

OCCUPATIONAL
SEGREGATION OF
AFRICAN AMERICANS IN
INTERCOLLEGIATE
ATHLETICS
ADMINISTRATION

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Background

- Advances by African Americans as sport participants
 - ▣ Opportunities
 - ▣ Pay

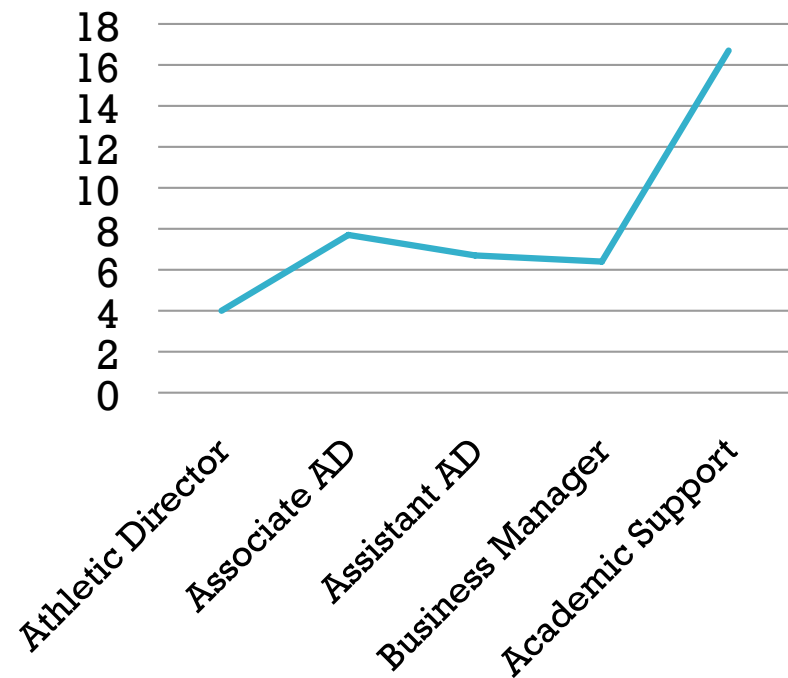


2011 National Champions

Background

- African Americans under-represented in coaching and leadership positions
- Evidence of occupational segregation

Segregation of African American Administrators



Source: Zgnoc (2010)

Theoretical Framework

Macro-Level Factors

Institutional
Racism

Isomorphic
Pressures

Meso-Level Factors

Leadership
Categorization

Diversity
Mindset

Micro-Level Factors

Social Capital

Vocational Interests

Conclusions

Change
on
the
Horizon





Thank You

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