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The Buck Stops Here: Assessing Diversity among Campus and Conference Leaders for Football Bowl Subdivision (FBS) Schools in the 2008-09 Academic Year

Orlando, FL... November 6, 2008 – With the firing of Ty Willingham at the University of Washington and the resignation of Ron Prince at Kansas State, the 2008 regular season of college football will conclude with the controversy over the poor record of hiring African-American Division IA (Football Bowl Subdivision – FBS) head football coaches still continuing to make headlines. Their departure will leave only four African-American and two other head coaches of color. College football is still far behind other college and professional sports.

The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida today released *The Buck Stops Here: Assessing Diversity among Campus and Conference Leaders for Division IA (FBS) Schools in 2008-09*. This study examines the race and gender of conference commissioners and campus leaders including college and university presidents, athletics directors, and faculty athletics representatives for all 120 FBS institutions. The study also includes head football coaches, offensive and defensive coordinators, assistant coaches, and football student-athletes. Finally, the faculty as a whole is examined.

Richard Lapchick, who is the primary author of the study as director of The Institute, said, “The leadership which is the power structure in college sport remains overwhelming white. In FBS institutions, this includes 92.5 percent of the presidents, 86.7 percent of the athletics directors, 92.6 percent of the faculty athletics reps, 83.3 percent of the faculty and 100 percent of the conference commissioners. Only 3.5 percent of the faculty are African-American and 3.4 are percent Latino.”

This year’s figures represent a slight change for people of color as presidents (up 0.8 percent) and head coaches (up 0.8 percent). During the past year the percentage of women serving as president increased by 3.3 percent, decreased for athletic directors by 0.8 percent, and decreased two percent for faculty athletic representatives. Two Latina women and one Asian woman were hired as presidents. Lapchick went on to say that, “While the percentages are slightly better, the general picture is still one of white men running college sport. Overall, the numbers simply do not reflect the diversity of our student-athletes. Moreover, they do not reflect the diversity of our nation where we have elected an African-American as President for the first time.”

Lapchick concluded, "Last year we noted a promising development when the Division IA Athletic Directors Association agreed to issue hiring guidelines for Division IA head football coaches that will include a commitment to diverse candidate slates. This was a very positive development since ADs, along with presidents, make the hiring decisions. The ADs seemed to be taking ownership over this issue. Yet only Navy (Ken Niumatalolo) and Houston (Kevin Sumlin) hired coaches of color among the 22 FBS schools that hired new head coaches at the end of the 2007 season. Since 1996, only 12 African-American coaches have been hired among 199 vacancies, a meager six percent of the total. With the firing of Ty Willingham and the resignation of Ron Prince, there are only four African-Americans left at Mississippi State, Houston, Buffalo and Miami with a Latino at Florida International and a Pacific Islander at Navy."

This study was co-authored by Catherine Elkins. *Please note that a synopsis of findings is located at the end of this release; information is current as of October 30, 2008.*

Overall, whites hold 328 (90.6 percent) of the 362 campus leadership positions. White women hold 53 (16.1 percent) of these positions. There are 19 African-American men and no African-American women. There are only two Asian males, two Native American males, seven Latino males, one Asian woman and three Latina women, among the 362 people. The average percentage of faculty who were people of color was 16.7 percent and more than half were Asian.

In this study, the only exceptions to white men in FBS schools campus leadership positions are the following.

President

As of this publication, there were:

- Three (2.5 percent) African-American men (Middle Tennessee State University, Ohio University, and Washington State University)
- Two (1.7 percent) Latino men (University of Akron and Florida International University)
- No Asian or Native American men as president at FBS institutions
- Seventeen (14.2 percent) white women (University of Alabama at Birmingham, Ball State University, Bowling Green State University, University of Cincinnati, Eastern Michigan University, University of Iowa, University of Memphis, University of Miami (Florida), University of Michigan, Michigan State University, University of North Texas, University of South Florida, University of Southern Mississippi, Syracuse University, Temple University, University of Texas at El Paso and University of Wisconsin, Madison)
- Three (2.5 percent) Latina women (New Mexico State University, Purdue University, Texas A&M University, College Station)
- One (0.83 percent) Asian woman (University of Houston)
- No African-American or Native American women presidents at FBS schools
- 92.5 percent (111) of the 120 FBS presidents who are white; 78.3 percent (94) are white men

Athletics Director – There are **120 athletics directors** at FBS schools who oversee football. As of this publication, there were:

- Eleven (9.2 percent) African-American men (State University of New York at Buffalo, University of Central Florida, Eastern Michigan University, University of Georgia, New Mexico State University, The Ohio State University, University of Southern California, Syracuse University, U.S. Military Academy, Vanderbilt University, and University of Virginia)

- Four (3.3 percent) Latino men (University of California, Los Angeles, Florida International University, University of North Texas, and University of Wisconsin, Madison)
- One (0.83 percent) Native American man (Tulane University)
- No Asian athletic directors at FBS schools
- Five (4.2 percent) white women (Arizona State University, University of California, Berkeley, University of Maryland, College Park, University of Nevada, and Western Michigan University) are in charge of an athletics department that oversees football. The University of Tennessee, Knoxville and University of Texas at Austin have a women director of only women's athletics
- No African-American, Asian, Native American or Latina women are athletics directors in FBS schools
- 86.7 percent (104) of the 120 FBS athletics directors are white; 82.5 percent (99) are white men

Faculty Athletics Representative (FAR) – There are **122 faculty athletic representatives** in FBS schools who oversee football because the University of Illinois, Champaign and University of Minnesota, Twin Cities each have two.

As of this publication, there were:

- Five (4.1 percent) African-American men (Arizona State University, University of Michigan, University of Notre Dame, University of Utah, and Vanderbilt University)
- One (0.8 percent) Latino man (Rice University)
- Two (1.6 percent) Asian men (Oregon State University and University of South Florida)
- One (0.8 percent) Native American man (Brigham Young University)
- 31 (25.4 percent) women
- Of the 31 women FARs in FBS schools, there are no African-Americans, Latinas, Asians or Native Americans
- 92.6 percent (113) of the 122 FARs who are white; 67.2 percent (82) are white men

Faculty – What follows are the faculty percentages at the FBS schools in the study. The data was taken from the *Chronicle of Higher Education's* website on September 16, 2008.

- 83.3 percent white
- 3.5 percent African-American
- 3.4 percent Latino
- 9.5 percent Asian
- 0.4 percent Native American

Conference Commissioners

All (100 percent) of the 11 FBS conference commissioners are white men. Among these 11 men are those that head BCS Conferences and hold what are now considered to be among the most powerful and influential positions in college sport.

Head Football Coach

In the 2008 season, there were:

- Six (five percent) African-American men head football coaches in FBS institutions (State University of New York at Buffalo, University of Houston, Kansas State University, University of Miami (Florida), Mississippi State University, and University of Washington)
- One (0.8 percent) Latino man (Florida International University)
- One (0.8 percent) Polynesian man (U.S. Naval Academy)

Offensive and Defensive Coordinators

In the 2008 season, there were:

- 31 (12.2 percent) African-American men
- Three (1.2 percent) Latino men
- Four (1.6 percent) Asian men
- 85.1 percent (217) of the 255 coordinators were white men

Assistant Football Coaches

In the 2008 season, there were:

- 312 (30.6 percent) African-American men
- 14 (1.4 percent) Latino men
- 10 (1.0 percent) Asian men
- 67.0 percent (682) of the 1,018 assistant coaches were white men

Football Student-Athletes (n = 12,253)

In the 2008 season:

- 50.0 percent were African-Americans
- 2.3 percent were Latinos
- 1.6 percent were Asians
- 0.11 percent were individuals of other minority backgrounds
- 45.9 percent were white

According to the study of FBS institutions leadership positions:

- Among all the athletics directors, Chet Gladchuk at the U.S. Naval Academy hired the second ever Polynesian head coach (Ken Niumatalolo) in NCAA Division IA history and he is the first Samoan collegiate head coach.
- None of the African-American presidents hired an African-American athletics director or African-American football coach, nor appointed an African-American FAR.
- The University of Houston Athletics Director Dave Maggard, who is white, hired the University's first African-American as head football coach (Kevin Sumlin).
- Among the 21 women presidents, one hired a female FAR (Diana Natalicio at University of Texas at El Paso hired Darla Smith). None of the women presidents hired a woman as athletics director.
- Among the six African-American head coaches, five hired at least one African-American assistant coach and none hired an offensive or defensive coordinator.

