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***Regression throughout Collegiate Athletic Leadership:  
Assessing Diversity among Campus and Conference Leaders  
for Football Bowl Subdivision (FBS) Schools in the 2015-16 Academic Year***

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**Orlando, FL ...** November 11, 2015 – The key leadership positions at Football Bowl Subdivision (FBS) schools and conferences was even more white and male than in 2014 according to a new study released by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida. This year's report showed slight decreases in the percentage of women and people of color in campus leadership positions. There were fewer people of color and women as college presidents at FBS schools.

TIDES released *Regression throughout Collegiate Athletic Leadership: Assessing Diversity among Campus and Conference Leaders for Football Bowl Subdivision (FBS) Schools in the 2015-16 Academic Year*. This study examined the race and gender of conference commissioners and campus leaders, including college and university presidents, athletics directors and faculty athletics representatives for all 128 FBS institutions. The study also included head football coaches, assistant coaches and student-athletes for the football teams.

Richard Lapchick, director of TIDES and principal author of the report, said, "This year's increase is so discouraging. At a time when almost all colleges and universities say they emphasize diversity and inclusion as core values, the fact is that in the 2015-16 report, 89.8 percent of our presidents were white, 86.7 percent of our athletics directors were white, and 100 percent of our conference commissioners were white. In those positions, 78.9, 79.7, and 90 percent were white men, respectively. Overall, whites held 342 (88.8 percent) of the 385 campus leadership positions reported in this study, which was an increase from 88.2 percent in 2014. Whose America do these statistics reflect?"

Lapchick added, "College sport remains behind professional sports regarding opportunities for women and people of color for the top jobs."

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~MAKING WAVES OF CHANGE~

In the Fall of 2015, 78.9 percent of the presidents were white men, as were 79.7 percent of the athletics director positions at FBS schools, while 89.1 percent of faculty athletics representatives were white and 34.1 percent were women. Finally, 87.5 percent of our head football coaches were white.

Perhaps the most positive diversity news for this report was that Judy MacLeod was named C-USA commissioner in October 2015, making her the first woman to lead an FBS conference.

*Please note that a synopsis of findings is located at the end of this release; information is current as of October 21, 2015.*

## Report Highlights

- Overall, whites held 88.8 percent of the 385 campus leadership positions.
- White men held 78.9 percent of the 128 president positions. Bernadette Gray-Little at the University of Kansas and Renu Khator at the University of Houston were the only female African-American and Asian presidents, respectively, at FBS schools in 2015.
- There were five African-American men, three Asian men and three Latino men who were presidents in the FBS.
- White men held 79.7 percent of the 128 athletics director positions at FBS schools. White women held seven percent of the AD positions. The number of athletics directors of color totaled 17 (13.3 percent). There continued to be no female African-American, Asian, Latina or Native American athletics directors at FBS schools.
- 89.9 percent of faculty athletics representatives were white and 33.3 percent were women. There were only five women of color who were FARs. According to data compiled by *The Chronicle of Higher Education*, in Fall 2015, 75.2 percent of the full-time faculty were white, 5.7 percent were African-American, 4.3 percent were Latino, 8.6 percent were Asian/Pacific Islander, and less than 1 percent were American Indian or two or more races. Men accounted for 54.9 percent of full-time faculty. Among full-time professors, 81.8 percent were white, 3.7 percent were African-American, 3.1 percent were Latino, 8.5 percent were Asian/Pacific Islander, and less than 1 percent were American Indian. Men accounted for 69.3 percent.
- White men held 90.0 percent of the ten FBS conference commissioner positions. Judy MacLeod became the first woman to lead an FBS conference when she was named C-USA commissioner in October 2015.
- Head coaches of color increase by two to 16 from 14 in last year's study. African-American head coaches increased by two to 13 (10.2 percent). Latino head coaches remained the same at one (0.8 percent) from 2014. There were still two Asian/Pacific Islander head coaches
- The percent of African-American football student-athletes was 53.4 percent for the 2015 season, a 0.5 percentage point increase from 2014. The percentage of whites was 41.4 percent, which was a 0.6 percentage point decrease from 2014.
- April Goss, the kicker for Kent State University, was the only female student-athlete on an FBS football team.

## Overall Findings

Overall, whites held 341 (88.6 percent) of the 385 campus leadership positions. Women held 69 (17.9 percent) of these positions, which decreased 0.2 of a percentage point from last year's study. There were 23 African-American men and five African-American women in campus leadership positions. There were only seven Latino men, one Latina, five Asian men, two Asian women, and one Native American man in campus leadership positions.

