

RACE and GENDER DEMOGRAPHICS

2007-08

NCAA®
Member Conferences'
Personnel Report





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Executive Summary

2007-08 Race and Gender Demographics of NCAA® Member Conferences' Personnel Report

This study is designed to collect data on the racial and gender breakdown of personnel at NCAA member conference offices. The NCAA Minority Opportunities and Interests Committee (MOIC) and the NCAA Committee on Women's Athletics (CWA) will use this data for comparison to similar data that were collected during the 1998-99 academic year.

Data were collected for the following job titles: conference president, commissioner, associate commissioner, assistant commissioner, director, associate director, assistant director, supervisor/coordinator of officials, administrative assistant, conference secretary, intern, student assistant, and other. The tables in this report compare the percent of Blacks and females in each job category and illustrate the number and percent of NCAA conference staff members by job title, race and gender for 1998-99 and 2007-08 overall and by division with historically black conferences excluded for comparison.

The race categories for the 2007-08 data collection include White, Black and have expanded the Other Minority category into Asian, Hispanic/Latino, American Indian/Alaskan Native, Native Hawaiian/Pacific Islander, Two or More Races and Other. These eight ethnicity categories used in this report are the same categories that are used in the NCAA Membership Forms, NCAA Student-Athlete Ethnicity Report and Race and Gender Demographics of NCAA Member Institutions' Athletics Personnel Report. These categories were expanded from the 1998-99 data collection that included the race categories White, Black and Other Minority.

Overall, from 1998-99 to 2007-08 there was a 1.2 percent increase (from 10.6 to 11.8) in the percent of black NCAA conference staff members. More specifically, in Division I there was a 1.2 percent increase (from 12.6 to 13.8), in Division II there was a 1.9 percent increase (from 11.8 to 13.7), and in Division III there was a three percent increase (from 2.3 to 5.3) in the percent of black NCAA conference staff members. While, the percent of black conference commissioners increased by 3.4 percent overall (from 6.4 to 9.8) from 1998-99 to 2007-08, this was not the case in all divisions. In particular, in Division I there was a one percent (from 8.6 to 9.6) increase, in Division II there was a 0.8 percent (from 9.5 to 8.7) decrease, and in Division III there was a 7.7 percent (from 2.6 to 10.3) increase in the percent of Black conference commissioners.

Overall, from 1998-99 to 2007-08 there was a 2.7 percent (from 33.4 to 36.1) increase in the percent of female NCAA conference staff members. More specifically, in Division I there was a 1.2 percent (from 38.9 to 40.1) increase, in Division II there was a 8.7 percent (from 20.6 to 29.3) increase, and in Division III there was a 7.4 percent (from 23.7 to 31.1) increase in the percent of female NCAA conference staff members. In addition, the percent of female conference commissioners increased 10.6 percent (from 7.4 to 18.0) from 1998-99 to 2007-08. Looking divisionally at the percent of female conference commissioners from 1998-99 to 2007-08, there was an 11.6 percent (from 5.7 to 17.3) increase in Division I and a 10.9 percent (from 13.2 to 24.1) increase in Division III. In 1998-99 Division II did not have any female conference commissioners; however, the 2007-08 data show 4.3 percent of the Division II commissioners as female.



Introduction

The NCAA compiled the following statistical information regarding racial and gender breakdown of personnel at NCAA member conference offices. The proceeding charts, graphs and tables show the results from the 2007-08 academic year. Also included in this report for comparison are the data from 1998-99, the first year the demographic information was collected. The 1998-99 data are used as the baseline year for comparison in each race demographics report.

Organization of the report

The job titles used in this study are:

- Conference President,
- Commissioner,
- Associate Commissioner,
- Assistant Commissioner,
- Director,
- Associate Director,
- Assistant Director,
- Supervisor/Coordinator of Officials,
- Administrative Assistant,
- Conference Secretary,
- Intern,
- Student Assistant, and
- Other.

Tables 1 through 14 provide the number and percent of NCAA conference staff members by job title, race and gender for 1998-99 overall and by division with historically black conferences excluded for comparison. The race categories for the 1998-99 data collection effort were White, Black and Other Minority. Tables 15 through 42 illustrate the number and percent of NCAA conference staff members by job title, race and gender for the 2007-08 academic year. The race categories for the 2007-08 data collection effort were White, Black, Asian, Hispanic/Latino, American Indian/Alaskan Native, Native Hawaiian/Pacific Islander, Two or More Races and Other. Tables 43 through 46 which compare the percent of Black staff members at NCAA member conferences in 1998-99 and 2007-08 overall, by division and with historically black conferences (i.e., conferences composed of historically black colleges and universities) excluded. Tables 47 through 50 which compare the percent of female staff members at NCAA member conferences in 1998-

99 and 2007-08 overall, by division and with historically black conferences excluded.

Changes to the report

The 2007-08 academic year marked a change in the way the gender, race and ethnicity data were collected. For the first time, the 2007-08 race and ethnicity data are required to be reported from the membership on official information forms. Therefore, all conferences are represented in this report. In the 1998-99 baseline report, the overall response rate was 84.4%.

Factors affecting the data

As with any data collection effort, there were minor errors and omissions in the data collection process. Data were evaluated on a conference by conference basis and every effort was made to ensure that corrections were made. Therefore, because of the high response rate and the low error rate the reported percentages and frequencies can be considered good estimations of the actual conference staff members' gender and ethnicity data.

Suggestions for the reader

It is important to note that the statistics provided by the NCAA in this report are derived from self-reported data supplied by member conferences. While this information provides our best estimate of NCAA member conference staff ethnicity and gender, the data may not be absolutely precise.

In 1998-99 and 2007-08 there were not any historically black conferences in Division III. Therefore, the corresponding tables illustrating data with historically black conferences excluded were omitted in the Division III section for both years.

Finally, in 1998-99 the data for certain job title categories were only collected on part-time employees. So, comparisons to 2007-08 data including full- and part-time employees for the same job title are not applicable.

Specific questions concerning the statistics included in this report should be directed to the NCAA research department or the public and media relations department at 317/917-6222.

Race and ethnicity category definitions

For the purposes of this report the following definitions were used for the race and ethnicity categories:

- American Indian/Alaskan Native - A person having origins in any of the original peoples of North America and who maintains cultural identification through tribal affiliation or community recognition.
- Asian - A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent. This includes people from China, Japan, Korea, the Philippine Islands, India, and Vietnam.
- Black, Non-Hispanic - A person having origins in any of the black racial groups of Africa (except those of Hispanic origin).
- Hispanic/Latino - A person of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin, regardless of race.
- White, Non-Hispanic - A person having origins in any of the original peoples of Europe, North Africa, or the Middle East (except those of Hispanic origin).
- Native Hawaiian/Pacific Islander - A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- Two or More Races - A person having origins in more than one ethnicity category.
- Other - A person unable to identify with the other ethnicity categories.

Findings

Overall

Overall, from 1998-99 to 2007-08 there was a 1.2 percent increase (from 10.6 percent to 11.8 percent) in the percent of Black staff members of NCAA conferences. When historically black conferences are excluded, the percent of Black staff members of NCAA conferences increased by one-half of a percentage point (from 7.2 percent to 7.7 percent) from 1998-99 to 2007-08. The conference job category with the highest percent of Black individuals holding that position in 2007-08 was the student assistant position (80.0 percent) followed by the assistant director position (19.6 percent). The conference job title with the largest increase in the percent of

Black individuals holding that title was in the associate commissioner category where from 1998-99 to 2007-08 there was an increase of 6.3 percent (from 8.3 percent to 14.6 percent). However, at the position of assistant commissioner the percent of Black individuals holding that title decreased by four percent from 1998-99 to 2007-08 (from 17.5 percent to 13.5 percent). When historically black conferences are excluded, a similar increase in the percent of Black associate commissioner was evident from 1998-99 to 2007-08.

Overall, from 1998-99 to 2007-08 there was a 2.7 percent increase (from 33.4 percent to 36.1 percent) in the percent of female staff members of NCAA conferences. The conference administrator job category with the highest percent of females holding that position in 2007-08 was the administrative assistant position (93.2 percent) followed by the associate director position (70.0 percent). The conference job title with the largest increase in the percent of females holding that title was both the commissioner and associate commissioner categories where from 1998-99 to 2007-08 there was an increase of 10.6 percent (from 7.4 percent to 18.0 percent and 28.3 percent to 38.9 percent respectively). However, the conference position with the largest decrease in the percent of females holding that title was in the assistant director category where from 1998-99 to 2007-08 there was a decrease of 15.4 percent (from 51.4 percent to 36.0 percent).

Division I

From 1998-99 to 2007-08 there was a 1.2 percent increase (from 12.6 percent to 13.8 percent) in the percent of Black Division I conference staff members. When historically black Division I conferences are excluded, the percent of Black staff members of NCAA Division I conferences increased by about 0.2 percentage (from 9.6 percent to 9.8 percent) from 1998-99 to 2007-08. The Division I conference job category with the highest percent of Black individuals holding that position in 2007-08 was the student assistant position (100.0 percent) followed by the assistant director position (22.2 percent). The conference job title in Division I with the largest increase in the percent of Black individuals holding that title was in the director category where from 1998-99 to 2007-08 there was an increase of 8.4 percent (from 13.0 percent to 21.4 percent). At the high profile and powerful position of Division I conference commissioner, the percent of Black individuals holding that title

increased by one percent from 1998-99 to 2007-08 (from 8.6 percent to 9.6 percent). When historically black Division I conferences are excluded, a similar increase in the percent of Black Division I conference commissioners was evident from 1998-99 to 2007-08.

From 1998-99 to 2007-08 there was a 1.2 percent increase (from 38.9 percent to 40.1 percent) in the percent of female staff members of NCAA Division I conferences. The conference administrator job category in Division I with the highest percent of females holding that position in 2007-08 was the administrative assistant position (96.3 percent) followed closely by the associate director positions (71.5 percent). The Division I conference job title with the largest increase in the percent of females holding that title was in the commissioner category where from 1998-99 to 2007-08 there was an increase of 11.6 percent (from 5.7 percent to 17.3 percent) followed by the assistant commissioner category with an increase of 4.1 percent. The position with the largest decrease in the percent of females holding that title in Division I conferences was in the assistant director category where from 1998-99 to 2007-08 there was a decrease of 9.2 percent (from 51.4 percent to 42.2 percent).

Division II

From 1998-99 to 2007-08 there was a 1.9 percent increase (from 11.8 percent to 13.7 percent) in the percent of Black Division II conference staff members. When historically black Division II conferences are excluded, the percent of Black staff members of NCAA Division II conferences increased by 1.4 percent (from 2.2 percent to 3.6 percent) from 1998-99 to 2007-08. In Division II, the conference job category with the highest percent of Black individuals holding that position in 2007-08 was the assistant director position (50.0 percent) followed by the director position (27.3 percent). The conference job title in Division II with the largest increase in the percent of Black individuals holding that title was in the director category where from 1998-99 to 2007-08 there was an increase of 7.3 percent (from 20.0 percent to 27.3 percent). At the position of Division II conference commissioner, the percent of Black individuals holding that title decreased by 0.8 percent from 1998-99 to 2007-08 (from 9.5 percent to 8.7 percent).

From 1998-99 to 2007-08 there was a 8.7 percent increase (from 20.6 percent to 29.3 percent) in the percent of female staff members of NCAA Division II confer-

ences. The conference administrator job category in Division II with the highest percent of females holding that position in 2007-08 was the administrative assistant position (90.0 percent) followed by the associate commissioner position (70.0 percent). The Division II conference job title with the largest increase in the percent of females holding that title was in the assistant commissioner category where from 1998-99 to 2007-08 there was an increase of 10.1 percent (from 40.0 percent to 50.1 percent). The conference position with the only decrease in the percent of females holding that title in Division II conferences was in the supervisor/coordinator of officials category where from 1998-99 to 2007-08 there was a decrease of 10.9 percent (from 23.5 percent to 12.6 percent). From 1998-99 to 2007-08 females in Division II have acquired positions as conference commissioners, associate commissioners, directors, assistant directors, and interns.

Division III

From 1998-99 to 2007-08 there was a three percent increase (from 2.3 percent to 5.3 percent) in the percent of Black Division III conference staff members. The Division III conference job category with the highest percent of Black individuals holding that position in 2007-08 was the associate commissioner position (71.4 percent) followed by the student assistant position (50.0 percent). At the position of Division III conference commissioner, the percent of Black individuals holding that title increased by 7.7 percent from 1998-99 to 2007-08 (from 2.6 percent to 10.3 percent).

From 1998-99 to 2007-08 there was a 7.4 percent increase (from 23.7 percent to 31.1 percent) in the percent of female staff members of NCAA Division III conferences. The conference administrator job category in Division III with the highest percent of females holding that position in 2007-08 was the associate commissioner position (85.7 percent) followed by the administrative assistant position (80.0 percent). The Division III conference job title with the largest increase in the percent of females holding that title was in the commissioner category where there was a 10.9 percent increase (from 13.2 percent to 24.1 percent). However, the Division III conference position with the largest decrease in the percent of females holding that title was in the director category where from 1998-99 to 2007-08 there was a decrease of 15.9 percent (from 33.3 percent to 17.4 percent).

