



TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

The 2019 DI FBS Leadership College Racial and Gender Report Card:

The Lack of Diversity within Collegiate Athletic Leadership Continues

by Dr. Richard Lapchick

with contributions from:

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THE 2019 D1 FOOTBALL BOWL SERIES (FBS) COLLEGE RACIAL AND GENDER REPORT CARD: The Lack of Diversity within Collegiate Athletic Leadership Continues

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Executive Summary

Orlando, FL - December 18, 2019

White men still dominate the positions of leadership in college sport. According to a new study released by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida, positions of influence within Football Bowl Subdivision (FBS) schools and conferences remain overwhelmingly controlled by white men. This year's report once again showed a drastic underrepresentation of women and people of color in campus leadership positions which resulted in another combined grade of a **D** for race and gender on the Racial and Gender Report Card (RGRC). This is, by far, the lowest overall grade in all the 2019 Racial and Gender Report Cards.

Richard Lapchick, Director of TIDES and principal author of the report, observes that "The lack of representation of women and people of color has been a consistent issue within the arena of college sport. Overall, the grade for racial hiring practices was a **C**. It was 1.0 percentage point lower than last year's report which also resulted in a **C**. The grade for gender was an **F**, the same as the 2018 grade."

Lapchick added that "**A student at any of these institutions of higher education would either be expelled or put on academic probation with these marks.**"

"The dominance of white men at the top has actually increased. New to the 2019 report, the title of university chancellor has been added to the president category. The representation of people of color holding a chancellor or president position decreased from last

Overall Grade

D

Racial Hiring

C

Gender Hiring

F

year's report. There was also a slight decrease of women. This resulted in a **D** for race and **F** for gender."

As for athletic directors, the number of women that held this position decreased while the number of people of color in this position increased. This resulted in a **B** for race and an **F** for gender.

There was an increase in the number of faculty athletic representatives who were women resulting in a **B-** for gender compared to last year's grade of a **C**. There was also an increase in faculty athletic representatives of color resulting in a **C+** grade for race, compared to a **C** in 2018.

This study examined the racial and gender make-up of Division 1 FBS Leadership. The positions of leadership include conference commissioners and campus leaders, including college and university presidents and chancellors, athletic directors, and faculty athletic representatives from the 130 institutions that make up Division 1 FBS. The study also included head football coaches, assistant coaches and student-athletes for the football teams. Unlike past reports, the racial categories used to analyze 2019 data included white, African-American, Latino/Latina, Asian, American Indian or Alaska Native, Native Hawaiian or other Pacific Islander and two or more races. Due to the addition of several categories new to this report, data for these could not be compared to previous years and other racial categories may have been impacted.

In 2019, the representation of people of color remained low at the head football coach position across Division 1 FBS. African-American men represented only 10 percent of head coaches compared to 48.5 percent of football student athletes.

Lapchick added that, "The consistently low grades recorded in 2019 reflect the lack of growth of diversity in FBS leadership, and the continued inequity in sport. As more athletes become "athlete activists," they are becoming more cognizant of the negative effects that result from exclusion. The results again do not reflect the far more diverse composition of students and student-athletes at colleges and universities across the country. As the 2019-20 report illustrates, 88.5 percent of chancellors and presidents were white, 80.8 percent of athletic directors were white, 83.6 percent of faculty athletic representatives were white, and 80 percent of conference commissioners were white. Additionally, 77.7 percent of chancellors and presidents, 76.2 percent of athletic directors, 52.9 percent of faculty athletic rep-

D1 Leadership at a Glance

Racial Hiring Grade for Presidents

D ↓ **11.5%**
People of Color

Gender Hiring Grade for Presidents

F ↓ **13.8%**
Women

Racial Hiring Grade for Athletic Directors

B ↑ **18.5%**
People of Color

Gender Hiring Grade for Athletic Directors

F ↓ **6.9%**
Women

Racial Hiring Grade for Faculty Athletic Representatives

C+ ↑ **15.0%**
People of Color

Gender Hiring Grade for Faculty Athletic Representatives

B- ↑ **35.7%**
Women

representatives, and 70 percent of conference commissioners were white men.”

On a positive note, two African-American men were hired to serve in conference commissioner roles to add diversity to the historically all-white position within FBS conferences. Kevin Warren of the Big Ten Conference, and Keith Gill of the Sun Belt Conference were hired in 2019, marking the first time that any person of color held the position. Also, the number of athletic directors of color totaled 24 (18.5 percent), a 3.1 percentage point increase reaching its highest percentage since this report was first published.

Overall, whites held 337 (84.3 percent) of the 400 campus leadership positions reported in this study, which was a slight decrease from 85.4 percent in 2018. “I challenge the leadership at all colleges and universities to mirror the heterogeneous makeup of their students and student-athletes. The people in these leadership positions hold a responsibility to adequately represent those who they lead. Unfortunately for collegiate sports, specifically the FBS institutions, the overrepresentation of white men has contributed to the lack of opportunities for women and people of color,” Lapchick said.

In addressing the issue in September 2016, the NCAA adopted of *The Pledge and Commitment to Promoting Diversity and Gender Equity in Intercollegiate Athletics* in September 2016. As of October 15, 2019, 871 schools and 102 conferences have signed the pledge. The pledge is stated as follows:

Consistent with our mission and values, our institution, a member of the National Collegiate Athletic Association, pledges to specifically commit to establishing initiatives for achieving ethnic and racial diversity, gender equity and inclusion, with a focus and emphasis on hiring practices in intercollegiate athletics, to reflect the diversity of our membership and our nation.

We recognize and value the experiences individuals from diverse backgrounds bring to intercollegiate athletics. To that end, we will strive to identify, recruit and interview individuals from diverse backgrounds to increase their representation and retention as commissioners, athletic directors, coaches and other leaders in athletics. As part of this commitment, we will also engage in a regular diversity, inclusion and equity review

D1 Leadership at a Glance

Football Head Coaches of Color

13.8%



Football Assistant Coaches of Color

43.3%



Football Student-Athletes of Color

59.9%



“The consistently low grades recorded in 2019 reflect the stagnation of growth of diversity by FBS leadership, and the continued inequity in sport.”

to inform campus policy and diversity initiatives.

We understand this to be a collective responsibility we owe to student-athletes, staff, our athletics programs and the entire campus community.

The criticism is that the pledge is not binding and there are no sanctions for not improving the hiring record of a university athletic department. The decreasing percentages reported here display that the effect of the pledge after three years has been minimal. Only 15 percent of campus leadership positions in athletics were held by people of color, a slight increase from last year's 14.6 percent, and 19.3 percent of these positions were held by women compared to last year's 19.5 percent. The pledge has clearly had a very limited effect.

