



Media Contact:

Curtis Walker 757-509-8962, cwal1239@gmail.com

Deidre Snively 330-428-2853, deidresnively@gmail.com

**Mixed Progress Throughout Collegiate Athletic Leadership:
Assessing Diversity among Campus and Conference Leaders
for Football Bowl Subdivision (FBS) Schools in the 2012-13 Academic Year**

By Dr. Richard Lapchick
with Michael Farris and Ben Rodriguez
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Orlando, FL November 28, 2012 – The key leadership positions at Football Bowl Subdivision (FBS) schools and conferences remain overwhelmingly white and male showing mixed progress across positions 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 a decline in the percentage of women in campus leadership positions with a slight increase in the representation of people of color, especially for Latinos and Asians. Overall, most of the leadership positions remained the same or had close to a one-percentage point increase for people of color. FBS head football coach was the one significant position which showed an increase in the percentage of whites.

TIDES released *Mild Progress Continues: Assessing Diversity among Campus and Conference Leaders for Football Bowl Subdivision (FBS) Schools in the 2012-13 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 football coaches, 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 percent of our presidents are white, 87.5 percent of our athletics directors are white, and 100 percent of our conference commissioners are white. In those positions, 76, 84.2, and 100 percent are white men, respectively. Overall, whites hold 332 (90.7 percent) of the 366 campus leadership positions reported in this study, which is no change in quantity from last year although the percentage dropped due to an increase of reportable leadership positions. The stagnant nature of diversity in campus leadership does not reflect the America that we know.

RICHARD E. LAPCHICK, DIRECTOR
C. KEITH HARRISON, ASSOCIATE DIRECTOR • SCOTT BUKSTEIN, RESEARCH ASSOCIATE
Tel: 407-823-1516 or 407-823-4887 • Fax: 407-823-3771 • Web: www.tidesport.org
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“With an all-time high of 19 head football coaches of color in last year’s report, we expected to see continued progress in the diversity of FBS head coaches. However, this report showed a decrease of one head coach of color for 2012. On a positive note, the number of Latino and Asian head coaches increased by one each with the hiring of Rich Rodriguez at the University of Arizona and Norm Chow at the University of Hawaii.

The 18 head coaches of color include four new hires for the 2012 season. This includes the addition of Garrick McGee, University of Alabama at Birmingham, Curtis Johnson, Tulane University, Rich Rodriguez, University of Arizona, and Norm Chow, University of Hawaii. This does not include the hiring of Kevin Sumlin at Texas A&M University as he was previously the head coach of the University of Houston.

Lapchick added, “College sport still lags behind professional sports with opportunities for women and people of color for the top jobs.” Lapchick said. “The percentages remained stagnant in most categories of FBS Leadership highlighting the general picture that white men run college sport.

White men held 92 (76 percent) of the 120 president positions and 101 (84.2 percent) of the 120 athletic director positions at FBS football programs. For the position of faculty athletics representative, 94.4 percent are white and 31.7 percent are women.

Since 1982, there have been 546 head football coaches hired in the Football Bowl Subdivision. In the history of college football at the FBS level, 41 African-Americans have been hired through the 2012 football season. Willie Jeffries became the first when Wichita State hired him in 1979. There have been three Latino and two Asian/Pacific Islander 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 24 times. In other words, 59 percent of all the African-American coaches hired have been in the eight years since the publication of the first BCA Football Hiring Report Card. Furthermore, 54 percent of all coaches of color in the history of college football have been hired in the last three years. 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 November 15, 2012.

Report Highlights

- Overall, whites hold 90.7 percent of the 366 campus leadership positions.
- White men held 76 percent of the 120 president positions. Bernadette Gray-Little at the University of Kansas and Renu Khator at the University of Houston are the only female African-American and Asian presidents, respectively, at FBS schools.
- Satish Tripathi of the University at Buffalo, Santa Jeremy Ono of the University of Cincinnati, Wallace D. Loh of the University of Maryland, College Park, and Mohammad Qayoumi of San Jose State University are the only male Asian presidents in the FBS.
- White men held 105 (84.2 percent) of the 120 athletic director positions at FBS schools. Four white women (3.3 percent) held that position. The number of athletics directors of color increased by one, totaling 15 (12.5 percent). 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 32 percent are women.
- Only 1.6 percent of faculty athletic representatives at FBS schools are women of color. Dawn Lewis from Fresno State University and BeEtta 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 1.2 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 respectively, to seven and 4.2 percent, respectively. Forty-seven percent are women.
- All 11 FBS conference commissioners continue to be white men.
- There were three African-American head coaches who were hired at FBS programs going into the 2012 season. Overall coaches of color decreased by one to 18 from 19 in last year's study.
- The 18 coaches of color at the start of the 2012 season represented a five percent decrease in coaches of color from last year's study that reported the highest number of coaches of color ever at FBS schools.
- Latino and Asian head coaches increased by one each with the addition of Rich Rodriguez, University of Arizona, and Norm Chow, University of Hawaii.
- The percentage of African-American football student-athletes is 51.8 percent for the 2012 season, a 0.3 percent decrease from 2011. The percentage of whites is 43.2 percent, which is a 0.4 percent increase from 2011.
- There is one female student-athlete on a football team at Kent State University. April Goss is the kicker for the team.

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Tel: 407-823-1516 or 407-823-4887 • Fax: 407-823-3771 • Web: www.tidesport.org

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Overall Findings

Overall, whites hold 332 (90.7 percent) of the 366 campus leadership positions. Women hold 62 (17 percent) of these positions, nearly a one-percentage point drop from last year's study. There are 16 African-American men and three African-American women in campus leadership positions. There are only seven Latino men, six Asian men and one Asian woman, and one Native American man. Only 15 (4.1 percent) of the campus leadership positions were held by people of color other than African-Americans, an increase of one from last year.

