

RACE and GENDER

2009-10

DEMOGRAPHICS

NCAA[®]
Member Conferences'
Personnel Report





THE NATIONAL COLLEGIATE ATHLETIC ASSOCIATION
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Executive Summary

2009-10 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 and the NCAA Committee on Women's Athletics 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 2009-10 overall and by division with historically black conferences excluded for comparison.

The race categories for the 2009-10 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 2009-10 there was a 1.0 percent increase (from 10.6 to 11.6) in the percent of black NCAA conference staff members. More specifically, in Division I there was a 1.4 percent increase (from 12.6 to 14.0), in Division II there was a 2.5 percent increase (from 11.8 to 14.3), and in Division III there was a 2.1 percent increase (from 2.3 to 4.4) in the percent of black NCAA conference staff members. While the percent of black conference commissioners increased by 5.6 percent overall (from 6.4 to 12.0) from 1998-99 to 2009-10, this was not the case in all divisions. In particular, in Division I there was a 1.1 percent (from 8.6 to 7.5) decrease, in Division II there was a 7.9 percent increase (from 9.5 to 17.4) and in Division III there was a 6.8 percent increase (from 2.6 to 9.4) in the percent of black conference commissioners.

Overall, from 1998-99 to 2009-10 there was a 3.6 percent increase (from 33.4 to 37.0) in the percent of female NCAA conference staff members. More specifically, in Division I there was a 3.6 percent increase (from 38.9 to 42.5) in Division II there was a 8.9 percent increase (from 20.6 to 29.5) and in Division III there was a 6.4 percent increase (from 23.7 to 30.1) in the percent of female NCAA conference staff members. In addition, the percent of female conference commissioners increased 12.6 percent (from 7.4 to 20.0) from 1998-99 to 2009-10. Looking divisionally at the percent of female conference commissioners from 1998-99 to 2009-10, there was a 13.2 percent increase (from 5.7 to 18.9) in Division I and a 13.4 percent increase (from 13.2 to 26.6) in Division III. In 1998-99 Division II did not have any female conference commissioners; however, the 2009-10 data show 4.3 percent of the Division II commissioners as female.

Introduction

The NCAA compiled the following statistical information regarding the racial and gender breakdown of personnel at NCAA member conference offices. The proceeding charts, graphs and tables show the results from the 2009-10 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 2009-10 academic year. The race categories for the 2009-10 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 2009-10 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 2009-10 overall, by division and with historically black conferences excluded.

Changes to the report

The 2009-10 academic year marked a change in the way the gender, race and ethnicity data were collected. For the first time, the 2009-10 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 percent.

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 2009-10, 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 2009-10 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 2009-10 there was a 1.0 percent increase (from 10.6 percent to 11.6 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 1.0 percent (from 7.2 percent to 8.2 percent) from 1998-99 to 2009-10. The conference job category with the highest percent of Black individuals holding that position in 2009-10 was the assistant director position (28.1 percent) followed by the intern position (17.6 percent). The conference job title with the largest increase in the percent of Black individuals holding that title was in the assistant director category where from 1998-99

to 2009-10 there was an increase of 13.8 percent (from 14.3 percent to 28.1 percent). The position with the largest decrease was the assistant commissioner category where the percent of Black individuals holding that title decreased by 7.5 percent from 1998-99 to 2009-10 (from 17.5 percent to 10.0 percent).

Overall, from 1998-99 to 2009-10 there was a 3.6 percent increase (from 33.4 percent to 37.0 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 2009-10 was the administrative assistant position (100.0 percent) followed by the student assistant position (71.4 percent). The conference job title with the largest increase in the percent of females holding that title was the commissioner category where from 1998-99 to 2009-10 there was an increase of 12.6 (from 7.4 percent to 20.0 percent). However, the conference position with the largest decrease in the percent of females holding that title was in the director category where from 1998-99 to 2009-10 there was a decrease of 15.4 percent (from 50 percent to 34.6 percent).

Division I

From 1998-99 to 2009-10 there was a 1.4 percentage increase (from 12.6 percent to 14.0 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 at NCAA Division I conferences increased by about 0.8 percent (from 9.6 percent to 10.4 percent) from 1998-99 to 2009-10. The Division I conference job category with the highest percent of Black individuals holding that position in 2009-10 was the assistant director position (30.4 percent) followed by the administrative assistant position (19.6 percent). The conference job title in Division I with the largest increase in the percent of Black individuals holding that title was in the assistant director category where from 1998-99 to 2009-10 there was an increase of 16.1 percent (from 14.3 percent to 30.4 percent). In the position of Division I conference commissioner, the percent of Black individuals holding that title decreased by 1.1 percent from 1998-99 to 2009-10 (from 8.6 percent to 7.5 percent). When historically black Division I conferences are excluded, the percentage of Black Division I conference commissioners increased by 0.9 percent (from 3.0 percent in 1998-99 to 3.9 percent in 2009-10).

From 1998-99 to 2009-10 there was a 3.6 percent increase (from 38.9 percent to 42.5 percent) in the percent of female staff members at NCAA Division I conferences. The conference administrator job category in Division I with the highest percent of females holding that position in 2009-10 was the administrative assistant position (100.0 percent) followed closely by the associate director position (66.7 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 2009-10 there was an increase of 13.2 percent (from 5.7 percent to 18.9 percent) followed by the assistant commissioner category with an increase of 9.1 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 2009-10 there was a decrease of 14.4 percent (from 51.4 percent to 37.0 percent).

Division II

From 1998-99 to 2009-10 there was a 2.5 percent increase (from 11.8 percent to 14.3 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 at NCAA Division II conferences increased by 4.8 percent (from 2.2 percent to 7.0 percent) from 1998-99 to 2009-10. In Division II, the conference job category with the highest percent of Black individuals holding that position in 2009-10 was in the other category (40.0 percent) followed by the assistant director and associate commissioner positions (both 33.3 percent). The conference job titles in Division II with the largest increases in the percent of Black individuals holding the titles were in the associate commissioner and the assistant director categories where from 1998-99 to 2009-10 there was an increase of 33.3 percent in both positions (from 0 percent to 33.3 percent). At the position of Division II conference commissioner, the percent of Black individuals holding that title increased by 7.9 percent from 1998-99 to 2009-10 (from 9.5 percent to 17.4 percent).

From 1998-99 to 2009-10 there was a 8.9 percent increase (from 20.6 percent to 29.5 percent) in the percent of female staff members of NCAA Division II conferences. The conference administrator job categories in Division II with the highest percentages of females holding the positions in 2009-10 were the administrative assistant position (100.0 percent) and student assistant positions

(both 100.0 percent), followed by the other category (60.0 percent). The Division II conference job title with the largest increase in the percent of females holding that title was in the associate commissioner category where from 1998-99 to 2009-10 there was an increase of 44.4 percent (from 0 percent to 44.4 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 2009-10 there was a decrease of 8.9 percent (from 23.5 percent to 14.6 percent). From 1998-99 to 2009-10 females in Division II have acquired positions as conference commissioners, associate commissioners, directors and assistant directors.

Division III

From 1998-99 to 2009-10 there was a 2.1 percent increase (from 2.3 percent to 4.4 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 2009-10 was the student assistant position (33.3 percent). At the position of Division III conference commissioner, the percent of Black individuals holding that title increased by 6.8 percent from 1998-99 to 2009-10 (from 2.6 percent to 9.4 percent).

From 1998-99 to 2009-10 there was a 6.4 percent increase (from 23.7 percent to 30.1 percent) in the percent of female staff members at NCAA Division III conferences. The conference administrator job category in Division III with the highest percent of females holding that position in 2009-10 was the associate commissioner position (100.0 percent) as well as the administrative assistant position (100.0 percent). The Division III conference job title with the largest increase in the percent of females holding that title was in the associate commissioner category where there was a 100.0 percent increase (from 0 percent to 100.0 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 2009-10 there was a decrease of 16.6 percent (from 33.3 percent to 16.7 percent).

Chart 1
Overall Percentages
Breakdown of Commissioners

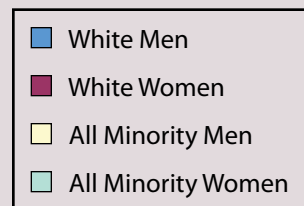
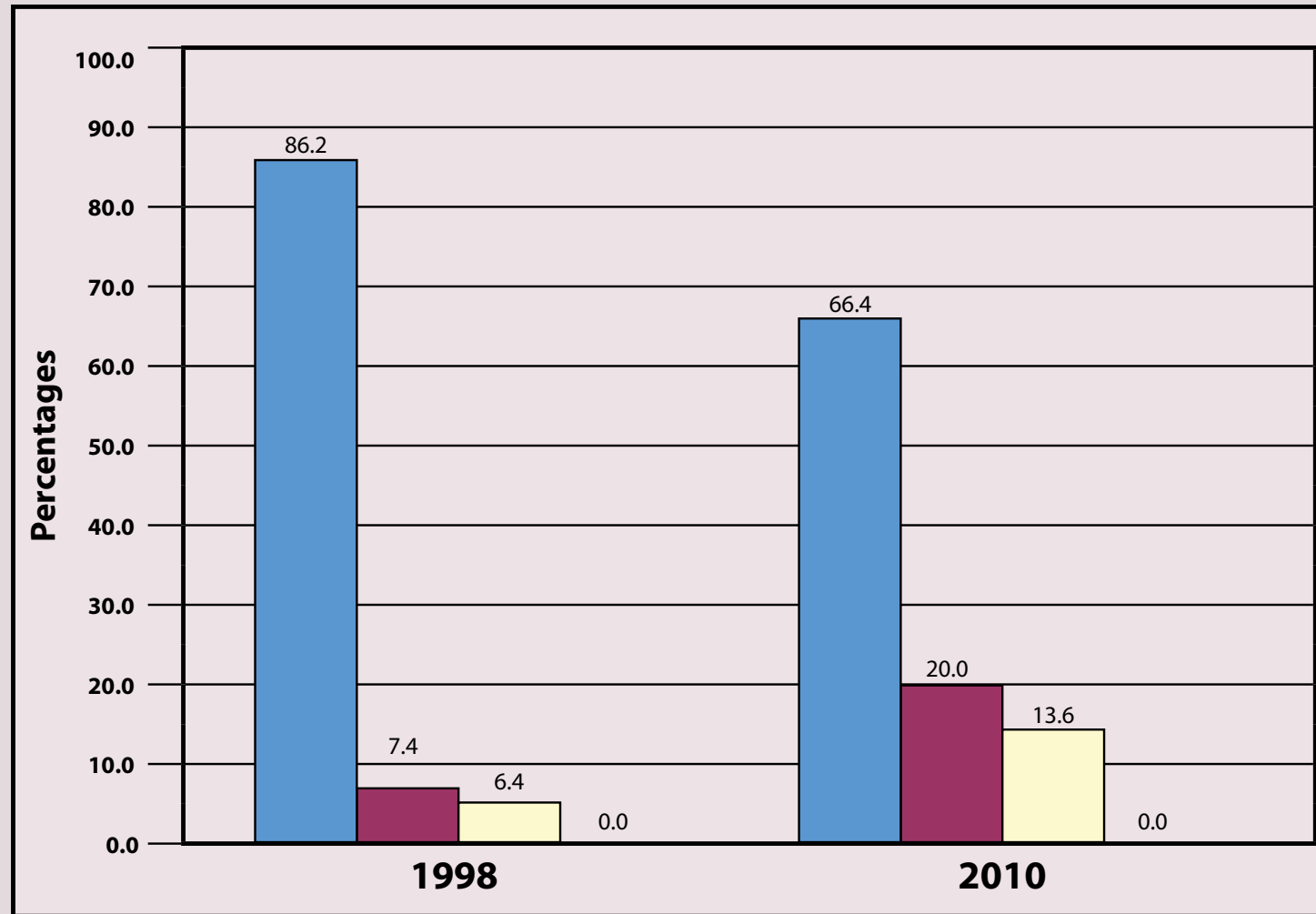