Only 44 (11.4 percent) of the campus leadership positions were held by people of color, a decrease of 0.4 of a percentage point from last year. Only 69 (17.9 percent) of the campus leadership positions were held women.

White men held 101 (78.9 percent) of the 128 positions of president and 102 (79.7 percent) of the 128 athletics director positions at FBS programs. White men also held 77 (59.7 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=128)**

In the Fall of 2015, 89.8 percent of presidents were white, a 1.7 percentage point increase from last year, while 12.5 percent were women, which was a 2.6 percentage point decrease from last year. White men held 78.9 percent of the 128 president positions. Specifically, there were:

### **Men**

- Five (3.9 percent) African-American men (Central Michigan University, Middle Tennessee State University, Ohio University, The Ohio State University, and University of Southern Mississippi), a decrease of one from the 2014 report.
- Three (2.3 percent) Latino men (University of Miami, California State University, Fresno, and University of Texas, San Antonio), an increase of one from 2014.
- Three (2.3 percent) Asian men (University at Buffalo, University of Cincinnati, and University of Maryland, College Park), a decrease of two from last year's report.
- No Native American men

### **Women**

- 14 (10.9 percent) white women (U.S. Air Force Academy, University of Arizona, Bowling Green State University, University of Connecticut, Kent State University, Eastern Michigan University, Michigan State University, University of Texas at El Paso, Texas State University, Georgia Southern University, Appalachian State University, San Jose State University, University of Toledo, and University of Virginia), a decrease of 3 from last year's report.
- One (0.8 percent) African-American woman (University of Kansas)
- One (0.8 percent) Asian women (University of Houston)
- No Latinas
- No Native American women

**Athletics Director (n=128)**

In the Fall of 2015, 86.7 percent of athletics directors were white, which was a 3.5 percentage point increase, while 7.0 percent were women, a 1.4 percentage point increase from last year.

White men held 79.7 percent of the 128 athletic director positions at FBS schools. White women held seven percent of the AD positions. The number of athletics directors of color totaled 17 (13.3 percent). There continued to be no female African-American, Asian, Latina or Native American athletics directors at FBS schools. There were:

**Men**

- 12 (9.4 percent) African-American men (Arizona State University, University of California-Berkeley, University of Connecticut, Florida State University, University of Maryland, College Park, Northern Illinois University, The Ohio State University, Stanford University, Temple University, Tulsa University, Vanderbilt University, and University of Virginia). That was a decrease of two from last year.
- Three (2.3 percent) Latino men (University of California, Los Angeles, Florida International University, and University of Wisconsin). This represented a decrease of one since last year.
- One (0.8 percent) Asian man (Florida Atlantic University). This also represented a decrease of one since last year.
- One (0.8 percent) Native American man (Tulane University).

**Women**

- Nine (7.0 percent) white women (Eastern Michigan University, University of Nevada-Las Vegas, North Carolina State University, Penn State University, University of Texas-San Antonio, Rutgers University, University of North Carolina-Charlotte, University of Minnesota, and Western Michigan University) are in charge of an athletics department that oversees football.
- There were no African-American, Asian, Latina or Native American women.
- The University of Texas at Austin had a female director of only women's athletics.

**Faculty Athletic Representative (FAR) (n=129)** – There were 129 faculty athletic representatives at FBS schools. Ohio University, University of Illinois, University of Iowa, University of Minnesota, Purdue University and University of Wisconsin, Madison each had two FARs while Texas AM, Western Michigan, Miami (OH), Ohio State and Navy do not have one. As of this publication, 89.1 percent of faculty athletics representatives were white, which was a four percentage point decrease from the previous year. There were 44 (34.1 percent) women holding a position as a FAR, which was a 0.8 percentage point increase from the previous year. Specifically, there were:

**Men**

- Six (4.7 percent) African-American men (Arizona State University, University of North Carolina at Charlotte, University of Illinois, University of Miami, Old Dominion University, and University of Texas).
- One (0.8 percent) Latino man (Stanford). This was an increase of one from last year.
- One (0.8 percent) Asian man (University of Central Florida).
- No Native Americans.

**Women**

- 38 (29.5 percent) white women.
- Of the 44 women FARs in FBS schools, there were only six women of color. There were four African-Americans (Ball State University, California State University-Fresno, University of South Carolina and Kansas State University). The only Latina was at the University of Nebraska and the only Asian was at the University of Southern California.

