



Contact:

Jessica Bartter, (407) 823-4884

[jbartter@bus.ucf.edu](mailto:jbartter@bus.ucf.edu)

## Decisions from the Top: Diversity among Campus, Conference Leaders at Division IA Institutions

**Orlando, FL...January 25, 2006** – The controversy over the number of African-American Division IA head football coaches made headlines throughout the 2005 college season which was played with only three African-American head coaches. That was the smallest number of African-American head coaches since the early 1990s. After the season ended, African-Americans were hired as head coaches at Kansas State and SUNY Buffalo, marking the first time since 2000 that two African-Americans have been hired in one year.

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 2006*. The 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 119 Division IA institutions. It also included head football coaches, offensive and defensive coordinators, and assistant coaches.

Richard Lapchick, who authored the study as director of the Institute, said, “The study shows that the vast majority of the most powerful people in college sport are still white. In Division IA, this includes 94.1 percent of the presidents, 89.1 percent of the athletics directors, 94.1 percent of the faculty athletics reps and 100 percent of the conference commissioners.”

These figures represent a slight increase for people of color as presidents (up 0.8 percent), a more substantial one for athletics directors (up 3.4 percent), and a 1.7 percent increase for head football coaches when you include the two postseason hires. Conference Commissioners remained all white while the percentage of faculty athletics representatives who are people of color actually declined by 3 percent. During the past year the percentage of women serving as president increased by 1.5 percent, decreased 0.1 percent for athletic directors, and increased 7.3 percent for faculty athletic representatives.

Lapchick posed the question, “Does the fact that the leadership at our institutions of higher education is overwhelmingly white and male have an impact on the hiring of head football coaches? How could it not?”

*More...*

Whites hold 330 (92.4 percent) of the 357 campus leadership positions. White women hold 49 (13.7 percent) of these positions. There is only one African-American woman, one Native American male and one Asian male out of the 357 people.

“The attention paid to the hiring process in college football, especially by the Black Coaches Association with the support of NCAA President Myles Brand, has obviously had an impact as this season concluded. For generations the ‘old boys’ network has been operating throughout society and in sport,” Lapchick continued. “Historically, the hiring process in Division IA football – has been quick, quiet and exclusive, and university affirmative action guidelines are rarely followed.

“History shows that in the ‘old boys’ network, white men are likely to hire people who look like them. Many African-American coaches are waiting in the wings, ready to lead Division IA programs, but when more than 92 percent of our campus leaders are white, chances are they will seek who they know. The hiring process is what the Black Coaches Association addresses with its Hiring Report Card. After the season, leaders at Kansas State and SUNY Buffalo followed the BCA’s process resulting in the hiring of Ron Prince and Turner Gill.”

Lapchick concluded with a guarded sense of optimism because “Myles Brand has added emphasis on diversity at the NCAA by creating a new office for Diversity and Inclusion headed by Charlotte Westerhaus, the new NCAA Vice President for Diversity and Inclusion. Brand also named the NCAA Diversity Leadership Strategic Planning Committee. Part of its charge is to enhance equitable career opportunities for underrepresented coaches, officials, and administrators.”

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 November 25, 2005.*

### **President**

There are:

- Four (3.4 percent) African-American men (Bowling Green, Indiana University, Bloomington, Middle Tennessee State, and Ohio University)
- Three (2.5 percent) Latino men (Akron, Florida International, and New Mexico)
- No Asian or Native American men as president at Division IA institutions.
- 15 (12.6 percent) white women (University of Alabama at Birmingham, Ball State, Cincinnati, University of Hawaii, Manoa, Kent State, Memphis, University of Miami (Florida), Michigan, Michigan State, University of Nevada, Las Vegas, Ohio State, South Florida, Syracuse, University of Texas at El Paso, and Western Michigan)
- No African-American, Asian, Latina, or Native American women presidents at Division IA schools
- 94.1 percent (112) of the 119 Division IA presidents are white; 81.5 percent (97) are white men

**Athletics Director** – There are **119 athletics directors** in Division IA who oversee football.

There are:

- Ten (8.4 percent) African-American men (State University of New York at Buffalo, Georgia, University of Hawaii, Manoa, New Mexico State, Ohio State, Southern California, Syracuse, U.S. Military Academy, Vanderbilt, and Virginia)

*More...*

Three (2.5 percent) Latino men (University of California, Los Angeles, New Mexico, and University of Wisconsin, Madison)

No Asian or Native American men as athletic director at Division IA schools.