Chart 2
Overall Percentages
Breakdown of Commissioners
(Historically Black Conferences Excluded)

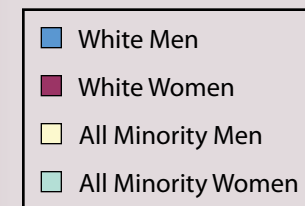
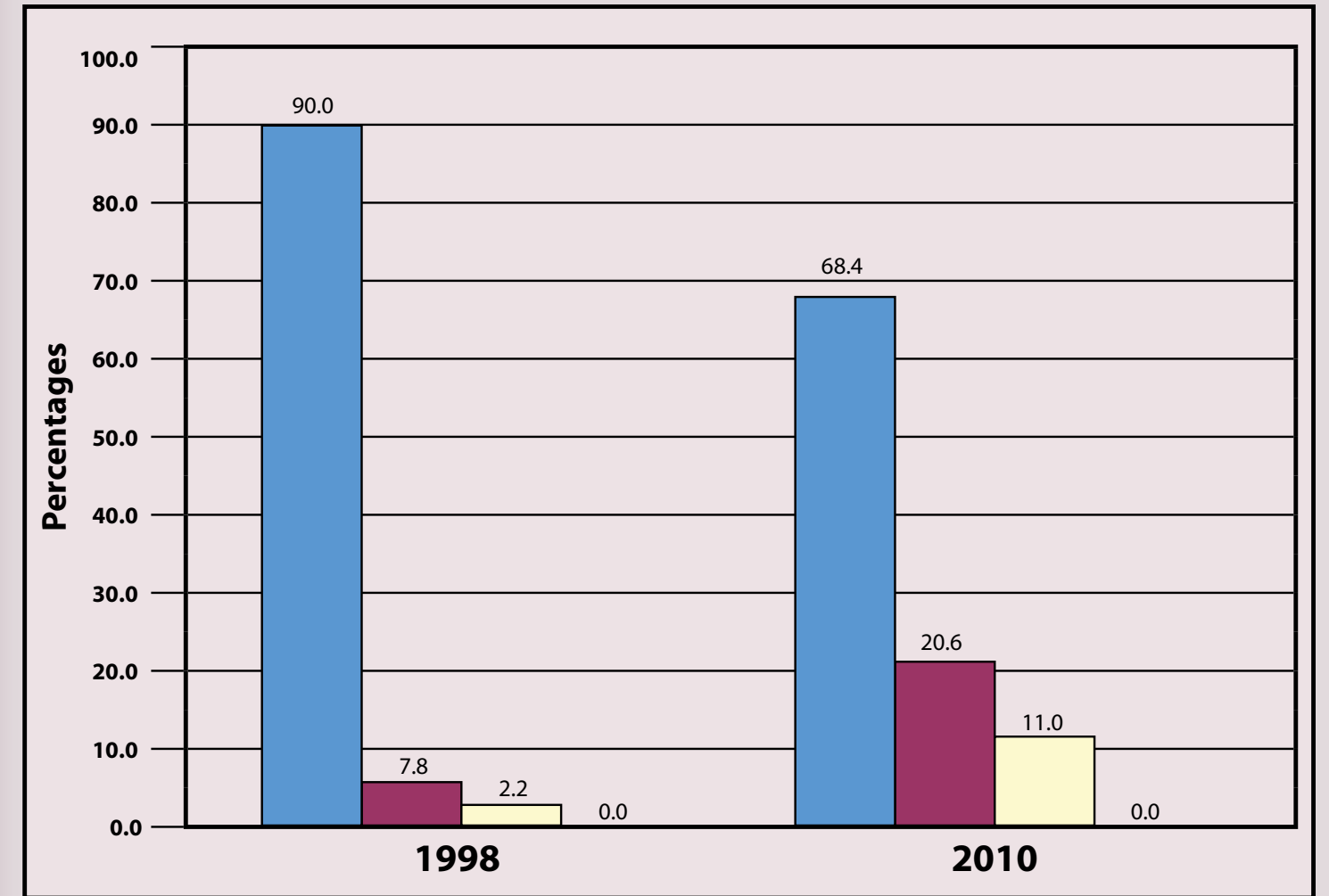


Chart 3
Overall Percentages
Breakdown of
Associate Commissioners

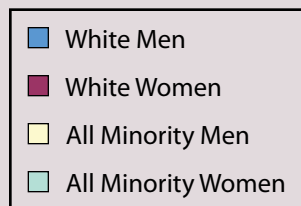
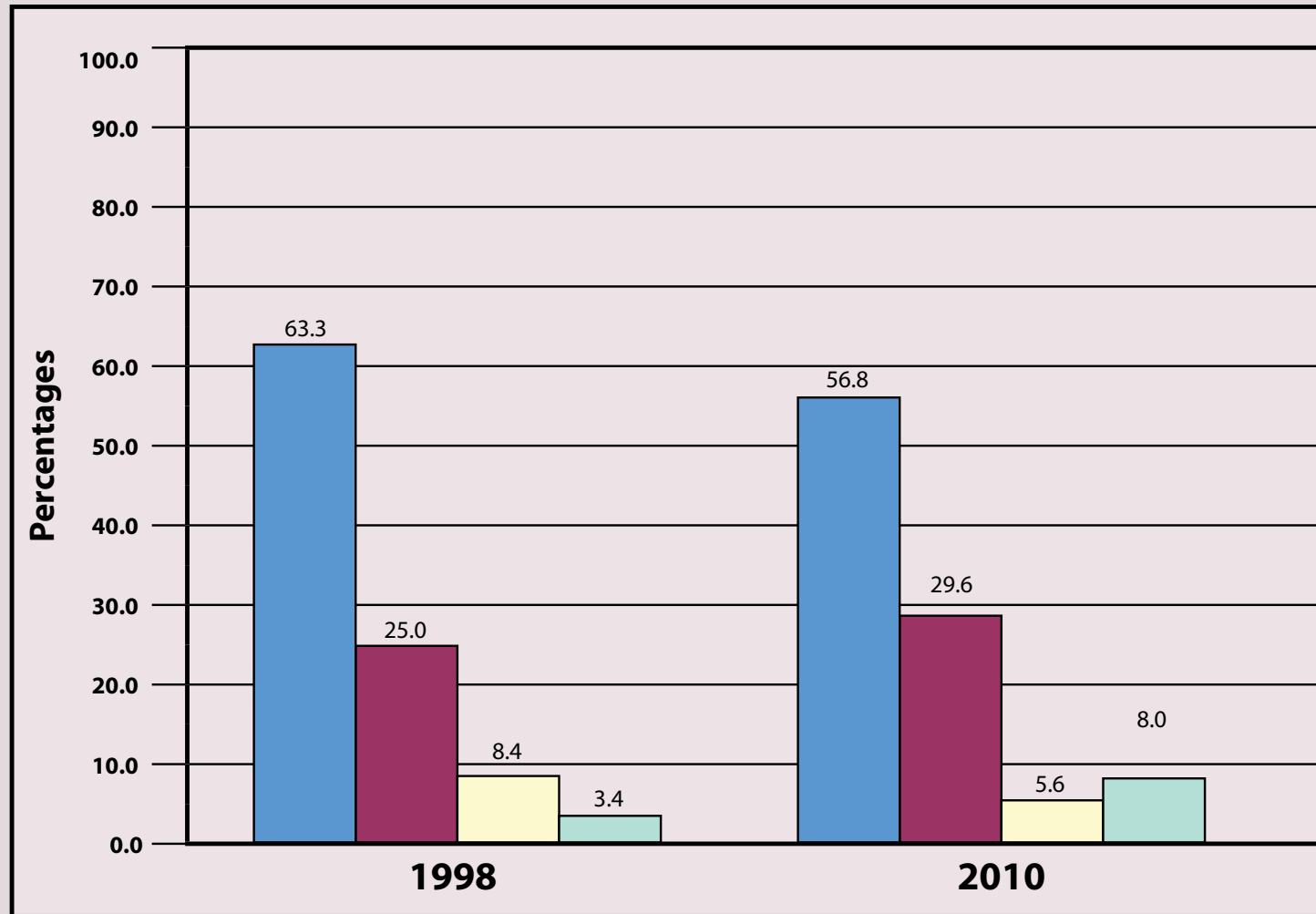


Chart 4
Overall Percentages
Breakdown of Associate Commissioners
(Historically Black Conferences Excluded)

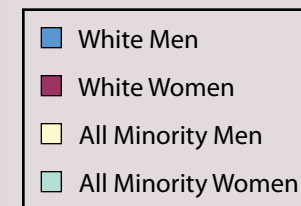
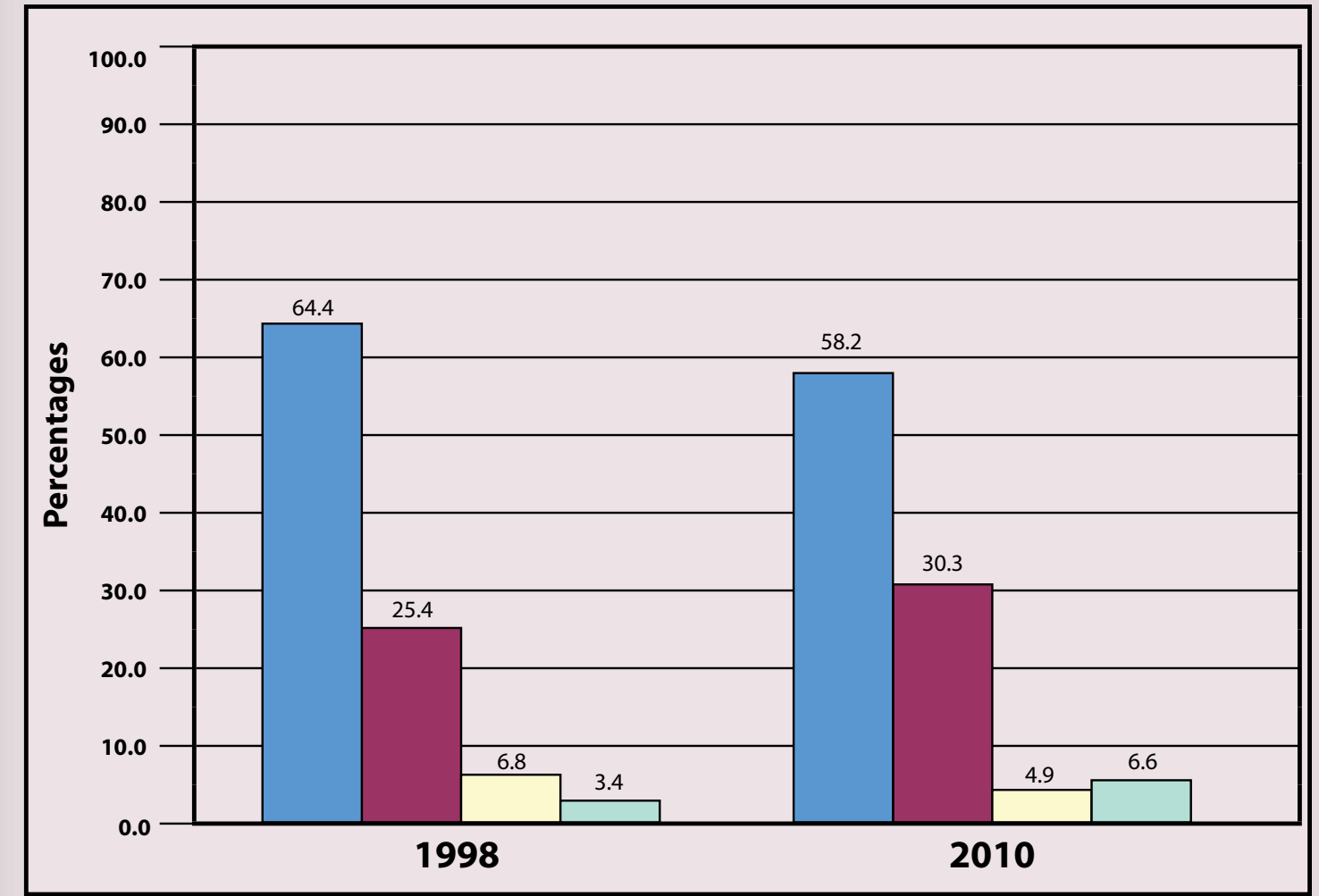