It is obvious that demographics of campus leadership positions among Division I FBS member institutions do not match those of the student-athletes at these institutions. For collegiate athletics to thrive and grow, leaders of these institutions must embrace diversity and inclusion at a higher level.

** Please note that a synopsis of findings is located at the end of this release; information is current as of December 6, 2019. The data used was submitted to TIDES by the NCAA.*



Report Highlights

- Ana Mari Cauce at the University of Washington, Neeli Bendapudi at the University of Louisville, Renu Khator at the University of Houston, and Adela de la Torre at San Diego State University were the only female presidents of color at an FBS school in 2019. This was the same as 2018.
- White men held 77.7 percent of president or chancellor positions, marking an increase of 3.8 percentage points from 2018.
- There were five African-American men, two Latino men, and four Asian men who either held a university chancellor or university president position leading the FBS member institutions.
- White men held 76.2 percent of the 130 athletic director positions at FBS schools. White women held 4.6 percent of the athletic director positions. The number of athletic directors of color totaled 24 (18.5 percent). The percentage of athletic directors of color increased by 3.1 percentage points and reached its highest percentage since this report was first published.
- Whites held 83.6 percent of faculty athletic representative positions, and women held 35.7 percent. There were six women of color who were faculty athletic representatives, an increase from four in 2018. The latter was equal to the number of women of color who were either a president or chancellor or an athletic director combined.
- The percentage of women as faculty athletic representatives increased by 4.1 percentage points to 35.7 percent, marking the third consecutive increase for this category and surpassing the previous all-time high set in 2015.
- White men held seven of the ten FBS conference commissioner positions. Two African-American men, Kevin Warren of the Big Ten and Keith Gill of the Sun Belt conference, were hired in 2019. This marked the first time any person of color held an FBS conference commissioner position.

D1 Leadership at a Glance

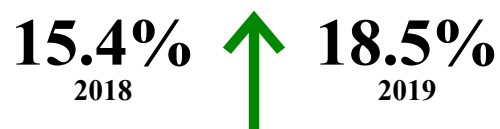
Presidents of Color



Women Presidents



Athletic Directors of Color



Women Faculty Athletic Representatives



Head Coaches of Color

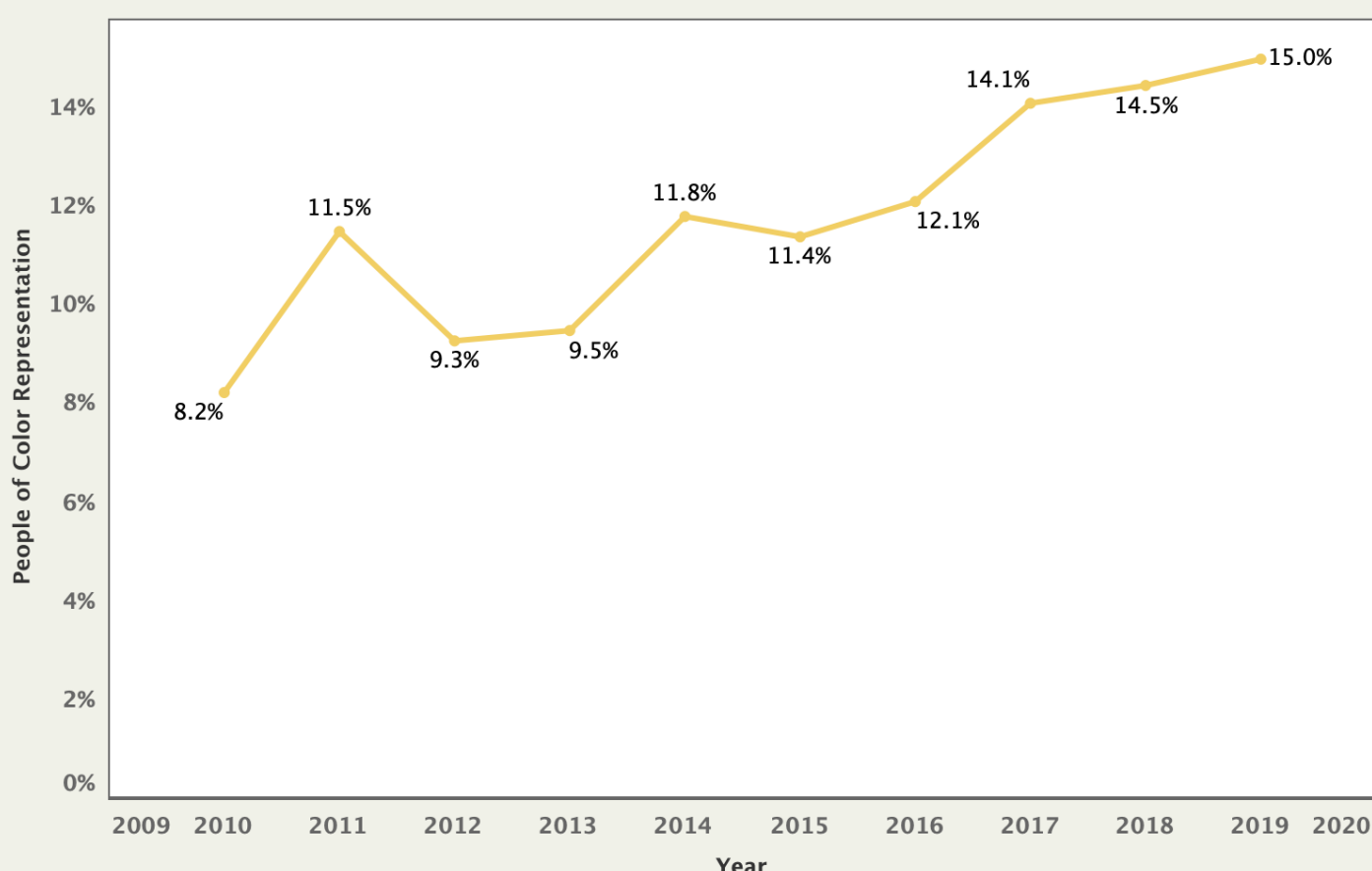


- Overall, whites held 84.3 percent of the 400 campus leadership positions, a decrease from 85.4 percent in 2018.
- Football head coaches of color decreased by one from 19 in 2018 to 18 in 2019. At the start of the 2019 season, African-American head coaches decreased by two to 13 in total (10.0 percent), Asian or Pacific Islander head coaches remained constant at two (1.5 percent), and Latino head coaches decreased from two to one (0.8 percent) from 2018. There was one (0.8 percent) American Indian/Alaskan Native head coach and one (0.8 percent) head coach of two or more races in 2019.
- At the end of the 2019 season, there were four head football coaches of color who were relieved of their position.
- The percentage of football head coaches of color declined by 0.8 percentage points, falling to the lowest

total since 2016. The percentage of assistant coaches of color is roughly three times the percentage of head coaches of color while the percentage of football players of color is almost six times higher than the percentage of head coaches of color.