Chart 1
Overall Percentages
Breakdown of Commissioners

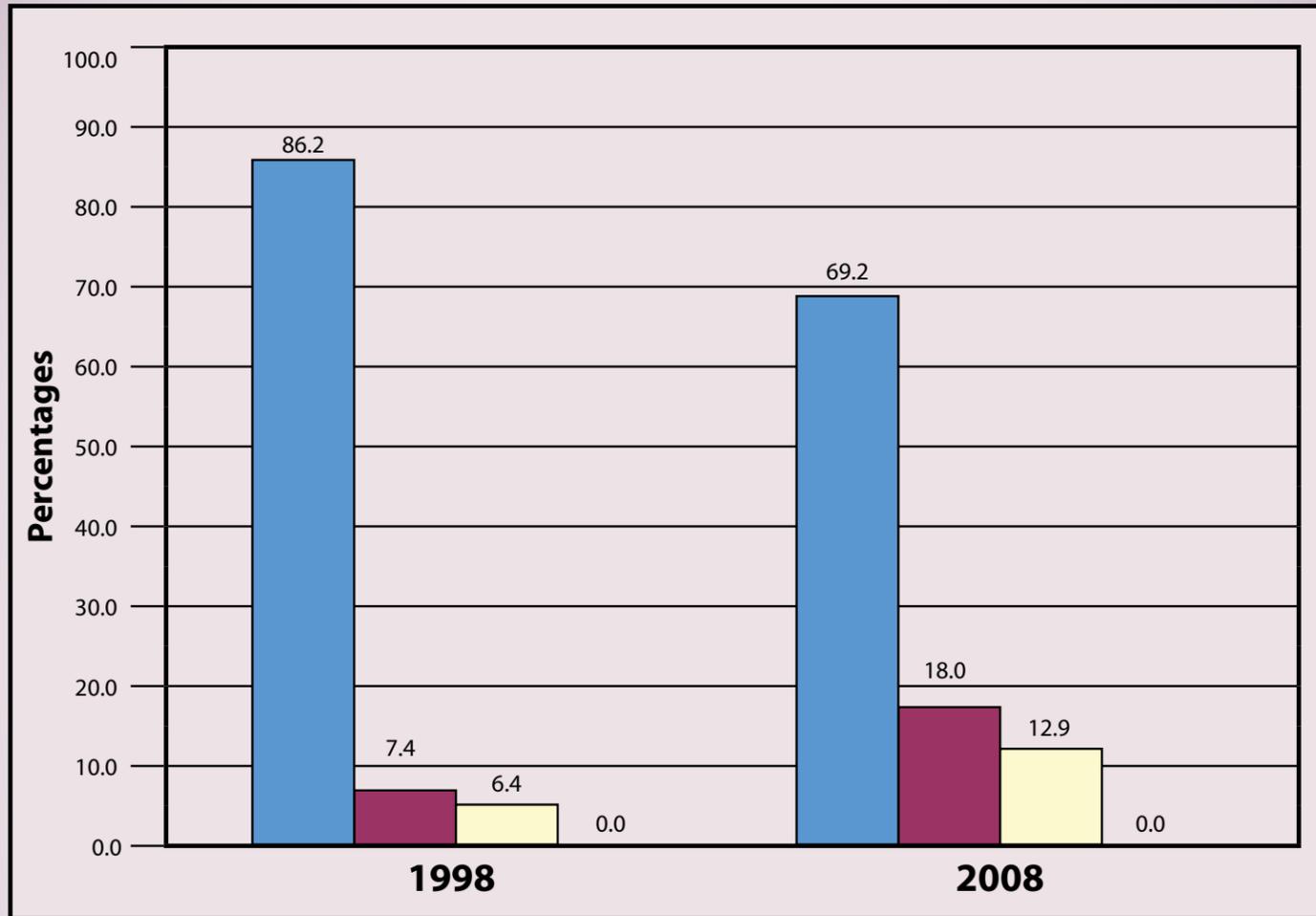


Chart 2
Overall Percentages
Breakdown of Commissioners
(Historically Black Conferences Excluded)

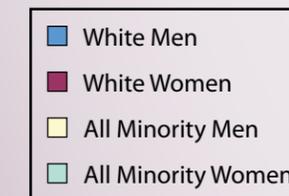
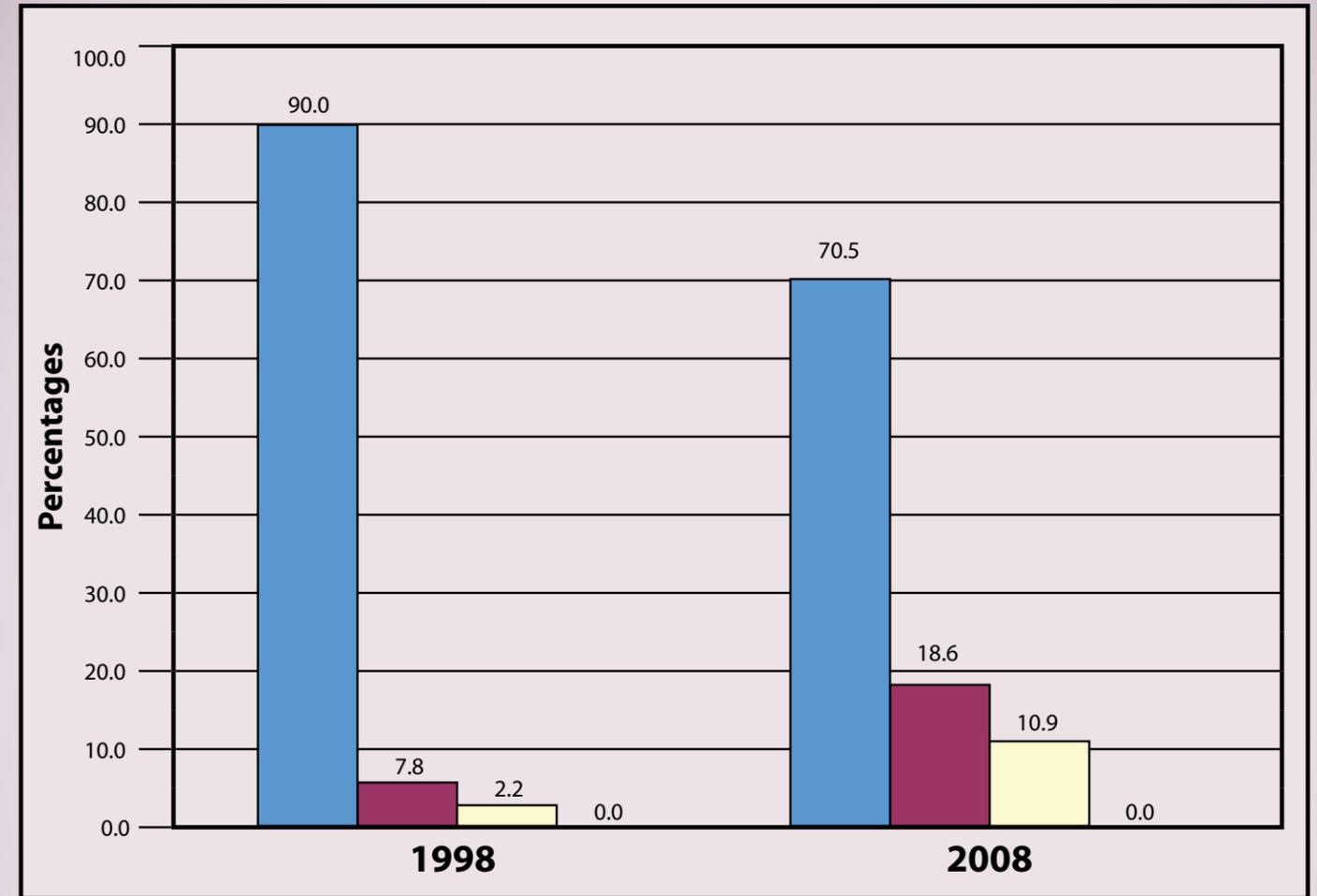


Chart 3
Overall Percentages
Breakdown of
Associate Commissioners

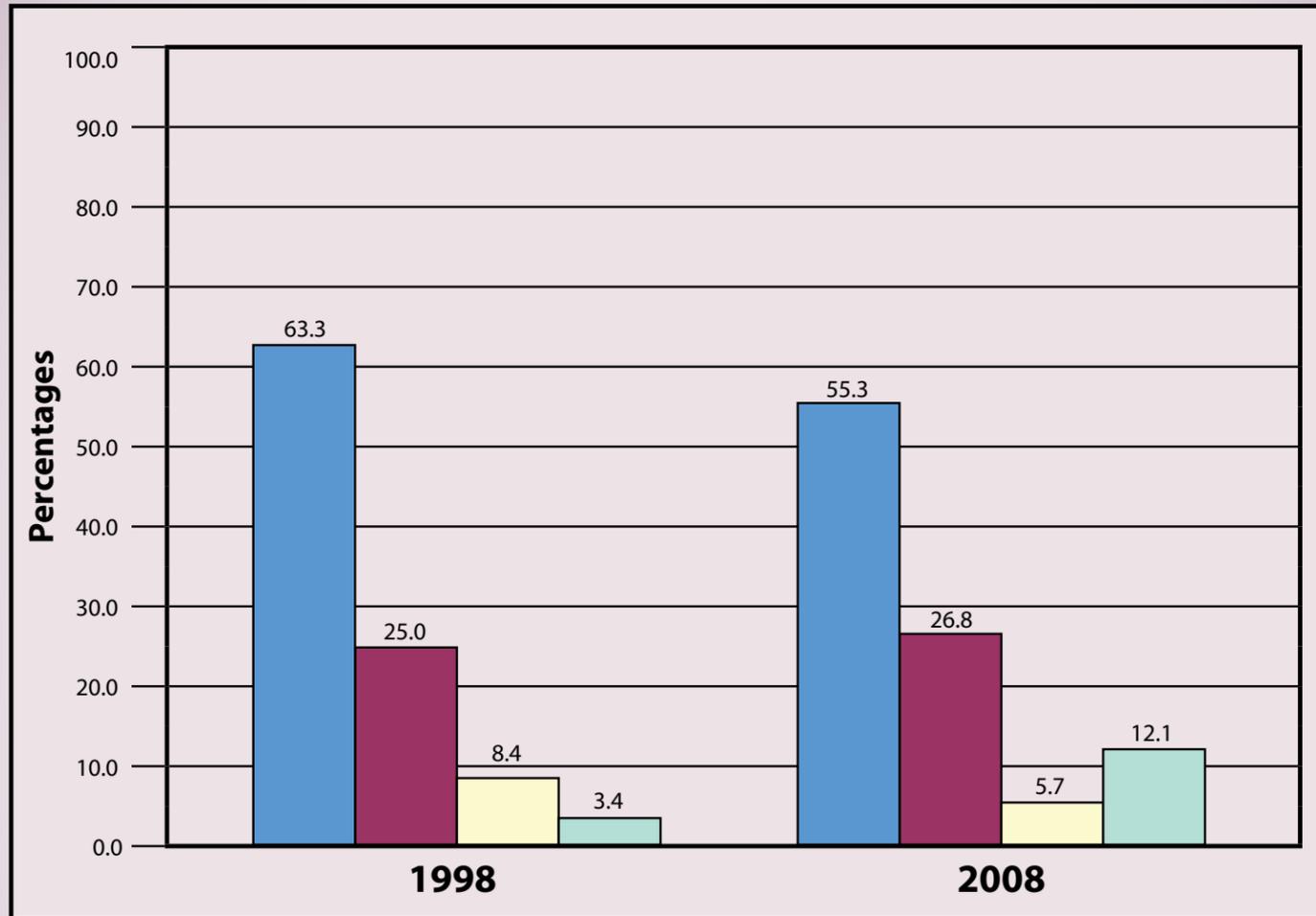


Chart 4
Overall Percentages
Breakdown of Associate Commissioners
(Historically Black Conferences Excluded)

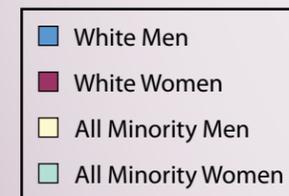
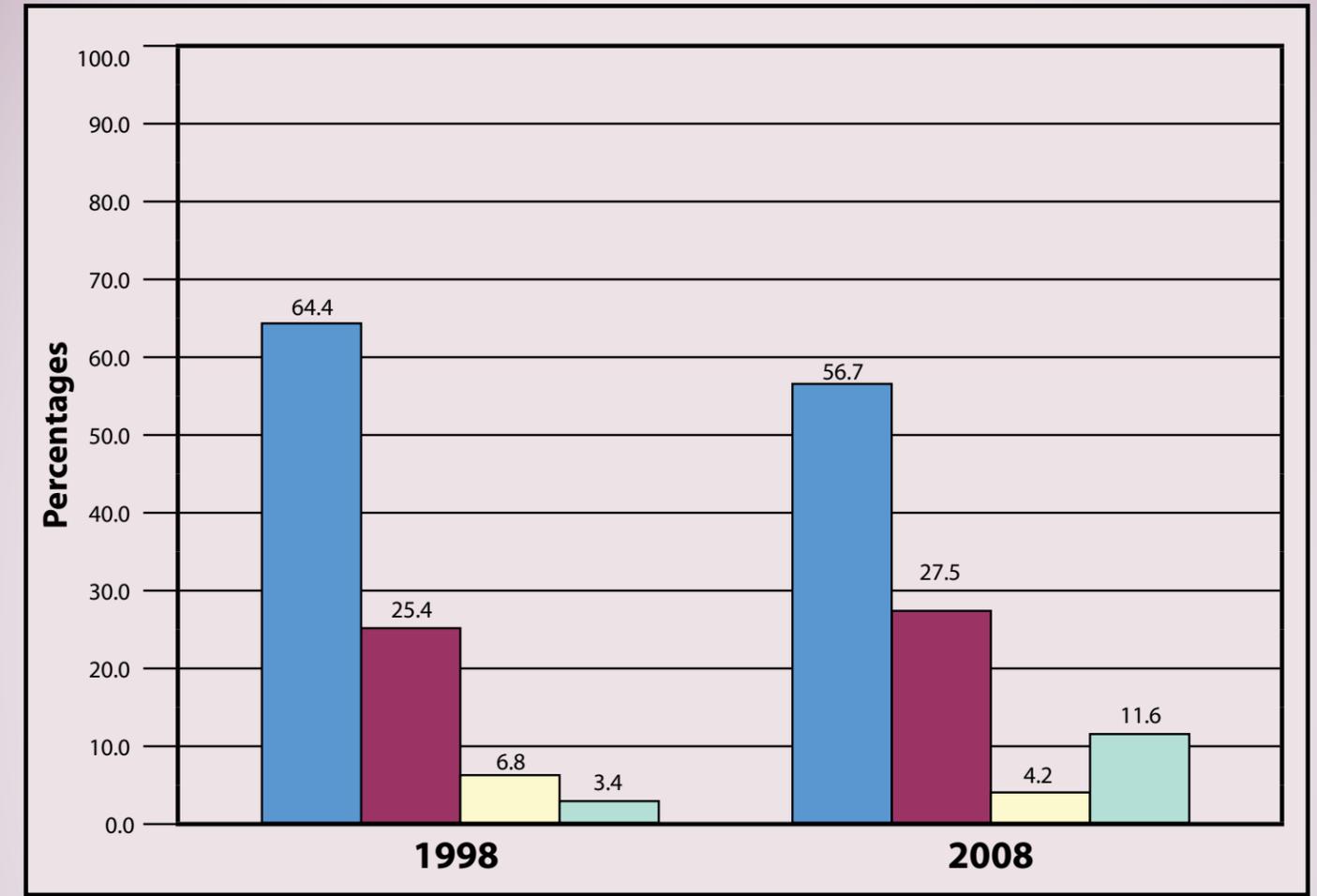