Chart 5
Overall Percentages
Breakdown of Assistant Commissioners

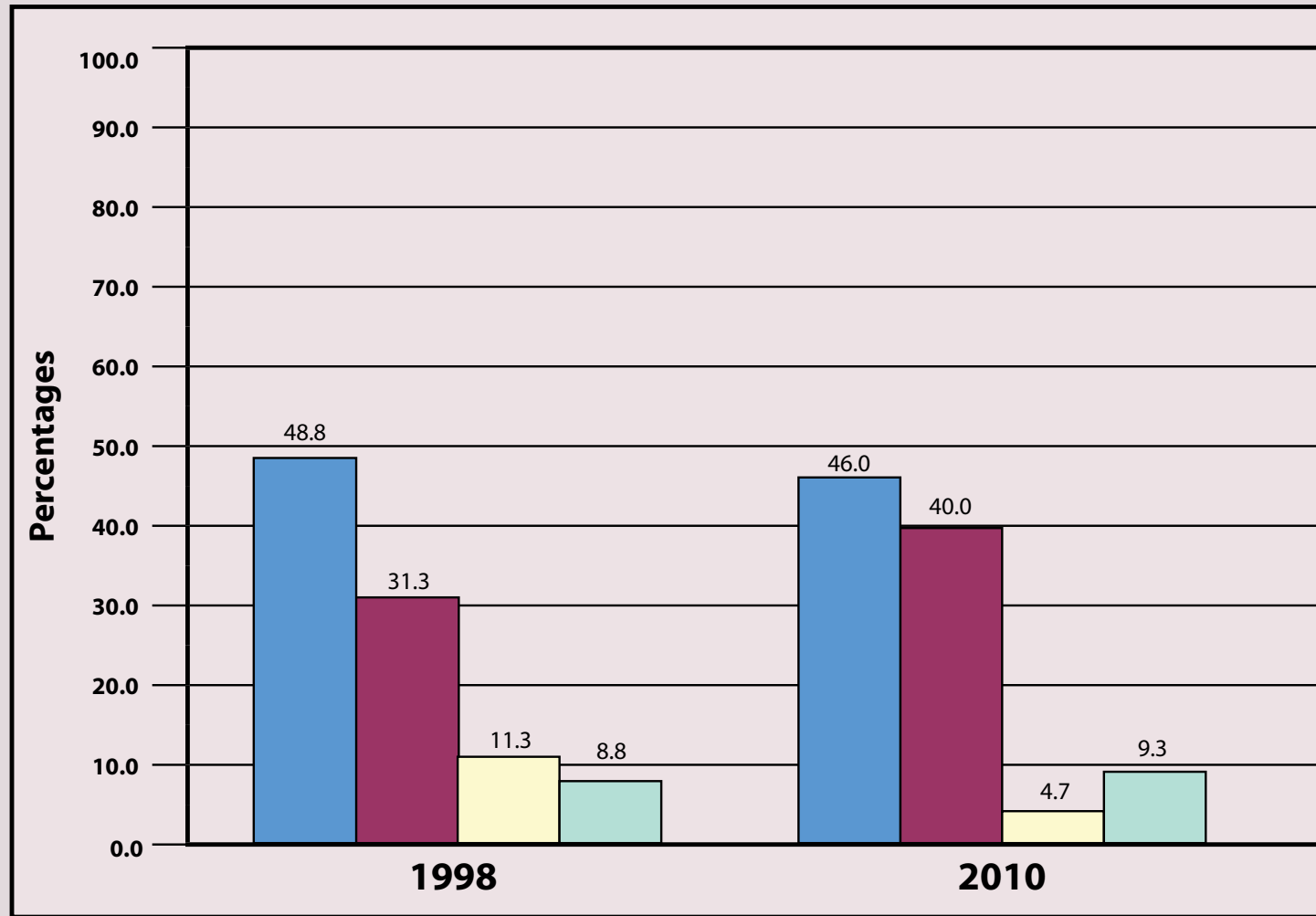


Chart 6
Overall Percentages
Breakdown of Assistant Commissioners
(Historically Black Conferences Excluded)

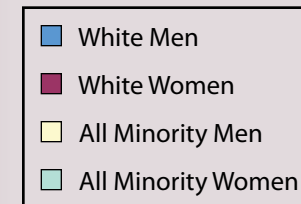
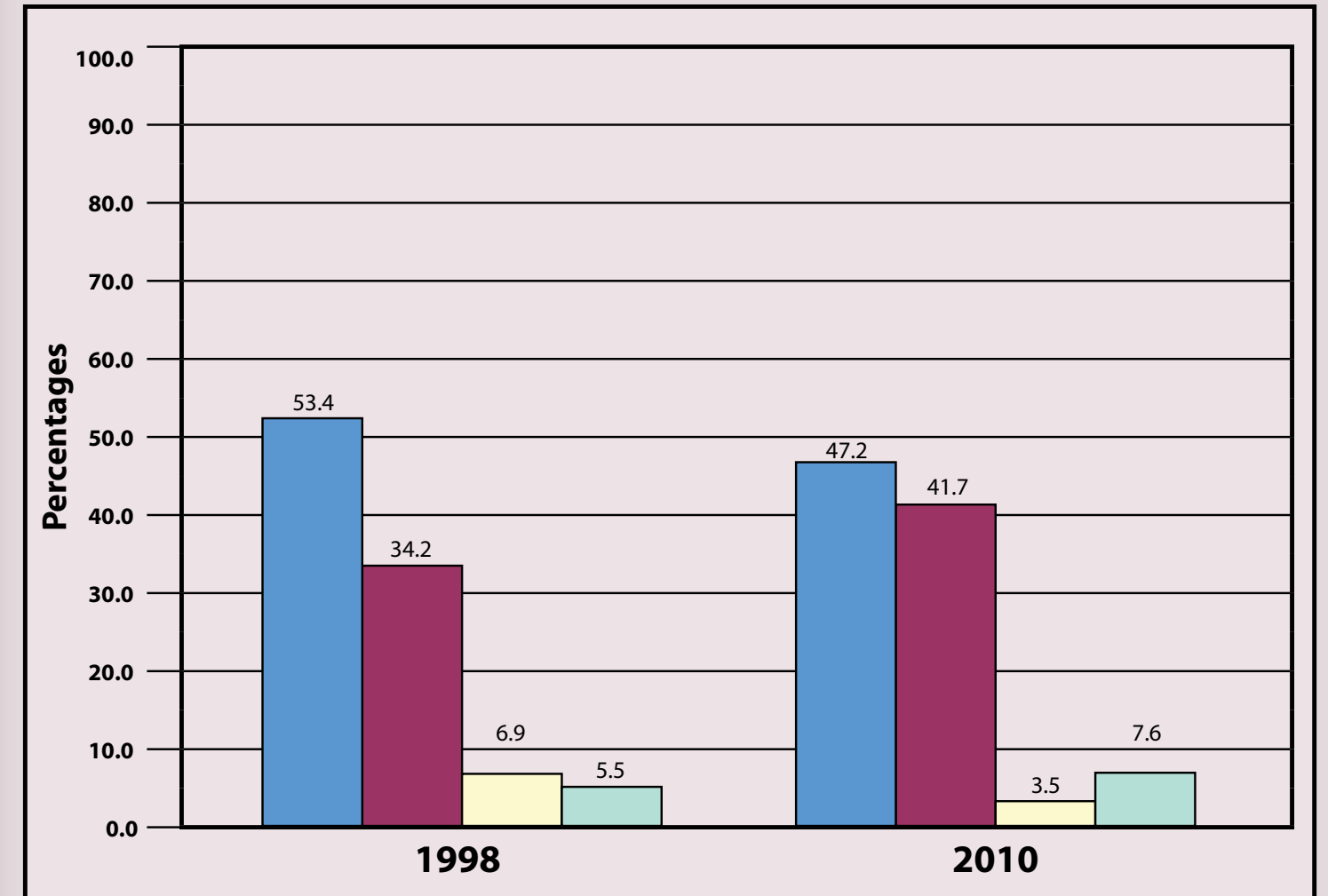