- Overall, 56.7 percent of the assistant coach positions were white males and 38.9 percent were people of color. There were 4.4 percent of assistant coaches who did not identify their race. The percentage of white males who were assistant coaches decreased by 5.7 percentage points.
- The percentage of African-American football student-athletes was 48.5 percent for the 2019 season, a 5.8 percentage point decrease from 2018. The percentage of whites was 34.8 percent, which was a five percentage point decrease from 2018. The percentage of players of color was 59.9 percent in 2019 compared to 60.3 percent in 2018.

People of Color Representation in all Division 1 Leadership Positions



Overall Findings

Overall, FBS athletic department leadership received a D as a combined grade for racial and gender hiring. This includes an overall grade of C for racial makeup of campus leadership positions and an F for gender makeup of campus leadership positions. The only categories above a C grade were the racial makeup of FBS athletic directors and the gender and racial makeup of faculty athletic representatives. Neither head nor assistant football coaches were included in the grade for overall leadership of FBS athletic departments.

Whites held 337 (84.3 percent) of the 400 campus leadership positions. Women held 77 (19.3 percent) of these positions, a decrease of 0.2 percentage points from last year's study. There were 28 African-American men and six African-American women in campus leadership positions. There were only 12 Latino men, four Latinas, six Asian men, two Asian women, one man of two or more races and one woman of two or more races in campus leadership positions. Only 60 (15 percent) of the campus leadership positions were held by people of color, a slight increase of 0.5 percentage points from last year.

The following are the only exceptions to white men in campus leadership positions at FBS schools found in this study:

Presidents and Chancellors (n=130)

In the Fall of 2019, 88.5 percent of university presidents and chancellors were white, a 2.3 percentage point increase from last year's reported numbers. Of all presidents and chancellors, 13.8 percent were women, which was a 3.3 percentage point decrease from last year. The percentage of university presidents and chancellors who were people of color decreased by 2.4 percent to 11.5 percent. White men held 77.7 percent of the 130 president and chancellor positions. Specifically, there were:

Men of color

- Five (3.8 percent) African-American men (US Military Academy, Western Michigan University, Middle Tennessee State University, The Ohio State University, and University of Southern Mississippi), consistent with last year's report.
- Two (1.5 percent) Latino men (University of Miami,

and California State University – Fresno), a decrease of one from last year's report.

- Four (3.1 percent) Asian men (University of Buffalo, University of Cincinnati, University of Maryland – College Park, and University of Missouri – Columbia), a decrease of one from last year's report.
- No American Indian or Alaska Native men.
- No Native Hawaiian or other Pacific Islander men.
- No men of two or more races.

Women

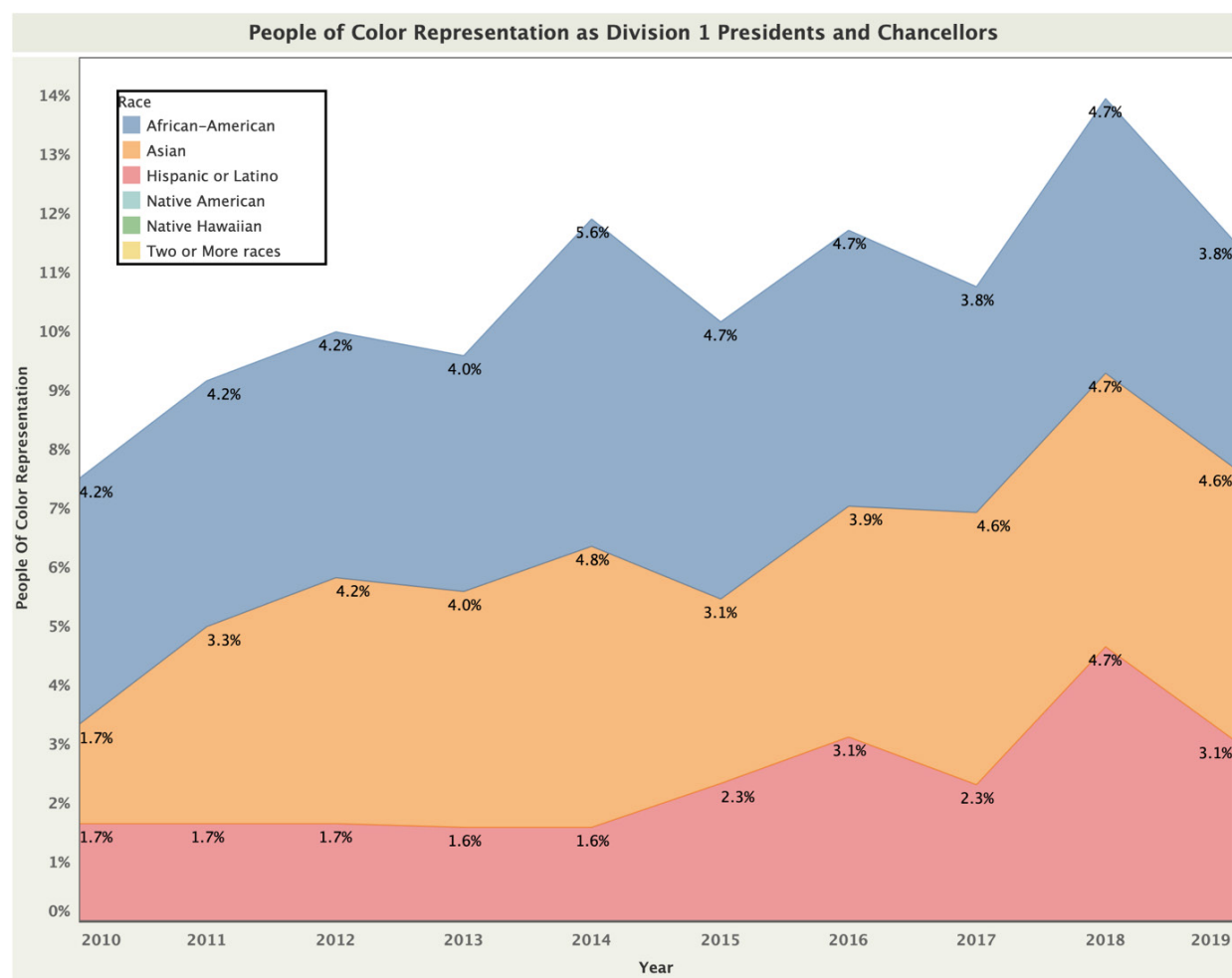
- 14 (10.8 percent) white women (Appalachian State University, Baylor University, Boise State University, University of California – Berkeley, Iowa State University, Northern Illinois University, University of New Mexico, University of Texas at El Paso, Texas State University, San Jose State University, University of Utah, University of Toledo, Utah State University, and University of Southern California). This was a decrease of two from last year's report.
- No African-American women. This was a decrease of one from last year's report.
- Two (1.5 percent) Latina women (San Diego State University, and University of Washington). This was a decrease of one from last year's report.
- Two (1.5 percent) Asian women (University of Houston, the University of Louisville). This is an increase of one from last year's report.
- No American Indian or Alaska Native women.
- No Native Hawaiian or other Pacific Islander women.
- No women of two or more races.