**Faculty**

According to data compiled by *The Chronicle of Higher Education*, in Fall 2015, 75.2 percent of the full-time faculty were white, 5.7 percent were African-American, 4.3 percent were Latino, 8.6 percent were Asian/Pacific Islander, and less than 1 percent were American Indian or two or more races. Men accounted for 54.9 percent of full-time faculty. Among full-time professors, 81.8 percent were white, 3.7 percent were African-American, 3.1 percent were Latino, 8.5 percent were Asian/Pacific Islander, and less than 1 percent were American Indian. Men accounted for 69.3 percent.

**Conference Commissioners (n=10)**

Nine (90.0 percent) of the ten FBS conference commissioners were white men. They are considered to be some of the most powerful and influential people in college sport. One (ten percent) of the FBS conference commissioners was a white woman. Judy MacLeod, was named C-USA commissioner in October 2015, making her the first woman to lead an FBS conference. There has never been a person of color who held the commissioner position for an FBS conference.

**Head Football Coach (n=128)**

Starting the 2015 season, 87.5 percent of head coaches were white men. There were 16 coaches of color in 2015, the same as in 2014.

Specifically, there were:

- 13 (10.2 percent) African-American men (Bowling Green State University, East Carolina University, Kent State University, Purdue University, University of South Florida, Stanford University, University of Texas, Texas A&M University, Tulane University, Vanderbilt University, Penn State University, University of Maryland, College Park, and the University of Virginia) a 0.1 of a percentage point increase from last year.
- Two (1.6 percent) Asian/Pacific Islanders (University of Hawaii, and U.S. Naval Academy). This remained the same as last year.
- One (0.8 percent) Latino (University of Nevada Las Vegas), This remained the same as last year.
- No Native Americans.

**Assistant Football Coaches (n=1,529)**

At the start of the 2015 season, 67.2 percent of assistant football coaches were white, which was a 2.2 percentage point decrease from the year before. Specifically, there were:

- 453 (29.6 percent) African-American men, a 1.6 percent increase from 2014.
- 23 (1.5 percent) Latino men, a 0.2 of a percentage point increase from 2014.
- 19 (1.2 percent) Asian/Pacific Islander men, a 0.3 of a percentage point increase from 2014.
- Seven (0.5 percent) "other" men of color, a 0.1 of a percentage point increase from 2014.
- Seven (0.5 percent) women, six white and one Asian/Pacific Islander, which remained the same percentage of women as last year.

This was the first year that assistant coaches included the following positions: director of football operations, director of recruiting and or player personnel, and director/head of strength and conditioning. Finally, the faculty as a whole was examined.

### **Football Student-Athletes (n = 14,206)**

In the 2015 season: 41.4 of football student-athletes percent were white, which was a 0.6 of a percentage point decrease from the previous year.

- 7,584 (53.4 percent) were African-American men, a 0.5 of a percentage point increase from 2014.
- 318 (2.2 percent) were Latino men, a 0.2 of a percentage point increase from 2014.
- 343 (2.4 percent) were Asian/Pacific Islander men, a 0.3 of a percentage point increase from 2014.
- 79 (0.6 percent) were “other” men of color, a 0.4 of a percentage point decrease from 2014.
- April Goss, a kicker at Kent State University, was the only woman football student athlete.

### **THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT (TIDES)**

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. 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 internationally recognized Racial and Gender Report Card, an assessment of hiring practices in coaching and sport management 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 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 Regression throughout Collegiate Athletic Leadership: Assessing Diversity  
among Campus and Conference Leaders for FBS Schools in 2015**

*Data current as of October 21, 2015*

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

**Total: 385**

- **341** (88.6 percent) whites
- **28** (7.3 percent) African-Americans
- **8** (2.1 percent) Latinos
- **7** (1.8 percent) Asians
- **1** (0.3 percent) Native American
- **69** (17.9 percent) women

**FBS Schools Presidents**

**Total: 128**

- **115** (89.9 percent) whites
- **Six** (4.7 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
  - Michael Drake, The Ohio State University
  - Rodney Bennett, University of Southern Mississippi
- **Three** (2.3 percent) Latinos
  - Joseph Castro, California State University, Fresno
  - Ricardo Romo, University of Texas, San Antonio
  - Julio Frenk, University of Miami
- **Four** (3.1 percent) Asians
  - Satish Tripathi, University at Buffalo
  - Santa Jeremy Ono, University of Cincinnati
  - Wallace Loh, University of Maryland, College Park
  - Renu Khator, University of Houston
- **16** (12.5 percent) women (14 white, 1 African-American, 1 Asian)
  - Denise Trauth, Texas State University
  - Jean E. Bartels, Georgia Southern University
  - Sheri Everts, Appalachian State University
  - Ann Weaver Hart, University of Arizona
  - Susan Martin, San Jose State University (Interim)
  - Lt. General Michelle D. Johnson, Air Force Academy
  - Sharon L. Gaber, University of Toledo
  - Kim Schatzel, Eastern Michigan University (Interim)
  - Beverly J. Warren, Kent State University
  - Mary Ellen Mazey, Bowling Green State University
  - Diana Natalicio, University of Texas at El Paso
  - Lou Anna Simon, Michigan State University
  - Bernadette Gray-Little, University of Kansas
  - Teresa A. Sullivan, University of Virginia



