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The Buck Stops Here: Assessing Diversity among Campus and Conference Leaders for Division IA Schools in 2007-08

Orlando, FL... October 24, 2007 – As the 2007 regular season of college football passes the halfway point, the controversy over having only six African-American Division IA head football coaches continues to make headlines. While this was an improvement over the five African-American head coaches during the 2006 season, it is still far behind other college and professional sports. At the end of the 2006 season, an African-American and a Latino (Randy Shannon and Mario Cristobal) were hired as head coaches at the University of Miami (Florida) and Florida International University respectively. In the case of FIU, it marked the first time that a school had a Latino president, athletics director and head football coach.

The Institute for Diversity and Ethics in Sport at the University of Central Florida today released *The Buck Stops Here: Assessing Diversity among Campus and Conference Leaders for Division IA Schools in 2008*. 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 Division IA institutions. It also included head football coaches, offensive and defensive coordinators, assistant coaches, and football student-athletes. For the first time, it also includes the faculty as a whole.

Richard Lapchick, who is the primary author of the study as director of The Institute, said, “The overwhelming majority of the most powerful people in college sport is still white. In Division IA, this includes 94.2 percent of the presidents, 86.7 percent of the athletics directors, 93.5 percent of the faculty athletics reps and 100 percent of the conference commissioners.

“This year we looked at the faculty teaching at the Division IA schools for the first time. Excluding non-resident aliens who were faculty, whites hold 83.3 percent of the faculty positions at those schools while a mere 3.5 percent of the faculty were African-American and 3.1 percent Latino.”

This year’s figures represent an increase for people of color as head football coaches (up 2.4 percent). During the past year the percentage of women serving as president increased by 3.2 percent, stayed the same for athletic directors at five percent, and increased 3.2 percent for faculty athletic representatives. Lapchick went on to say that, “While the percentages are slightly better, the general picture is still one of white men running college sport. Conference

commissioners remained all white. Overall, the numbers simply do not reflect the diversity of our student-athletes. Moreover, they do not reflect the diversity of our nation.”

Lapchick concluded, “The most promising development this year may be that 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 is a very positive development since ADs, along with presidents, make the hiring decisions. The ADs are taking ownership over this issue and this may help level the playing field. My hope is that a few years from now, we will look back and see meaningful progress as a result of this example of leadership.”

This study was co-authored by Bente General with research assistance from Marina Bustamante, Eric Little and Nikki Bowey.

Overall, whites hold 336 (91.6 percent) of the 367 campus leadership positions. White women hold 57 (15.5 percent) of these positions. There are only two Asian males, one Native American male, and one Latina woman among the 367 people. The average percentage of faculty who were people of color was 16.5 percent and more than half were Asian.

In this study, the only exceptions to white men in Division IA campus leadership positions are the following. *Please note that a synopsis of findings is located at the end of this release; information is current as of September 17, 2007.*

President

As of this publication, there were:

- Four (3.3 percent) African-American men (Bowling Green, Houston, Middle Tennessee State, and Ohio University)
- Two (1.7 percent) Latino men (Akron and Florida International)
- No Asian or Native American men as president at Division IA institutions
- Sixteen (13.3 percent) white women (University of Alabama at Birmingham, Ball State, Cincinnati, University of Hawaii, Manoa, Iowa, Memphis, University of Miami (Florida), Michigan, Michigan State, North Texas, Oklahoma State, South Florida, Southern Mississippi, Syracuse, Temple and University of Texas at El Paso)
- One (0.8 percent) Latina woman (Purdue University)
- No African-American, Asian, or Native American women presidents at Division IA schools
- 94.2 percent (113) of the 120 Division IA presidents are white; 80.8 percent (97) are white men

Athletics Director – There are **120 athletics directors** in Division IA who oversee football. As of this publication, there were:

- Twelve (10 percent) African-American men (State University of New York at Buffalo, Central Florida, Eastern Michigan, Georgia, University of Hawaii, Manoa, New Mexico State, Ohio State, Southern California, Syracuse, U.S. Military Academy, Vanderbilt, and Virginia)
- Three (2.5 percent) Latino men (University of California, Los Angeles, Florida International, and University of Wisconsin, Madison)
- One (0.8 percent) Native American man (Tulane University)
- No Asian as athletic director at Division IA schools

- Six (five percent) white women (Arizona State, University of California, Berkeley, Maryland, Nevada, Pittsburgh (interim), and Western Michigan) are in charge of an athletics department that oversees football. The University of Arkansas, Fayetteville, Tennessee, Knoxville, and Texas at Austin have a women director of only women's athletics
- No African-American, Asian, Native American women or Latinas are athletics directors in Division IA
- 86.7 percent (104) of the 120 Division IA athletics directors are white; 82.5 percent (99) are white men

Faculty Athletics Representative (FAR) – There are **124 faculty athletic representatives** in Division IA who oversee football because the University of Illinois, Champaign, Minnesota, Twin Cities, Ohio, and Wisconsin, Madison each have two.