Chart 7
Overall Percentages
Breakdown of Directors

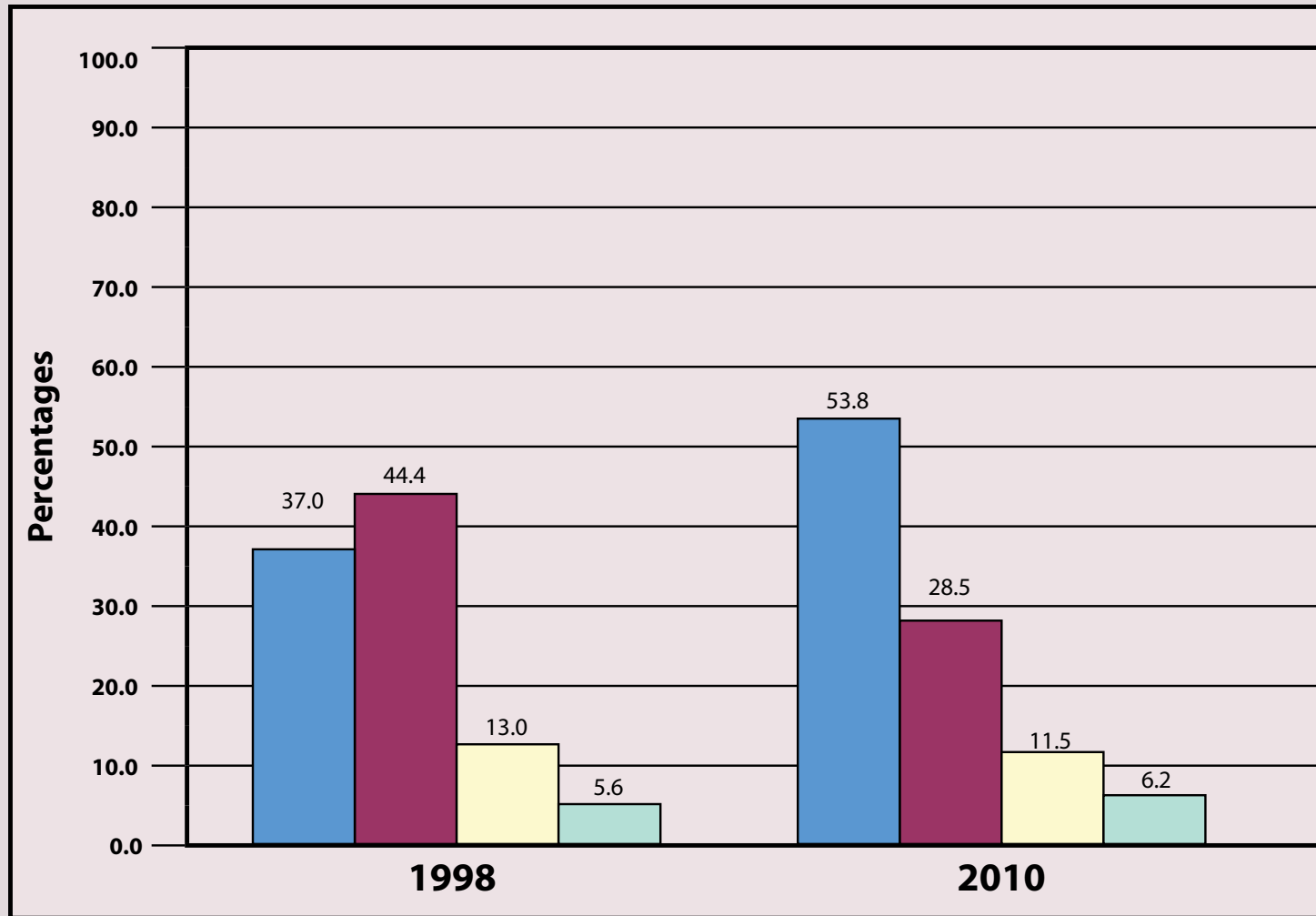


Chart 8
Overall Percentages
Breakdown of Directors
(Historically Black Conferences Excluded)

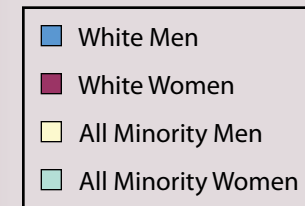
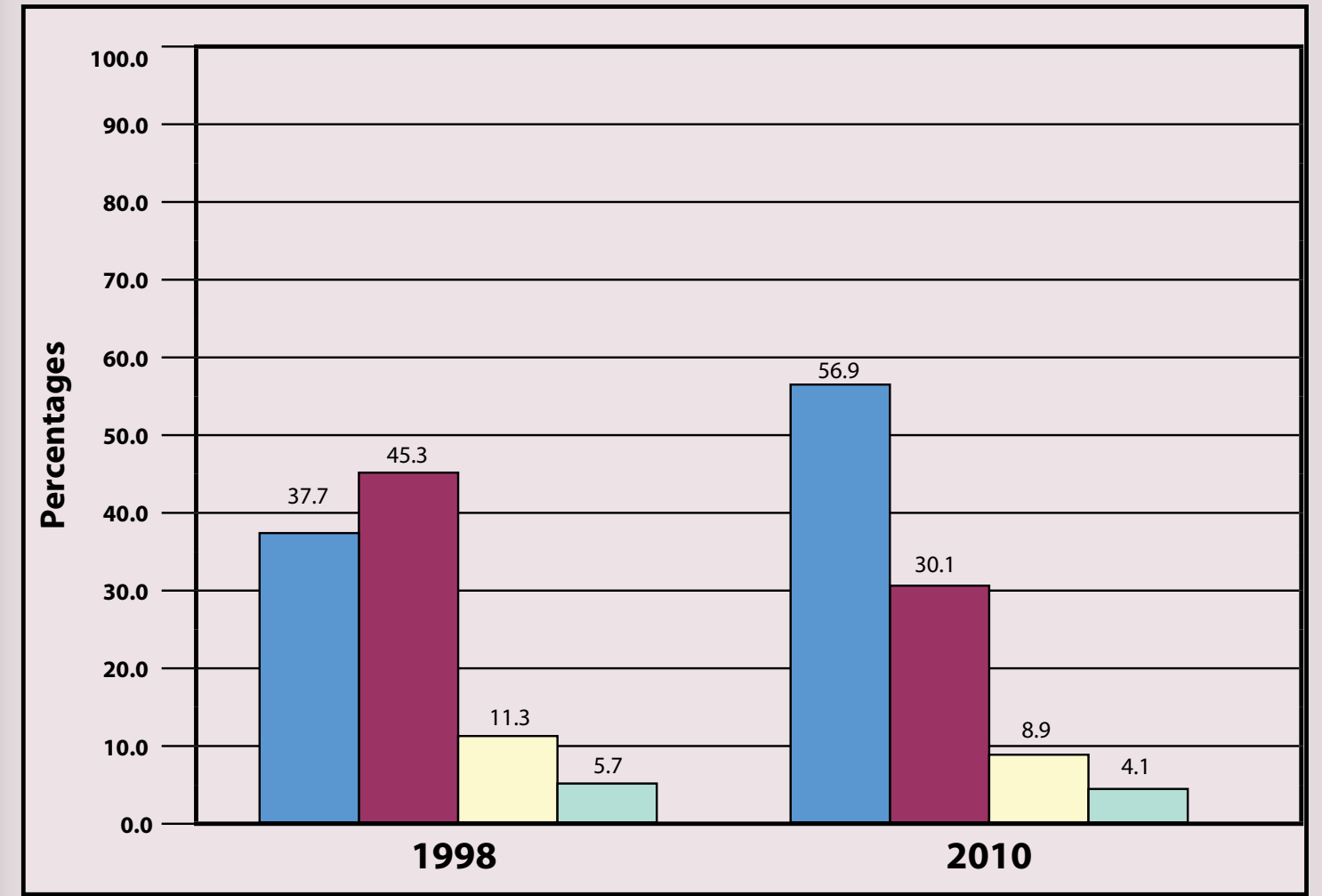


Chart 9
Overall Percentages
Breakdown of Assistant Directors

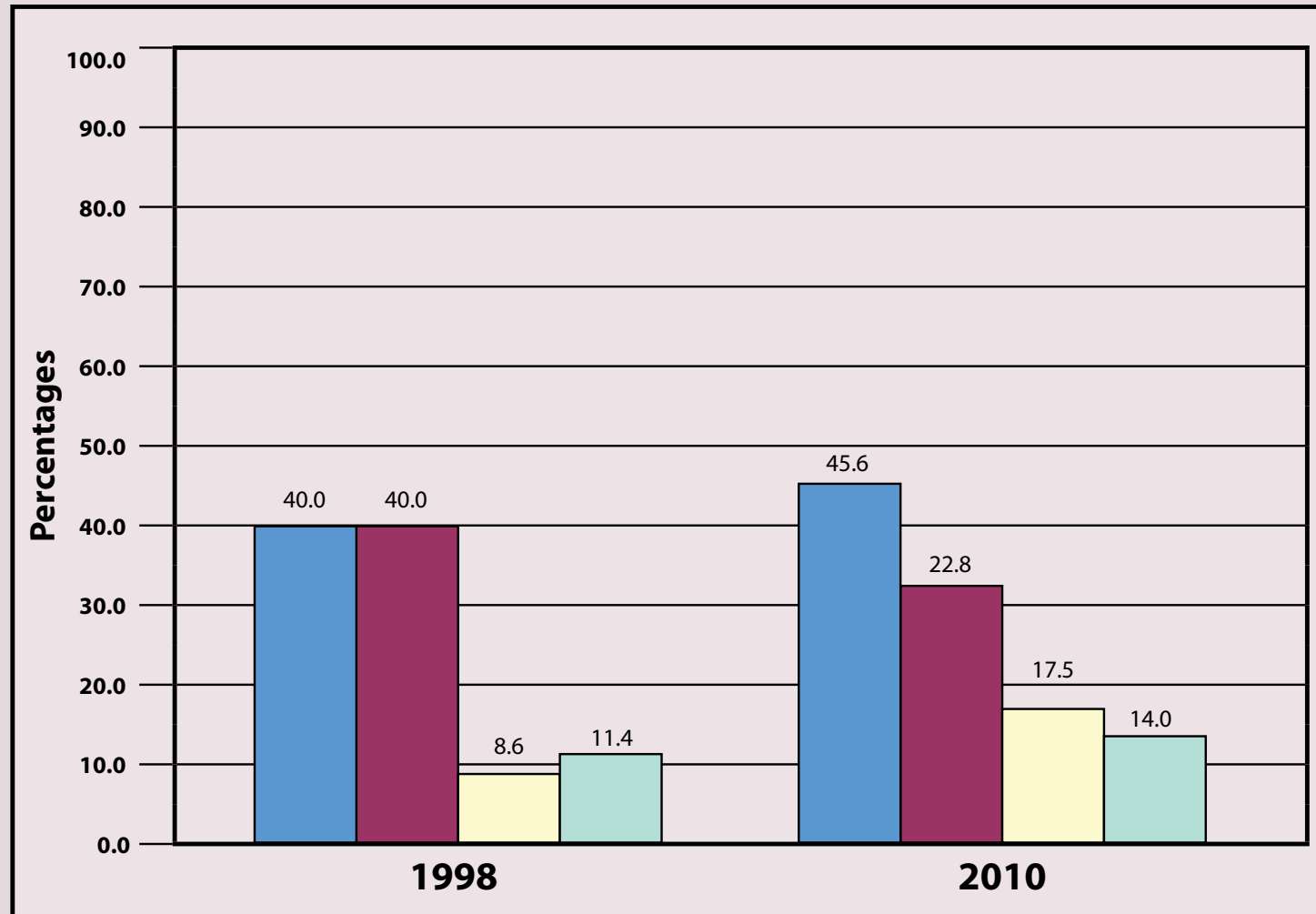


Chart 10
Overall Percentages
Breakdown of Assistant Directors
(Historically Black Conferences Excluded)