Chart 5
Overall Percentages
Breakdown of Assistant Commissioners

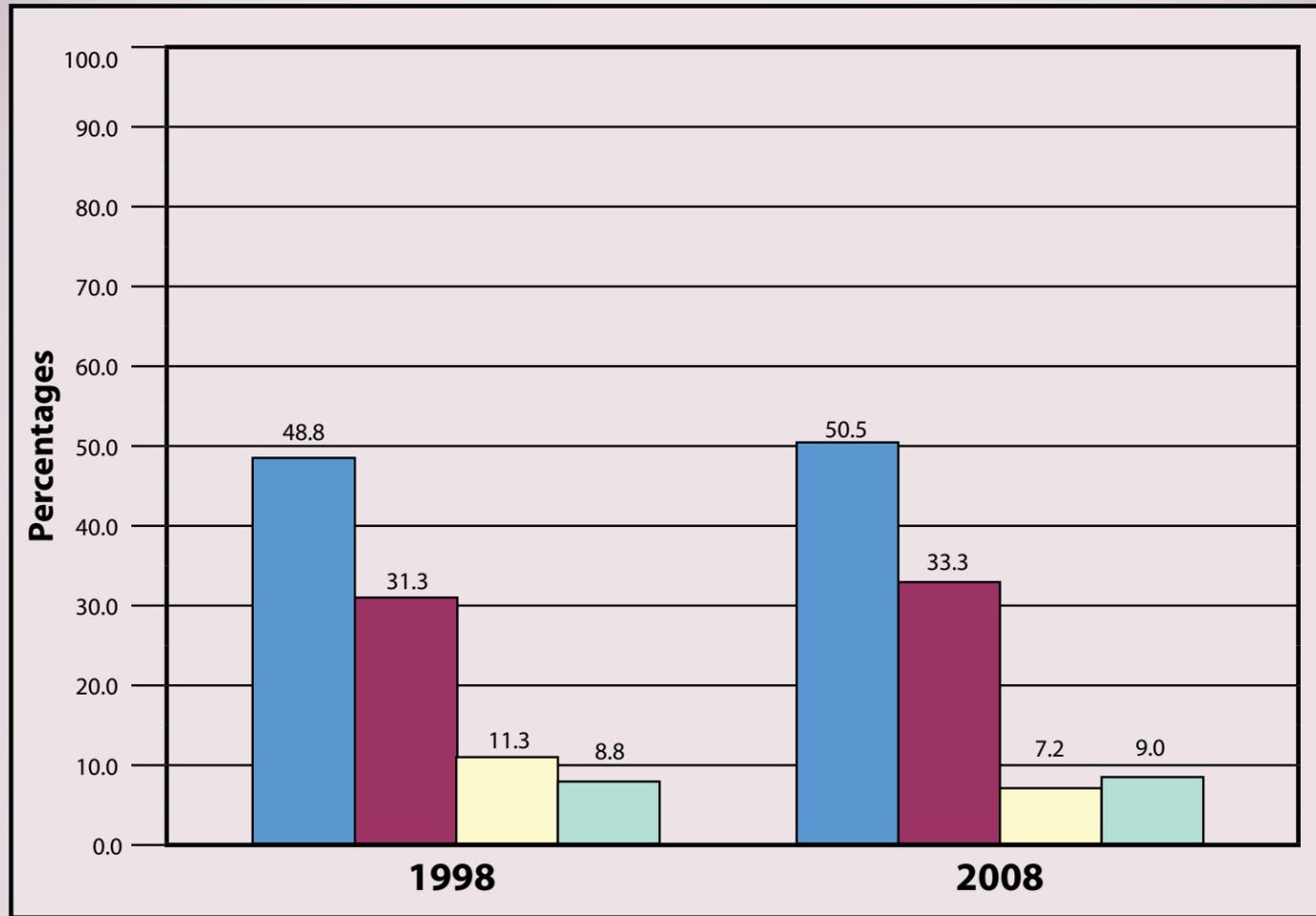


Chart 6
Overall Percentages
Breakdown of Assistant Commissioners
(Historically Black Conferences Excluded)

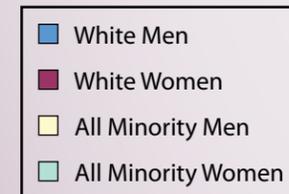
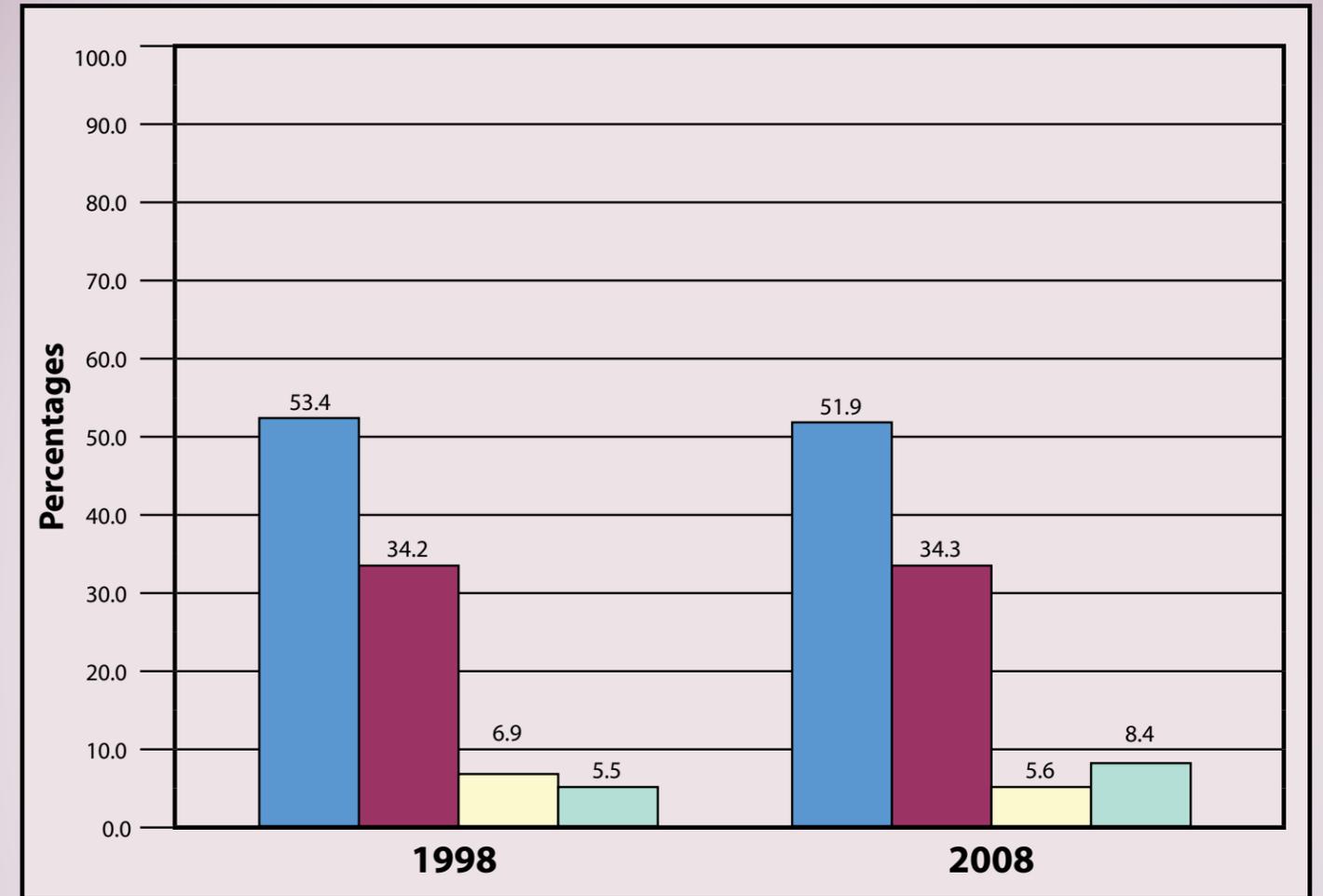


Chart 7
Overall Percentages
Breakdown of Directors

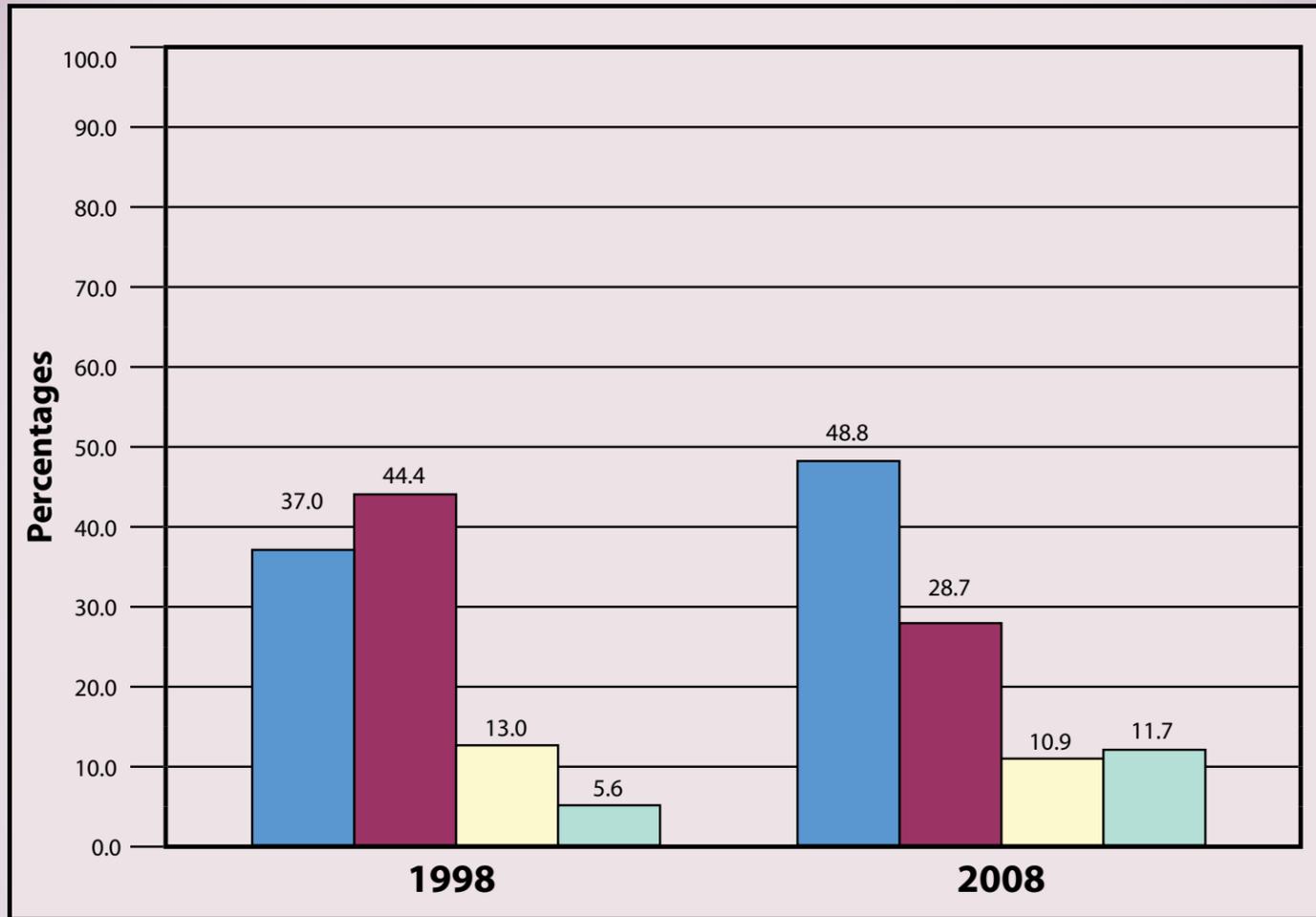


Chart 8
Overall Percentages
Breakdown of Directors
(Historically Black Conferences Excluded)

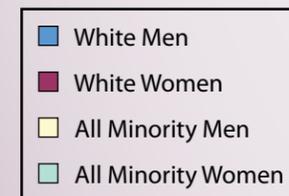
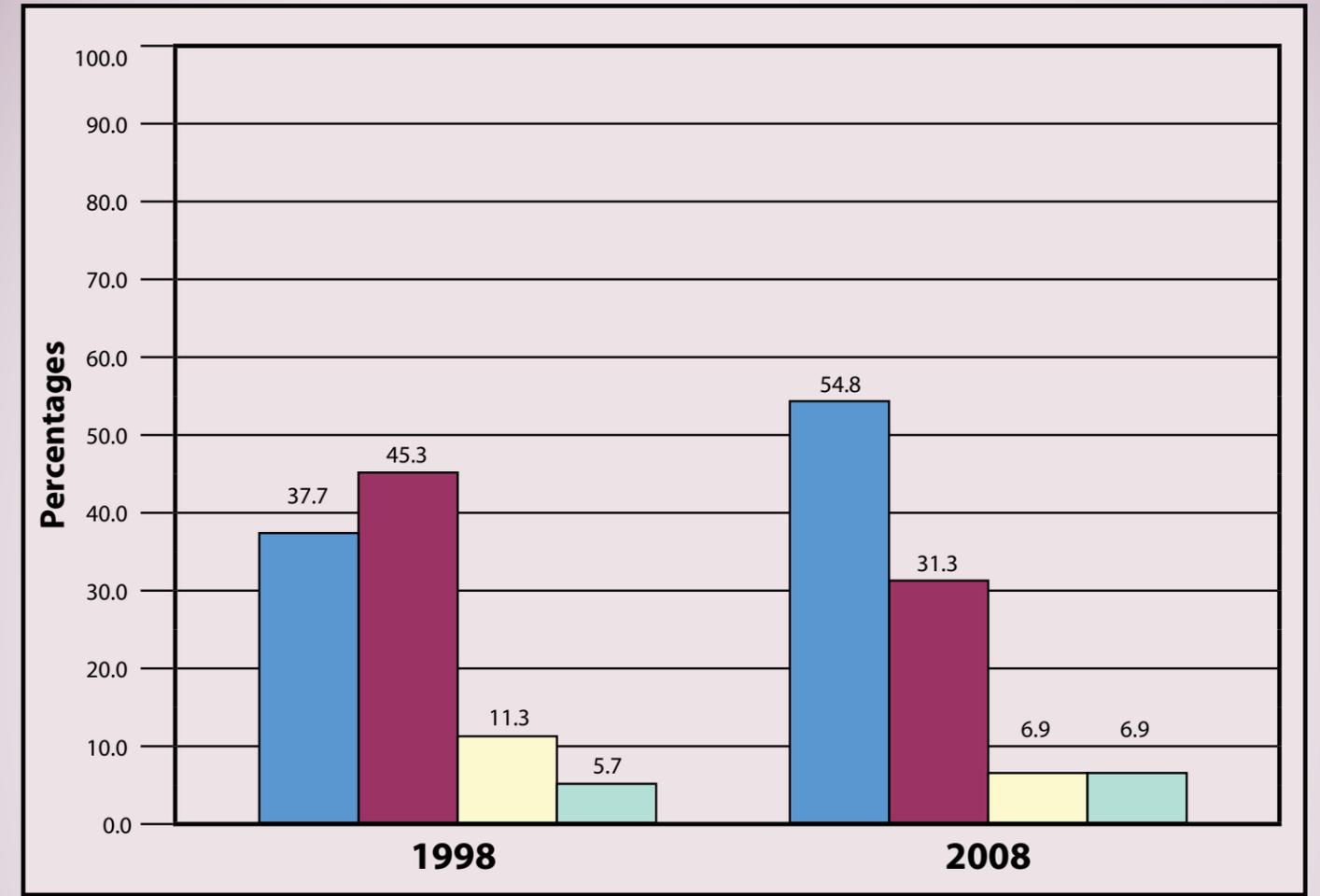


