To further explore the under-representation of women in athletic leadership positions, this paper, guided by homologous reproduction (HR; Kanter, 1977), examined the hiring practices of athletic directors (ADs) within community college athletics (two-year institutions). More specifically, the study determined if AD gender impacted head coach gender in the three most popular women's team sports – softball, basketball, and volleyball – within 452 community college athletic departments. While previous research has investigated HR, high schools and four-year colleges have been the only academic institutions studied. HR has been shown to be a dominant factor in hiring practices by athletic leaders in both interscholastic (Lovett & Lowry, 1994; Stangl & Kane, 1991) and intercollegiate athletics (Stahura & Greenwood, 2001; Whisenant & Mullane, 2007). The present study retrieved head coach gender data from the USDOE website (http://ope.ed.gov/athletics/) and AD gender data from each school’s website. Complete results will be available by winter 2010.