

**REVENUE: No revenue impact**

**FISCAL: Minimal fiscal impact, no statement issued**

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**Action:** Do Pass with Amendments to the A-Eng. Measure (Printed B Eng.) and Be Referred to the Committee on Rules

**Vote:** 5 - 0 - 0

**Yeas:** Bonamici, Kruse, Metsger, Morse, Hass

**Nays:** 0

**Exc.:** 0

**Prepared By:** Dana Richardson, Administrator

**Meeting Dates:** 5/27

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**WHAT THE MEASURE DOES:** Requires public institutions of higher education to interview one or more qualified minority applicants when hiring head coach or athletic director. Provides exception if institution is unable to identify qualified minority applicant willing to interview for position. Provides that good faith inability to identify qualified minority applicant is affirmative defense to claim of violation of requirement. Defines minority. Sunsets requirement January 2, 2020.

**ISSUES DISCUSSED:**

- Diversity of head coaches in Oregon currently
- Prohibition on speedy hire waivers
- Tokenism
- Inclusion of sports other than football

**EFFECT OF COMMITTEE AMENDMENT:** Replaces the measure except for applicability clause.

**BACKGROUND:** According to the *2006-2007 Racial and Gender Report Card* that is published annually by the Institute for Diversity and Ethics in Sports based at the University of Central Florida, whites held 90.6 percent, 89.5 percent and 93.4 percent of all National Collegiate Athletics Association (NCAA) head coaching positions for men's sports in Divisions I, II and III, respectively. In 2008, there were four African-American head coaches out of 119 in the Division I Football Bowl Subdivision schools. On women's teams, whites held 89.6 percent, 89.9 percent and 92.9 percent of all head coaching positions in Divisions I, II, and III, respectively. The overall percentage of white male and female student-athletes in 2004-2005 was 61.7 percent and 70.1 percent respectively.

House Bill 3118B was modeled on the "Rooney Rule" that was adopted by the National Football League (NFL). That rule, named after Pittsburgh Steelers owner Dan Rooney, specifies that NFL teams must give fair interviews to minority candidates whenever a head-coaching position comes open.

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*This summary has not been adopted or officially endorsed by action of the committee.*