



Media Contact: Kelvin Ang
kelvinangjy@knights.ucf.edu, 315-450-1420

**Mild Progress Continues:
*Assessing Diversity among Campus and Conference Leaders
for Football Bowl Subdivision (FBS) Schools in the 2011-12 Academic Year***

By Dr. Richard Lapchick
with Michael Kuhn
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Orlando, Fla.... November 8, 2011 – While there has been some progress, the key leadership positions at Football Bowl Subdivision (FBS) schools and conferences remain overwhelmingly white and male according to a new study released by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida. This was in spite of the fact that 19 head coaches of color represent a record 15.8 percent of the head football coaches at the 120 FBS institutions (formerly Division I-A).

TIDES released *Mild Progress Continues: Assessing Diversity among Campus and Conference Leaders for Football Bowl Subdivision (FBS) Schools in the 2011-12 Academic Year*. This is a study that 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 coaches, offensive and defensive coordinators, assistant coaches and student-athletes for the football teams. Finally, the faculty as a whole is examined.

Richard Lapchick, director of TIDES and principal author of the report, said, “The fact is that 90.8 percent of our presidents are white, 88.3 percent of our athletics directors are white and 100 percent of our conference commissioners are white. In those positions, 81.7, 95.8 and 100 percent, respectively, are men. Overall, whites hold 333 (91.2 percent) of the 365 campus leadership positions reported in this study. Even though there was progress toward diversity, we can hardly say we are close to looking like America when it comes to who is leading college sport.

“However, on the playing field, significant progress continues to be made among football head coaches. At the beginning of the 2011 season, there was an all-time high of 19 head coaches of color, including 17 African-American head coaches,” Lapchick added.

The 17 African-American head coaches are: Jon Embree, University of Colorado; Ruffin McNeill, East Carolina University; Ron English, Eastern Michigan University; Kevin Sumlin, University of Houston; Turner Gill, University of Kansas; Darrell Hazell, Kent State University; Joker Phillips, University of

Kentucky; Charlie Strong, University of Louisville; Larry Porter, University of Memphis; Don Treadwell, Miami University (Ohio); Mike Locksley, University of New Mexico; DeWayne Walker, New Mexico State University; Everett Withers, University of North Carolina; David Shaw, Stanford University; James Franklin, Vanderbilt University; Mike London, University of Virginia, and Willie Taggart, Western Kentucky University. In addition, there was a Latino (Mario Cristobal, Florida International University) and an Asian (Polynesian) (Ken Niumatalolo, U.S. Naval Academy).

The 19 head coaches of color include six new hires for the 2011 season, not including Mike Haywood, who was hired at Pittsburgh but dismissed two weeks later. This total nearly matches the record of seven coaches of color who were hired before the 2010 season.

Lapchick added, "In spite of the record number of head coaches of color, college sports is still far behind professional sports regarding equal opportunities for the top jobs. While the percentages are slightly better in some categories, the general picture is still one of white men running college sport."

White men held 90 (75 percent) of the 120 president positions and 101 (84.2 percent) of the 120 athletic director positions at FBS football programs. Of faculty athletics representatives, 94.4 percent of faculty athletics representatives are white and 33.6 percent are women.

Since 1982, there have been 520 head football coaches hired in the Football Bowl Subdivision. African-Americans have been hired 51 times through the 2011 football season. Willie Jeffries was the first, when Wichita State hired him in 1979. There have been two Latino coaches in the history of the FBS schools.

Since the initial Black Coaches and Administrators (BCA) Football Hiring Report Card in 2004, African-American head coaches have been hired 28 times. In other words, 54.9 percent of all the African-American coaches hirings have been in the eight years since the publication of the first BCA Football Hiring Report Card. Furthermore, 24 of the 28 hirings have been in the past five years; 20 of the 28 have been in the last three years. Several coaches have been hired more than once. The BCA Hiring Report Card is clearly an effective tool.

Please note that a synopsis of findings is located at the end of this release; information is current as of October 1, 2011.