Racial Hiring Grade for Presidents and Chancellors

D  **11.5%**
People of Color

Gender Hiring Grade for Presidents and Chancellors

F  **13.8%**
Women



Athletic Director (n=130)

In the Fall of 2019, 80.8 percent of athletic directors were white, which was a 3.8 percentage point decrease from last year's findings. Of the 6.9 percent of athletic directors who were women, all but Desiree Reed-Francois at the University of Nevada - Las Vegas, Carla Williams at the University of Virginia, and Lisa Campos at University of Texas – San Antonio were white. White men held 76.2 percent of the 130 athletic director positions at FBS schools. The number of athletic directors of color totaled 24 (18.5 percent, a 3.1 percentage point increase from the 2018 report). There continued to be no female Asian, American Indian/Alaska Native, or Native Hawaiian/Pacific Islander athletic directors at FBS schools. Specifically, there were:

Men of color

- 13 (ten percent) African-American men (Arizona State University, Auburn University, Boston College,

University of Buffalo, California State University – Fresno, University of Maryland - College Park, University of Michigan, Northern Illinois University, The Ohio State University, University of Southern California, Stanford University, The University of Tulsa, and Vanderbilt University). This was an increase of two from last year.

- Six (4.6 percent) Latino men (University of California – Los Angeles, Florida International University, University of New Mexico, New Mexico State University, University of Texas at Austin, and University of Wisconsin – Madison). This did not change from last year's report.
- One (0.8 percent) Asian man (Washington State University). This was the same as last year's report.
- No American Indian or Alaska Native men.
- No Native Hawaiian or other Pacific Islander men.
- One (0.8 percent) man of two or more races (Bowling Green State University).

Women

- Six (4.6 percent) white women (Ball State University, Pennsylvania State University, University of Pittsburgh, San Jose State University, University of Washington, and Western Michigan University) This was a decrease of four from the 2018 Report.
- One (0.8 percent) African-American woman (University of Virginia). This did not change from last year's report.
- One (0.8 percent) Latina woman (University of Texas at San Antonio). This did not change from last year's report.
- No Asian women.
- No American Indian or Alaska Native women.
- No Native Hawaiian or other Pacific Islander women.
- One (0.8 percent) woman of two or more races (University of Nevada, Las Vegas).

* One (0.8 percent) male athletic director did not disclose their race.

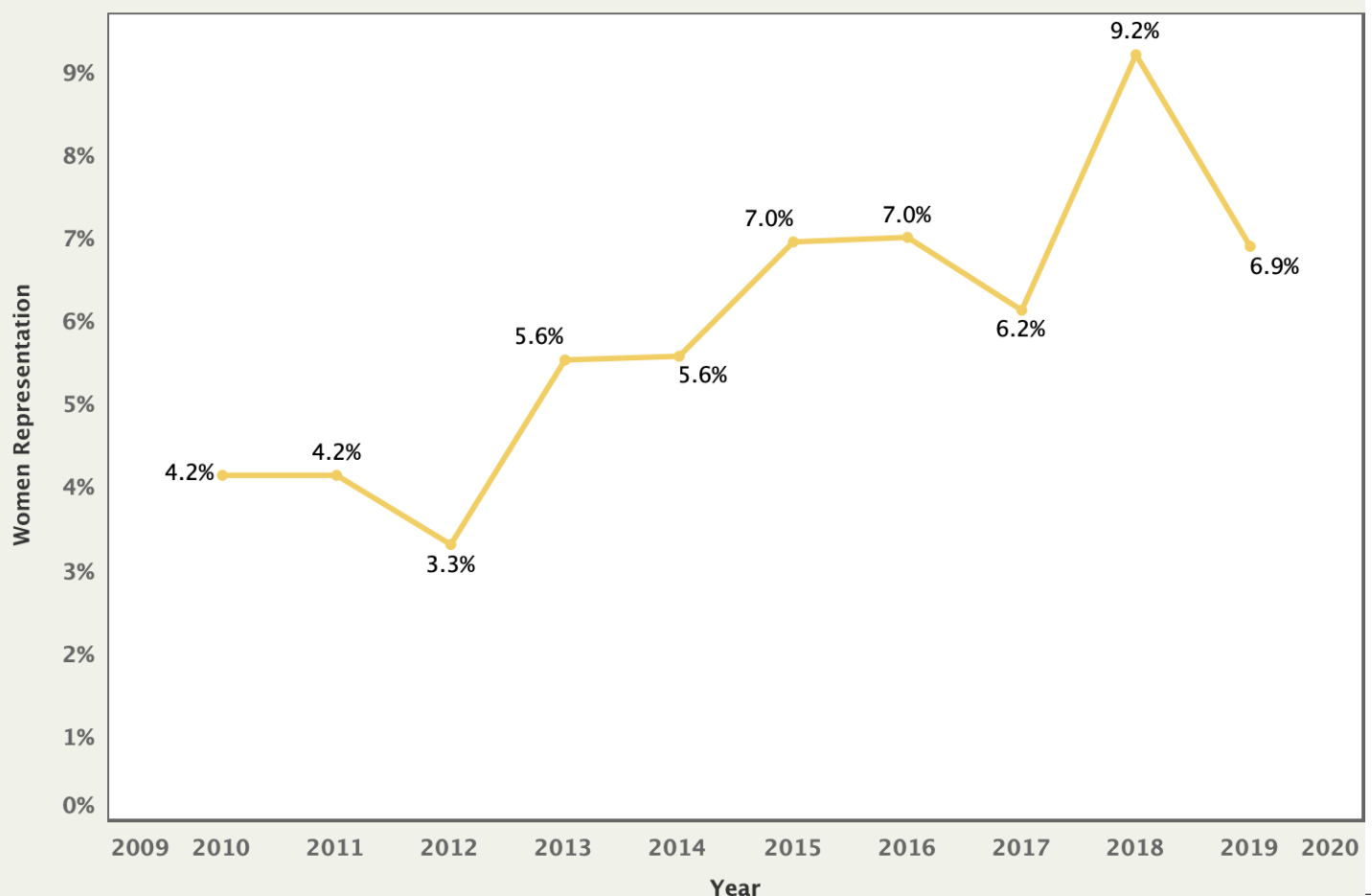
Racial Hiring Grade for Athletic Directors