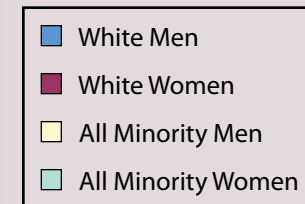
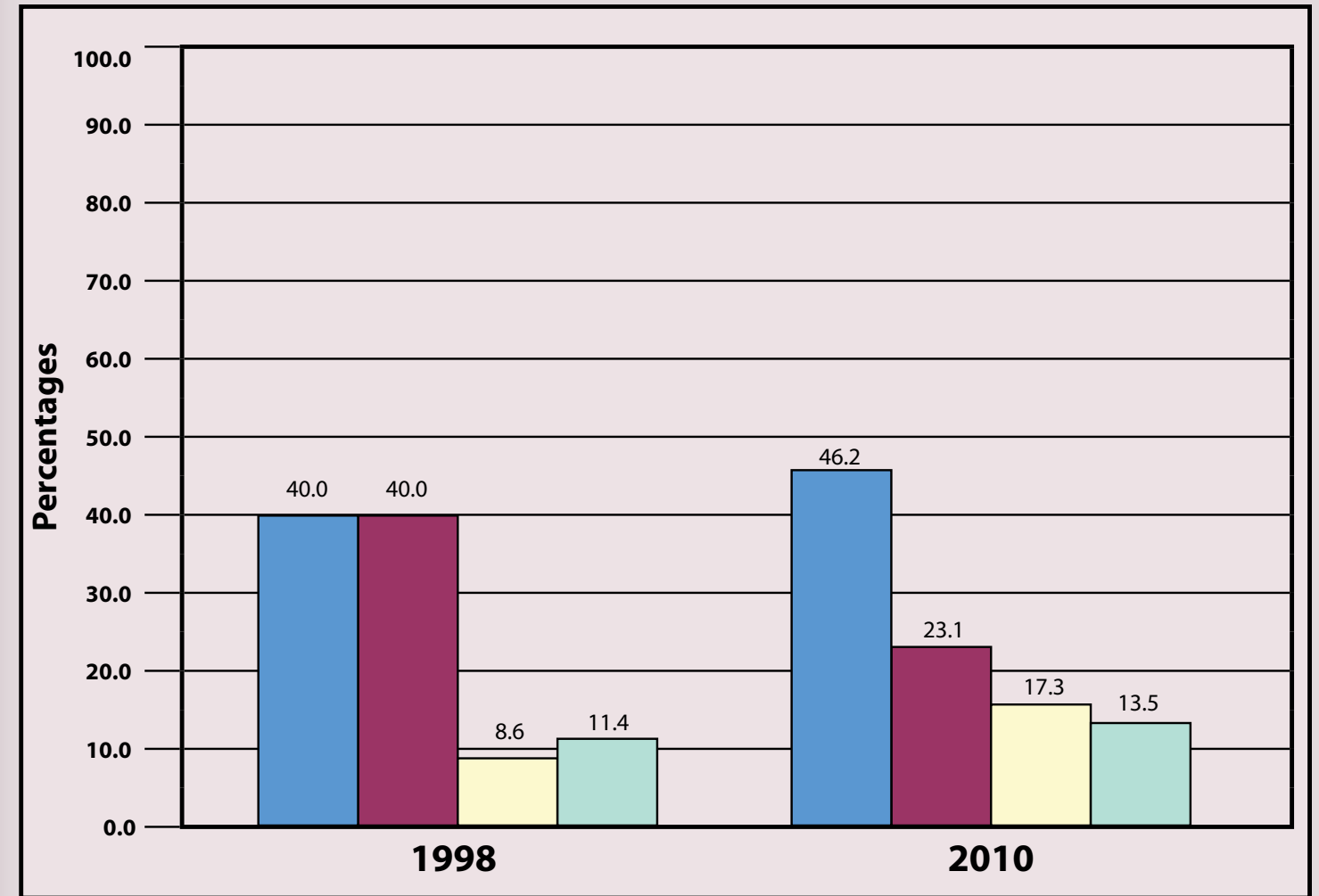


Chart 11
Overall Percentages
Breakdown of Supervisors / Coordinators of Officials

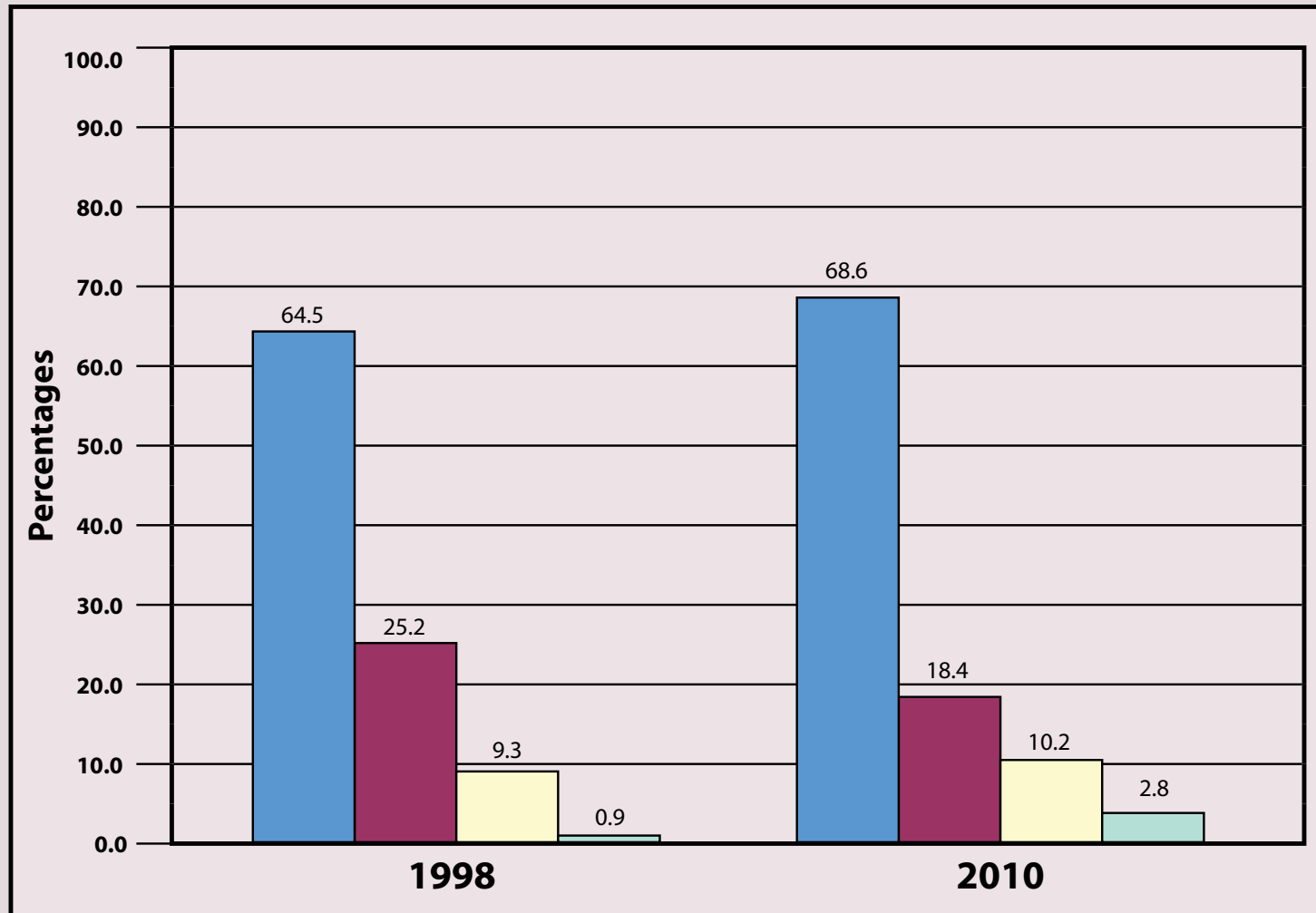


Chart 12
Overall Percentages
Breakdown of Supervisors / Coordinators of Officials
(Historically Black Conferences Excluded)

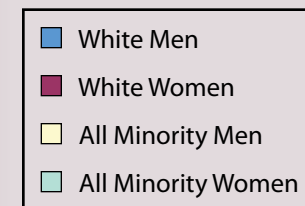
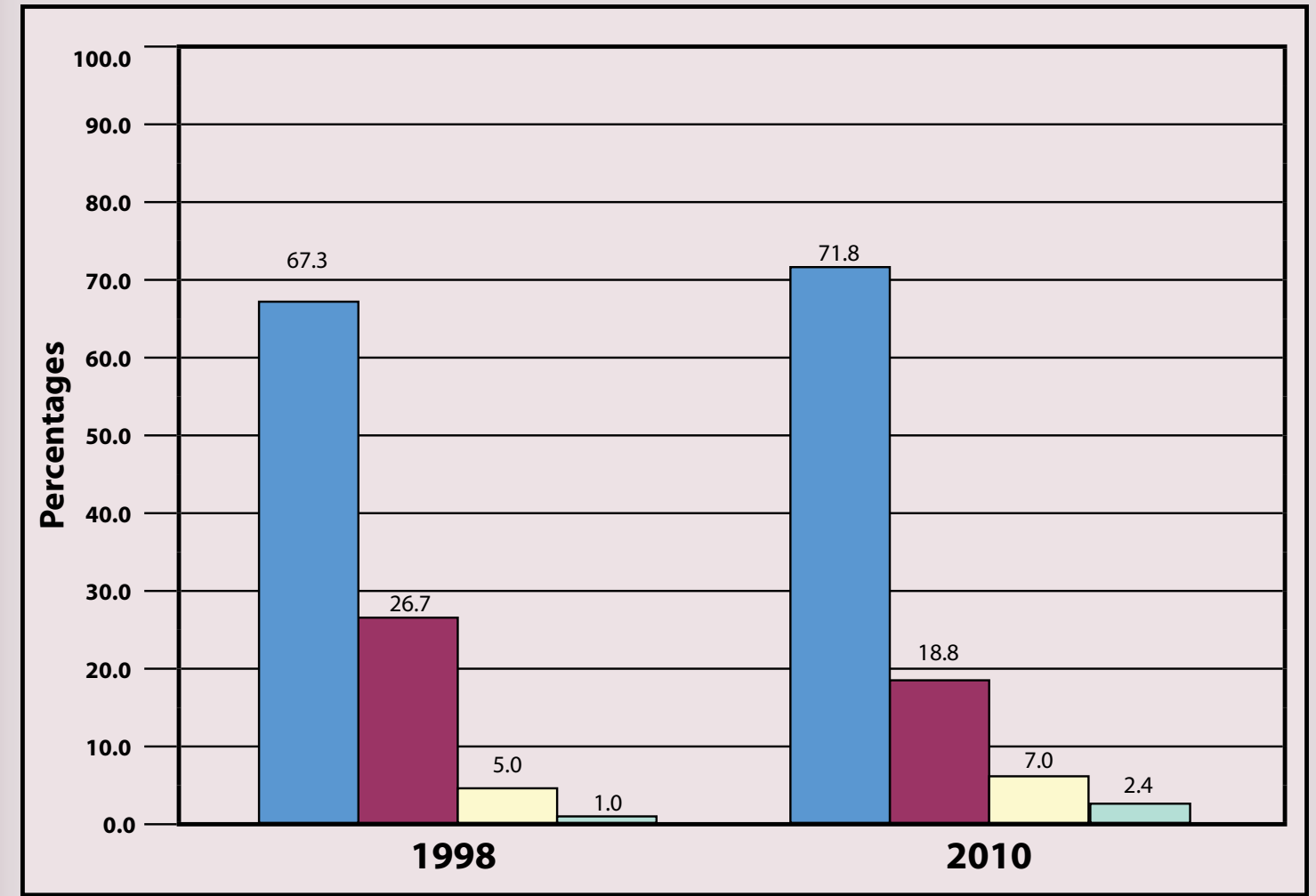


TABLE 1
Conference Personnel
1998-99 Overall Figures

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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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
2009-10 Overall Figures

Position	White		Black		Other Minority		Total		Grand Total
	Men	Women	Men	Women	Men	Women	Men	Women	
Conference President	64	22	2	5	2	1	68	28	96
Commissioner	93	28	14	0	5	0	112	28	140
Associate Commissioner	71	37	7	8	0	2	78	47	125
Assistant Commissioner	69	60	6	9	1	5	76	74	150
Director	70	37	9	7	6	1	85	45	130
Associate Director	7	15	3	0	1	1	11	16	27
Assistant Director	26	13	10	6	0	2	36	21	57
Supervisor/Coordinator of Officials	269	72	27	8	13	3	309	83	392
Administrative Assistant	0	50	0	11	0	2	0	63	63
Conference Secretary	28	20	0	2	1	1	29	23	52
Intern	32	45	10	8	2	5	44	58	102
Student Assistant	2	4	0	1	0	0	2	5	7
Other	28	20	4	5	0	1	32	26	58
Totals	759	423	92	70	31	24	882	517	1,399