Report Highlights

- Overall, whites hold 91.2 percent of the 365 campus leadership positions.
- White men held 75 percent of the 120 president positions. Bernadette Gray-Little at the University of Kansas, France A. Cordova at Purdue University and Renu Khator at the University of Houston are the only female African-American, Latina and Asian presidents, respectively, at FBS schools.
- Wallace D. Loh of the University of Maryland, Satish K. Tripathi of the University of Buffalo and Mohammah Qayoumi of San Jose State University are the only male Asian presidents in the FBS.
- White men held 84.2 percent of the 120 athletic director positions at FBS football programs. In comparison to last year's study, the number of athletics directors of color remained the same, totaling 14. There continues to be no female African-American, Latina, Asian or Native American athletics directors at FBS schools.
- 94.4 percent of faculty athletics representatives are white and 33.6 percent are women.
- Only 2.4 percent of faculty athletics representatives at FBS schools are women of color. They are Col. Maritza Ryan at Army, Consuelo Stebbins at the University of Central Florida and Be Stoney at Kansas State University.
- According to 2011 data compiled by the *Chronicle of Higher Education*, 6.3 percent of full-time faculty members are Asian, which is 1.3 percentage points less than the 2007 data reported in last year's study. Meanwhile, African American and Latino faculty members have grown by 1.6 and 0.6 percentage points, to 7 percent and 4.2 percent, respectively. Women comprise 47 percent.
- All 11 FBS conference commissioners continue to be white men.
- With the addition of six new African-American head football coaches at FBS schools (Jon Embree, University of Colorado; Darrell Hazell, Kent State University; Don Treadwell, University of Miami (Ohio); Everett Withers, University of North Carolina; David Shaw, Stanford University; James Franklin, Vanderbilt University), the overall number of African-American head coaches increased from 13 in 2010 to 17 in 2011.
- The 13 African-American coaches from the 2010 season remain in their respective head coaching positions with the exception of Randy Shannon, University of Miami, and Mike Haywood, Pittsburgh, who were relieved of their duties.
- The 19 coaches of color at the start of the 2011 season represent the highest number of coaches of color ever at FBS schools.
- Only 11.9 percent of offensive and defensive coordinators are African-American, and only 15.4 percent are people of color. These are the two "feeder" positions most often looked at when promoting someone to head coach for the first time.
- The percentage of African-American football student-athletes is 52.1 percent for the 2011 season. The percentage of whites is 42.8 percent.

Overall Findings

Overall, whites hold 333 (91.2 percent) of the 365 campus leadership positions. White women hold 64 (17.5 percent) of these positions. There are 16 African-American men and two African-American women in campus leadership positions. There are only six Latino men and three Latina women, three Asian men, one Asian woman, one Native American man. Only 14 (3.8 percent) of the campus leadership positions were held by people of color other than African-Americans.

White men held 90 (75 percent) of the 120 president positions and 101 (84.2 percent) of the 120 athletic director positions at FBS football programs. White men also held 79 (63.2 percent) of FBS faculty athletic representative positions.

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

President (n=120)

As of this publication, 90.8 percent of presidents were white, a 1.7 percentage point decrease from last year, while 18.3 percent were women, which was the same as last year. Specifically, there were:

Men

- Four (3.3 percent) African-American men (Central Michigan University, Middle Tennessee State University, Ohio University and Washington State University)
- Three (2.5 percent) Asian men (University at Buffalo; University of Maryland, College Park, and San Jose State University)
- One (0.8 percent) Latino man (University of Akron)
- No Native American men

Women

- 19 (15.8 percent) white women (University of Alabama at Birmingham; Ball State University; Bowling Green State University; University of Connecticut; Eastern Michigan University; Florida Atlantic University; University of Hawaii, Manoa; University of Iowa; University of Memphis; University of Miami (Florida); University of Michigan; Michigan State University; New Mexico State University; University of South Florida; University of Southern Mississippi; Syracuse University; Temple University; University of Texas at El Paso, and University of Virginia)
- One (0.8 percent) African-American woman (University of Kansas)
- One (0.8 percent) Latina woman (Purdue University)
- One (0.8 percent) Asian woman (University of Houston)
- No Native American women