B  **18.5%**
People of Color

Gender Hiring Grade for Athletic Directors

F  **6.9%**
Women

Women Representation as Division 1 Athletic Directors



Faculty Athletic Representative (FAR) (n=140)

There were 140 faculty athletic representatives at FBS schools. Ten schools had more than one FAR (Bowling Green State University; California State University – Fresno, Central Michigan University, Michigan State University, Ohio University, Purdue University, University of Illinois Urbana-Champaign, University of Iowa, University of Minnesota – Twin Cities, and University of Wisconsin – Madison). Of those programs, only University of Iowa had two women FARs in this role. As of this publication, 83.6 percent of faculty athletics representatives were white, which was a 1.7 percentage point decrease from the previous year. There were 50 (35.7 percent) women holding a position as a FAR, which was a 4.1 percentage point increase from last year's report. Specifically, there were:

Men of color

- 10 (7.1 percent) African-American men (University of Alabama, University of Arkansas - Fayetteville, Georgia Tech, University of Illinois Urbana-Champaign, Miami University (Ohio), University of Miami, University of North Carolina at Charlotte, Arizona State University, University of Southern California, and University of Texas at Austin). This is an increase of one from last year's report.
- Four (2.9 percent) Latino men (Appalachian State University, University of Arizona, California State University – Fresno, and New Mexico State University), a decrease of one from last year's report.
- One (0.7 percent) Asian man (University of Central Florida), a decrease of one from last year's report.
- No American Indian or Alaska Native men.
- No Native Hawaiian or Pacific Islander men.
- No men of two or more races.

Women

- 43 (30.7 percent) white women, an increase of three from last year's report.
- Five (3.6 percent) African-American women (California State University – Fresno, Kansas State University, University of Illinois Urbana-Champaign, University of Michigan, University of South Carolina – Columbia), an increase of three from last year's report.
- One (0.7 percent) Latina (University of Pittsburgh). This is the same as last year's report.
- No Asian women.
- No American Indian or Alaska Native women.

- No Native Hawaiian or other Pacific Islander women.
- No women of two or more races.

** Two (1.4 percent) FARs did not disclose their race – one female and one male.*

Racial Hiring Grade for Faculty Athletic Representatives

C+  **15.0%**
People of Color

Gender Hiring Grade for Faculty Athletic Representatives

B-  **35.7%**
Women

Conference Commissioners (n=10)

Men of color

- Two (20 percent) African-American men

For the first time, there are people of color who hold positions as conference commissioners in the FBS. The two African-American men represent the Sun Belt and the Big Ten Conferences. Keith Gill became the first African-American commissioner of an NCAA FBS conference and the sixth commissioner of the Sun Belt Conference. Kevin Warren was named the sixth commissioner of the Big Ten Conference. Prior to the Big Ten, Warren was the Chief Operating Officer of the Minnesota Vikings of the National Football League, where he had worked since 2005.

Women

- One (Ten percent) white woman

Judy MacLeod was named Conference USA commissioner in October 2015, making her the first woman to lead an FBS conference.

Head Football Coaches (n=130)

At the start of the 2019 season, 86.2 percent of head coaches were white men, which was a 0.8 percentage point increase from the 2018 Report. There were 18 (13.8 percent) coaches of color in 2019.

Specifically, there were:

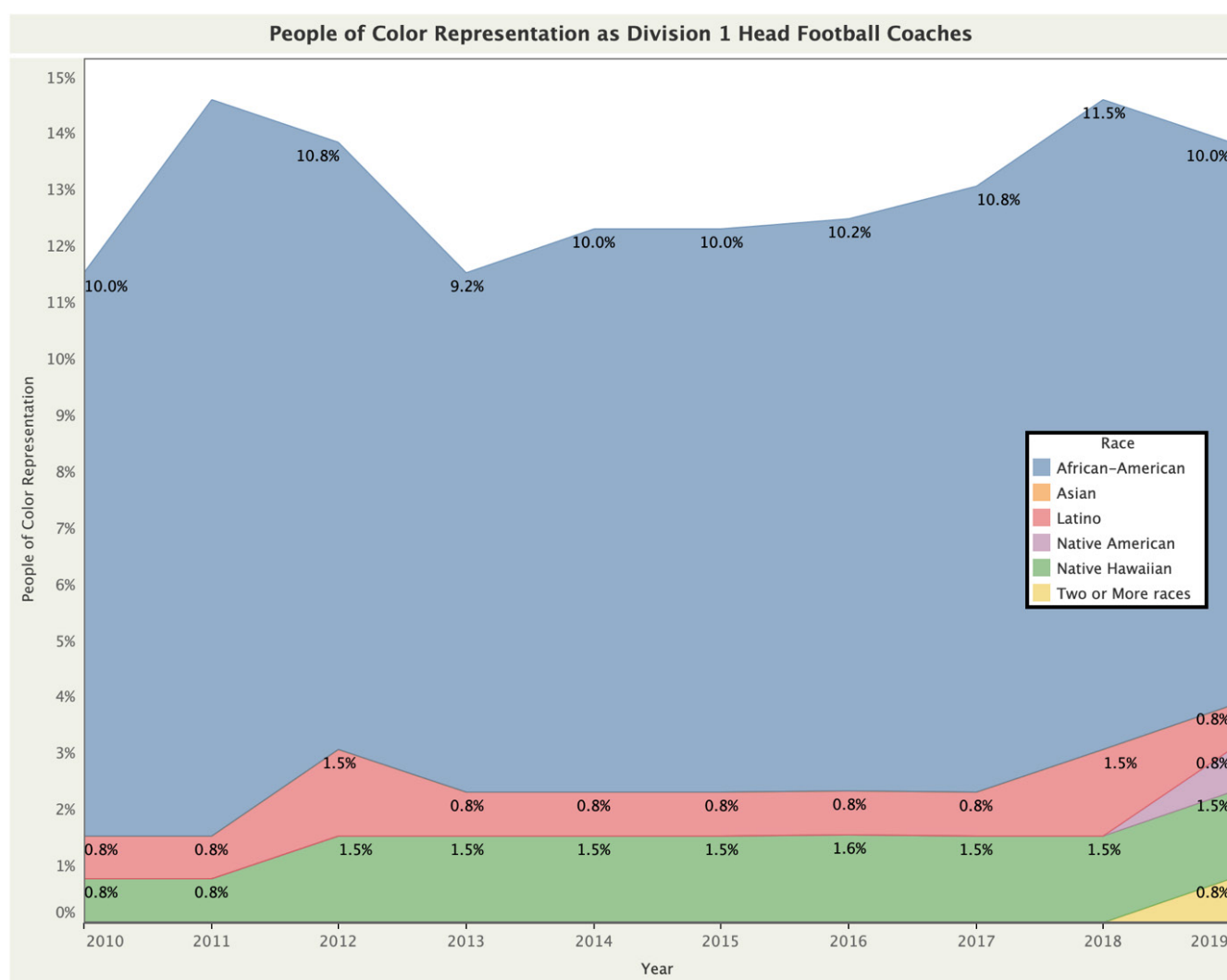
- 13 (10.0 percent) African-American men (Arizona State University, University of Arizona, University of Colorado – Boulder, Florida State University, University of Illinois Urbana-Champaign, University of Maryland – College Park, Northern Illinois University, Penn State University, University of South Florida, Stanford University, Syracuse University, University of Texas at San Antonio, and Vanderbilt University). This remained the same as last year.