TABLE 16
Conference Personnel
2009-10 Overall Percentages

Position	White		Black		Other Minority		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	66.7	22.9	2.1	5.2	2.1	1.0	70.8	29.2
Commissioner	66.4	20.0	10.0	0.0	3.6	0.0	80.0	20.0
Associate Commissioner	56.8	29.6	5.6	6.4	0.0	1.6	62.4	37.6
Assistant Commissioner	46.0	40.0	4.0	6.0	0.7	3.3	50.7	49.3
Director	53.8	28.5	6.9	5.4	4.6	0.8	65.4	34.6
Associate Director	25.9	55.6	11.1	0.0	3.7	3.7	40.7	59.3
Assistant Director	45.6	22.8	17.5	10.5	0.0	3.5	63.2	36.8
Supervisor/Coordinator of Officials	68.6	18.4	6.9	2.0	3.3	0.8	78.8	21.2
Administrative Assistant	0.0	79.4	0.0	17.5	0.0	3.2	0.0	100.0
Conference Secretary	53.8	38.5	0.0	3.8	1.9	1.9	55.8	44.2
Intern	31.4	44.1	9.8	7.8	2.0	4.9	43.1	56.9
Student Assistant	28.6	57.1	0.0	14.3	0.0	0.0	28.6	71.4
Other	48.3	34.5	6.9	8.6	0.0	1.7	55.2	44.8
Grand Total	54.3	30.2	6.6	5.0	2.2	1.7	63.0	37.0

TABLE 17
Conference Personnel
2009-10 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	1	0	0	0	0	0	0	0	0	1
Commissioner	2	0	1	0	0	0	0	0	2	0	0	0
Associate Commissioner	0	1	0	1	0	0	0	0	0	0	0	0
Assistant Commissioner	0	2	1	2	0	1	0	0	0	0	0	0
Director	2	1	3	0	0	0	1	0	0	0	0	0
Associate Director	0	1	1	0	0	0	0	0	0	0	0	0
Assistant Director	0	1	0	1	0	0	0	0	0	0	0	0
Supervisor/Coordinator of Officials	1	1	10	2	0	0	0	0	0	0	2	0
Administrative Assistant	0	0	0	2	0	0	0	0	0	0	0	0
Conference Secretary	1	0	0	1	0	0	0	0	0	0	0	0
Intern	0	2	2	1	0	0	0	0	0	0	0	2
Student Assistant	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	1	0	0	0	0	0	0	0	0	0	0
Totals	7	10	19	10	0	1	1	0	2	0	2	3

TABLE 18
Conference Personnel
2009-10 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	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0
Commissioner	1.4	0.0	0.7	0.0	0.0	0.0	0.0	0.0	1.4	0.0	0.0	0.0
Associate Commissioner	0.0	0.8	0.0	0.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Assistant Commissioner	0.0	1.3	0.7	1.3	0.0	0.7	0.0	0.0	0.0	0.0	0.0	0.0
Director	1.5	0.8	2.3	0.0	0.0	0.0	0.8	0.0	0.0	0.0	0.0	0.0
Associate Director	0.0	3.7	3.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Assistant Director	0.0	1.8	0.0	1.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Supervisor/Coordinator of Officials	0.3	0.3	2.6	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.0
Administrative Assistant	0.0	0.0	0.0	3.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Conference Secretary	1.9	0.0	0.0	1.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Intern	0.0	2.0	2.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0
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	1.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Totals	0.5	0.7	1.4	0.7	0.0	0.1	0.1	0.0	0.1	0.0	0.1	0.2

TABLE 19
Conference Personnel - Historically Black Conferences Excluded
2009-10 Overall Figures

Position	White		Black		Other Minority		Total		Grand Total
	Men	Women	Men	Women	Men	Women	Men	Women	
Conference President	64	22	2	2	2	1	68	25	93
Commissioner	93	28	10	0	5	0	108	28	136
Associate Commissioner	71	37	6	6	0	2	77	45	122
Assistant Commissioner	68	60	5	6	0	5	73	71	144
Director	70	37	5	4	6	1	81	42	123
Associate Director	7	15	3	0	1	1	11	16	27
Assistant Director	24	12	9	5	0	2	33	19	52
Supervisor/Coordinator of Officials	268	70	13	6	13	3	294	79	373
Administrative Assistant	0	50	0	9	0	2	0	61	61
Conference Secretary	28	20	0	2	1	1	29	23	52
Intern	31	45	9	4	2	5	42	54	96
Student Assistant	2	4	0	1	0	0	2	5	7
Other	28	20	2	1	0	1	30	22	52
Totals	754	420	64	46	30	24	848	490	1,338

TABLE 20
Conference Personnel - Historically Black Conferences Excluded
2009-10 Overall Percentages

Position	White		Black		Other Minority		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	68.8	23.7	2.2	2.2	2.2	1.1	73.1	26.9
Commissioner	68.4	20.6	7.4	0.0	3.7	0.0	79.4	20.6
Associate Commissioner	58.2	30.3	4.9	4.9	0.0	1.6	63.1	36.9
Assistant Commissioner	47.2	41.7	3.5	4.2	0.0	3.5	50.7	49.3
Director	56.9	30.1	4.1	3.3	4.9	0.8	65.9	34.1
Associate Director	25.9	55.6	11.1	0.0	3.7	3.7	40.7	59.3
Assistant Director	46.2	23.1	17.3	9.6	0.0	3.8	63.5	36.5
Supervisor/Coordinator of Officials	71.8	18.8	3.5	1.6	3.5	0.8	78.8	21.2
Administrative Assistant	0.0	82.0	0.0	14.8	0.0	3.3	0.0	100.0
Conference Secretary	53.8	38.5	0.0	3.8	1.9	1.9	55.8	44.2
Intern	32.3	46.9	9.4	4.2	2.1	5.2	43.8	56.3
Student Assistant	28.6	57.1	0.0	14.3	0.0	0.0	28.6	71.4
Other	53.8	38.5	3.8	1.9	0.0	1.9	57.7	42.3
Totals	56.4	31.4	4.8	3.4	2.2	1.8	63.4	36.6

TABLE 21
Conference Personnel - Historically Black Conferences Excluded
2009-10 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	1	0	0	0	0	0	0	0	0	1
Commissioner	2	0	1	0	0	0	0	0	2	0	0	0
Associate Commissioner	0	1	0	1	0	0	0	0	0	0	0	0
Assistant Commissioner	0	2	0	2	0	1	0	0	0	0	0	0
Director	2	1	3	0	0	0	1	0	0	0	0	0
Associate Director	0	1	1	0	0	0	0	0	0	0	0	0
Assistant Director	0	1	0	1	0	0	0	0	0	0	0	0
Supervisor/Coordinator of Officials	1	1	10	2	0	0	0	0	0	0	2	0
Administrative Assistant	0	0	0	2	0	0	0	0	0	0	0	0
Conference Secretary	1	0	0	1	0	0	0	0	0	0	0	0
Intern	0	2	2	1	0	0	0	0	0	0	0	2
Student Assistant	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	1	0	0	0	0	0	0	0	0	0	0
Totals	7	10	18	10	0	1	1	0	2	0	2	3

TABLE 22
Conference Personnel - Historically Black Conferences Excluded
2009-10 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	1.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.1
Commissioner	1.5	0.0	0.7	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	0.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Assistant Commissioner	0.0	1.4	0.0	1.4	0.0	0.7	0.0	0.0	0.0	0.0	0.0	0.0
Director	1.6	0.8	2.4	0.0	0.0	0.0	0.8	0.0	0.0	0.0	0.0	0.0
Associate Director	0.0	3.7	3.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Assistant Director	0.0	1.9	0.0	1.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Supervisor/Coordinator of Officials	0.3	0.3	2.7	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.0
Administrative Assistant	0.0	0.0	0.0	3.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Conference Secretary	1.9	0.0	0.0	1.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Intern	0.0	2.1	2.1	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.1
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	1.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Totals	0.5	0.7	1.3	0.7	0.0	0.1	0.1	0.0	0.1	0.0	0.1	0.2

TABLE 23
Conference Personnel
2009-10 Division I Figures

Position	White		Black		Other Minority		Total		Grand Total
	Men	Women	Men	Women	Men	Women	Men	Women	
Conference President	21	4	0	2	2	1	23	7	30
Commissioner	36	10	4	0	3	0	43	10	53
Associate Commissioner	67	34	6	6	0	2	73	42	115
Assistant Commissioner	36	29	5	7	0	3	41	39	80
Director	42	31	6	6	4	1	52	38	90
Associate Director	5	11	1	0	0	1	6	12	18
Assistant Director	21	9	8	6	0	2	29	17	46
Supervisor/Coordinator of Officials	109	45	15	7	6	1	130	53	183
Administrative Assistant	0	40	0	10	0	1	0	51	51
Conference Secretary	8	10	0	2	1	1	9	13	22
Intern	19	23	6	6	1	4	26	33	59
Student Assistant	0	2	0	0	0	0	0	2	2
Other	17	13	3	4	0	0	20	17	37
Totals	381	261	54	56	17	17	452	334	786

TABLE 24
Conference Personnel
2009-10 Division I Percentages

Position	White		Black		Other Minority		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	70.0	13.3	0.0	6.7	6.7	3.3	76.7	23.3
Commissioner	67.9	18.9	7.5	0.0	5.7	0.0	81.1	18.9
Associate Commissioner	58.3	29.6	5.2	5.2	0.0	1.7	63.5	36.5
Assistant Commissioner	45.0	36.3	6.3	8.8	0.0	3.8	51.3	48.8
Director	46.7	34.4	6.7	6.7	4.4	1.1	57.8	42.2
Associate Director	27.8	61.1	5.6	0.0	0.0	5.6	33.3	66.7
Assistant Director	45.7	19.6	17.4	13.0	0.0	4.3	63.0	37.0
Supervisor/Coordinator of Officials	59.6	24.6	8.2	3.8	3.3	0.5	71.0	29.0
Administrative Assistant	0.0	78.4	0.0	19.6	0.0	2.0	0.0	100.0
Conference Secretary	36.4	45.5	0.0	9.1	4.5	4.5	40.9	59.1
Intern	32.2	39.0	10.2	10.2	1.7	6.8	44.1	55.9
Student Assistant	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	45.9	35.1	8.1	10.8	0.0	0.0	54.1	45.9
Totals	48.5	33.2	6.9	7.1	2.2	2.2	57.5	42.5

TABLE 25
Conference Personnel
2009-10 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	1	0	0	0	0	0	0	0	0	1
Commissioner	1	0	1	0	0	0	0	0	1	0	0	0
Associate Commissioner	0	1	0	1	0	0	0	0	0	0	0	0
Assistant Commissioner	0	2	0	0	0	1	0	0	0	0	0	0
Director	2	1	2	0	0	0	0	0	0	0	0	0
Associate Director	0	1	0	0	0	0	0	0	0	0	0	0
Assistant Director	0	1	0	1	0	0	0	0	0	0	0	0
Supervisor/Coordinator of Officials	1	1	4	0	0	0	0	0	0	0	1	0
Administrative Assistant	0	0	0	1	0	0	0	0	0	0	0	0
Conference Secretary	1	0	0	1	0	0	0	0	0	0	0	0
Intern	0	2	1	1	0	0	0	0	0	0	0	1
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	6	9	9	5	0	1	0	0	1	0	1	2

