month ends today and now what? Will we forget?

Most were surprised when I mentioned that having

- two coaches of color in the NBA finals had only happened once and that it had
- never happened in a World Series,
- a men's or women's national championship, or in
- any BCS bowl game.
- Not one person I spoke to remembered which coaches (Al Attles' Golden State team defeated KC Jones' Washington Bullets in a four-game sweep) or when (the 1975 finals) the two African-American NBA coaches faced each other.
- Not many could name all the other coaches of color whose teams won the NBA championship (Attles, Bill Russell, Lenny Wilkens and KC Jones),
- the World Series (Lou Piniella, Cito Gastin and Ozzie Guillen).
- Or the three African-American coaches (John Thompson, Nolan Richardson and Tubby Smith) who won the men's Division I championship.

So why was it important if we eventually lose count of the facts including the who, when and how?

- Let's take the NBA to see exactly why. Before Attles and KC Jones faced off, there had been five African-American coaches in the history of the league. After the collision of their teams, there have been 46 more. We no longer notice when an African-American has been hired or fired in the NBA.
- The same is true in college basketball. There had only been a few African-American head coaches in Division I basketball before John Thompson's Georgetown team won the Big Dance. As we head toward March Madness in 2007, African-Americans now hold more than 25 percent of the Division I positions.

- Like the NBA, we rarely notice when an African-American is hired or fired. Unlike the past, both the NBA and college basketball feature fired African-American coaches getting rehired elsewhere. That was rare before championships were carved out.

OK, so we might not remember the specific facts but a championship has mattered in the past.

- What lessons then emanate from this Super Bowl for college sport?
- Before the game, the NCAA had all but dropped the idea of a Rooney Rule for colleges.
- Will it be reconsidered now?
- The Black Coaches Association has been threatening Title VII law suits against colleges that Executive Director Floyd Keith hoped would follow the successes of Title IX lawsuits for women when colleges finally began to more effectively comply after a series of successful Title IX suits in the courts.

I believe who coached in the Super Bowl and how they carried themselves will become more important than threatened law suits in the NFL or the Rooney Rule.

- However, both played an important part in getting us to the point where there were seven African-American head coaches in the 2006 NFL season.
- Johnnie Cochran and Cyrus Mehri, two attorneys, threatened to sue the NFL in 2002 leading to the adoption of the
- Rooney Rule which mandated that African-Americans be included in the interview process for every head coaching position. The NFL went from two to seven African-American head coaches in a short period of time. Now Tony Dungy stands as a humble Super Bowl Championship coach.
- The Super Bowl has forced leaders to look at college football which has the worst record for hiring practices for head coaches in any pro or college sport.
- Next year there will be seven coaches of color out of 119 at the Division IA level, less than there was a decade before!
- However, we do have a visionary leader on the issue in Dr. Myles Brand, the NCAA President. His role at the top has been unique for an NCAA leader. Brand has been outspoken on the issue. Moreover, his actions with the creation of the NCAA Office for Diversity and Inclusion, the hiring of Charlotte Westerhaus as vice president for Diversity and Inclusion, the work of a high powered Diversity Leadership Strategic Planning Committee he created, Brand's support for the Black Coaches Association, and the funds invested by the NCAA targeted for this issue, are testaments to Dr. Brand's desire for meaningful change. I am hopeful that as the work of the
- Strategic Planning Committee is implemented that bigger changes will come soon. However, for college football it cannot come soon enough.

- Like the NFL five years ago, law suits contemplated by the BCA are on the horizon.
- The NFL short-circuited that by adopting the Rooney Rule. The results in the NFL are Black History Month worthy.
- College sport desperately needs a similar rule. College administrators are trying to avoid it.
- But surely colleges do not want law suits. These Congressional hearings on the issue are so important. I thank Congressman Rush for initiating them.
- Five years ago the NFL was being even more criticized than the colleges for its poor record of hiring practices for coaches.
- Now the NFL is being called a model for diversity for corporate America. The ball is in the air. It is up to the NCAA members to catch it and make a college football moment **Black History Month worthy** in the future.