- Two (1.5 percent) Native Hawaiian/Pacific Islander men (Brigham Young University and U.S. Naval Academy).
- One (0.8 percent) Latino man (University of Oregon)
- One (0.8 percent) American Indian or Alaska Native (University of Missouri)
- One (0.8 percent) man of two or more races (University of Nevada - Reno).

Assistant Football Coaches (n=1,391)

At the start of the 2019 season, 56.7 percent of assistant football coaches were white, which was a 5.8 percentage point decrease from the year before. Specifically, there were:

- 476 (34.2 percent) African-American men, a 0.47 percentage point increase from 2018.



- 16 (1.2 percent) Latino men, a 0.1 percentage point decrease from 2018.
- Four (0.3 percent) Asian men.
- 31 (2.2 percent) Native Hawaiian/Pacific Islander men.
- 14 (1 percent) men of two or more races.
- 61 (4.4 percent) not disclosed.

** This year, assistant coaches included the following positions: position coaches, quality control, and director and assistant of strength and conditioning.*

Football Student-Athletes (n =15,955)

In the 2019 season: 34.8 percent of football student-athletes were white, which was a 5.1 percentage point decrease from the previous year.

- 7730 (48.5 percent) were African-American men, a 5.7 percentage point decrease from 2018.
- 420 (2.6 percent) were Latino men, a 0.32 of a percentage point increase from 2018.
- 71 (0.4 percent) were Asian men.
- 68 (0.4 percent) were American Indian or Alaska Native men.
- 297 (1.9 percent) were Native Hawaiian/Pacific Islander men.
- 971 (6.1 percent) were men of two or more races.
- 845 (5.3 percent) were not disclosed.



How Grades Were Calculated

The data in this report shows that the representation of women and people of color in leadership positions in FBS athletics do not nearly reflect the number of players of color competing on the field. However, to give it perspective for sports fans, the Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state the workplace should reflect the percentage of the people in the racial group in the population.

When we first published the Racial and Gender Report Card in the late 1980s, approximately 24 percent of the population was comprised of people of color. Thus, an **A** was achieved if 24 percent of the positions were held by people of color, **B** if 12 percent of the positions were held by people of color, **C** if it had 9 percent, a **D** if it was at least 6 percent and **F** for anything below 6 percent.

The change in the nation's demographics has been dramatic with the most recent census making all people of color and minorities closer to 35 percent. To be fair in transition to the organizations and sports we examine in the Racial and Gender Report Cards, we decided to increase the standards in two steps. The following chart shows the new scale we are using for race and gender. To get an A for race, the category now needs to have 30 percent people of color and to get an A for gender, 45 percent is needed.

Race

A+	>30
A	28.6-30
A-	24.6-28.5
B+	19.6-24.5
B	17-19.5
B-	16.0-16.9
C+	15.0-15.9
C	14.0-14.9
C-	13.0-13.9
D+	12.0-12.9
D	11.0-11.9
F	<11

Gender

A+	>45
A	44.1-45
A-	41.6-44
B+	39-41.5
B	37.6-38.9
B-	34.6-37.5
C+	32-34.5
C	30.6-31.9
C-	27.6-30.5
D+	25-27.5
D	24-24.9
F	<24

Methodology

All data was collected by the NCAA National Office and passed on to the research team at The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida's DeVos Sport Business Management Program.

The data was placed into spreadsheets and compared against data from previous years. After evaluating the data, the report text was drafted; it references changes in statistics from previous years.

For data that was not provided, or given as undisclosed by the NCAA National Office, the TIDES research team reached out to institutions to best accurately represent personnel within the report. These changes were incorporated into the final report.

The report covers data from the 2019 NCAA Division I FBS season.

About the Racial and Gender Report Card

The Racial and Gender Report Card (RGRC) is the definitive assessment of hiring practices of women and people of color in most of the leading professional and amateur sports and sporting organizations in the United States. The report considers the composition – assessed by racial and gender makeup – of players, coaches and front office/athletic department employees in our country's leading sports organizations, including the National Basketball Association (NBA), National Football League (NFL), Major League Baseball (MLB), Major League Soccer (MLS) and the Women's National Basketball Association (WNBA), as well as in collegiate athletics departments.

The 2019 reports for MLB, NBA, WNBA, NFL, and MLS have already been released. The Complete Racial and Gender Report Card, including all the leagues, will be issued after the release of the College Sport Racial and Gender Report Card in the Spring of 2020.

The **Racial and Gender Report Card** is published by *The Institute for Diversity and Ethics in Sport*, which is part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard Lapchick has authored all reports, first at Northeastern University and now at UCF. (Until 1998, the re-

port was known as the Racial Report Card.) In addition to Lapchick, Pedro Ariza, Carter Ellis, Dylan Gladney, Ivan Hudson, Mallika Mali, David Morrin, Nicholas Mutebi, Andre Vasquez, and David Zimmerman contributed greatly to the completion of the 2019 D1 FBS Leadership Racial and Gender Report Card.