TABLE 26
Conference Personnel
2009-10 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	3.3	0.0	3.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.3
Commissioner	1.9	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	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Assistant Commissioner	0.0	2.5	0.0	0.0	0.0	1.3	0.0	0.0	0.0	0.0	0.0	0.0
Director	2.2	1.1	2.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Associate Director	0.0	5.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Assistant Director	0.0	2.2	0.0	2.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Supervisor/Coordinator of Officials	0.5	0.5	2.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.0
Administrative Assistant	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Conference Secretary	4.5	0.0	0.0	4.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Intern	0.0	3.4	1.7	1.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.7
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	0.8	1.1	1.1	0.6	0.0	0.1	0.0	0.0	0.1	0.0	0.1	0.3

TABLE 27
Conference Personnel - Historically Black Conferences Excluded
2009-10 Division I Figures

Position	White		Black		Other Minority		Total		Grand Total
	Men	Women	Men	Women	Men	Women	Men	Women	
Conference President	21	4	0	1	2	1	23	6	29
Commissioner	36	10	2	0	3	0	41	10	51
Associate Commissioner	67	34	6	6	0	2	73	42	115
Assistant Commissioner	35	29	4	5	0	3	39	37	76
Director	42	31	3	4	4	1	49	36	85
Associate Director	5	11	1	0	0	1	6	12	18
Assistant Director	21	9	7	5	0	2	28	16	44
Supervisor/Coordinator of Officials	108	43	7	6	6	1	121	50	171
Administrative Assistant	0	40	0	9	0	1	0	50	50
Conference Secretary	8	10	0	2	1	1	9	13	22
Intern	18	23	5	2	1	4	24	29	53
Student Assistant	0	2	0	0	0	0	0	2	2
Other	17	13	2	1	0	0	19	14	33
Totals	378	259	37	41	17	17	432	317	749

TABLE 28
Conference Personnel - Historically Black Conferences Excluded
2009-10 Division I Percentages

Position	White		Black		Other Minority		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	72.4	13.8	0.0	3.4	6.9	3.4	79.3	20.7
Commissioner	70.6	19.6	3.9	0.0	5.9	0.0	80.4	19.6
Associate Commissioner	58.3	29.6	5.2	5.2	0.0	1.7	63.5	36.5
Assistant Commissioner	46.1	38.2	5.3	6.6	0.0	3.9	51.3	48.7
Director	49.4	36.5	3.5	4.7	4.7	1.2	57.6	42.4
Associate Director	27.8	61.1	5.6	0.0	0.0	5.6	33.3	66.7
Assistant Director	47.7	20.5	15.9	11.4	0.0	4.5	63.6	36.4
Supervisor/Coordinator of Officials	63.2	25.1	4.1	3.5	3.5	0.6	70.8	29.2
Administrative Assistant	0.0	80.0	0.0	18.0	0.0	2.0	0.0	100.0
Conference Secretary	36.4	45.5	0.0	9.1	4.5	4.5	40.9	59.1
Intern	34.0	43.4	9.4	3.8	1.9	7.5	45.3	54.7
Student Assistant	0.0	100.0	0.0	0.0	0.0	0.0	0.0	100.0
Other	51.5	39.4	6.1	3.0	0.0	0.0	57.6	42.4
Totals	50.5	34.6	4.9	5.5	2.3	2.3	57.7	42.3

TABLE 29
Conference Personnel - Historically Black Conferences Excluded
2009-10 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	1	0	0	0	0	0	0	0	0	1
Commissioner	1	0	1	0	0	0	0	0	1	0	0	0
Associate Commissioner	0	1	0	1	0	0	0	0	0	0	0	0
Assistant Commissioner	0	2	0	0	0	1	0	0	0	0	0	0
Director	2	1	2	0	0	0	0	0	0	0	0	0
Associate Director	0	1	0	0	0	0	0	0	0	0	0	0
Assistant Director	0	1	0	1	0	0	0	0	0	0	0	0
Supervisor/Coordinator of Officials	1	1	4	0	0	0	0	0	0	0	1	0
Administrative Assistant	0	0	0	1	0	0	0	0	0	0	0	0
Conference Secretary	1	0	0	1	0	0	0	0	0	0	0	0
Intern	0	2	1	1	0	0	0	0	0	0	0	1
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	6	9	9	5	0	1	0	0	1	0	1	2

TABLE 30
Conference Personnel - Historically Black Conferences Excluded
2009-10 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	3.4	0.0	3.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.4
Commissioner	2.0	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	0.9	0.0	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Assistant Commissioner	0.0	2.6	0.0	0.0	0.0	1.3	0.0	0.0	0.0	0.0	0.0	0.0
Director	2.4	1.2	2.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Associate Director	0.0	5.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Assistant Director	0.0	2.3	0.0	2.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Supervisor/Coordinator of Officials	0.6	0.6	2.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.6	0.0
Administrative Assistant	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Conference Secretary	4.5	0.0	0.0	4.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Intern	0.0	3.8	1.9	1.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.9
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	0.8	1.2	1.2	0.7	0.0	0.1	0.0	0.0	0.1	0.0	0.1	0.3

TABLE 31
Conference Personnel
2009-10 Division II Figures

Position	White		Black		Other Minority		Total		Grand Total
	Men	Women	Men	Women	Men	Women	Men	Women	
Conference President	12	5	0	3	0	0	12	8	20
Commissioner	18	1	4	0	0	0	22	1	23
Associate Commissioner	4	2	1	2	0	0	5	4	9
Assistant Commissioner	15	16	0	2	1	2	16	20	36
Director	9	2	2	1	2	0	13	3	16
Associate Director	0	0	1	0	1	0	2	0	2
Assistant Director	3	1	2	0	0	0	5	1	6
Supervisor/Coordinator of Officials	75	12	9	1	4	2	88	15	103
Administrative Assistant	0	4	0	1	0	0	0	5	5
Conference Secretary	3	2	0	0	0	0	3	2	5
Intern	4	9	4	1	1	0	9	10	19
Student Assistant	0	2	0	0	0	0	0	2	2
Other	1	2	1	1	0	0	2	3	5
Totals	144	58	24	12	9	4	177	74	251

TABLE 32
Conference Personnel
2009-10 Division II Percentages

Position	White		Black		Other Minority		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	60.0	25.0	0.0	15.0	0.0	0.0	60.0	40.0
Commissioner	78.3	4.3	17.4	0.0	0.0	0.0	95.7	4.3
Associate Commissioner	44.4	22.2	11.1	22.2	0.0	0.0	55.6	44.4
Assistant Commissioner	41.7	44.4	0.0	5.6	2.8	5.6	44.4	55.6
Director	56.3	12.5	12.5	6.3	12.5	0.0	81.3	18.8
Associate Director	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Assistant Director	50.0	16.7	33.3	0.0	0.0	0.0	83.3	16.7
Supervisor/Coordinator of Officials	72.8	11.7	8.7	1.0	3.9	1.9	85.4	14.6
Administrative Assistant	0.0	80.0	0.0	20.0	0.0	0.0	0.0	100.0
Conference Secretary	60.0	40.0	0.0	0.0	0.0	0.0	60.0	40.0
Intern	21.1	47.4	21.1	5.3	5.3	0.0	47.4	52.6
Student Assistant	0.0	100.0	0.0	0.0	0.0	0.0	0.0	100.0
Other	20.0	40.0	20.0	20.0	0.0	0.0	40.0	60.0
Totals	57.4	23.1	9.6	4.8	3.6	1.6	70.5	29.5

TABLE 33
Conference Personnel
2009-10 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	0	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	0	0	0
Assistant Commissioner	0	0	1	2	0	0	0	0	0	0	0	0
Director	0	0	1	0	0	0	1	0	0	0	0	0
Associate Director	0	0	1	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	4	2	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	1	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	0	0	8	4	0	0	1	0	0	0	0	0

TABLE 34
Conference Personnel
2009-10 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	0.0	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	0.0	0.0	0.0
Assistant Commissioner	0.0	0.0	2.8	5.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Director	0.0	0.0	6.3	0.0	0.0	0.0	6.3	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	3.9	1.9	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	5.3	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

TABLE 35
Conference Personnel - Historically Black Conferences Excluded
2009-10 Division II Figures

Position	White		Black		Other Minority		Total		Grand Total
	Men	Women	Men	Women	Men	Women	Men	Women	
Conference President	12	5	0	1	0	0	12	6	18
Commissioner	18	1	2	0	0	0	20	1	21
Associate Commissioner	4	2	0	0	0	0	4	2	6
Assistant Commissioner	15	16	0	1	0	2	15	19	34
Director	9	2	1	0	2	0	12	2	14
Associate Director	0	0	1	0	1	0	2	0	2
Assistant Director	1	0	2	0	0	0	3	0	3
Supervisor/Coordinator of Officials	75	12	3	0	4	2	82	14	96
Administrative Assistant	0	4	0	0	0	0	0	4	4
Conference Secretary	3	2	0	0	0	0	3	2	5
Intern	4	9	4	1	1	0	9	10	19
Student Assistant	0	2	0	0	0	0	0	2	2
Other	1	2	0	0	0	0	1	2	3
Totals	142	57	13	3	8	4	163	64	227

TABLE 36
Conference Personnel - Historically Black Conferences Excluded
2009-10 Division II Percentages

Position	White		Black		Other Minority		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	66.7	27.8	0.0	5.6	0.0	0.0	66.7	33.3
Commissioner	85.7	4.8	9.5	0.0	0.0	0.0	95.2	4.8
Associate Commissioner	66.7	33.3	0.0	0.0	0.0	0.0	66.7	33.3
Assistant Commissioner	44.1	47.1	0.0	2.9	0.0	5.9	44.1	55.9
Director	64.3	14.3	7.1	0.0	14.3	0.0	85.7	14.3
Associate Director	0.0	0.0	50.0	0.0	50.0	0.0	100.0	0.0
Assistant Director	33.3	0.0	66.7	0.0	0.0	0.0	100.0	0.0
Supervisor/Coordinator of Officials	78.1	12.5	3.1	0.0	4.2	2.1	85.4	14.6
Administrative Assistant	0.0	100.0	0.0	0.0	0.0	0.0	0.0	100.0
Conference Secretary	60.0	40.0	0.0	0.0	0.0	0.0	60.0	40.0
Intern	21.1	47.4	21.1	5.3	5.3	0.0	47.4	52.6
Student Assistant	0.0	100.0	0.0	0.0	0.0	0.0	0.0	100.0
Other	33.3	66.7	0.0	0.0	0.0	0.0	33.3	66.7
Totals	62.6	25.1	5.7	1.3	3.5	1.8	71.8	28.2

TABLE 37
Conference Personnel - Historically Black Conferences Excluded
2009-10 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	0	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	0	0	0
Assistant Commissioner	0	0	0	2	0	0	0	0	0	0	0	0
Director	0	0	1	0	0	0	1	0	0	0	0	0
Associate Director	0	0	1	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	4	2	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	1	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	0	0	7	4	0	0	1	0	0	0	0	0

TABLE 38
Conference Personnel - Historically Black Conferences Excluded
2009-10 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	0.0	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	0.0	0.0	0.0
Assistant Commissioner	0.0	0.0	0.0	5.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Director	0.0	0.0	7.1	0.0	0.0	0.0	7.1	0.0	0.0	0.0	0.0	0.0
Associate 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
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	4.2	2.1	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	5.3	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	0.0	0.0	3.1	1.8	0.0	0.0	0.4	0.0	0.0	0.0	0.0	0.0