Chart 9
Overall Percentages
Breakdown of Assistant Directors

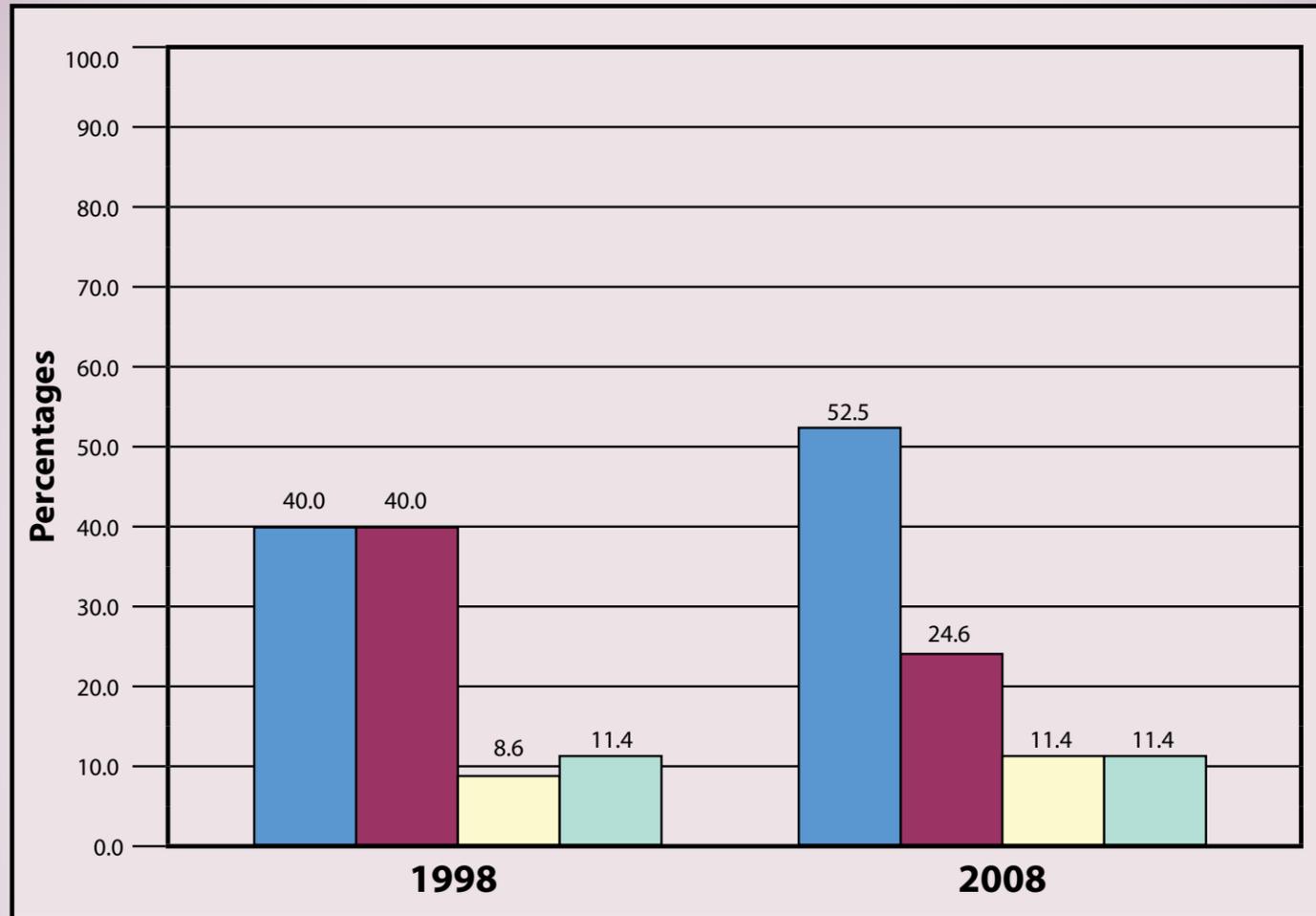


Chart 10
Overall Percentages
Breakdown of Assistant Directors
(Historically Black Conferences Excluded)

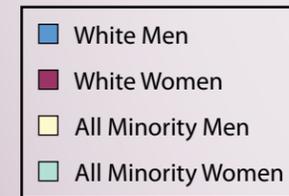
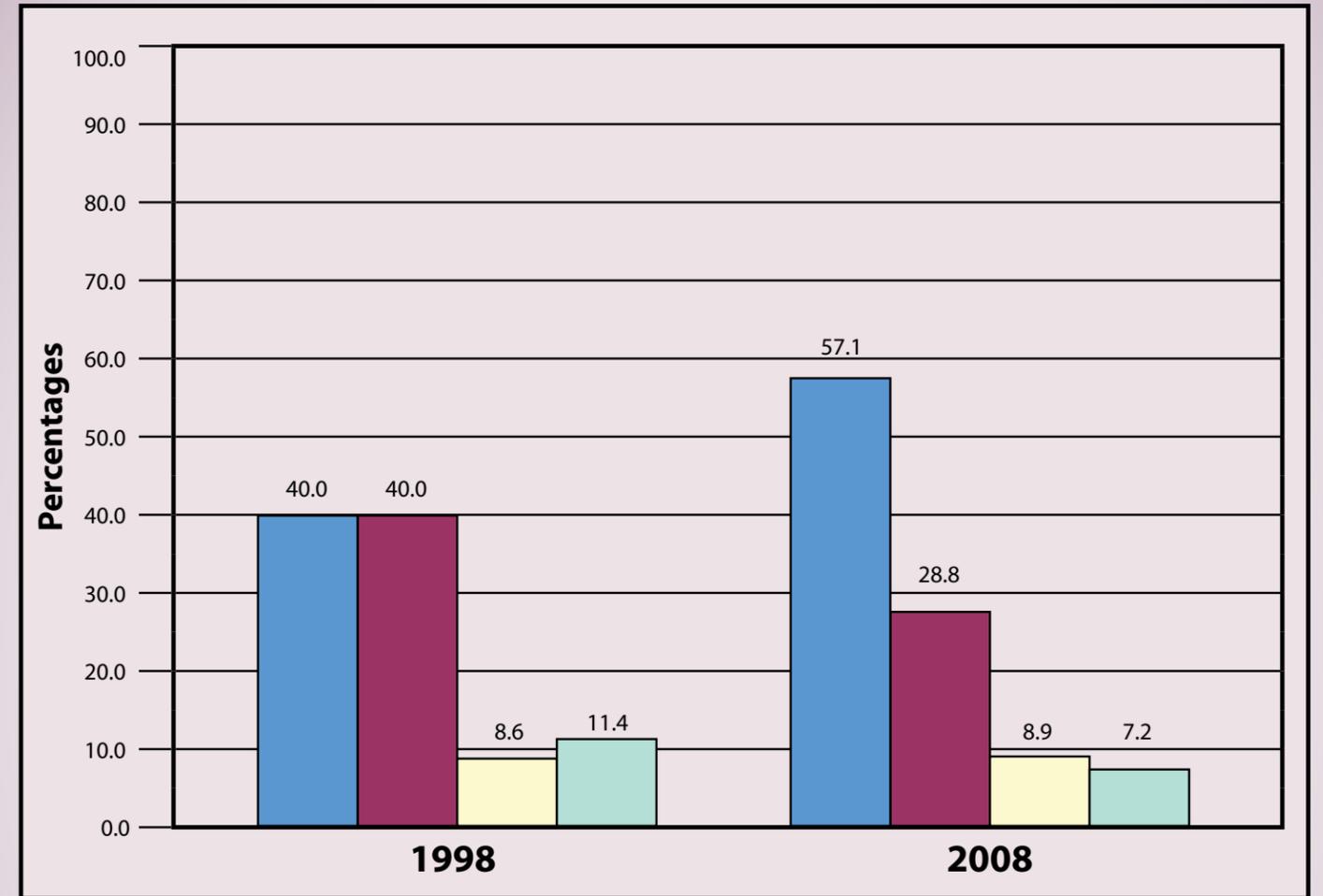


Chart 11
Overall Percentages
Breakdown of Supervisors / Coordinators of Officials

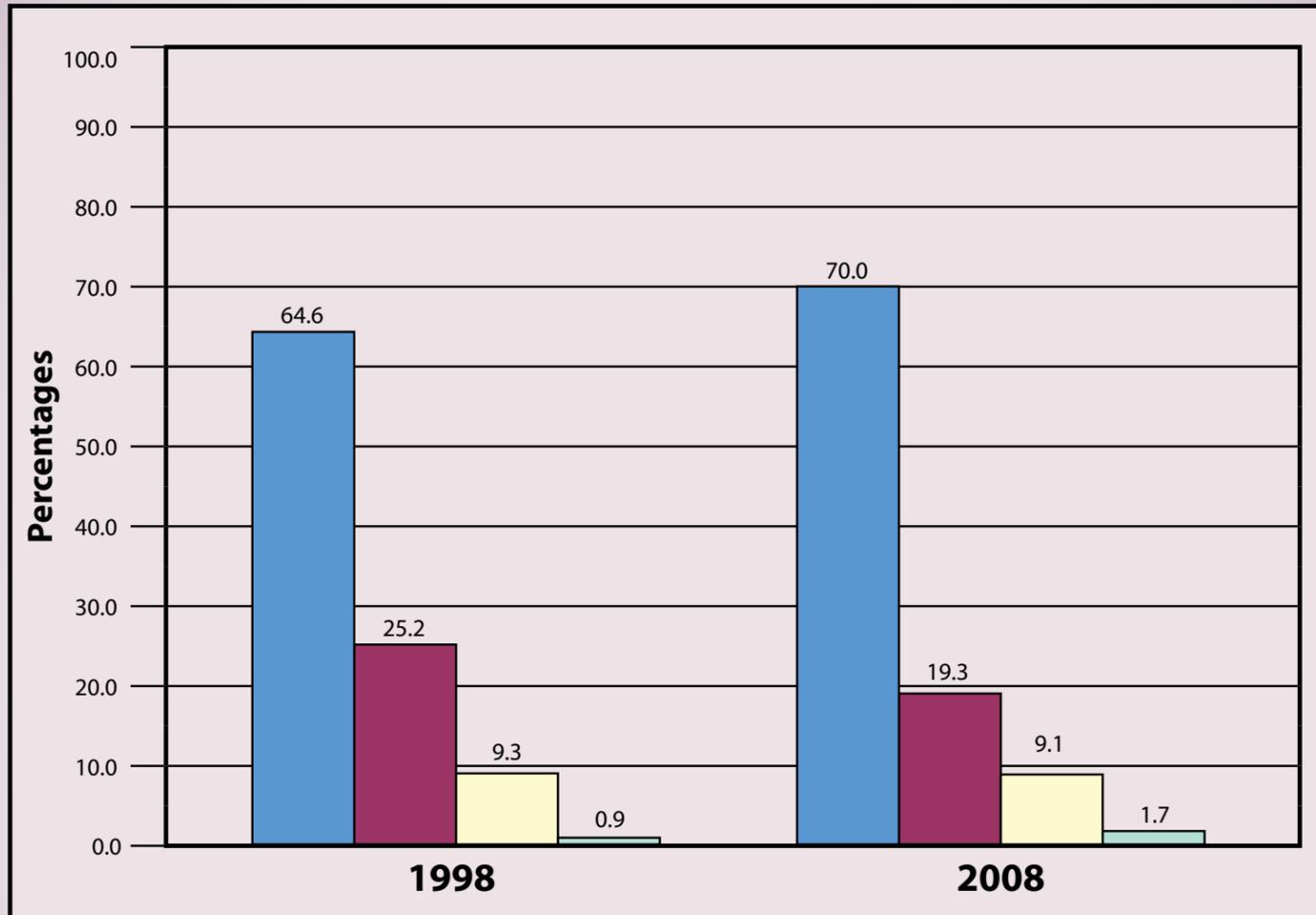


Chart 12
Overall Percentages
Breakdown of Supervisors / Coordinators of Officials
(Historically Black Conferences Excluded)

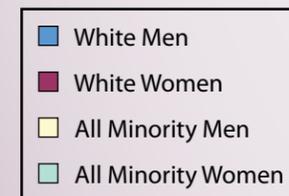
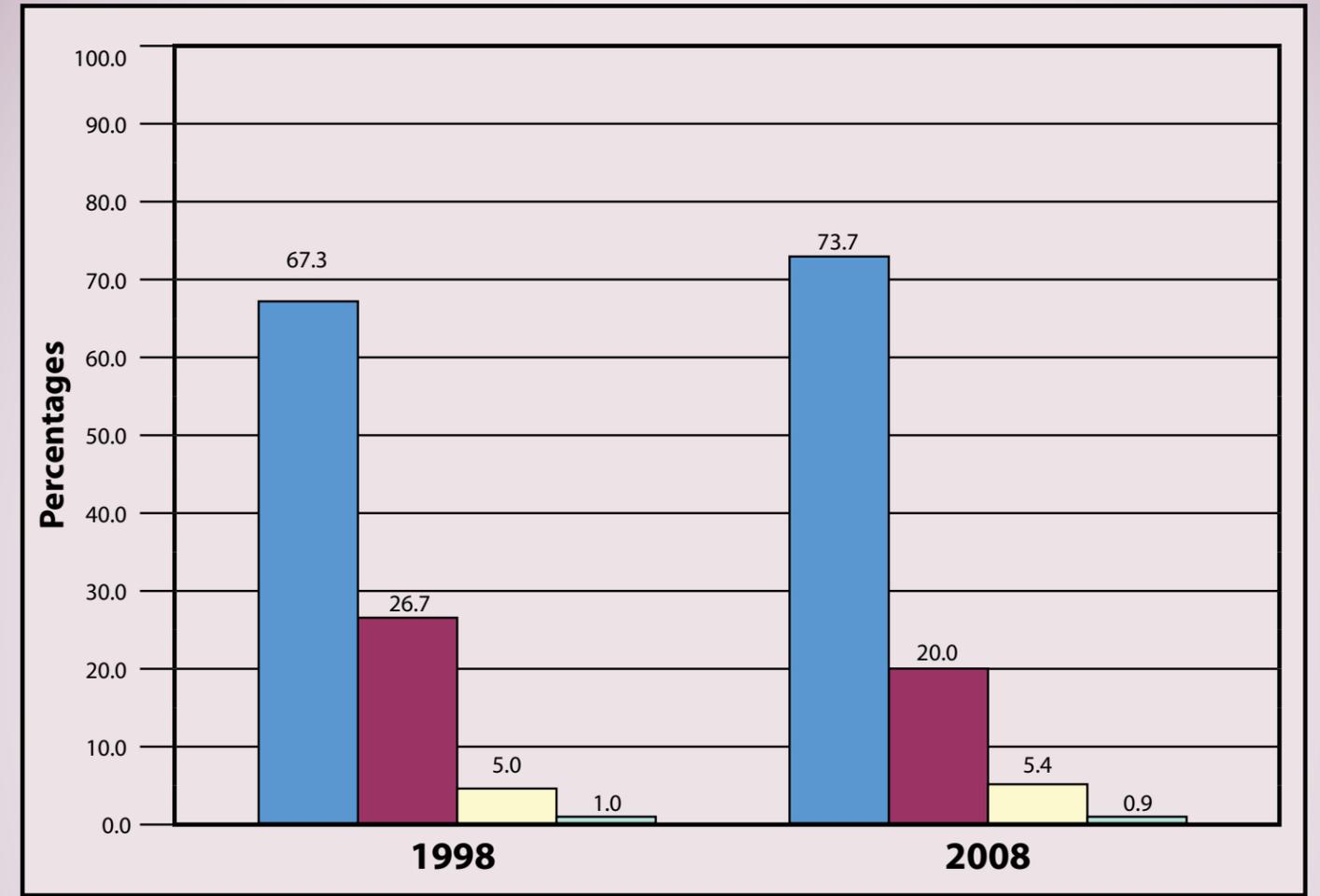