Athletics Director – (n=120 Athletics Directors at FBS schools who oversee football)

As of this publication, 88.3 percent of athletics directors were white, the same as last year, while 4.2 percent were women, which also remained the same from the year. Specifically, there were:

Men

- Nine (7.5 percent) African-American men (University of Buffalo; University of Central Florida; Eastern Michigan University; University of Maryland, College Park; New Mexico State University; The Ohio State University; Syracuse University; 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)
- No Asian men
- One (0.8 percent) Native American man (Tulane University)

Women

- Five (4.2 percent) white women (Arizona State University; University of California, Berkeley; University of Nevada; North Carolina State University, and Western Michigan University) are in charge of an athletics department that oversees football.
- The University of Tennessee, Knoxville, and the University of Texas at Austin have female directors of only women's athletics.
- No African-American, Latina, Asian or Native American women

Faculty Athletic Representative (FAR) – There are **125 faculty athletic representatives** in FBS schools since California State University, Fresno; University of Illinois, Champaign; University of Iowa; Purdue University, and University of Wisconsin, Madison, each have two. As of this publication, 94.4 percent of faculty athletics representatives were white, a 0.8 percentage point increase from last year, while 33.6 percent were women, which is a 2.1 percentage point increase from the previous year. Specifically, there were:

Men

- Three (2.4 percent) African-American men (University of Michigan, Rice University, University of Utah)
- One (0.8 percent) Latino man (Stanford University)
- No Native American or Asian men

Women

- 39 (31.2 percent) white women
- Of the 42 women FARs in FBS schools, there are only three women of color: Col. Maritza Ryan at Army, Consuelo Stebbins at the University of Central Florida and Be Stoney at Kansas State.

Faculty

The following are the faculty percentages as of August 2011. The data was accumulated using the *Chronicle of Higher Education's* website on September 30, 2011. According to the data, 79 percent of faculty members were white, a 2.2 percentage point increase from the 2007 data that was used last year, while 47 percent were women, which was a 5.2 percentage point increase from the 2007 data. The remaining categories break down as follows:

- 7 percent African-American
- 4.2 percent Latino
- 6.3 percent Asian
- 0.5 percent Native American

Conference Commissioners (n=11)

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. There has never been a woman or person of color who held the commissioner position for a BCS conference.

Head Football Coach (n=120)

Starting the 2011 season, 84.2 percent of head coaches were white men, which was a 3.3 percentage point decrease from the year before. Specifically, there were:

- 17 (14.2 percent) African-American men (University of Colorado, East Carolina University, Eastern Michigan University, University of Houston, University of Kansas, Kent State University, University of Kentucky, University of Louisville, University of Memphis, Miami University (Ohio), University of New Mexico, New Mexico State University, University of North Carolina, Stanford University, Vanderbilt University, University of Virginia, Western Kentucky University)
- One (0.8 percent) Latino man (Florida International University)
- One (0.8 percent) Asian (Polynesian) man (U.S. Naval Academy)
- No Native Americans

Offensive and Defensive Coordinators (n=260) *Offensive and Defensive Coordinators who are not also Head Coaches

Starting the 2011 season, 84.6 percent of offensive and defensive coordinators were white, which was the same percentage as the year before. Specifically, there were:

- 31 (11.9 percent) African-American men
- Three (1.2 percent) Latino men
- Five (1.9 percent) Asian men
- One (0.4 percent) Native American man

Assistant Football Coaches (n=1081)

Starting the 2011 season, 67.1 percent of assistant football coaches were white, which was a 3.9 percentage point increase from the year before. Specifically, there were:

- 319 (29.5 percent) African-American men
- 16 (1.5 percent) Latino men
- 17 (1.6 percent) Asian men
- Four (0.4 percent) other men of color

Football Student-Athletes (n = 11,980)

Starting the 2011 season:

- 42.8 percent were white, which is 1.1 percentage points lower than the previous year
- 52.1 percent were African-American, which is 0.8 percentage points higher than the previous year
- 1.8 percent were Latino
- 2.5 percent were Asian
- 0.7 percent were "other" individuals of color

The Institute for Diversity and Ethics in Sport (TIDES) serves as a comprehensive resource for issues related to gender and race in amateur, collegiate and professional sports. TIDES 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, TIDES conducts diversity management training in conjunction with the National Consortium for Academics and Sports. The Institute also monitors 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 the 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 *Mild Progress Continues: Assessing Diversity among Campus and Conference Leaders for FBS Schools in 2011-12*

Data current as of October 1, 2011

Total FBS Schools Presidents, Athletics Directors and Faculty Athletics Representatives

Total: 365

- **333** (91.2 percent) whites
- **18** (4.9 percent) African-Americans
- **9** (2.5 percent) Latinos
- **4** (1.1 percent) Asians
- **1** (0.3 percent) Native American
- **69** (18.9 percent) women

FBS Schools Presidents

Total: 120

- **109** (90.8 percent) whites
- **Five** (4.2 percent) African-Americans
 - George E. Ross, Central Michigan University
 - Bernadette Gray-Little, University of Kansas
 - Sidney McPhee, Middle Tennessee State University
 - Roderick McDavis, Ohio University
 - Elson S. Floyd, Washington State University
- **Two** (1.7 percent) Latinos
 - Luis Proenza, University of Akron
 - France A. Cordova, Purdue University
- **Four** (3.3 percent) Asians
 - Satish Tripathi, University at Buffalo
 - Renu Khator, University of Houston
 - Wallace D. Loh, University of Maryland, College Park
 - Mohammah Qayoumi, San Jose State University
- **Zero** (0.0 percent) Native Americans
- **22** (18.3 percent) women (19 white, one African-American, one Latina, one Asian)
 - Carol Garrison, University of Alabama at Birmingham
 - Jo Ann M. Gora, Ball State University
 - Mary Ellen Mazey, Bowling Green State University
 - Susan Herbst, University of Connecticut
 - Susan W. Martin, Eastern Michigan University
 - Mary Jane Saunders, Florida Atlantic University
 - Virginia S. Hinshaw, University of Hawaii, Manoa
 - Renu Khator, University of Houston (**Asian**)
 - Sally Mason, University of Iowa
 - Bernadette Gray-Little, University of Kansas (**African-American**)
 - Shirley C. Raines, University of Memphis
 - Donna E. Shalala, University of Miami (Florida)
 - Mary Sue Coleman, University of Michigan
 - Lou Anna Kimsey Simon, Michigan State University
 - Barbara Couture, New Mexico State University

- France A. Cordova, Purdue University (**Latina**)
- 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
- Teresa A. Sullivan, University of Virginia

FBS Schools Athletics Directors

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

- **106** (88.3 percent) whites
- **9** (7.5 percent) African-Americans
 - Warde Manuel, State University of New York at Buffalo
 - Keith R. Tribble, University of Central Florida
 - Derrick Gragg, Eastern Michigan University
 - Kevin Anderson, University of Maryland, College Park
 - McKinley Boston Jr., New Mexico State University
 - Gene Smith, The Ohio State University
 - Daryl J. Gross, Syracuse University
 - David Williams II, 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
- **Zero** Asian
- **One** (0.8 percent) Native American
 - Rick Dickson, Tulane University
- **Five** (4.2 percent) women (**all white**)
 - Lisa Love, Arizona State University
 - Anne "Sandy" Barbour, University of California, Berkeley
 - Cary Sue Groth, University of Nevada
 - Deborah A. Yow, North Carolina State University
 - 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: 125

- **118** (94.4 percent) whites
- **Four** (3.2 percent) African-Americans
 - Percy Bates, University of Michigan

