

The Role of Racial and Ethnic Minorities in the Executive Labor Market: The Case of Head Coaching in College Basketball

Cornel Nessler*, Carlos Gomez-Gonzalez**, Helmut Dietl*, and Julio del Corral**

*University of Zurich and University of Amsterdam **University of Castilla-La Mancha

Abstract

In this paper, we examine how the number of African American and White American coaches in college basketball evolved. Our sample ranges from 1892 until 2015. We find that the number of African American coaches steadily increased since 1950. Loosely speaking, two separate industries in college basketball exist; one industry which is regulated and one that is not. When we separate our analysis at a division level, we find statistically significant differences in the number of African American coaches. This evidence suggests that unregulated college teams discriminate against African American coaches. We show that only a minor fraction of this difference is due to the different working conditions of coaches. Thus, a significant difference between regulated and unregulated institutions exists. Furthermore, we find that our results are not clustered spatially and are time consistent. Our results have important policy implications for the regulation of college sports.

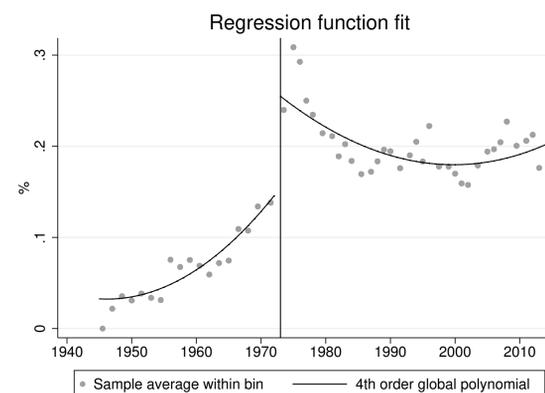
More details, more graphs, and more statistics here:



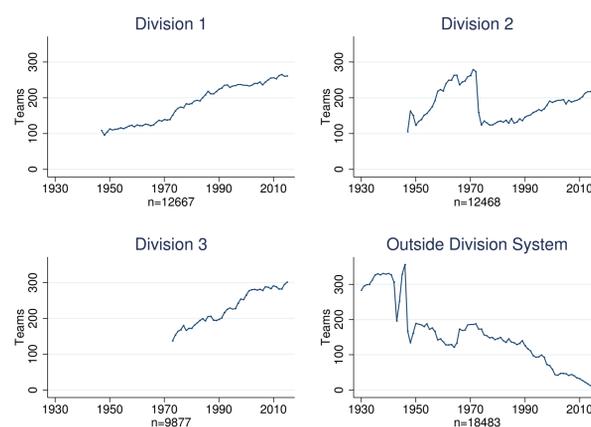
What happened in 1973?

In 1973, the NCAA created a third division and established the current competition format (Division 1, 2, and 3). The implementation of this change had consequences regarding the distribution of teams. Thus, although the creation of Division 3 in 1973 had no effect on the total number of teams, several teams in Division 2 switched to another division or outside the division system. Since then, the total number of teams competing in NCAA has been steadily increasing.

Division split in 1973



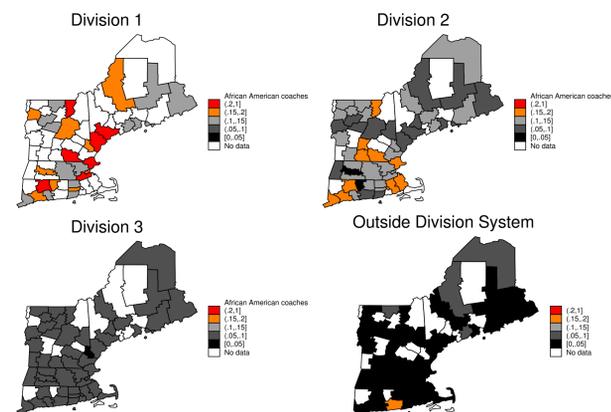
African American coaches in different Divisions



Is this difference due to spatial characteristics?

At the example of New England.

Coaches in divisions in counties



Is this difference due to University/College characteristics?

Variables	Model 1		Model 2		Model 3		Model 4	
	Div. 1 & 2	Div. 3 & No	Div. 1 & 2	Div. 3	Div. 2	Div. 3 & No	Div. 2	Div. 3
Observations	7,945	5,615	7,945	4,498	3,206	5,615	3,206	4,498
<i>CoachRace</i>	0.789*** (0.015)	0.943*** (0.010)	0.789*** (0.015)	0.941*** (0.011)	0.814*** (0.025)	0.943*** (0.010)	0.814*** (0.025)	0.941*** (0.011)
<i>D</i>	0.154*** (0.017)		0.153*** (0.018)		0.129*** (0.027)		0.127*** (0.027)	
Explained	0.079*** (0.014)		0.074*** (0.014)		0.071*** (0.022)		0.067*** (0.023)	
Unexplained	0.075*** (0.017)		0.078*** (0.018)		0.057** (0.022)		0.060** (0.024)	
Observations	13,560		12,443		8,821		7,704	
Year FE	Y		Y		Y		Y	
Cluster County Level	Y		Y		Y		Y	

Robust standard errors in parentheses
*** p<0.01, ** p<0.05, * p<0.1

Conclusions

- The results show that, although African American coaches provide the large majority of potential coaches, their number is still below 20% and not increasing.
- We show that African Americans are significantly less often employed in Division 3. The highest share of African Americans is in Division 1 and then Division 2.
- Our results clarify that this is neither due to idiosyncratic college or university attributes nor to the geographical location of the institution.