TABLE 1
Conference Personnel
1998-99 Overall Figures

Position	White		Black		Other Minority		Total		Grand Total
	Men	Women	Men	Women	Men	Women	Men	Women	
Commissioner	81	7	6	0	0	0	87	7	94
Associate Commissioner	38	15	4	1	1	1	43	17	60
Assistant Commissioner	39	25	8	6	1	1	48	32	80
Director	20	24	5	2	2	1	27	27	54
Associate Director	NA	NA	NA	NA	NA	NA	NA	NA	NA
Assistant Director	14	14	1	4	2	0	17	18	35
Supervisor/Coordinator of Officials	69	27	10	0	0	1	79	28	107
Administrative Assistant (Part-time)	4	5	0	1	0	2	4	8	12
Intern	NA	NA	NA	NA	NA	NA	NA	NA	NA
Student Assistant (Part-time)	7	3	1	3	1	1	9	7	16
Other	146	73	7	16	5	4	158	93	251
Totals	418	193	42	33	12	11	472	237	709

NA = Not Applicable

TABLE 2
Conference Personnel
1998-99 Overall Percentages

Position	White		Black		Other Minority		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Commissioner	86.2	7.4	6.4	0.0	0.0	0.0	92.6	7.4
Associate Commissioner	63.3	25.0	6.7	1.7	1.7	1.7	71.7	28.3
Assistant Commissioner	48.8	31.3	10.0	7.5	1.3	1.3	60.0	40.0
Director	37.0	44.4	9.3	3.7	3.7	1.9	50.0	50.0
Associate Director	NA	NA	NA	NA	NA	NA	NA	NA
Assistant Director	40.0	40.0	2.9	11.4	5.7	0.0	48.6	51.4
Supervisor/Coordinator of Officials	64.5	25.2	9.3	0.0	0.0	0.9	73.8	26.2
Administrative Assistant (Part-time)	33.3	41.7	0.0	8.3	0.0	16.7	33.3	66.7
Intern	NA	NA	NA	NA	NA	NA	NA	NA
Student Assistant (Part-time)	43.8	18.8	6.3	18.8	6.3	6.3	56.3	43.8
Other	58.2	29.1	2.8	6.4	2.0	1.6	62.9	37.1
Totals	59.0	27.2	5.9	4.7	1.7	1.6	66.6	33.4

NA = Not Applicable

TABLE 3
Conference Personnel - Historically Black Conferences Excluded
1998-99 Overall Figures

Position	White		Black		Other Minority		Total		Grand Total
	Men	Women	Men	Women	Men	Women	Men	Women	
Commissioner	81	7	2	0	0	0	83	7	90
Associate Commissioner	38	15	3	1	1	1	42	17	59
Assistant Commissioner	39	25	4	4	1	0	44	29	73
Director	20	24	4	2	2	1	26	27	53
Associate Director	NA	NA	NA	NA	NA	NA	NA	NA	NA
Assistant Director	14	14	1	4	2	0	17	18	35
Supervisor/Coordinator of Officials	68	27	5	0	0	1	73	28	101
Administrative Assistant (Part-time)	4	5	0	0	0	2	4	7	11
Intern	NA	NA	NA	NA	NA	NA	NA	NA	NA
Student Assistant (Part-time)	7	3	1	3	1	1	9	7	16
Other	146	71	3	12	5	4	154	87	241
Totals	417	191	23	26	12	10	452	227	679

NA = Not Applicable

TABLE 4
Conference Personnel - Historically Black Conferences Excluded
1998-99 Overall Percentages

Position	White		Black		Other Minority		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Commissioner	90.0	7.8	2.2	0.0	0.0	0.0	92.2	7.8
Associate Commissioner	64.4	25.4	5.1	1.7	1.7	1.7	71.2	28.8
Assistant Commissioner	53.4	34.2	5.5	5.5	1.4	0.0	60.3	39.7
Director	37.7	45.3	7.5	3.8	3.8	1.9	49.1	50.9
Associate Director	NA	NA	NA	NA	NA	NA	NA	NA
Assistant Director	40.0	40.0	2.9	11.4	5.7	0.0	48.6	51.4
Supervisor/Coordinator of Officials	67.3	26.7	5.0	0.0	0.0	1.0	72.3	27.7
Administrative Assistant (Part-time)	36.4	45.5	0.0	0.0	0.0	18.2	36.4	63.6
Intern	NA	NA	NA	NA	NA	NA	NA	NA
Student Assistant (Part-time)	43.8	18.8	6.3	18.8	6.3	6.3	56.3	43.8
Other	60.6	29.5	1.2	5.0	2.1	1.7	63.9	36.1
Totals	61.4	28.1	3.4	3.8	1.8	1.5	66.6	33.4

NA = Not Applicable

TABLE 5
Conference Personnel
1998-99 Division I Figures

Position	White		Black		Other Minority		Total		Grand Total
	Men	Women	Men	Women	Men	Women	Men	Women	
Commissioner	30	2	3	0	0	0	33	2	35
Associate Commissioner	34	15	4	1	1	1	39	17	56
Assistant Commissioner	32	20	8	6	1	1	41	27	68
Director	14	23	4	2	2	1	20	26	46
Associate Director	NA	NA	NA	NA	NA	NA	NA	NA	NA
Assistant Director	14	14	1	4	2	0	17	18	35
Supervisor/Coordinator of Officials	44	20	6	0	0	1	50	21	71
Administrative Assistant (Part-time)	0	0	0	0	0	2	0	2	2
Intern	NA	NA	NA	NA	NA	NA	NA	NA	NA
Student Assistant (Part-time)	6	2	1	2	1	1	8	5	13
Other	76	50	5	13	2	4	83	67	150
Totals	250	146	32	28	9	11	291	185	476

NA = Not Applicable

TABLE 6
Conference Personnel
1998-99 Division I Percentages

Position	White		Black		Other Minority		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Commissioner	85.7	5.7	8.6	0.0	0.0	0.0	94.3	5.7
Associate Commissioner	60.7	26.8	7.1	1.8	1.8	1.8	69.6	30.4
Assistant Commissioner	47.1	29.4	11.8	8.8	1.5	1.5	60.3	39.7
Director	30.4	50.0	8.7	4.3	4.3	2.2	43.5	56.5
Associate Director	NA	NA	NA	NA	NA	NA	NA	NA
Assistant Director	40.0	40.0	2.9	11.4	5.7	0.0	48.6	51.4
Supervisor/Coordinator of Officials	62.0	28.2	8.5	0.0	0.0	1.4	70.4	29.6
Administrative Assistant (Part-time)	0.0	0.0	0.0	0.0	0.0	100.0	0.0	100.0
Intern	NA	NA	NA	NA	NA	NA	NA	NA
Student Assistant (Part-time)	46.2	15.4	7.7	15.4	7.7	7.7	61.5	38.5
Other	50.7	33.3	3.3	8.7	1.3	2.7	55.3	44.7
Totals	52.5	30.7	6.7	5.9	1.9	2.3	61.1	38.9

NA = Not Applicable

TABLE 7
Conference Personnel - Historically Black Conferences Excluded
1998-99 Division I Figures

Position	White		Black		Other Minority		Total		Grand Total
	Men	Women	Men	Women	Men	Women	Men	Women	
Commissioner	30	2	1	0	0	0	31	2	33
Associate Commissioner	34	15	3	1	1	1	38	17	55
Assistant Commissioner	32	20	4	4	1	0	37	24	61
Director	14	23	4	2	2	1	20	26	46
Associate Director	NA	NA	NA	NA	NA	NA	NA	NA	NA
Assistant Director	14	14	1	4	2	0	17	18	35
Supervisor/Coordinator of Officials	43	20	3	0	0	1	46	21	67
Administrative Assistant (Part-time)	0	0	0	0	0	2	0	2	2
Intern	NA	NA	NA	NA	NA	NA	NA	NA	NA
Student Assistant (Part-time)	6	2	1	2	1	1	8	5	13
Other	76	49	2	12	2	4	80	65	145
Totals	249	145	19	25	9	10	277	180	457

NA = Not Applicable

TABLE 8
Conference Personnel - Historically Black Conferences Excluded
1998-99 Division I Percentages

Position	White		Black		Other Minority		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Commissioner	90.9	6.1	3.0	0.0	0.0	0.0	93.9	6.1
Associate Commissioner	61.8	27.3	5.5	1.8	1.8	1.8	69.1	30.9
Assistant Commissioner	52.5	32.8	6.6	6.6	1.6	0.0	60.7	39.3
Director	30.4	50.0	8.7	4.3	4.3	2.2	43.5	56.5
Associate Director	NA	NA	NA	NA	NA	NA	NA	NA
Assistant Director	40.0	40.0	2.9	11.4	5.7	0.0	48.6	51.4
Supervisor/Coordinator of Officials	64.2	29.9	4.5	0.0	0.0	1.5	68.7	31.3
Administrative Assistant (Part-time)	0.0	0.0	0.0	0.0	0.0	100.0	0.0	100.0
Intern	NA	NA	NA	NA	NA	NA	NA	NA
Student Assistant (Part-time)	46.2	15.4	7.7	15.4	7.7	7.7	61.5	38.5
Other	52.4	33.8	1.4	8.3	1.4	2.8	55.2	44.8
Totals	54.5	31.7	4.2	5.5	2.0	2.2	60.6	39.4

NA = Not Applicable

TABLE 9
Conference Personnel
1998-99 Division II Figures

Position	White		Black		Other Minority		Total		Grand Total
	Men	Women	Men	Women	Men	Women	Men	Women	
Commissioner	19	0	2	0	0	0	21	0	21
Associate Commissioner	0	0	0	0	0	0	0	0	0
Assistant Commissioner	3	2	0	0	0	0	3	2	5
Director	4	0	1	0	0	0	5	0	5
Associate Director	NA	NA	NA	NA	NA	NA	NA	NA	NA
Assistant Director	0	0	0	0	0	0	0	0	0
Supervisor/Coordinator of Officials	10	4	3	0	0	0	13	4	17
Administrative Assistant (Part-time)	1	1	0	1	0	0	1	2	3
Intern	NA	NA	NA	NA	NA	NA	NA	NA	NA
Student Assistant (Part-time)	1	1	0	0	0	0	1	1	2
Other	33	9	2	3	2	0	37	12	49
Totals	71	17	8	4	2	0	81	21	102

NA = Not Applicable

TABLE 10
Conference Personnel
1998-99 Division II Percentages

Position	White		Black		Other Minority		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Commissioner	90.5	0.0	9.5	0.0	0.0	0.0	100.0	0.0
Associate Commissioner	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Assistant Commissioner	60.0	40.0	0.0	0.0	0.0	0.0	60.0	40.0
Director	80.0	0.0	20.0	0.0	0.0	0.0	100.0	0.0
Associate Director	NA	NA	NA	NA	NA	NA	NA	NA
Assistant Director	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Supervisor/Coordinator of Officials	58.8	23.5	17.6	0.0	0.0	0.0	76.5	23.5
Administrative Assistant (Part-time)	33.3	33.3	0.0	33.3	0.0	0.0	33.3	66.7
Intern	NA	NA	NA	NA	NA	NA	NA	NA
Student Assistant (Part-time)	50.0	50.0	0.0	0.0	0.0	0.0	50.0	50.0
Other	67.3	18.4	4.1	6.1	4.1	0.0	75.5	24.5
Totals	69.6	16.7	7.8	3.9	2.0	0.0	79.4	20.6

NA = Not Applicable

TABLE 11
Conference Personnel - Historically Black Conferences Excluded
1998-99 Division II Figures

Position	White		Black		Other Minority		Total		Grand Total
	Men	Women	Men	Women	Men	Women	Men	Women	
Commissioner	19	0	0	0	0	0	19	0	19
Associate Commissioner	0	0	0	0	0	0	0	0	0
Assistant Commissioner	3	2	0	0	0	0	3	2	5
Director	4	0	0	0	0	0	4	0	4
Associate Director	NA	NA	NA	NA	NA	NA	NA	NA	NA
Assistant Director	0	0	0	0	0	0	0	0	0
Supervisor/Coordinator of Officials	10	4	1	0	0	0	11	4	15
Administrative Assistant (Part-time)	1	1	0	0	0	0	1	1	2
Intern	NA	NA	NA	NA	NA	NA	NA	NA	NA
Student Assistant (Part-time)	1	1	0	0	0	0	1	1	2
Other	33	8	1	0	2	0	36	8	44
Totals	71	16	2	0	2	0	75	16	91

NA = Not Applicable

TABLE 12
Conference Personnel - Historically Black Conferences Excluded
1998-99 Division II Percentages