- Alex Byrd, Rice University
- William Smith, University of Utah
- Be Stoney, Kansas State University
- **Zero** Asians
- **Three** (2.4 percent) Latinos
 - Consuelo Stebbins, University of Central Florida
 - Col. Maritza Ryan, U.S. Military Academy, West Point (Army)
 - Ramon Saldivar, Stanford University
- **Zero** Native Americans
- **42** (33.6 percent) women

FBS Conference Commissioners

Total: 11

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

FBS Schools Head Football Coaches

Total: 120

- **101** (84.2 percent) whites
- **17** (14.2 percent) African-Americans
 - Jon Embree, University of Colorado
 - Ruffin McNeill, East Carolina University
 - Ron English, Eastern Michigan University
 - Kevin Sumlin, University of Houston
 - Turner Gill, University of Kansas
 - Darrell Hazell, Kent State University
 - Joker Phillips, University of Kentucky
 - Charlie Strong, University of Louisville
 - Larry Porter, University of Memphis
 - Don Treadwell, Miami University (Ohio)
 - Mike Locksley, University of New Mexico
 - DeWayne Walker, New Mexico State University
 - Everett Withers (interim), University of North Carolina
 - David Shaw, Stanford University
 - James Franklin, Vanderbilt University
 - Mike London, University of Virginia
 - Willie Taggart, Western Kentucky University
- **One** (0.8 percent) Latino
 - Mario Cristobal, Florida International University
- **One** (0.8 percent) Asian (Polynesian)
 - Ken Niumatalolo, U.S. Naval Academy
- **Zero** Native Americans

FBS Schools Offensive and Defensive Coordinators

Total: 260 coaches are considered either offensive or defensive coordinators. This number excludes 10 offensive or defensive coordinators who also serve as the head coach (Georgia Institute of Technology; Kent State; University of Nevada, Reno; San Diego State University; University of South Carolina, Columbia; Southern Methodist University; Texas A&M University, College Station; Utah State University; West Virginia University, and Western Michigan University).

- **220** (84.6 percent) whites
- **31** (11.9 percent) African-Americans
 - Garrick McGee, University of Arkansas, Fayetteville
 - Alex Wood, State University of New York at Buffalo
 - William Inge, State University of New York at Buffalo
 - Mike Johnson, University of California, Los Angeles
 - Joe Tumpkin, Central Michigan University
 - Tim Banks, University of Cincinnati
 - Charlie Harbison, Clemson University
 - Eric Bieniemy, University of Colorado
 - Brian Mitchell, East Carolina University
 - Darryl Jackson, Florida Atlantic University
 - Jason Phillips, University of Houston
 - Brian Stewart, University of Houston
 - Buddy Wyatt, University of Kansas
 - Steve Brown, University of Kentucky
 - Vance Bedford, University of Louisville
 - Galen Scott, University of Memphis
 - Willie Simmons, Middle Tennessee State University
 - Steve Ellis, Middle Tennessee State University
 - Tyrone Nix, University of Mississippi
 - Chris Wilson, Mississippi State University
 - George Barlow, University of New Mexico
 - Paul Haynes, The Ohio State University
 - Calvin McGee, University of Pittsburgh
 - Paul Randolph, University of Pittsburgh
 - Gary Emmanuel, Purdue University
 - Lorenzo Ward, University of South Carolina, Columbia
 - Pep Hamilton, Stanford University
 - Derek Mason, Stanford University
 - Andre Patterson, University of Texas at El Paso
 - Charlton Warren, U.S. Air Force Academy
 - Ivin Jasper, U.S. Naval Academy
- **Three** (1.2 percent) Latinos
 - John Chavis, Louisiana State University
 - Mike Canales, University of North Texas
 - Manny Diaz, University of Texas
- **Five** (1.9 percent) Asians
 - Dave Aranda, University of Hawaii, Manoa
 - Kennedy Polamalu, University of Southern California
 - Kalani Sitake, University of Utah

- Norm Chow, University of Utah
- Payam Saadat, U.S. Military Academy
- **One** (0.4 percent) Native American
 - Jay Norvell, University of Oklahoma

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