As of this publication, there were:

- Five (four percent) African-American men (University of Alabama at Birmingham, Arizona State, Michigan, Notre Dame, and Utah)
- Two (1.6 percent) Asian men (Oregon State, South Florida)
- One (0.8 percent) Latino man (Rice)
- One (0.8 percent) Native American man (Brigham Young University)
- 34 (27.4 percent) women
- Of the 34 women FARs in Division IA, there are no African-Americans, Latinas, Asians or Native Americans.
- 92.7 percent (115) of the 124 FARs are white; 65.3 percent (81) are white men

Faculty – what follows are the faculty percentages at the Division IA schools in the study. The data was taken from the *Chronicle of Higher Education's* "Diversity in Academe" issue (September 28, 2007).

- 83.2 percent white
- 3.5 percent African-American
- 3.1 percent Latino
- 9.5 percent Asian
- 0.4 percent Native American

Conference Commissioners

All (100 percent) of the 11 Division IA 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 2007 season, there were:

- Six (five percent) African-American men head football coaches in Division IA institutions (State University of New York at Buffalo, University of California, Los Angeles, Kansas State, Miami (Florida), Mississippi State, and Washington)
- Two (1.6 percent) Latino men (Florida International and West Virginia)

Offensive and Defensive Coordinators

In the 2007 season, there were:

- 26 (10.7 percent) African-American men
- Four (1.6 percent) Latino men
- Two (0.8 percent) Asian men

- 86.9 percent (212) of the 244 coordinators were white men

Assistant Football Coaches

In the 2007 season, there were:

- 286 (28.3 percent) African-American men
- Fifteen (1.5 percent) Asian men
- Seven (0.7 percent) Latino men
- 68.9 percent (697) of the 1,011 assistant coaches were white men

Football Student-Athletes

In the 2007 season:

- 50.4 percent were African-Americans
- 2.0 percent were Asians
- 2.1 percent were Latinos
- 0.06 percent were individuals of other minority backgrounds
- 45.4 percent were white

According to the study of Division IA leadership positions:

- None of the African-American presidents hired an African-American athletics director or African-American football coach, nor appointed an African-American FAR.
- Among the Latino presidents, Modesto A. Maidique at Florida International University was the first to hire a Latino football coach (Mario Cristobal) and Latino athletics director (Pete Garcia).
- Among the African-American athletics directors, Warde Manuel at the State University of New York at Buffalo is the only one to hire an African-American head football coach.
- UCLA Athletics Director Dan Guerrero, who is Latino, hired Karl Dorrell, an African-American, as head football coach.
- Among the 18 women presidents, one hired a person of color to be athletics director (Nancy Cantor at Syracuse University hired Daryl Gross) and one hired an African-American as head football coach (Donna Shalala was president when Randy Shannon was hired at the University of Miami) (*note: University of Hawaii, Manoa's athletic director Herman Frazier was serving in that position before the school's woman president, Virginia S. Hinshaw, was appointed*) and two appointed a person of color as a FAR. None of the women presidents hired a woman as athletics director; four appointed women as FAR.
- Among the six African-American head coaches, five hired at least one African-American as either an offensive or defensive coordinator and one hired an African-American for both positions.

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 national 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 Division IA Schools in 2007-08*

Data current as of September 17, 2007

Total Division IA Presidents, Athletic Directors, and Faculty Athletics Representatives

Total: 367

- **336** (91.6 percent) whites
- **21** (5.7 percent) African-Americans
- **Seven** (1.9 percent) Latinos
- **One** (0.3 percent) Asian
- **One** (0.3 percent) Native American
- **One** (0.3 percent) Indian
- **60** (16.3 percent) women