TABLE 39
Conference Personnel
2009-10 Division III Figures

Position	White		Black		Other Minority		Total		Grand Total
	Men	Women	Men	Women	Men	Women	Men	Women	
Conference President	31	13	2	0	0	0	33	13	46
Commissioner	39	17	6	0	2	0	47	17	64
Associate Commissioner	0	1	0	0	0	0	0	1	1
Assistant Commissioner	18	15	1	0	0	0	19	15	34
Director	19	4	1	0	0	0	20	4	24
Associate Director	2	4	1	0	0	0	3	4	7
Assistant Director	2	3	0	0	0	0	2	3	5
Supervisor/Coordinator of Officials	85	15	3	0	3	0	91	15	106
Administrative Assistant	0	6	0	0	0	1	0	7	7
Conference Secretary	17	8	0	0	0	0	17	8	25
Intern	9	13	0	1	0	1	9	15	24
Student Assistant	2	0	0	1	0	0	2	1	3
Other	10	5	0	0	0	1	10	6	16
Totals	234	104	14	2	5	3	253	109	362

TABLE 40
Conference Personnel
2009-10 Division III Percentages

Position	White		Black		Other Minority		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	67.4	28.3	4.3	0.0	0.0	0.0	71.7	28.3
Commissioner	60.9	26.6	9.4	0.0	3.1	0.0	73.4	26.6
Associate Commissioner	0.0	100.0	0.0	0.0	0.0	0.0	0.0	100.0
Assistant Commissioner	52.9	44.1	2.9	0.0	0.0	0.0	55.9	44.1
Director	79.2	16.7	4.2	0.0	0.0	0.0	83.3	16.7
Associate Director	28.6	57.1	14.3	0.0	0.0	0.0	42.9	57.1
Assistant Director	40.0	60.0	0.0	0.0	0.0	0.0	40.0	60.0
Supervisor/Coordinator of Officials	80.2	14.2	2.8	0.0	2.8	0.0	85.8	14.2
Administrative Assistant	0.0	85.7	0.0	0.0	0.0	14.3	0.0	100.0
Conference Secretary	68.0	32.0	0.0	0.0	0.0	0.0	68.0	32.0
Intern	37.5	54.2	0.0	4.2	0.0	4.2	37.5	62.5
Student Assistant	66.7	0.0	0.0	33.3	0.0	0.0	66.7	33.3
Other	62.5	31.3	0.0	0.0	0.0	6.3	62.5	37.5
Totals	64.6	28.7	3.9	0.6	1.4	0.8	69.9	30.1

TABLE 41
Conference Personnel
2009-10 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	0	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	2	0	0	0	0	0	0	0	1	0
Administrative Assistant	0	0	0	1	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	0	0	0	0	0	0	0	0	1
Student Assistant	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	1	0	0	0	0	0	0	0	0	0	0
Totals	1	1	2	1	0	0	0	0	1	0	1	1

TABLE 42
Conference Personnel
2009-10 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	1.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.6	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	0.0	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	1.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.9	0.0
Administrative Assistant	0.0	0.0	0.0	14.3	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.2
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	6.3	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	0.6	0.3	0.0	0.0	0.0	0.0	0.3	0.0	0.3	0.3

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

Position	All Conferences			Historically Black Conferences Excluded		
	1998-99	2009-10	Change	1998-99	2009-10	Change
Conference President	N/A	7.3	N/A	N/A	4.3	N/A
Commissioner	6.4	10.0	3.6	2.2	7.4	5.2
Associate Commissioner	8.3	12.0	3.7	6.8	9.8	3.0
Assistant Commissioner	17.5	10.0	-7.5	11.0	7.6	-3.4
Director	13.0	12.3	-0.7	11.3	7.3	-4.0
Associate Director	N/A	11.1	N/A	N/A	11.1	N/A
Assistant Director	14.3	28.1	13.8	14.3	26.9	12.6
Supervisor/Coordinator of Officials	9.3	8.9	-0.4	5.0	5.1	0.1
Administrative Assistant	N/A	17.5	N/A	N/A	14.8	N/A
Conference Secretary	N/A	3.8	N/A	N/A	3.8	N/A
Intern	N/A	17.6	N/A	N/A	13.5	N/A
Student Assistant	N/A	14.3	N/A	N/A	14.3	N/A
Other	N/A	15.5	N/A	N/A	5.8	N/A
Overall	10.6	11.6	1.0	7.2	8.2	1.0

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

Position	All Conferences			Historically Black Conferences Excluded		
	1998-99	2009-10	Change	1998-99	2009-10	Change
Conference President	N/A	6.7	N/A	N/A	3.4	N/A
Commissioner	8.6	7.5	-1.1	3.0	3.9	0.9
Associate Commissioner	8.9	10.4	1.5	7.3	10.4	3.1
Assistant Commissioner	20.6	15.0	-5.6	13.1	11.8	-1.3
Director	13.0	13.3	0.3	13.0	8.2	-4.8
Associate Director	N/A	5.6	N/A	N/A	5.6	N/A
Assistant Director	14.3	30.4	16.1	14.3	27.3	13.0
Supervisor/Coordinator of Officials	8.5	12.0	3.5	4.5	7.6	3.1
Administrative Assistant	N/A	19.6	N/A	N/A	18.0	N/A
Conference Secretary	N/A	9.1	N/A	N/A	9.1	N/A
Intern	N/A	20.3	N/A	N/A	13.2	N/A
Student Assistant	N/A	0.0	N/A	N/A	0.0	N/A
Other	N/A	18.9	N/A	N/A	9.1	N/A
Overall	12.6	14.0	1.4	9.6	10.4	0.8

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

Position	All Conferences			Historically Black Conferences Excluded		
	1998-99	2009-10	Change	1998-99	2009-10	Change
Conference President	N/A	15.0	N/A	N/A	5.6	N/A
Commissioner	9.5	17.4	7.9	0.0	9.5	9.5
Associate Commissioner	0.0	33.3	33.3	0.0	0.0	0.0
Assistant Commissioner	0.0	5.6	5.6	0.0	2.9	2.9
Director	20.0	18.8	-1.2	0.0	7.1	7.1
Associate Director	N/A	0.0	N/A	N/A	50.0	N/A
Assistant Director	0.0	33.3	33.3	0.0	66.7	66.7
Supervisor/Coordinator of Officials	17.6	9.7	-7.9	6.7	3.1	-3.6
Administrative Assistant	N/A	20.0	N/A	N/A	0.0	N/A
Conference Secretary	N/A	0.0	N/A	N/A	0.0	N/A
Intern	N/A	26.3	N/A	N/A	26.3	N/A
Student Assistant	N/A	0.0	N/A	N/A	0.0	N/A
Other	N/A	40.0	N/A	N/A	0.0	N/A
Overall	11.8	14.3	2.5	2.2	7.0	4.8

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

Position	1998-99	2009-10	Change
Conference President	N/A	4.3	N/A
Commissioner	2.6	9.4	6.8
Associate Commissioner	0.0	0.0	0.0
Assistant Commissioner	0.0	2.9	2.9
Director	0.0	4.2	4.2
Associate Director	N/A	14.3	N/A
Assistant Director	0.0	0.0	0.0
Supervisor/Coordinator of Officials	5.3	2.8	-2.5
Administrative Assistant	N/A	0.0	N/A
Conference Secretary	N/A	0.0	N/A
Intern	N/A	4.2	N/A
Student Assistant	N/A	33.3	N/A
Other	N/A	0.0	N/A
Overall	2.3	4.4	2.1

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

Position	All Conferences			Historically Black Conferences Excluded		
	1998-99	2009-10	Change	1998-99	2009-10	Change
Conference President	N/A	29.2	N/A	N/A	26.9	N/A
Commissioner	7.4	20.0	12.6	7.8	20.6	12.8
Associate Commissioner	28.3	37.6	9.3	28.8	36.9	8.1
Assistant Commissioner	40.0	49.3	9.3	39.7	49.3	9.6
Director	50.0	34.6	-15.4	50.9	34.1	-16.8
Associate Director	N/A	59.3	N/A	N/A	59.3	N/A
Assistant Director	51.4	36.8	-14.6	51.4	36.5	-14.9
Supervisor/Coordinator of Officials	26.2	21.2	-5.0	27.7	21.2	-6.5
Administrative Assistant	N/A	100.0	N/A	N/A	100.0	N/A
Conference Secretary	N/A	44.2	N/A	N/A	44.2	N/A
Intern	N/A	56.9	N/A	N/A	56.3	N/A
Student Assistant	N/A	71.4	N/A	N/A	71.4	N/A
Other	N/A	44.8	N/A	N/A	42.3	N/A
Overall	33.4	37.0	3.6	33.4	36.6	3.2

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

Position	All Conferences			Historically Black Conferences Excluded		
	1998-99	2009-10	Change	1998-99	2009-10	Change
Conference President	N/A	23.3	N/A	N/A	20.7	N/A
Commissioner	5.7	18.9	13.2	6.1	19.6	13.5
Associate Commissioner	30.4	36.5	6.1	30.9	36.5	5.6
Assistant Commissioner	39.7	48.8	9.1	39.3	48.7	9.4
Director	56.5	42.2	-14.3	56.5	42.4	-14.1
Associate Director	N/A	66.7	N/A	N/A	66.7	N/A
Assistant Director	51.4	37.0	-14.4	51.4	36.4	-15.0
Supervisor/Coordinator of Officials	29.6	29.0	-0.6	31.3	29.2	-2.1
Administrative Assistant	N/A	100.0	N/A	N/A	100.0	N/A
Conference Secretary	N/A	59.1	N/A	N/A	59.1	N/A
Intern	N/A	55.9	N/A	N/A	54.7	N/A
Student Assistant	N/A	0.0	N/A	N/A	100.0	N/A
Other	N/A	45.9	N/A	N/A	42.4	N/A
Overall	38.9	42.5	3.6	39.4	42.3	2.9

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

Position	All Conferences			Historically Black Conferences Excluded		
	1998-99	2009-10	Change	1998-99	2009-10	Change
Conference President	N/A	40.0	N/A	N/A	33.3	N/A
Commissioner	0.0	4.3	4.3	0.0	4.8	4.8
Associate Commissioner	0.0	44.4	44.4	0.0	33.3	33.3
Assistant Commissioner	40.0	55.6	15.6	40.0	55.9	15.9
Director	0.0	18.8	18.8	0.0	14.3	14.3
Associate Director	N/A	0.0	N/A	N/A	0.0	N/A
Assistant Director	0.0	16.7	16.7	0.0	0.0	0.0
Supervisor/Coordinator of Officials	23.5	14.6	-8.9	26.7	14.6	-12.1
Administrative Assistant	N/A	100.0	N/A	N/A	100.0	N/A
Conference Secretary	N/A	40.0	N/A	N/A	40.0	N/A
Intern	N/A	52.6	N/A	N/A	52.6	N/A
Student Assistant	N/A	100.0	N/A	N/A	100.0	N/A
Other	N/A	60.0	N/A	N/A	66.7	N/A
Overall	20.6	29.5	8.9	17.6	28.2	10.6

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

Position	1998-99	2009-10	Change
Conference President	N/A	28.3	N/A
Commissioner	13.2	26.6	13.4
Associate Commissioner	0.0	100.0	100.0
Assistant Commissioner	42.9	44.1	1.2
Director	33.3	16.7	-16.6
Associate Director	N/A	57.1	N/A
Assistant Director	0.0	60.0	60.0
Supervisor/Coordinator of Officials	15.8	14.2	-1.6
Administrative Assistant	N/A	100.0	N/A
Conference Secretary	N/A	32.0	N/A
Intern	N/A	62.5	N/A
Student Assistant	N/A	33.3	N/A
Other	N/A	37.5	N/A
Overall	23.7	30.1	6.4

The NCAA salutes

420,000

student-athletes

participating in

23 sports at

1,000 member institutions