Position	White		Black		Other Minority		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Commissioner	100.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0
Associate Commissioner	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Assistant Commissioner	60.0	40.0	0.0	0.0	0.0	0.0	60.0	40.0
Director	100.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0
Associate Director	NA	NA	NA	NA	NA	NA	NA	NA
Assistant Director	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Supervisor/Coordinator of Officials	66.7	26.7	6.7	0.0	0.0	0.0	73.3	26.7
Administrative Assistant (Part-time)	50.0	50.0	0.0	0.0	0.0	0.0	50.0	50.0
Intern	NA	NA	NA	NA	NA	NA	NA	NA
Student Assistant (Part-time)	50.0	50.0	0.0	0.0	0.0	0.0	50.0	50.0
Other	75.0	18.2	2.3	0.0	4.5	0.0	81.8	18.2
Totals	78.0	17.6	2.2	0.0	2.2	0.0	82.4	17.6

NA = Not Applicable

TABLE 13
Conference Personnel
1998-99 Division III Figures

Position	White		Black		Other Minority		Total		Grand Total
	Men	Women	Men	Women	Men	Women	Men	Women	
Commissioner	32	5	1	0	0	0	33	5	38
Associate Commissioner	4	0	0	0	0	0	4	0	4
Assistant Commissioner	4	3	0	0	0	0	4	3	7
Director	2	1	0	0	0	0	2	1	3
Associate Director	NA	NA	NA	NA	NA	NA	NA	NA	NA
Assistant Director	0	0	0	0	0	0	0	0	0
Supervisor/Coordinator of Officials	15	3	1	0	0	0	16	3	19
Administrative Assistant (Part-time)	3	4	0	0	0	0	3	4	7
Intern	NA	NA	NA	NA	NA	NA	NA	NA	NA
Student Assistant (Part-time)	0	0	0	1	0	0	0	1	1
Other	37	14	0	0	1	0	38	14	52
Totals	97	30	2	1	1	0	100	31	131

NA = Not Applicable

TABLE 14
Conference Personnel
1998-99 Division III Percentages

Position	White		Black		Other Minority		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Commissioner	84.2	13.2	2.6	0.0	0.0	0.0	86.8	13.2
Associate Commissioner	100.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0
Assistant Commissioner	57.1	42.9	0.0	0.0	0.0	0.0	57.1	42.9
Director	66.7	33.3	0.0	0.0	0.0	0.0	66.7	33.3
Associate Director	NA	NA	NA	NA	NA	NA	NA	NA
Assistant Director	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Supervisor/Coordinator of Officials	78.9	15.8	5.3	0.0	0.0	0.0	84.2	15.8
Administrative Assistant (Part-time)	42.9	57.1	0.0	0.0	0.0	0.0	42.9	57.1
Intern	NA	NA	NA	NA	NA	NA	NA	NA
Student Assistant (Part-time)	0.0	0.0	0.0	100.0	0.0	0.0	0.0	100.0
Other	71.2	26.9	0.0	0.0	1.9	0.0	73.1	26.9
Totals	74.0	22.9	1.5	0.8	0.8	0.0	76.3	23.7

NA = Not Applicable

TABLE 15
Conference Personnel
2007-08 Overall Figures

Position	White		Black		Other Minority		Total		Grand Total
	Men	Women	Men	Women	Men	Women	Men	Women	
Conference President	62	15	5	2	5	0	72	17	89
Commissioner	92	24	13	0	4	0	109	24	133
Associate Commissioner	68	33	7	11	0	4	75	48	123
Assistant Commissioner	56	37	8	7	0	3	64	47	111
Director	63	37	11	13	3	2	77	52	129
Associate Director	6	17	2	3	1	1	9	21	30
Assistant Director	32	15	6	6	1	1	39	22	61
Supervisor/Coordinator of Officials	247	68	20	5	12	1	279	74	353
Administrative Assistant	5	54	0	11	0	3	5	68	73
Conference Secretary	27	21	1	2	1	2	29	25	54
Intern	31	38	5	6	2	1	38	45	83
Student Assistant	1	0	3	1	0	0	4	1	5
Other	21	18	1	3	1	1	23	22	45
Totals	711	377	82	70	30	19	823	466	1,289

TABLE 16
Conference Personnel
2007-08 Overall Percentages

Position	White		Black		Other Minority		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	69.7	16.9	5.6	2.2	5.5	0.0	80.8	19.1
Commissioner	69.2	18.0	9.8	0.0	3.1	0.0	82.1	18.0
Associate Commissioner	55.3	26.8	5.7	8.9	0.0	3.2	61.0	38.9
Assistant Commissioner	50.5	33.3	7.2	6.3	0.0	2.7	57.7	42.3
Director	48.8	28.7	8.5	10.1	2.4	1.6	59.7	40.4
Associate Director	20.0	56.7	6.7	10.0	3.3	3.3	30.0	70.0
Assistant Director	52.5	24.6	9.8	9.8	1.6	1.6	63.9	36.0
Supervisor/Coordinator of Officials	70.0	19.3	5.7	1.4	3.4	0.3	79.1	21.0
Administrative Assistant	6.8	74.0	0.0	15.1	0.0	4.1	6.8	93.2
Conference Secretary	50.0	38.9	1.9	3.7	1.9	3.8	53.8	46.4
Intern	37.3	45.8	6.0	7.2	2.4	1.2	45.7	54.2
Student Assistant	20.0	0.0	60.0	20.0	0.0	0.0	80.0	20.0
Other	46.7	40.0	2.2	6.7	2.2	2.2	51.1	48.9
Grand Total	55.2	29.2	6.4	5.4	2.2	1.5	63.8	36.1

TABLE 17
Conference Personnel
2007-08 Overall Figures - Breakdown of Other Minority Category

Position	Asian		Hispanic / Latino		American Indian / Alaskan Native		Native Hawaiian / Pacific Islander		Two or More Races		Other	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	1	0	2	0	0	0	0	0	0	0	2	0
Commissioner	1	0	1	0	0	0	0	0	2	0	0	0
Associate Commissioner	0	1	0	0	0	0	0	0	0	3	0	0
Assistant Commissioner	0	1	0	1	0	1	0	0	0	0	0	0
Director	2	1	1	0	0	0	0	0	0	1	0	0
Associate Director	0	0	0	0	0	0	1	0	0	1	0	0
Assistant Director	0	1	1	0	0	0	0	0	0	0	0	0
Supervisor/Coordinator of Officials	2	1	10	0	0	0	0	0	0	0	0	0
Administrative Assistant	0	1	0	2	0	0	0	0	0	0	0	0
Conference Secretary	1	1	0	1	0	0	0	0	0	0	0	0
Intern	0	0	0	1	0	0	0	0	1	0	1	0
Student Assistant	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	1	1	0	0	0	0	0	0	0	0
Totals	7	7	16	6	0	1	1	0	3	5	3	0

TABLE 18
Conference Personnel
2007-08 Overall Percentages - Breakdown of Other Minority Category

Position	Asian		Hispanic / Latino		American Indian / Alaskan Native		Native Hawaiian / Pacific Islander		Two or More Races		Other	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	1.1	0.0	2.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.2	0.0
Commissioner	0.8	0.0	0.8	0.0	0.0	0.0	0.0	0.0	1.5	0.0	0.0	0.0
Associate Commissioner	0.0	0.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.4	0.0	0.0
Assistant Commissioner	0.0	0.9	0.0	0.9	0.0	0.9	0.0	0.0	0.0	0.0	0.0	0.0
Director	1.6	0.8	0.8	0.0	0.0	0.0	0.0	0.0	0.0	0.8	0.0	0.0
Associate Director	0.0	0.0	0.0	0.0	0.0	0.0	3.3	0.0	0.0	3.3	0.0	0.0
Assistant Director	0.0	1.6	1.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Supervisor/Coordinator of Officials	0.6	0.3	2.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Administrative Assistant	0.0	1.4	0.0	2.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Conference Secretary	1.9	1.9	0.0	1.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Intern	0.0	0.0	0.0	1.2	0.0	0.0	0.0	0.0	1.2	0.0	1.2	0.0
Student Assistant	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	0.0	0.0	2.2	2.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Totals	0.5	0.5	1.2	0.5	0.0	0.1	0.1	0.0	0.2	0.4	0.2	0.0

TABLE 19
Conference Personnel - Historically Black Conferences Excluded
2007-08 Overall Figures

Position	White		Black		Other Minority		Total		Grand Total
	Men	Women	Men	Women	Men	Women	Men	Women	
Conference President	62	15	2	1	5	0	69	16	85
Commissioner	91	24	10	0	4	0	105	24	129
Associate Commissioner	68	33	5	10	0	4	73	47	120
Assistant Commissioner	56	37	6	6	0	3	62	46	108
Director	63	36	5	6	3	2	71	44	115
Associate Director	6	17	2	3	1	1	9	21	30
Assistant Director	32	15	4	3	1	1	37	19	56
Supervisor/Coordinator of Officials	247	67	6	2	12	1	265	70	335
Administrative Assistant	5	53	0	10	0	3	5	66	71
Conference Secretary	27	21	0	1	1	2	28	24	52
Intern	30	38	3	4	2	1	35	43	78
Student Assistant	1	0	2	1	0	0	3	1	4
Other	21	18	1	1	1	1	23	20	43
Totals	709	374	46	48	30	19	785	441	1,226

TABLE 20
Conference Personnel - Historically Black Conferences Excluded
2007-08 Overall Percentages

Position	White		Black		Other Minority		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	72.9	17.6	2.4	1.2	5.9	0.0	81.2	18.8
Commissioner	70.5	18.6	7.8	0.0	3.1	0.0	81.4	18.6
Associate Commissioner	56.7	27.5	4.2	8.3	0.0	3.3	60.8	39.2
Assistant Commissioner	51.9	34.3	5.6	5.6	0.0	2.8	57.4	42.6
Director	54.8	31.3	4.3	5.2	2.6	1.7	61.7	38.3
Associate Director	20.0	56.7	6.7	10.0	3.3	3.3	30.0	70.0
Assistant Director	57.1	26.8	7.1	5.4	1.8	1.8	66.1	33.9
Supervisor/Coordinator of Officials	73.7	20.0	1.8	0.6	3.6	0.3	79.1	20.9
Administrative Assistant	7.0	74.6	0.0	14.1	0.0	4.2	7.0	93.0
Conference Secretary	51.9	40.4	0.0	1.9	1.9	3.8	53.8	46.2
Intern	38.5	48.7	3.8	5.1	2.6	1.3	44.9	55.1
Student Assistant	25.0	0.0	50.0	25.0	0.0	0.0	75.0	25.0
Other	48.8	41.9	2.3	2.3	2.3	2.3	53.5	46.5
Totals	57.8	30.5	3.8	3.9	2.4	1.5	64.0	36.0

TABLE 21
Conference Personnel - Historically Black Conferences Excluded
2007-08 Overall Figures - Breakdown of Other Minority Category

Position	Asian		Hispanic / Latino		American Indian / Alaskan Native		Native Hawaiian / Pacific Islander		Two or More Races		Other	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	1	0	2	0	0	0	0	0	0	0	2	0
Commissioner	1	0	1	0	0	0	0	0	2	0	0	0
Associate Commissioner	0	1	0	0	0	0	0	0	0	3	0	0
Assistant Commissioner	0	1	0	1	0	1	0	0	0	0	0	0
Director	2	1	1	0	0	0	0	0	0	1	0	0
Associate Director	0	0	0	0	0	0	1	0	0	1	0	0
Assistant Director	0	1	1	0	0	0	0	0	0	0	0	0
Supervisor/Coordinator of Officials	2	1	10	0	0	0	0	0	0	0	0	0
Administrative Assistant	0	1	0	2	0	0	0	0	0	0	0	0
Conference Secretary	1	1	0	1	0	0	0	0	0	0	0	0
Intern	0	0	0	1	0	0	0	0	1	0	1	0
Student Assistant	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	1	1	0	0	0	0	0	0	0	0
Totals	7	7	16	6	0	1	1	0	3	5	3	0

TABLE 22
Conference Personnel - Historically Black Conferences Excluded
2007-08 Overall Percentages - Breakdown of Other Minority Category

Position	Asian		Hispanic / Latino		American Indian / Alaskan Native		Native Hawaiian / Pacific Islander		Two or More Races		Other	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	1.2	0.0	2.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.4	0.0
Commissioner	0.8	0.0	0.8	0.0	0.0	0.0	0.0	0.0	1.6	0.0	0.0	0.0
Associate Commissioner	0.0	0.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.5	0.0	0.0
Assistant Commissioner	0.0	0.9	0.0	0.9	0.0	0.9	0.0	0.0	0.0	0.0	0.0	0.0
Director	1.7	0.9	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.9	0.0	0.0
Associate Director	0.0	0.0	0.0	0.0	0.0	0.0	3.3	0.0	0.0	3.3	0.0	0.0
Assistant Director	0.0	1.8	1.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Supervisor/Coordinator of Officials	0.6	0.3	3.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Administrative Assistant	0.0	1.4	0.0	2.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Conference Secretary	1.9	1.9	0.0	1.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Intern	0.0	0.0	0.0	1.3	0.0	0.0	0.0	0.0	1.3	0.0	1.3	0.0
Student Assistant	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	0.0	0.0	2.3	2.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Totals	0.6	0.6	1.3	0.5	0.0	0.1	0.1	0.0	0.2	0.4	0.2	0.0

TABLE 23
Conference Personnel
2007-08 Division I Figures

Position	White		Black		Other Minority		Total		Grand Total
	Men	Women	Men	Women	Men	Women	Men	Women	
Conference President	26	1	3	0	4	0	33	1	34
Commissioner	36	9	5	0	2	0	43	9	52
Associate Commissioner	65	28	6	5	0	2	71	35	106
Assistant Commissioner	28	21	8	5	0	2	36	28	64
Director	32	29	9	9	3	2	44	40	84
Associate Director	5	11	1	3	0	1	6	15	21
Assistant Director	21	13	5	5	0	1	26	19	45
Supervisor/Coordinator of Officials	120	45	13	4	7	1	140	50	190
Administrative Assistant	2	40	0	9	0	2	2	51	53
Conference Secretary	13	9	0	2	1	1	14	12	26
Intern	22	21	3	5	1	0	26	26	52
Student Assistant	0	0	2	1	0	0	2	1	3
Other	14	17	1	2	0	1	15	20	35
Totals	384	244	56	50	18	13	458	307	765

TABLE 24
Conference Personnel
2007-08 Division I Percentages

Position	White		Black		Other Minority		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	76.5	2.9	8.8	0.0	11.7	0.0	97.0	2.9
Commissioner	69.2	17.3	9.6	0.0	3.8	0.0	82.6	17.3
Associate Commissioner	61.3	26.4	5.7	4.7	0.0	1.8	67.0	32.9
Assistant Commissioner	43.8	32.8	12.5	7.8	0.0	3.2	56.3	43.8
Director	38.1	34.5	10.7	10.7	3.6	2.4	52.4	47.6
Associate Director	23.8	52.4	4.8	14.3	0.0	4.8	28.6	71.5
Assistant Director	46.7	28.9	11.1	11.1	0.0	2.2	57.8	42.2
Supervisor/Coordinator of Officials	63.2	23.7	6.8	2.1	3.6	0.5	73.6	26.3
Administrative Assistant	3.8	75.5	0.0	17.0	0.0	3.8	3.8	96.3
Conference Secretary	50.0	34.6	0.0	7.7	3.8	3.8	53.8	46.1
Intern	42.3	40.4	5.8	9.6	1.9	0.0	50.0	50.0
Student Assistant	0.0	0.0	66.7	33.3	0.0	0.0	66.7	33.3
Other	40.0	48.6	2.9	5.7	0.0	2.9	42.9	57.2
Totals	50.2	31.9	7.3	6.5	2.4	1.7	59.9	40.1