Five (4.2 percent) white women (Arizona State, University of California, Berkeley, Maryland, Nevada, 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, or Native American women or Latinas are athletics directors in Division IA

89.1 percent (106) of the 119 Division IA athletics directors are white; 84.9 percent (101) are white men

### **Faculty Athletics Representative (FAR)**

There are:

Three (2.5 percent) African-American men (University of Alabama at Birmingham, Arizona State, and Michigan)

One (0.8 percent) Latino man (Rice)

One (0.8 percent) Native American man (Brigham Young University)

One (0.8 percent) Asian man (Oregon State)

30 (25.2 percent) women

Of the 30 women FARs in Division IA, 29 are white, one is African-American, and there are no Latinas, Asians or Native Americans.

94.1 percent (112) of the 119 FARs are white; 69.7 percent (83) are white men

### **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 2005 season, there were:

Three (2.5 percent) African-American men head football coaches in Division IA institutions (University of California, Los Angeles, Mississippi State, and Washington)

A (0.8 percent) Latino headed the program at the University of Wisconsin, Madison

At the conclusion of the season Kansas State and SUNY Buffalo hired an African-American head coach

### **Offensive and Defensive Coordinators**

In the 2005 season, there were:

24 (10 percent) African-American men

Two (0.8 percent) Latino men

Three (1.2 percent) Asian men

88 percent (212) of the 241 coordinators were white men

### **Assistant Football Coaches**

In the 2005 season, there were:

276 (26.1 percent) African-American men

Six (0.6 percent) Latino men

13 (1.2 percent) Asian men

72.1 percent (761) of the 1,056 assistant coaches were white men

*More...*

## Football Student-Athletes

In the 2005 season:

- 49.2 percent were African-Americans
- 1.8 percent were Latinos
- 2.2 percent were Asians
- 0.1 percent were individuals of other minority backgrounds
- 46.7 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, none hired a football coach or athletics director of color, nor appointed a person of color as FAR (*note: University of New Mexico's Latino athletics director, Rudy Davalos, was serving in that position before the school's Latino president, Louis Caldera, was appointed*).

Among the African-American athletics directors, Warde Manuel at SUNY Buffalo was the first to hire an African-American head football coach. This happened after the end of the season.

UCLA Athletics Director Dan Guerrero, who is Latino, hired Karl Dorell, an African-American, as head football coach.

Among the 15 women presidents, two hired a person of color to be athletics director (Nancy Cantor at Syracuse University hired Daryl Gross and Karen Holbrook at The Ohio State University hired Eugene Smith) and one appointed a person of color as a FAR. None of the women presidents hired a woman as athletics director (*note: Western Michigan University's athletic director, Kathy Beauregard, was serving in that position before the school's woman president, Judith Bailey, was appointed*); three appointed women as FAR.

Among, the three African-American head coaches, one hired an African-American offensive or defensive coordinator.

The Institute for Diversity and Ethics in Sport serves as a comprehensive resource for issues related to gender and race in amateur, collegiate, and professional sports. The Institute researches and publishes a variety of studies, including annual studies of student-athlete graduation rates and racial attitudes in sports, as well as the 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 Sport. 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.

*More...*

## Synopsis of findings in *The Buck Stops Here: Assessing Diversity among Campus and Conference Leaders for Division IA Schools in 2006*

Data current as of November 25, 2005

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

**Total: 357**

- 330** (92.4 percent) whites
- 18** (5 percent) African-Americans
- Seven** (2 percent) Latinos
- One** (0.3 percent) Asian
- One** (0.3 percent) Native American
- 50** (14 percent) women

### Division IA Presidents

**Total: 119**

- 112** (94.1 percent) whites
- Four** (3.4 percent) African-Americans
  - Sidney A. Ribeau, Bowling Green State University
  - Adam W. Herbert, Indiana University, Bloomington
  - 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
  - Louis Caldera, University of New Mexico
- Zero** Asian
- Zero** Native American
- 15** (12.6 percent) women (all white)
  - Carol Garrison, University of Alabama at Birmingham
  - Jo Ann M. Gora, Ball State University
  - Nancy L. Zimpher, University of Cincinnati
  - Denise Konan, University of Hawaii, Manoa
  - Carol A. Cartwright, Kent State University
  - Shirely Raines, University of Memphis
  - Donna E. Shalala, University of Miami (Florida)
  - Mary Sue Coleman, University of Michigan
  - Lou Anna Kimsey Simon, Michigan State University
  - Carol C. Harter, University of Nevada, Las Vegas
  - Karen Holbrook, The Ohio State University
  - Judy Genshaft, University of South Florida
  - Nancy Cantor, Syracuse University
  - Diana S. Natalicio, University of Texas at El Paso
  - Judith Bailey, Western Michigan University