The Institute for Diversity and Ethics in Sport serves as a comprehensive resource for issues related to gender and race in amateur, collegiate, and professional sports. The Institute researches and publishes a variety of studies, including annual studies of student-athlete graduation rates and racial attitudes in sports, as well as the nationally recognized Racial and Gender Report Card, an assessment of hiring practices in coaching and sport management. Additionally, The Institute conducts diversity management training in conjunction with the National Consortium for Academics and Sports. The Institute also will monitor some of the critical ethical issues in college and professional sport, including the potential for the exploitation of student-athletes, gambling, performance-enhancing drugs and violence in sports.

The Institute for Diversity and Ethics in Sport is part of the DeVos Sport Business Management Graduate Program in the University of Central Florida's College of Business Administration. This landmark program focuses on business skills necessary for graduates to conduct successful careers in the rapidly changing and dynamic sports industry while also emphasizing diversity, community service and sport and social issues.

Synopsis of findings in *The Buck Stops Here: Assessing Diversity among Campus and Conference Leaders for FBS Schools in 2008-09*

Data current as of October 30, 2008

Total FBS Schools Presidents, Athletic Directors, and Faculty Athletics Representatives

Total: 362

- **328** (90.6 percent) whites
- **19** (5.2 percent) African-Americans
- **10** (2.8 percent) Latinos
- **Three** (0.82 percent) Asian
- **One** (0.28 percent) Indian
- **One** (0.28 percent) Native American
- **57** (15.7 percent) women

FBS Schools Presidents

Total: 120

- **111** (92.5 percent) whites
- **Three** (2.5 percent) African-Americans
 - Sidney McPhee, Middle Tennessee State University
 - Roderick McDavis, Ohio University
 - Elson S. Floyd, Washington State University
- **Five** (4.2 percent) Latinos
 - Luis Proenza, University of Akron
 - Modesto A. Maidique, Florida International University
 - Waded Cruzado, New Mexico State University
 - France A. Cordova, Purdue University
 - Elsa A. Murano, Texas A&M University, College Station
- **One** (0.8 percent) Asian
 - Renu Khator, University of Houston
- **Zero** Native Americans
- **21** (17.5 percent) women (17 white, three Latina, one Asian)
 - Carol Garrison, University of Alabama at Birmingham
 - Jo Ann M. Gora, Ball State University
 - Carol A. Cartwright, Bowling Green State University
 - Nancy L. Zimpher, University of Cincinnati
 - Susan W. Martin, Eastern Michigan University
 - Renu Khator, University of Houston
 - Sally Mason, University of Iowa
 - Shirley Raines, University of Memphis
 - Donna E. Shalala, University of Miami (Florida)
 - Mary Sue Coleman, University of Michigan
 - Lou Anna Kimsey Simon, Michigan State University
 - Waded Cruzado, New Mexico State
 - Gretchen M. Bataille, University of North Texas
 - France A. Cordova, Purdue University
 - Judy Genshaft, University of South Florida

- Martha Dunagin Saunders, University of Southern Mississippi
- Nancy Cantor, Syracuse University
- Ann Weaver Hart, Temple University
- Elsa Murano, Texas A&M University, College Station
- Diana S. Natalicio, University of Texas at El Paso
- Biddy Martin, University of Wisconsin, Madison

FBS Schools Athletics Directors

Total: 120 ADs who oversee FBS football programs (two schools have two athletics directors with a woman heading women's athletics: University of Tennessee, Knoxville and University of Texas at Austin)

- **104** (86.7 percent) whites
- **Eleven** (9.2 percent) African-Americans
 - Warde Manuel, The State University of New York at Buffalo
 - Keith Tribble, University of Central Florida
 - Derrick Gragg, Eastern Michigan University
 - Damon Evans, University of Georgia
 - McKinley Boston Jr., New Mexico State University
 - Eugene Smith, The Ohio State University
 - Michael Garrett, University of Southern California
 - Daryl J. Gross, Syracuse University
 - Kevin Anderson, U.S. Military Academy
 - David Williams II (Vice Chancellor of Student Life and University Affairs and General Counsel), Vanderbilt University
 - Craig K. Littlepage, University of Virginia
- **Four** (3.3 percent) Latinos
 - Daniel G. Guerrero, University of California, Los Angeles
 - Pete Garcia, Florida International University
 - Rick Villarreal, University of North Texas
 - Barry Alvarez, University of Wisconsin, Madison
- **One** (0.8 percent) Native American
 - Rick Dickson (Tulane University)
- **Zero** Asian
- **Five** (4.2 percent) women (all white)
 - Lisa Love, Arizona State University
 - Anne "Sandy" Barbour, University of California, Berkeley
 - Deborah A. Yow, University of Maryland, College Park
 - Cary Sue Groth, University of Nevada
 - Kathy Beauregard, Western Michigan University