- Susan Herbst, University of Connecticut
- Renu Khator, University of Houston

### FBS Schools Athletics Directors

**Total: 128** ADs who oversaw FBS football programs **111** (86.7 percent) whites

- **12** (9.4 percent) African-Americans
  - Ray Anderson, Arizona State University
  - Michael Williams, University of California, Berkeley
  - Warde J. Manuel, University of Connecticut
  - Stan Wilcox, Florida State University
  - Kevin Anderson, University of Maryland, College Park
  - Sean Frazier, Northern Illinois University
  - Eugene Smith, The Ohio State University
  - Bernard Muir, Stanford University
  - Kevin Clark, Temple University
  - Derrick Gragg, Tulsa University
  - David Williams II, Vanderbilt University
  - Craig Littlepage, University of Virginia
- **Three** (2.3 percent) Latinos
  - Daniel G. Guerrero, University of California, Los Angeles
  - Pete Garcia, Florida International University
  - Barry Alvarez, University of Wisconsin
- **One** (0.8 percent) Asian
  - Patrick Chun, Florida Atlantic University
- **One** (0.8 percent) Native American
  - Rick Dickson, Tulane University
- **Nine** (7.0 percent) white women
  - Heather Lyke, Eastern Michigan University
  - Tina Kunzer-Murphy, University of Nevada, Las Vegas
  - Deborah Yow, North Carolina State University
  - Sandy Barbour, Penn State University
  - Lynn Hickey, University of Texas, San Antonio
  - Julie Hermann, Rutgers University
  - Kathy Beauregard, Western Michigan University
  - Judy Rose, University of North Carolina, Charlotte
  - Beth Goetz, University of Minnesota (Interim)
- **The University of Texas at Austin has a separate women's department that does not oversee football:**
  - Christine A. Plonsky (Women's AD), University of Texas at Austin

### FBS Schools Faculty Athletics Representatives

**Total: 129**

- **115** (89.1 percent) whites
- **Ten** (7.8 percent) African-Americans
  - Charlene Alexander, Ball State University
  - Dawn Lewis, California State University, Fresno

- BeEtta “Be” Stoney, Kansas State University
- Marvin Dawkins, University of Miami
- Tim Seibles, Old Dominion University
- Michael Clement, University of Texas, Austin
- Jeffrey Wilson, Arizona State University
- Jeffrey Leak, University of North Carolina, Charlotte
- Christopher Span, University of Illinois
- Valinda Littlefield, University of South Carolina
- **Two** (1.6 percent) Latina
  - Josephine Potuto, University of Nebraska
  - Al Camarillo, Stanford University
- **Two** (1.6 percent) Asians
  - Manoj Chopra, University of Central Florida
  - Clare Pastore, University of Southern California
- **No** Native Americans
- **44** (34.1 percent) women

#### FBS Conference Commissioners

##### Total: Ten

- **Nine** (90.0 percent) white men
- **No** African-Americans
- **No** Latinos
- **No** Asian
- **No** Native Americans
- **One** (10.0 percent) woman
  - Judy MacLeod became the first woman to lead an FBS league when she was named C-USA commissioner in October 2015

#### FBS Schools Head Football Coaches

##### Total: 128

- **112** (87.5 percent) whites
- **13** (10.2 percent) African-Americans
  - Dino Babers, Bowling Green State University
  - Ruffin McNeill, East Carolina University
  - Paul Haynes, Kent State University
  - Darrell Hazell, Purdue University
  - Willie Taggart, University of South Florida
  - Charlie Strong, University of Texas
  - David Shaw, Stanford University
  - Kevin Sumlin, Texas A&M University
  - Curtis Johnson, Tulane University
  - Derek Mason, Vanderbilt University
  - Mike London, University of Virginia
  - Mike Locksley, University of Maryland, College Park
  - James Franklin, Penn State University
- **One** (0.8 percent) Latino

- Tony Sanchez, University of Nevada, Las Vegas
- **Two** (1.6 percent) Asian/Pacific Islanders
  - Norm Chow, University of Hawaii
  - Ken Niumatalolo, U.S. Naval Academy
- **No** Native Americans
- **No** women