The Institute for Diversity and Ethics in Sport (TIDES)

The Institute for Diversity and Ethics in Sport (“TIDES” or the “Institute”) serves as a comprehensive resource for issues related to gender and race in amateur, collegiate and professional sport. The Institute researches and publishes a variety of studies, including annual studies of student-athlete graduation rates and racial attitudes in sport as well as the internationally recognized Racial and Gender Report Card, an assessment of hiring practices in professional and college sport. The Institute also monitors some of the critical ethical issues in college and professional sport, including the potential for exploitation of student-athletes, gambling, performance-enhancing drugs and violence in sport.

The Institute’s founder and director is Dr. Richard Lapchick, a scholar, author and internationally recognized human rights activist and pioneer for racial equality who is acknowledged as an expert on sports issues. Described as “the racial conscience of sport,” Dr. Lapchick is Chair of the DeVos Sport Business Management Program in the College of Business Administration at UCF, where The Institute is located. In addition, Dr. Lapchick serves as President and CEO of the Institute for Sport and Social Justice (ISSJ), a group of more than 280 colleges and universities that helps student-athletes complete their college degrees while serving their communities on issues such as diversity, conflict resolution and men’s violence against women. It was formerly known as the National Consortium for Academics and Sports (NCAS).

DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

The DeVos Sport Business Management Program is a landmark program focusing 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 social issues in sport. It offers a dual-degree option, allowing students to earn a Master of Business Administration (MBA) degree in addition to the Master of Sport Business Management (MSBM) degree. The program was funded by a gift from the Richard and Helen DeVos Foundation and RDV Sports, with matching funds from the State of Florida.



Synopsis of Findings in The 2019 D1 FBS Leadership College Racial and Gender Report Card: The Lack of Diversity within Collegiate Athletic Leadership Continues

Data current as of December 6, 2019

Total FBS Schools Presidents, Athletic Directors and Faculty Athletic Representatives

Total: 400

- 337 (84.3 percent) whites
- 34 (8.5 percent) African-Americans
- 16 (4.0 percent) Hispanics or Latinos
- 8 (2.0 percent) Asians
- 2 (0.5 percent) Two or more races
- 3 (0.75 percent) did not disclose their race
- 77 (19.3 percent) women

FBS Schools Presidents and Chancellors

Total: 130

- 115 (88.5 percent) whites
- Five (3.8 percent) African-Americans
 - **LTG Darryl Williams**, US Military Academy
 - **Edward B. Montgomery**, Western Michigan University
 - **Michael V. Drake**, The Ohio State University
 - **Rodney D. Bennett**, University of Southern Mississippi
 - **Sidney A. McPhee**, Middle Tennessee State University
- Four (3.1 percent) Hispanics or Latinos
 - **Joseph I. Castro**, California State University – Fresno
 - **Adela de la Torre**, San Diego State University
 - **Julio Frenk**, University of Miami
 - **Ana Marie Cauce**, University of Washington
- Six (4.6 percent) Asians
 - **Mun Y. Choi**, University of Missouri
 - **Neville G. Pinto**, University of Cincinnati
 - **Satish K. Tripathi**, The State University of New York at Buffalo
 - **Wallace D. Loh**, University of Maryland - College Park
 - **Renu Khator**, University of Houston

- **Neeli Bendapudi**, University of Louisville
- 18 (13.8 percent) Women
 - **Ana Mari Cauce**, University of Washington
 - **Janet Napolitano**, University of California – Berkeley
 - **Heather Wilson**, University of Texas at El Paso
 - **Marlene Tromp**, Boise State University
 - **Linda Livingstone**, Baylor University
 - **Lisa C. Freeman**, Northern Illinois University
 - **Mary A. Papazian**, San Jose State University
 - **Garnett S. Stokes**, University of New Mexico
 - **Neeli Bendapudi**, University of Louisville
 - **Renu Khator**, University of Houston
 - **Adela de la Torre**, San Diego State University
 - **Ruth Watkins**, University of Utah
 - **Sharon L. Gaber**, University of Toledo
 - **Denise Trauth**, Texas State University
 - **Sheri N. Everts**, Appalachian State University
 - **Wendy Wintersteen**, Iowa State University
 - **Noelle E. Cockett**, Utah State University
 - **Carol Folt**, University of Southern California

FBS Schools Athletic Directors

Total: 130 ADs who oversaw FBS football programs

- 105 (80.8 percent) whites
- 14 (10.8 percent) African-Americans
 - **Allen Greene**, Auburn University
 - **Mark Alnutt**, The State University of New York at Buffalo
 - **Bernard Muir**, Stanford University
 - **Terry Tumey**, California State University, Fresno
 - **Carla Williams**, University of Virginia
 - **Damon Evans**, University of Maryland
 - **Derrick Gragg**, University of Tulsa
 - **Eugene Smith**, The Ohio State University
 - **Lynn Swann**, University of Southern California
 - **Martin Jarmond**, Boston College
 - **Ray Anderson**, Arizona State University
 - **Sean T. Frazier**, Northern Illinois University
 - **Warde J. Manuel**, University of Michigan
 - **Malcolm Turner**, Vanderbilt University
- Seven (5.4 percent) Latinos or Latinas
 - **Barry Alvarez**, University of Wisconsin
 - **Chris Del Conte**, University of Texas at Austin
 - **Lisa Campos**, University of Texas at San Antonio
 - **Daniel G. Guerrero**, University of California - Los Angeles

- **Eddie Nuñez**, University of New Mexico
- **Mario Moccia**, New Mexico State University
- **Pete Garcia**, Florida International University
- One (0.8 percent) Asian
- **Patrick Chun**, Washington State University
- Two (1.5 percent) Two or more races
- **Bob Moosbrugger**, Bowling Green State University
- **Desiree Reed-Francois**, University of Nevada, Las Vegas
- One (0.8 percent) did not disclose their race.
- Nine (7 percent) women including one African-American woman and one Latina.
- **Carla Williams**, University of Virginia
- **Beth Goetz**, Ball State University
- **Desiree Reed-Francois**, University of Nevada, Las Vegas
- **Heather Lyke**, University of Pittsburgh
- **Jennifer Cohen**, University of Washington
- **Kathy Beauregard**, Western Michigan University
- **Lisa Campos**, University of Texas at San Antonio
- **Marie Tuite**, San Jose State University
- **Sandy Barbour**, Pennsylvania State University