### Division IA Athletics Directors

**Total: 119** 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)

**106** (89.1 percent) whites

*More...*

**Ten** (8.4 percent) African-Americans

- Warde Manuel, The State University of New York at Buffalo
- 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
- Rudy Davalos, University of New Mexico
- Barry Alvarez, University of Wisconsin, Madison

**Zero** Asian

**Zero** Native American

**Five** (4.2 percent) women (all white)

- Lisa Love, Arizona State University
- Anne “Sandy” Barbour, University of California, Berkeley
- Deborah A. Yow, University of Maryland, College Park
- Cary Sue Groth, University of Nevada
- Kathy Beauregard, Western Michigan University

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

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

**Division IA Faculty Athletics Representatives**

**Total: 119**

**112** (94.1 percent) whites

**Four** (3.4 percent) African-Americans

- Dr. Johnny W. Scott, University of Alabama at Birmingham
- Myles V. Lynk, Arizona State University
- Percy Bates, University of Michigan
- JoAnne A. Epps, Temple University (**woman**)

**One** (0.8 percent) Latino

- James A. Castañeda, Rice University

**One** (0.8 percent) Asian

- L.J. “Kelvin” Koong, Oregon State University

**One** (0.8 percent) Native American

- Larry EcoHawk, Brigham Young University

**30** (25.2 percent) women

*More...*



## 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: 119**

**115** (96.7 percent) whites

**Three** (2.5 percent) African-Americans

- Karl Dorrell, University of California, Los Angeles
- Sylvester Croom, Mississippi State University
- Tyrone Willingham, University of Washington

**One** (0.8 percent) Latino

- Barry Alvarez, University of Wisconsin, Madison (*note: Alvarez served this year as both athletics director and head coach. He retired as football coach after the season.*)

### **African-American DI-A Head Football Coaches hired after the end of the 2005 Football Season**

- Ron Prince, Kansas State
- Turner Gill, SUNY Buffalo

## Division IA Offensive and Defensive Coordinators

**Total: 241** coaches are considered either offensive or defensive coordinators. This number excludes 14 offensive or defensive coordinators (Brigham Young University, Central Michigan University, University of Hawaii, Manoa, University of Houston, University of Idaho, Kent State, Miami University (OH), University of Mississippi, New Mexico State, Rutgers, San Diego State, University of Southern California, Syracuse, and the U.S. Naval Academy) who also serve as the head coach.

**212** (88 percent) whites

**24** (10 percent) African-Americans

- Norries Wilson, University of Connecticut (named head coach at Division I-AA Columbia University after the season)
- Howard Feggins, Eastern Michigan University
- Jay Peterson, Eastern Michigan University
- Charlie Strong, University of Florida
- Bernard Clark, Florida International University
- Joel Thomas, University of Idaho
- Mike Locksley, University of Illinois, Champaign
- Joker Phillips, University of Kentucky
- Randy Shannon, University of Miami (FL)
- Taver Johnson, Miami University (OH)
- David Lockwood, University of Minnesota
- Woody McCorvey, Mississippi State University
- Jay Norvell, University of Nebraska, Lincoln
- Osia Lewis, University of New Mexico

*More...*

- Marvin Sanders, University of North Carolina, Chapel Hill
  - Ramon Flanigan, University of North Texas
  - Michael Haywood, University of Notre Dame
  - Vance Bedford, Oklahoma State University
  - Tom Williams, San Jose State University
  - Tyrone Nix, University of South Carolina, Columbia
  - Willie Slater, Temple University
  - Ron Prince, University of Virginia (named head coach at Kansas State after the season)
  - Calvin Magee, West Virginia University
  - George McDonald, Western Michigan University
- Three** (1.2 percent) Asians
- Robert Anae, Brigham Young University
  - Duane Akina, University of Texas at Austin
  - Ricky Logo, Troy University
- Two** (0.8 percent) Latinos
- Mike Canales, University of Arizona
  - Willie Martinez, University of Georgia

###