But I also want to look beyond college football with an overview of all of college sport at NCAA member institutions.

Student-athletes

- The percentage of white student-athletes at the Division I, II and III levels were 65.9 percent, 70.7 percent and 83.9 percent respectively, while the percentages for African-American student-athletes were 20.6 percent, 18.1 percent and 7.3 percent at each descending level.
- In Division I, African-American male student-athletes make up 24.8 percent of the total male student-athletes. In Division II, they comprise 22.3 percent and in Division III, 8.9 percent. In Division I, African-American female student-athletes comprise 15.4 percent of the total female student-athletes. In Division II, they make up 12.1 percent and in Division III, only 5.1 percent.
- For the second year in a row, African-American women reached some all-time high percentages, with 43.7 percent in Division I college basketball and 15.4 percent in Division I college sports overall.
- Latinos increased NCAA baseball participation, but remained relatively constant in all sports combined.

- The percent of Latinas decreased in basketball, track and field/cross country but increased in all Division I sports combined.

Conference Commissioners

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

Coaching

- In men's Division I basketball, 25.2 percent (up 2 percent) of all head coaches were African-American, an all-time high percentage.
- Opportunities for people of color in men's sports other than basketball remained poor.
- The 2006 season had five African-Americans leading Division IA football programs. Next year there will be six African-Americans and one Latino.
- In Division I only 4.1 percent of head baseball coaches were people of color, with 2.6 percent Latino.
- Whites dominated the head coaching positions held on men's teams at each level.
 - Whites held 90.6, 89.5 and 93.4 percent of all head coaching positions in Divisions I, II and III respectively.
 - African-Americans accounted for 7.3, 4.4 and 4.1 percent respectively in each division.
 - Asians represented 0.4, 0.7 and 0.6 percent at each level.
 - Latinos held 1.1, 3.6 and 1.5 percent of the positions in each division.
 - Native Americans accounted for less than 1 percent of total head coaches at each level.

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

- In fact, African-Americans were so underrepresented as head coaches, that once again, the percent of women coaching men's teams actually exceeded that of African-Americans in Division III (4.4 percent versus 3.7 percent.) In Division II, the percentage of women coaching men's teams almost matched the percentage of African Americans (3.4 percent versus 4.2 percent.)
- 35 years after the passage of Title IX, women coaching women's teams still do not represent the majority of coaches in the women's game.

- Whites held the overwhelming percentage of the head coaching positions on the women's teams in each division.
 - Whites held 89.6 percent, 89.9 percent and 92.9 percent of all head coaching positions in Divisions I, II and III, respectively.
 - African-Americans held 6 percent, 4.3 percent and 4.2 percent of the women's head coaching positions in the three NCAA divisions, respectively.
 - Latinos held 1.6 percent, 2.9 percent and 1.3 percent of head coaching positions for women's teams in the respective divisions.
 - Asians held 1.1, 1.2 and 1.2 percent of head coaching positions for women's teams in the respective divisions.
 - Native American representation was very minimal.

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

- On the men's teams, whites held 79.2, 82.7, and 88.4 percent of the assistant coaching positions in the three divisions, respectively. African-Americans held 17.6, 11.6, and 8.3 percent, respectively.

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

University Leadership Positions

- In Division IA, 94.1 percent of university presidents were white, 3.4 percent were African-American and 2.5 percent were Latino. There were no Asian or Native American university presidents. There were 15 females in this position, which is 12.6 percent, an increase of 1.1 percent.

- Whites held the overwhelming percentage of positions of athletics directors in all three divisions

- In each particular division, white men held 93.1, 92.3 and 96.1 percent of the athletic director jobs.
- African-Americans held 5.5 percent, 4.3 percent and 1.9 percent, respectively in Divisions I, II and III.
- Latino men accounted for 0.9, 2.7 and 0.3 percent of the head coaches at Division I, II and III.
- Asians and Native Americans had very minimal representation at each level.