These women head a separate women's department and do not oversee football:

- Joan C. Cronan (Women's AD), University of Tennessee, Knoxville
- Christine A. Plonsky (Women's AD), University of Texas at Austin

FBS Schools Faculty Athletics Representatives

Total: 122

- **113** (92.6 percent) whites

- **Five** (4.1 percent) African-Americans
 - Myles V. Lynk, Arizona State University
 - Percy Bates, University of Michigan
 - Donald B. Pope-Davis, University of Notre Dame
 - William Smith, University of Utah
 - Lucius Outlaw, Vanderbilt University
- **Two** (1.6 percent) Asian
 - L.J. "Kelvin" Koong, Oregon State University
 - Suresh Khator, University of South Florida
- **One** (0.8 percent) Latino
 - James A. Castañeda, Rice University
- **One** (0.8 percent) Native American
 - Larry EchoHawk, Brigham Young University
- **31** (25.4 percent) women (all white)

FBS Conference Commissioners

Total: 11

- **11** (100 percent) white men
- **Zero** African-Americans
- **Zero** Latinos
- **Zero** Asians
- **Zero** Native Americans
- **Zero** women

FBS Schools Head Football Coaches

Total: 120

- **112** (93.3 percent) whites
- **Six** (five percent) African-Americans
 - Turner Gill, State University of New York at Buffalo
 - Kevin Sumlin, University of Houston
 - Ron Prince, Kansas State University
 - Randy Shannon, University of Miami (Florida)
 - Sylvester Croom, Mississippi State University
 - Tyrone Willingham, University of Washington
- **One** (0.8 percent) Latino
 - Mario Cristobal, Florida International University
- **One** (0.8 percent) Polynesian
 - Ken Niumatalolo, U.S. Naval Academy
- **Zero** Asians
- **Zero** Native Americans

FBS Schools Offensive and Defensive Coordinators

Total: 255 coaches are considered either offensive or defensive coordinators. This number excludes 10 offensive or defensive coordinators (Auburn University, Clemson University, Georgia Institute of Technology, Miami University (OH), Rutgers University, University of South Carolina, Columbia, Syracuse University, Texas Tech University, Western Kentucky University and Western Michigan University) who also serve as the head coach.

- **217** (85.1 percent) whites
- **31** (12.2 percent) African-Americans
 - Brian Norwood, Baylor University
 - Jamie Hill, Brigham Young University
 - Jimmy Williams, The State University of New York at Buffalo
 - DeWayne Walker, University of California, Los Angeles
 - Tim Banks, Central Michigan University
 - Marion Hobby, Duke University
 - Jay Peterson, Eastern Michigan University
 - Charlie Strong, University of Florida
 - Jason Phillips, University of Houston
 - Mike Locksley, University of Illinois, Champaign
 - Joker Phillips, University of Kentucky
 - Steve Brown, University of Kentucky
 - Ron English, University of Louisville
 - Tim Walton, University of Memphis
 - Calvin Magee, University of Michigan
 - Tyrone Nix, University of Mississippi
 - Woody McCorvey, Mississippi State University
 - Charlie Harbison, Mississippi State University
 - Nigel Burton, University of Nevada
 - Everett Withers, University of North Carolina, Chapel Hill
 - Michael Haywood, University of Notre Dame
 - Corwin Brown, University of Notre Dame
 - Trooper Taylor, Oklahoma State University
 - Darrell Wyatt, University of Southern Mississippi
 - David Shaw, Stanford University
 - Derrick Jackson, Syracuse University
 - Ruffin McNeill, Texas Tech University
 - Osia Lewis, University of Texas at El Paso
 - O’Neill Gilbert, Tulane University
 - Paul Randolph, University of Tulsa
 - Ivin Jasper, U.S. Naval Academy
- **Three** (1.2 percent) Latinos
 - Willie Martinez, University of Georgia
 - Manny Diaz, Middle Tennessee State University
 - Marcus Arroyo, San Jose State University
- **Four** (1.6 percent) Asian
 - Robert Anae, Brigham Young University
 - Norm Chow, University of California, Los Angeles
 - Ron Lee, University of Hawaii, Manoa
 - Cal Lee, University of Hawaii, Manoa

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