FBS Schools Faculty Athletic Representatives

Total: 140

- 117 (83.6 percent) whites
- 15 (10.7 percent) African-Americans
- **James King**, University of Alabama, Tuscaloosa
- **Gerald Jordan**, University of Arkansas
- **Chris Span**, University of Illinois Urbana-Champaign
- **Ronald Scott**, University of Miami (Ohio)
- **Marvin Dawkins**, University of Miami
- **Alan Green**, University of Southern California
- **Michael Clement**, University of Texas, Austin
- **Jeffrey Leak**, University of North Carolina, Charlotte
- **Dr. Charles Isbell Jr.**, Georgia Institute of Technology
- **Tiffany White**, University of Illinois Urbana-Champaign
- **Dawn K. Lewis**, California State University, Fresno
- **BeEtta (BE) Stoney**, Kansas State University
- **Ketra L. Armstrong**, University of Michigan
- **Valinda Littlefield**, University of South Carolina, Columbia
- **Dr. Jeffery Wilson**, Arizona State University

- Five (3.6 percent) Latinos
- **Rene Salinas**, Appalachian State University
- **Ricardo Valerdi**, University of Arizona
- **Juan Carlos Gonzalez**, California State University, Fresno
- **Kevin Melendrez**, New Mexico State University
- **Sheila Velez Martinez**, University of Pittsburgh
- One (0.7 percent) Asian
- **Manoj Chopra**, University of Central Florida
- Two (1.4 percent) did not disclose their race
- 50 (35.7 percent) women
- **Karen McDaniel**, Arkansas State University
- **Beverly Marshall**, Auburn University
- **Ketra L. Armstrong**, University of Michigan
- **Dr. Lindsey Blom**, Ball State University
- **BeEtta (BE) Stoney**, Kansas State University
- **Dr. Donna Trautman**, Bowling Green State University
- **Alysa Lucas**, Central Michigan University
- **Martha Putallaz**, Duke University
- **Dawn K. Lewis**, California State University, Fresno
- **Dr. Pamela Perrewe**, Florida State University
- **Liz Hollingworth**, University of Iowa
- **Valinda Littlefield**, University of South Carolina, Columbia
- **Susan Stagg-Williams**, University of Kansas
- **Kathy Wilson**, Kent State University
- **Tiffany White**, University of Illinois Urbana-Champaign
- **Dr. Donna Thomas**, Louisiana Tech University
- **Elaine Wise**, University of Louisville
- **Lynda Black**, University of Memphis
- **Sheila Velez Martinez**, University of Pittsburgh
- **Bonnie Knutson**, Michigan State University
- **Dr. Frances Homans**, University of Minnesota, Twin Cities
- **Pamela Hinton**, University of Missouri, Columbia
- **Lissa Broome**, University of North Carolina, Chapel Hill
- **Josephine Potuto**, University of New Mexico
- **Dr. Christy Crutsinger**, University of North Texas
- **Patricia Bellia**, University of Notre Dame
- **Stacie Raymer**, Old Dominion University
- **Heather Lawrence Benedict**, Ohio University
- **Marcy Towns**, Purdue University
- **Rebecca Spencer**, University of Massachusetts, Amherst
- **Paige Vitulli**, University of South Alabama

- **Josephine R. Potuto**, University of Nebraska, Lincoln
- **Julianne Serovich**, University of South Florida
- **Vicki Brittain**, Texas State University
- **Anita Hazelwood**, University of Louisiana at Lafayette
- **Rhonda Hatcher**, Texas Christian University
- **Mary Powers**, University of Toledo
- **Margaret Martin**, U.S. Military Academy
- **Christine Copper**, US. Naval Academy
- **Karen Paisley**, University of Utah
- **Ann Price**, Vanderbilt University
- **Carrie Heilman**, University of Virginia
- **Nancy Swanger**, Washington State University
- **Maria Kolar**, West Virginia University
- **Lisa DeChano-Cook**, Western Michigan University
- **Ann Sheehy**, University of Wisconsin-Madison
- **Alyson Hagy**, University of Wyoming
- **Tamar Semerjian**, San Jose State University
- **Nicole Grosland**, University of Iowa
- **Karen McComas**, Marshall University

FBS Conference Commissioners

Total: Ten

- Seven (70 percent) white men
 - **Michael Aresco**, American Athletic Conference
 - **John Swofford**, Atlantic Coastal Conference
 - **Bob Bowlsby**, Big 12 Conference
 - **Dr. Jon Steinbrecher**, Mid-American Conference
 - **Craig Thompson**, Mountain West Conference
 - **Greg Sankey**, Southeastern Conference
 - **Larry Scott**, Pac-12 Conference
 - Two (20 percent) African-American men
 - **Kevin Warren**, Big Ten Conference
 - **Keith Gill***, Sun Belt Conference
- * the first African-American to lead an FBS league when he was named Sun Belt commissioner in March 2019*
- No Latinos
 - No Asian
 - No Native Americans
 - One (10 percent) woman
 - **Judy MacLeod***, Conference USA
- * the first woman to lead an FBS league when she was named C-USA commissioner in October 2015*

FBS Schools Head Football Coaches (During the 2019 Season)

Total: 130

- 112 (86.2 percent) whites
- 13 (10.0 percent) African-Americans
 - Willie Taggart, Florida State University**
 - Kevin Sumlin, University of Arizona
 - Mel Tucker, University of Colorado
 - Lovie Smith, University of Illinois Urbana-Champaign
 - Thomas Hammock, Northern Illinois University
 - James Franklin, Pennsylvania State University
 - Charlie Strong, University of South Florida**
- David Shaw, Stanford University
- Dino Babers, Syracuse University
- Frank Wilson, University of Texas at San Antonio**
- Derek Mason, Vanderbilt University
- Michael Locksley, University of Maryland
- Herm Edwards, Arizona State University
- One (0.8 percent) Latino
 - Mario Cristobal, University of Oregon
- One (0.8 percent) American Indian/Alaska Native
 - Barry Odom, University of Missouri**
- Two (1.5 percent) Native Hawaiian/Pacific Islanders
 - Kalani Sitake, Brigham Young University
 - Ken Niumatalolo, U.S. Naval Academy
- One (0.8 percent) Two or more races
 - Jay Norvell, University of Nevada, Reno
- No women

**As of December 14, 2019, three African-American head coaches were fired (Charlie Strong, University of South Florida, Willie Taggart, Florida State University and Frank Wilson, University of Texas at San Antonio), and one American Indian/Alaska Native was fired (Barry Odom, University of Missouri).*

***As of December 14, 2019, two African-American head coaches were hired at the end of the 2019 NCAA Division I FBS college football season (Willie Taggart, Florida Atlantic University, and Jimmy Lake, University of Washington).*