- Nonetheless, the level of diversity within the athletic director position at Division IA institutions has continued to grow. Currently there are 16 (13.4 percent) people of color in that position, which is more than a three percentage point increase.

- As of November 2006, in the Division IA athletic director position, there were 12 African-American men, three Latino men, one Native American man and six women.
- Women gained ground as athletics directors in all three divisions since the last Report Card. In Division I there were 7.8 percent, in Division II - 18.7 percent and in Division III 27.3 percent. Virtually all white women.
- Women held 97.7, 99.4 and 98.9 percent of the Senior Woman's Administrator jobs in Division I, II and III, respectively.
 - White women continued to dominate the SWA position holding 84.3, 90.6 and 95.7 percent in Division I, II and III, respectively.
 - African-American women represented 10.2, 5.3 and 2.2 percent at each respective level.
- Whites filled the majority of the FAR positions with 92.4, 92.2, and 95.5 percent in Divisions I, II and III, respectively.
- At the associate athletic director position, whites comprised 89.5 percent 94.0 percent and 95.3 percent of the total population at Division I, II and III respectively. African-Americans held 8.2 percent, 4.0 percent and 3.6 percent of the positions at each level. The percentage of women filling associate athletic director positions was 28.4 percent in Division I, 48.7 percent in Division II and 49.7 percent in Division III.
- Across all three divisions, women continue to be pigeon-holed in to the academic advisor/counselor position, as well as the life skills coordinator position. Within the life skills coordinator position, women held 69.2, 60.3 and 69.0 percent respectively.

Suggested Solutions

I recommended several ways to increase opportunities for people of color and women for positions in college athletics.

- Support the Black Coaches Association in their efforts to promote equal opportunity for coaches and administrators. This includes
 1. Support for the BCA Hiring Report cards.
 2. Support the BCA efforts to get potential student-athlete recruits to utilize the Report Card in choosing their colleges and to 'play where they can eventually coach.'
- Continuously update the documentation of the diversity records of the department. Keep the information in the view of the public.
- Recognize that there are more than 48,000 professional positions in college sport at the 1,028 members of the NCAA. Opportunities exist off and on the playing field.

- Create more diverse boards and Presidents at the upper levels which will create opportunities at the lower levels.
- Presidents should emphasize that diversity is good business so athletic department staff will buy-in and understand.
- Regularly do diversity management training for the athletics department.
- For coaching and senior level positions, have a real search process that takes time to open the pool. In order to have the best pool of candidates:
 1. Colleges use the extensive data bases available from the Black Coaches Association and the NCAA.
 2. Colleges use the NCAA Office of Diversity and Inclusion's roster of the participants in the NCAA Expert Coaches Academy.
 3. Colleges use the roster of the NCAA's Ethnic Minority Leadership Institute and Fellows Program for athletic administrators
- Appoint a diverse search committee. Include former student-athletes.
- Interview at least one person of color and, for administrative positions, one woman.
- Follow the university's affirmative action policies.
- Select the best person available after going through such a process.
- Let search firms know that diversity is a priority. Examine the role of search firms in the hiring process for football coaches and athletics directors and apply pressure on those with poor records to do better.
- Support individual coaches and administrators who speak up about the existing problems.
- Support the adoption of a Rooney Rule in college sport.
- Consider Title VII lawsuits where appropriate.
- Conference Commissioners create social gatherings to meet assistant coaches. When an AD calls, the commissioners will know the person and not just the name.
- Conference commissioners can play a special role:
 1. keep an expansive database of all assistants or people of color as well as NFL assistants.
 2. Create a minority internship program in commissioner's office.
 3. Expand diversity of their own staff at the conference level.
 4. Have coaches mentor assistants.
- Athletics directors can:
 1. Look for colleges with great track records for developing talent in their search process.
 2. Serve on national conference committees to network and meet future hires.

I thank Congressman Rush and the Committee for listening to our ideas. Your attention will help maximize national attention to this important issue.