TABLE 25
Conference Personnel
2007-08 Division I Figures - Breakdown of Other Minority Category

Position	Asian		Hispanic / Latino		American Indian / Alaskan Native		Native Hawaiian / Pacific Islander		Two or More Races		Other	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	1	0	2	0	0	0	0	0	0	0	1	0
Commissioner	0	0	1	0	0	0	0	0	1	0	0	0
Associate Commissioner	0	1	0	0	0	0	0	0	0	1	0	0
Assistant Commissioner	0	1	0	0	0	1	0	0	0	0	0	0
Director	2	1	1	0	0	0	0	0	0	1	0	0
Associate Director	0	0	0	0	0	0	0	0	0	1	0	0
Assistant Director	0	1	0	0	0	0	0	0	0	0	0	0
Supervisor/Coordinator of Officials	2	1	5	0	0	0	0	0	0	0	0	0
Administrative Assistant	0	0	0	2	0	0	0	0	0	0	0	0
Conference Secretary	1	1	0	0	0	0	0	0	0	0	0	0
Intern	0	0	0	0	0	0	0	0	0	0	1	0
Student Assistant	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	1	0	0	0	0	0	0	0	0
Totals	6	6	9	3	0	1	0	0	1	3	2	0

TABLE 26
Conference Personnel
2007-08 Division I Percentages - Breakdown of Other Minority Category

Position	Asian		Hispanic / Latino		American Indian / Alaskan Native		Native Hawaiian / Pacific Islander		Two or More Races		Other	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	2.9	0.0	5.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.9	0.0
Commissioner	0.0	0.0	1.9	0.0	0.0	0.0	0.0	0.0	1.9	0.0	0.0	0.0
Associate Commissioner	0.0	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.9	0.0	0.0
Assistant Commissioner	0.0	1.6	0.0	0.0	0.0	1.6	0.0	0.0	0.0	0.0	0.0	0.0
Director	2.4	1.2	1.2	0.0	0.0	0.0	0.0	0.0	0.0	1.2	0.0	0.0
Associate Director	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.8	0.0	0.0
Assistant Director	0.0	2.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Supervisor/Coordinator of Officials	1.1	0.5	2.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Administrative Assistant	0.0	0.0	0.0	3.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Conference Secretary	3.8	3.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Intern	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.9	0.0
Student Assistant	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	0.0	0.0	0.0	2.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Totals	0.8	0.8	1.2	0.4	0.0	0.1	0.0	0.0	0.1	0.4	0.3	0.0

TABLE 27
Conference Personnel - Historically Black Conferences Excluded
2007-08 Division I Figures

Position	White		Black		Other Minority		Total		Grand Total
	Men	Women	Men	Women	Men	Women	Men	Women	
Conference President	26	1	1	0	4	0	31	1	32
Commissioner	36	9	3	0	2	0	41	9	50
Associate Commissioner	65	28	5	5	0	2	70	35	105
Assistant Commissioner	28	21	6	4	0	2	34	27	61
Director	32	28	5	6	3	2	40	36	76
Associate Director	5	11	1	3	0	1	6	15	21
Assistant Director	21	13	4	3	0	1	25	17	42
Supervisor/Coordinator of Officials	120	44	4	2	7	1	131	47	178
Administrative Assistant	2	39	0	9	0	2	2	50	52
Conference Secretary	13	9	0	1	1	1	14	11	25
Intern	21	21	2	3	1	0	24	24	48
Student Assistant	0	0	1	1	0	0	1	1	2
Other	14	17	1	1	0	1	15	19	34
Totals	383	241	33	38	18	13	434	292	726

TABLE 28
Conference Personnel - Historically Black Conferences Excluded
2007-08 Division I Percentages

Position	White		Black		Other Minority		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	81.3	3.1	3.1	0.0	12.5	0.0	96.9	3.1
Commissioner	72.0	18.0	6.0	0.0	4.0	0.0	82.0	18.0
Associate Commissioner	61.9	26.7	4.8	4.8	0.0	1.9	66.7	33.3
Assistant Commissioner	45.9	34.4	9.8	6.6	0.0	3.3	55.7	44.3
Director	42.1	36.8	6.6	7.9	3.9	2.6	52.6	47.4
Associate Director	23.8	52.4	4.8	14.3	0.0	4.8	28.6	71.4
Assistant Director	50.0	31.0	9.5	7.1	0.0	2.4	59.5	40.5
Supervisor/Coordinator of Officials	67.4	24.7	2.2	1.1	3.9	0.6	73.6	26.4
Administrative Assistant	3.8	75.0	0.0	17.3	0.0	3.8	3.8	96.2
Conference Secretary	52.0	36.0	0.0	4.0	4.0	4.0	56.0	44.0
Intern	43.8	43.8	4.2	6.3	2.1	0.0	50.0	50.0
Student Assistant	0.0	0.0	50.0	50.0	0.0	0.0	50.0	50.0
Other	41.2	50.0	2.9	2.9	0.0	2.9	44.1	55.9
Totals	52.8	33.2	4.5	5.2	2.5	1.8	59.8	40.2

TABLE 29
Conference Personnel - Historically Black Conferences Excluded
2007-08 Division I Figures - Breakdown of Other Minority Category

Position	Asian		Hispanic / Latino		American Indian / Alaskan Native		Native Hawaiian / Pacific Islander		Two or More Races		Other	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	1	0	2	0	0	0	0	0	0	0	1	0
Commissioner	0	0	1	0	0	0	0	0	1	0	0	0
Associate Commissioner	0	1	0	0	0	0	0	0	0	1	0	0
Assistant Commissioner	0	1	0	0	0	1	0	0	0	0	0	0
Director	2	1	1	0	0	0	0	0	0	1	0	0
Associate Director	0	0	0	0	0	0	0	0	0	1	0	0
Assistant Director	0	1	0	0	0	0	0	0	0	0	0	0
Supervisor/Coordinator of Officials	2	1	5	0	0	0	0	0	0	0	0	0
Administrative Assistant	0	0	0	2	0	0	0	0	0	0	0	0
Conference Secretary	1	1	0	0	0	0	0	0	0	0	0	0
Intern	0	0	0	0	0	0	0	0	0	0	1	0
Student Assistant	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	1	0	0	0	0	0	0	0	0
Totals	6	6	9	3	0	1	0	0	1	3	2	0

TABLE 30
Conference Personnel - Historically Black Conferences Excluded
2007-08 Division I Percentages - Breakdown of Other Minority Category

Position	Asian		Hispanic / Latino		American Indian / Alaskan Native		Native Hawaiian / Pacific Islander		Two or More Races		Other	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	3.1	0.0	6.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.1	0.0
Commissioner	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0
Associate Commissioner	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0
Assistant Commissioner	0.0	1.6	0.0	0.0	0.0	1.6	0.0	0.0	0.0	0.0	0.0	0.0
Director	2.6	1.3	1.3	0.0	0.0	0.0	0.0	0.0	0.0	1.3	0.0	0.0
Associate Director	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.8	0.0	0.0
Assistant Director	0.0	2.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Supervisor/Coordinator of Officials	1.1	0.6	2.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Administrative Assistant	0.0	0.0	0.0	3.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Conference Secretary	4.0	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Intern	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.1	0.0
Student Assistant	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	0.0	0.0	0.0	2.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Totals	0.8	0.8	1.2	0.4	0.0	0.1	0.0	0.0	0.1	0.4	0.3	0.0

TABLE 31
Conference Personnel
2007-08 Division II Figures

Position	White		Black		Other Minority		Total		Grand Total
	Men	Women	Men	Women	Men	Women	Men	Women	
Conference President	12	2	1	2	1	0	14	4	18
Commissioner	20	1	2	0	0	0	22	1	23
Associate Commissioner	2	5	1	1	0	1	3	7	10
Assistant Commissioner	12	10	0	1	0	1	12	12	24
Director	12	4	2	4	0	0	14	8	22
Associate Director	0	0	0	0	1	0	1	0	1
Assistant Director	1	0	1	1	1	0	3	1	4
Supervisor/Coordinator of Officials	62	9	6	1	2	0	70	10	80
Administrative Assistant	1	7	0	2	0	0	1	9	10
Conference Secretary	3	4	1	0	0	0	4	4	8
Intern	5	4	2	1	1	1	8	6	14
Student Assistant	0	0	0	0	0	0	0	0	0
Other	2	1	0	1	1	0	3	2	5
Totals	132	47	16	14	7	3	155	64	219

TABLE 32
Conference Personnel
2007-08 Division II Percentages

Position	White		Black		Other Minority		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	66.7	11.1	5.6	11.1	5.6	0.0	77.9	22.2
Commissioner	87.0	4.3	8.7	0.0	0.0	0.0	95.7	4.3
Associate Commissioner	20.0	50.0	10.0	10.0	0.0	10.0	30.0	70.0
Assistant Commissioner	50.0	41.7	0.0	4.2	0.0	4.2	50.0	50.1
Director	54.5	18.2	9.1	18.2	0.0	0.0	63.6	36.4
Associate Director	0.0	0.0	0.0	0.0	100.0	0.0	100.0	0.0
Assistant Director	25.0	0.0	25.0	25.0	25.0	0.0	75.0	25.0
Supervisor/Coordinator of Officials	77.5	11.3	7.5	1.3	2.5	0.0	87.5	12.6
Administrative Assistant	10.0	70.0	0.0	20.0	0.0	0.0	10.0	90.0
Conference Secretary	37.5	50.0	12.5	0.0	0.0	0.0	50.0	50.0
Intern	35.7	28.6	14.3	7.1	7.1	7.1	57.1	42.8
Student Assistant	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	40.0	20.0	0.0	20.0	20.0	0.0	60.0	40.0
Totals	60.3	21.5	7.3	6.4	3.3	1.4	70.9	29.3

TABLE 33
Conference Personnel
2007-08 Division II Figures - Breakdown of Other Minority Category

Position	Asian		Hispanic / Latino		American Indian / Alaskan Native		Native Hawaiian / Pacific Islander		Two or More Races		Other	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	0	0	0	0	0	0	0	0	0	0	1	0
Commissioner	0	0	0	0	0	0	0	0	0	0	0	0
Associate Commissioner	0	0	0	0	0	0	0	0	0	1	0	0
Assistant Commissioner	0	0	0	1	0	0	0	0	0	0	0	0
Director	0	0	0	0	0	0	0	0	0	0	0	0
Associate Director	0	0	0	0	0	0	1	0	0	0	0	0
Assistant Director	0	0	1	0	0	0	0	0	0	0	0	0
Supervisor/Coordinator of Officials	0	0	2	0	0	0	0	0	0	0	0	0
Administrative Assistant	0	0	0	0	0	0	0	0	0	0	0	0
Conference Secretary	0	0	0	0	0	0	0	0	0	0	0	0
Intern	0	0	0	1	0	0	0	0	1	0	0	0
Student Assistant	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	1	0	0	0	0	0	0	0	0	0
Totals	0	0	4	2	0	0	1	0	1	1	1	0

TABLE 34
Conference Personnel
2007-08 Division II Percentages - Breakdown of Other Minority Category

Position	Asian		Hispanic / Latino		American Indian / Alaskan Native		Native Hawaiian / Pacific Islander		Two or More Races		Other	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.6	0.0
Commissioner	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Associate Commissioner	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.0	0.0	0.0
Assistant Commissioner	0.0	0.0	0.0	4.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Director	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Associate Director	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0
Assistant Director	0.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Supervisor/Coordinator of Officials	0.0	0.0	2.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Administrative Assistant	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Conference Secretary	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Intern	0.0	0.0	0.0	7.1	0.0	0.0	0.0	0.0	7.1	0.0	0.0	0.0
Student Assistant	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	0.0	0.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Totals	0.0	0.0	1.8	0.9	0.0	0.0	0.5	0.0	0.5	0.5	0.5	0.0

TABLE 35
Conference Personnel - Historically Black Conferences Excluded
2007-08 Division II Figures

Position	White		Black		Other Minority		Total		Grand Total
	Men	Women	Men	Women	Men	Women	Men	Women	
Conference President	12	2	0	1	1	0	13	3	16
Commissioner	19	1	1	0	0	0	20	1	21
Associate Commissioner	2	5	0	0	0	1	2	6	8
Assistant Commissioner	12	10	0	1	0	1	12	12	24
Director	12	4	0	0	0	0	12	4	16
Associate Director	0	0	0	0	1	0	1	0	1
Assistant Director	1	0	0	0	1	0	2	0	2
Supervisor/Coordinator of Officials	62	9	1	0	2	0	65	9	74
Administrative Assistant	1	7	0	1	0	0	1	8	9
Conference Secretary	3	4	0	0	0	0	3	4	7
Intern	5	4	1	1	1	1	7	6	13
Student Assistant	0	0	0	0	0	0	0	0	0
Other	2	1	0	0	1	0	3	1	4
Totals	131	47	3	4	7	3	141	54	195

TABLE 36
Conference Personnel - Historically Black Conferences Excluded
2007-08 Division II Percentages

Position	White		Black		Other Minority		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	75.0	12.5	0.0	6.3	6.3	0.0	81.3	18.8
Commissioner	90.5	4.8	4.8	0.0	0.0	0.0	95.2	4.8
Associate Commissioner	25.0	62.5	0.0	0.0	0.0	12.5	25.0	75.0
Assistant Commissioner	50.0	41.7	0.0	4.2	0.0	4.2	50.0	50.0
Director	75.0	25.0	0.0	0.0	0.0	0.0	75.0	25.0
Associate Director	0.0	0.0	0.0	0.0	100.0	0.0	100.0	0.0
Assistant Director	50.0	0.0	0.0	0.0	50.0	0.0	100.0	0.0
Supervisor/Coordinator of Officials	83.8	12.2	1.4	0.0	2.7	0.0	87.8	12.2
Administrative Assistant	11.1	77.8	0.0	11.1	0.0	0.0	11.1	88.9
Conference Secretary	42.9	57.1	0.0	0.0	0.0	0.0	42.9	57.1
Intern	38.5	30.8	7.7	7.7	7.7	7.7	53.8	46.2
Student Assistant	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	50.0	25.0	0.0	0.0	25.0	0.0	75.0	25.0
Totals	67.2	24.1	1.5	2.1	3.6	1.5	72.3	27.7