Division IA Presidents

Total: 120

- **113** (94.2 percent) whites
- **Four** (3.3 percent) African-Americans
 - Sidney A. Ribeau, Bowling Green State University
 - John M. Rudley, University of Houston
 - Sidney McPhee, Middle Tennessee State University
 - Roderick McDavis, Ohio University
- **Three** (2.5 percent) Latinos
 - Luis Proenza, University of Akron
 - Modesto A. Maidique, Florida International University
 - France A. Cordova, Purdue University
- **Zero** Asian
- **Zero** Native American
- **17** (14.2 percent) women (16 white, one Latina)
 - Carol Garrison, University of Alabama at Birmingham
 - Jo Ann M. Gora, Ball State University
 - Nancy L. Zimpher, University of Cincinnati
 - Virginia S. Hinshaw, University of Hawaii, Manoa
 - 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
 - Gretchen M. Bataille, University of North Texas
 - Marlene I. Strathe, Oklahoma State University
 - 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
 - Diana S. Natalicio, University of Texas at El Paso

Division IA Athletics Directors

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

- **104** (86.7 percent) whites
- **Twelve** (10 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
 - Herman R. Frazier, University of Hawaii, Manoa
 - 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
- **Three** (2.5 percent) Latinos
 - Daniel G. Guerrero, University of California, Los Angeles
 - Pete Garcia, Florida International University
 - Barry Alvarez, University of Wisconsin, Madison
- **One** (0.8 percent) Native American
 - Rick Dickson (Tulane University)
- **Zero** Asian
- **Six** (five 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
 - Donna Sanft (interim), University of Pittsburgh

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

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

Division IA Faculty Athletics Representatives

Total: 124

- **115** (92.7 percent) whites
- **Five** (four percent) African-Americans
 - Dr. Johnny W. Scott, University of Alabama at Birmingham
 - Myles V. Lynk, Arizona State University
 - Percy Bates, University of Michigan
 - Donald B. Pope-Davis, University of Notre Dame
 - William Smith, University of Utah
- **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
- **34** (27.4 percent) women (all white)

Division IA Conference Commissioners

Total: 11

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

Division IA Head Football Coaches

Total: 120

- **112** (93.3 percent) whites
- **Six** (five percent) African-Americans
 - Turner Gill, University of Buffalo
 - Karl Dorrell, University of California, Los Angeles
 - Ron Prince, Kansas State University
 - Randy Shannon, University of Miami (Florida)
 - Sylvester Croom, Mississippi State University
 - Tyrone Willingham, University of Washington
- **Two** (1.6 percent) Latino
 - Mario Cristobal, Florida International University
 - Rich Rodriguez, University of West Virginia
- **Zero** Asians
- **Zero** Native Americans

Division IA Offensive and Defensive Coordinators

Total: 244 coaches are considered either offensive or defensive coordinators. This number excludes 10 offensive or defensive coordinators (Brigham Young University, Duke University, University of Hawaii, Manoa, Kent State University, University of Maryland, College Park, Miami University (OH), New Mexico State, Rutgers, and the U.S. Naval Academy, and Western Kentucky) who also serve as the head coach.

- **212** (86.9 percent) whites
- **26** (10.7 percent) African-Americans
 - Jimmy Williams, The State University of New York at Buffalo
 - DeWayne Walker, University of California, Los Angeles
 - Jay Norvell, University of California, Los Angeles
 - Tim Banks, Central Michigan University
 - Jay Peterson, Eastern Michigan University
 - Charlie Strong, University of Florida

- Mike Locksley, University of Illinois, Champaign
- Don Treadwell, Michigan State University
- James Franklin, Kansas State University
- Joker Phillips, University of Kentucky
- Steve Brown, University of Kentucky
- Tim Walton, University of Miami (FL)
- Ron English, University of Michigan
- Everett Withers, University of Minnesota, Twin Cities
- Woody McCorvey, Mississippi State University
- Kurt Barber, University of Nevada, Los Angeles
- Osia Lewis, University of New Mexico
- Garrick McGee, Northwestern University
- Michael Haywood, University of Notre Dame
- Corwin Brown, University of Notre Dame
- Kevin Sumlin, University of Oklahoma
- Tyrone Nix, University of South Carolina, Columbia
- David Shaw, Stanford University
- Paul Randolph, University of Tulsa
- Mike London, University of Virginia
- Calvin Magee, West Virginia University
- **Four** (1.6 percent) Latinos
 - Willie Martinez, University of Georgia
 - Manny Diaz, Middle Tennessee State University
 - Ron Mendoza, University of North Texas
 - Marcus Arroyo, San Jose State University
- **Two** (0.8 percent) Asian
 - Robert Anae, Brigham Young University
 - Duane Akina, University of Texas at Austin

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