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The 2005 Racial and Gender Report Card: College Sports

by Richard Lapchick
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EXECUTIVE SUMMARY

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

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

The NCAA data used for this study includes a review of the following: student-athletes, head and assistant coaches, athletics directors, associate and assistant athletics directors, senior woman administrators, academic advisors, compliance coordinators and managers for business development, fund-raising, facilities, marketing, ticket sales and media relations, and an array of assistants and support staff.

The concern for fostering opportunities for women and people of color at the collegiate level has expanded under the leadership of NCAA president Myles Brand. One example was the hiring of Charlotte Westerhaus, the NCAA Vice-President for Diversity and Inclusion. The creation of the Office of Diversity and Inclusion and the establishment of the high level Diversity Leadership Strategic Planning Committee also reflect this commitment. In terms of expanding opportunities in sport for women and people of color, the greatest prospects exist in college sport rather than at the professional sport level.

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

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

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

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

Tables for the Report are included in Appendix I.

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

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

HIGHLIGHTS

Student-athletes

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

Conference Commissioners

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

NCAA Headquarters

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

Coaching

- In men's Division I basketball, 25.2 percent (up 2 percent) of all head coaches were African-American, an all-time high percentage.
- Opportunities for people of color in men's sports other than basketball remained poor.
- Only three of 119 Division IA head coaches were African-American during the 2005 collegiate football season. The 2006 season had five African-Americans leading Division IA football programs. Randy Shannon was hired by the University of Miami after the 2006 season making the 6th African-American head football coach as of December 10, 2006.
- Barry Alvarez at the University of Wisconsin, Madison, stepped down from the position of head football coach after the 2005 football season to focus solely on being athletic director. There are no Latino head coaches in Division IA football.
- Only 4.1 percent of Division I head baseball coaches were people of color, with 2.6 percent Latino.
- In fact, African-Americans were so underrepresented as head coaches, that once again, the percent of women coaching men's teams actually exceeded that of African-Americans in Division III (4.3 percent versus 3.7 percent.) In Division II, the percentage of women coaching men's teams almost matched the percentage of African-Americans (3.5 percent versus 4.2 percent.)
- More than three decades after the passage of Title IX, women coaching women's teams still do not represent the majority of coaches in the women's game. In addition, this year's numbers show a decrease in women coaching women's sports in several different sports. Women continue to lose ground when coaching their own gender, as women head coaches in Division I

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

- The percentage of African-American women head coaches of women's Division I basketball teams was 9.3 percent, a 1.6 percent jump from 7.7 percent. Nonetheless, the 9.3 percent stood in stark contrast to the 43.7 percent of the student-athletes playing women's basketball who were African-American. The disparity is what compelled the BCA to initiate a women's basketball hiring report card for 2007.
- Whites held the overwhelming percentage of the head coaching positions on the women's teams in each division.
 - Whites held 89.6 percent, 89.9 percent and 92.9 percent of all head coaching positions in Divisions I, II and III, respectively.
 - African-Americans held 6.6 percent, 4.3 percent and 4.2 percent of the women's head coaching positions in the three NCAA divisions, respectively.
 - Latinos held 1.6 percent, 2.9 percent and 1.3 percent of head coaching positions for women's teams in the respective divisions.
 - Asians held 1.1, 1.2 and 1.2 percent of head coaching positions for women's teams in the respective divisions.
 - Native American representation was very minimal.

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

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

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

- On the men's teams, whites held 79.2, 82.7, and 88.5 percent of the assistant coaching positions in the three divisions, respectively. African-Americans held 17.6, 11.6, and 8.3 percent, respectively.
- Among the women's teams, whites held 81.6, 82.4 and 90.5 percent of the assistant coaching positions in Divisions I, II and III, respectively. African-Americans had 13.2, 9.4, and 6.5 percent, respectively.
- As assistants, women held slightly more than half of the jobs on women's teams with 51.5 in Division I, 51.4 in Division II and 54 percent in Division III.

University Leadership Positions

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

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

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