TABLE 37
Conference Personnel - Historically Black Conferences Excluded
2007-08 Division II Figures - Breakdown of Other Minority Category

Position	Asian		Hispanic / Latino		American Indian / Alaskan Native		Native Hawaiian / Pacific Islander		Two or More Races		Other	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	0	0	0	0	0	0	0	0	0	0	1	0
Commissioner	0	0	0	0	0	0	0	0	0	0	0	0
Associate Commissioner	0	0	0	0	0	0	0	0	0	1	0	0
Assistant Commissioner	0	0	0	1	0	0	0	0	0	0	0	0
Director	0	0	0	0	0	0	0	0	0	0	0	0
Associate Director	0	0	0	0	0	0	1	0	0	0	0	0
Assistant Director	0	0	1	0	0	0	0	0	0	0	0	0
Supervisor/Coordinator of Officials	0	0	2	0	0	0	0	0	0	0	0	0
Administrative Assistant	0	0	0	0	0	0	0	0	0	0	0	0
Conference Secretary	0	0	0	0	0	0	0	0	0	0	0	0
Intern	0	0	0	1	0	0	0	0	1	0	0	0
Student Assistant	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	1	0	0	0	0	0	0	0	0	0
Totals	0	0	4	2	0	0	1	0	1	1	1	0

TABLE 38
Conference Personnel - Historically Black Conferences Excluded
2007-08 Division II Percentages - Breakdown of Other Minority Category

Position	Asian		Hispanic / Latino		American Indian / Alaskan Native		Native Hawaiian / Pacific Islander		Two or More Races		Other	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.3	0.0
Commissioner	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Associate Commissioner	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	12.5	0.0	0.0
Assistant Commissioner	0.0	0.0	0.0	4.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Director	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Associate Director	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0
Assistant Director	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Supervisor/Coordinator of Officials	0.0	0.0	2.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Administrative Assistant	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Conference Secretary	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Intern	0.0	0.0	0.0	7.7	0.0	0.0	0.0	0.0	7.7	0.0	0.0	0.0
Student Assistant	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	0.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Totals	0.0	0.0	2.1	1.0	0.0	0.0	0.5	0.0	0.5	0.5	0.5	0.0

TABLE 39
Conference Personnel
2007-08 Division III Figures

Position	White		Black		Other Minority		Total		Grand Total
	Men	Women	Men	Women	Men	Women	Men	Women	
Conference President	24	12	1	0	0	0	25	12	37
Commissioner	36	14	6	0	2	0	44	14	58
Associate Commissioner	1	0	0	5	0	1	1	6	7
Assistant Commissioner	16	6	0	1	0	0	16	7	23
Director	19	4	0	0	0	0	19	4	23
Associate Director	1	6	1	0	0	0	2	6	8
Assistant Director	10	2	0	0	0	0	10	2	12
Supervisor/Coordinator of Officials	65	14	1	0	3	0	69	14	83
Administrative Assistant	2	7	0	0	0	1	2	8	10
Conference Secretary	11	8	0	0	0	1	11	9	20
Intern	4	13	0	0	0	0	4	13	17
Student Assistant	1	0	1	0	0	0	2	0	2
Other	5	0	0	0	0	0	5	0	5
Totals	195	86	10	6	5	3	210	95	305

TABLE 40
Conference Personnel
2007-08 Division III Percentages

Position	White		Black		Other Minority		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	64.9	32.4	2.7	0.0	0.0	0.0	67.6	32.4
Commissioner	62.1	24.1	10.3	0.0	3.4	0.0	75.8	24.1
Associate Commissioner	14.3	0.0	0.0	71.4	0.0	14.3	14.3	85.7
Assistant Commissioner	69.6	26.1	0.0	4.3	0.0	0.0	69.6	30.4
Director	82.6	17.4	0.0	0.0	0.0	0.0	82.6	17.4
Associate Director	12.5	75.0	12.5	0.0	0.0	0.0	25.0	75.0
Assistant Director	83.3	16.7	0.0	0.0	0.0	0.0	83.3	16.7
Supervisor/Coordinator of Officials	78.3	16.9	1.2	0.0	3.6	0.0	83.1	16.9
Administrative Assistant	20.0	70.0	0.0	0.0	0.0	10.0	20.0	80.0
Conference Secretary	55.0	40.0	0.0	0.0	0.0	5.0	55.0	45.0
Intern	23.5	76.5	0.0	0.0	0.0	0.0	23.5	76.5
Student Assistant	50.0	0.0	50.0	0.0	0.0	0.0	100.0	0.0
Other	100.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0
Totals	63.9	28.2	3.3	2.0	1.6	0.9	68.8	31.1

TABLE 41
Conference Personnel
2007-08 Division III Figures - Breakdown of Other Minority Category

Position	Asian		Hispanic / Latino		American Indian / Alaskan Native		Native Hawaiian / Pacific Islander		Two or More Races		Other	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	0	0	0	0	0	0	0	0	0	0	0	0
Commissioner	1	0	0	0	0	0	0	0	1	0	0	0
Associate Commissioner	0	0	0	0	0	0	0	0	0	1	0	0
Assistant Commissioner	0	0	0	0	0	0	0	0	0	0	0	0
Director	0	0	0	0	0	0	0	0	0	0	0	0
Associate Director	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Director	0	0	0	0	0	0	0	0	0	0	0	0
Supervisor/Coordinator of Officials	0	0	3	0	0	0	0	0	0	0	0	0
Administrative Assistant	0	1	0	0	0	0	0	0	0	0	0	0
Conference Secretary	0	0	0	1	0	0	0	0	0	0	0	0
Intern	0	0	0	0	0	0	0	0	0	0	0	0
Student Assistant	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Totals	1	1	3	1	0	0	0	0	1	1	0	0

TABLE 42
Conference Personnel
2007-08 Division III Percentages - Breakdown of Other Minority Category

Position	Asian		Hispanic / Latino		American Indian / Alaskan Native		Native Hawaiian / Pacific Islander		Two or More Races		Other	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Commissioner	1.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.7	0.0	0.0	0.0
Associate Commissioner	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	14.3	0.0	0.0
Assistant Commissioner	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Director	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Associate Director	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Assistant Director	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Supervisor/Coordinator of Officials	0.0	0.0	3.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Administrative Assistant	0.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Conference Secretary	0.0	0.0	0.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Intern	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Student Assistant	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Totals	0.3	0.3	1.0	0.3	0.0	0.0	0.0	0.0	0.3	0.3	0.0	0.0

TABLE 43
Conference Personnel
Percentage of Black Administrators at NCAA Member Conferences

Position	All Conferences			Historically Black Conferences Excluded		
	1998-99	2007-08	Change	1998-99	2007-08	Change
Commissioner	6.4	9.8	3.4	2.2	7.8	5.6
Associate Commissioner	8.3	14.6	6.3	6.8	12.5	5.7
Assistant Commissioner	17.5	13.5	-4.0	11.0	11.1	0.1
Director	13.0	18.6	5.6	11.3	9.6	-1.7
Associate Director	NA	16.7	NA	NA	16.7	NA
Assistant Director	14.3	19.6	5.3	14.3	12.5	-1.8
Supervisor/Coordinator of Officials	9.3	7.1	-2.2	5.0	2.4	-2.6
Administrative Assistant	NA	15.1	NA	NA	14.1	NA
Intern	NA	13.2	NA	NA	9.0	NA
Student Assistant	NA	80.0	NA	NA	75.0	NA
Other	NA	8.9	NA	NA	4.7	NA
Overall	10.6	11.8	1.2	7.2	7.7	0.5

NA = Not Applicable

TABLE 44
Conference Personnel
Percentage of Black Administrators at NCAA Division I Member Conferences

Position	All Conferences			Historically Black Conferences Excluded		
	1998-99	2007-08	Change	1998-99	2007-08	Change
Commissioner	8.6	9.6	1.0	3.0	6.0	3.0
Associate Commissioner	8.9	10.4	1.5	7.3	9.5	2.2
Assistant Commissioner	20.6	20.3	-0.3	13.1	16.4	3.3
Director	13.0	21.4	8.4	13.0	14.5	1.5
Associate Director	NA	19.1	NA	NA	19.0	NA
Assistant Director	14.3	22.2	7.9	14.3	16.7	2.4
Supervisor/Coordinator of Officials	8.5	8.9	0.4	4.5	3.4	-1.1
Administrative Assistant	NA	17.0	NA	NA	17.3	NA
Intern	NA	15.4	NA	NA	10.4	NA
Student Assistant	NA	100.0	NA	NA	100.0	NA
Other	NA	8.6	NA	NA	5.9	NA
Overall	12.6	13.8	1.2	9.6	9.8	0.2

NA = Not Applicable

TABLE 45
Conference Personnel
Percentage of Black Administrators at NCAA Division II Member Conferences

Position	All Conferences			Historically Black Conferences Excluded		
	1998-99	2007-08	Change	1998-99	2007-08	Change
Commissioner	9.5	8.7	-0.8	0.0	4.8	4.8
Associate Commissioner	0.0	20.0	20.0	0.0	0.0	0.0
Assistant Commissioner	0.0	4.2	4.2	0.0	4.2	4.2
Director	20.0	27.3	7.3	0.0	0.0	0.0
Associate Director	NA	0.0	NA	NA	0.0	NA
Assistant Director	0.0	50.0	50.0	0.0	0.0	0.0
Supervisor/Coordinator of Officials	17.6	8.8	-8.8	6.7	1.4	-5.3
Administrative Assistant	NA	20.0	NA	NA	11.1	NA
Intern	NA	21.4	NA	NA	15.4	NA
Student Assistant	NA	0.0	NA	NA	0.0	NA
Other	NA	20.0	NA	NA	0.0	NA
Overall	11.8	13.7	1.9	2.2	3.6	1.4

NA = Not Applicable

TABLE 46
Conference Personnel
Percentage of Black Administrators at NCAA Division III Member Conferences

Position	1998-99	2007-08	Change
Commissioner	2.6	10.3	7.7
Associate Commissioner	0.0	71.4	71.4
Assistant Commissioner	0.0	4.3	4.3
Director	0.0	0.0	0.0
Associate Director	NA	0.0	NA
Assistant Director	0.0	0.0	0.0
Supervisor/Coordinator of Officials	5.3	1.2	-4.1
Administrative Assistant	NA	0.0	NA
Intern	NA	0.0	NA
Student Assistant	NA	50.0	NA
Other	NA	0.0	NA
Overall	2.3	5.3	3.0

NA = Not Applicable

TABLE 47
Conference Personnel
Percentage of Female Administrators at NCAA Member Conferences

Position	All Conferences			Historically Black Conferences Excluded		
	1998-99	2007-08	Change	1998-99	2007-08	Change
Commissioner	7.4	18.0	10.6	7.8	18.6	10.8
Associate Commissioner	28.3	38.9	10.6	28.8	39.2	10.4
Assistant Commissioner	40.0	42.3	2.3	39.7	42.6	2.9
Director	50.0	40.4	-9.6	50.9	38.3	-12.6
Associate Director	NA	70.0	NA	NA	70.0	NA
Assistant Director	51.4	36.0	-15.4	51.4	33.9	-17.5
Supervisor/Coordinator of Officials	26.2	21.0	-5.2	27.7	20.9	-6.8
Administrative Assistant	NA	93.2	NA	NA	93.0	NA
Intern	NA	54.2	NA	NA	55.1	NA
Student Assistant	NA	20.0	NA	NA	25.0	NA
Other	NA	48.9	NA	NA	46.5	NA
Overall	33.4	36.1	2.7	33.4	36.0	2.6

NA = Not Applicable

TABLE 48
Conference Personnel
Percentage of Female Administrators at NCAA Division I Member Conferences

Position	All Conferences			Historically Black Conferences Excluded		
	1998-99	2007-08	Change	1998-99	2007-08	Change
Commissioner	5.7	17.3	11.6	6.1	18.0	11.9
Associate Commissioner	30.4	32.9	2.5	30.9	33.3	2.4
Assistant Commissioner	39.7	43.8	4.1	39.3	44.3	5.0
Director	56.5	47.6	-8.9	56.5	47.3	-9.2
Associate Director	NA	71.5	NA	NA	71.4	NA
Assistant Director	51.4	42.2	-9.2	51.4	40.5	-10.9
Supervisor/Coordinator of Officials	29.6	26.3	-3.3	31.3	26.4	-4.9
Administrative Assistant	NA	96.3	NA	NA	96.2	NA
Intern	NA	50.0	NA	NA	50.0	NA
Student Assistant	NA	33.3	NA	NA	50.0	NA
Other	NA	57.2	NA	NA	55.9	NA
Overall	38.9	40.1	1.2	39.4	40.2	0.8

NA = Not Applicable

TABLE 49
Conference Personnel
Percentage of Female Administrators at NCAA Division II Member Conferences

Position	All Conferences			Historically Black Conferences Excluded		
	1998-99	2007-08	Change	1998-99	2007-08	Change
Commissioner	0.0	4.3	4.3	0.0	4.8	4.8
Associate Commissioner	0.0	70.0	70.0	0.0	75.0	75.0
Assistant Commissioner	40.0	50.1	10.1	40.0	50.0	10.0
Director	0.0	36.4	36.4	0.0	25.0	25.0
Associate Director	NA	0.0	NA	NA	0.0	NA
Assistant Director	0.0	25.0	25.0	0.0	0.0	0.0
Supervisor/Coordinator of Officials	23.5	12.6	-10.9	26.7	12.2	-14.5
Administrative Assistant	NA	90.0	NA	NA	88.9	NA
Intern	NA	42.8	NA	NA	46.2	NA
Student Assistant	NA	0.0	NA	NA	0.0	NA
Other	NA	40.0	NA	NA	25.0	NA
Overall	20.6	29.3	8.7	17.6	27.7	10.1

NA = Not Applicable

TABLE 50
Conference Personnel
Percentage of Female Administrators at NCAA Division III Member Conferences

Position	1998-99	2007-08	Change
Commissioner	13.2	24.1	10.9
Associate Commissioner	0.0	85.7	85.7
Assistant Commissioner	42.9	30.4	-12.5
Director	33.3	17.4	-15.9
Associate Director	NA	75.0	NA
Assistant Director	0.0	16.7	16.7
Supervisor/Coordinator of Officials	15.8	16.9	1.1
Administrative Assistant	NA	80.0	NA
Intern	NA	76.5	NA
Student Assistant	NA	0.0	NA
Other	NA	0.0	NA
Overall	23.7	31.1	7.4

NA = Not Applicable

The NCAA salutes

420,000

student-athletes

participating in

23 sports at

1,000 member institutions