White men held 92 (76 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 81 (64 percent) of FBS faculty athletic representative positions, an increase of 0.8 percent from last year.

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 percent of presidents were white, an 0.8 percentage point decrease from last year, while 15 percent were women, which is a 3.3 percent decrease from 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)
- Four (3.3 percent) Asian men (University at Buffalo, University of Cincinnati, University of Maryland, College Park, and San Jose State University), an increase of one from last year
- Two (1.7 percent) Latino men (University of Akron and New Mexico State University), an increase of one from last year
- No Native American men

Women

- 16 (13.3 percent) white women (University of Alabama, Tuscaloosa; University of Arizona; Ball State University; Bowling Green State University; University of Connecticut; Eastern Michigan University; Florida Atlantic University; University of Iowa; University of Memphis; University of Miami (Florida); University of Michigan; Michigan State University; University of South Florida; Syracuse University; University of Texas at El Paso; University of Virginia), a decrease of two from last year
- One (0.8 percent) African-American woman (University of Kansas)
- One (0.8 percent) Asian woman (University of Houston)
- No Latina women
- No Native American women

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Athletics Director (n=120)

As of this publication, 87.5 percent of athletics directors were white, the same as last year, while 3.3 percent were women, a 0.9 percent decrease from last year. Specifically, there were:

Men

- Nine (7.5 percent) African-American men (University of Connecticut; Eastern Michigan University; University of Maryland, College Park; New Mexico State University; The Ohio State University; Stanford 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)
- One (0.8 percent) Asian man (Florida Atlantic University), an increase of one from last year
- One (0.8) Native American man (Tulane University)

Women

- Four (3.3 percent) white women (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 Texas at Austin has a female director of only women's athletics.
- No African-American, Latina, Asian or Native American women

Faculty Athletic Representative (FAR) (n=126) – There are **126 faculty athletic representatives** in FBS schools since California State University, Fresno; University of Illinois, Champaign; University of Iowa; University of Minnesota, Twin Cities; Ohio University; Purdue University, and University of Wisconsin, Madison each have two. As of this publication, 94.4 percent of faculty athletics representatives were white, which was the same as last year. Forty (31.7 percent) were women, which is a 1.9 percentage point decrease from the previous year. Specifically, there were:

Men

- Three (2.4 percent) African-American men (University of Illinois, Champaign; University of Texas El Paso; University of Utah)
- One (0.8 percent) Latino man (Stanford University)
- One (0.8 percent) Asian man (University of Central Florida)
- No Native American

Women

- 38 (30.2 percent) white women
- Of the 40 women FARs in FBS schools, there are only two women of color who are African-American: Dawn Lewis at California State University, Fresno and BeEtta Stoney at Kansas State University

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

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year, while 47 percent were women, which was a significant 15.5 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 2012 season, 85 percent of head coaches were white men, which is a 0.8 percent increase from last year's study. Specifically, there were:

- 14 (11.7 percent) African-American men (University of Alabama at Birmingham, University of Colorado, East Carolina University, Eastern Michigan University, Kent State University, University of Kentucky, University of Louisville, New Mexico State University, Stanford University, Texas A&M University, Tulane University, Vanderbilt University, University of Virginia, Western Kentucky University), a 2.5 percent decrease from last year
- Two (1.7 percent) Latino men (University of Arizona and Florida International University), a 0.9 percent increase from last year
- Two (1.7 percent) Asian (Polynesian) men (University of Hawaii, Manoa, and U.S. Naval Academy), a 0.9 percent increase from last year
- No Native Americans

Assistant Football Coaches (n=1078)

Starting the 2012 season, 66.2 percent of assistant football coaches were white, which was a 0.9 percentage point decrease from the year before. Specifically, there were:

- 332 (30.8 percent) African-American men
- 13 (1.2 percent) Latino men
- 13 (1.2 percent) Asian men
- Six (0.6 percent) other men of color

Football Student-Athletes (n = 12,334)

Starting the 2012 season:

- 43.2 percent were white, which is 0.4 percentage points higher than the previous year
- 51.8 percent were African-American, which is 0.3 percentage points lower than the previous year
- 1.9 percent were Latino
- 2.4 percent were Asian
- 0.8 percent were "other" individuals of color
- There was one woman football student athlete:

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- April Goss (Kicker, Kent State University)

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. Additionally, The Institute conducts diversity management training in conjunction with the National Consortium for Academics and Sports (NCAS). 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.

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Synopsis of findings in *Mild Progress Continues: Assessing Diversity among Campus and Conference Leaders for FBS Schools in 2012*

Data current as of November 15, 2012

Total FBS Schools Presidents, Athletics Directors and Faculty Athletics Representatives

Total: 366

- **332** (90.7 percent) whites
- **19** (5.2 percent) African-Americans
- **Seven** (1.9 percent) Latinos
- **Seven** (1.9 percent) Asians
- **One** (0.3) Native American man
- **62** (17percent) women

FBS Schools Presidents

Total: 120

- **108** (90 percent) whites
- **Five** (4.2 percent) African-Americans
 - George E. Ross, Central Michigan University
 - Bernadette Gray-Little, University of Kansas
 - Sidney A. McPhee, Middle Tennessee State University
 - Roderick McDavis, Ohio University
 - Elson S. Floyd, Washington State University
- **Two** (1.7 percent) Latinos
 - Luis M. Proenza, University of Akron
 - Manuel T. Pacheco (interim), New Mexico State University
- **Five** (4.2 percent) Asians
 - Satish Tripathi, University at Buffalo
 - Santa Jeremy Ono, University of Cincinnati
 - Renu Khator, University of Houston
 - Wallace D. Loh, University of Maryland, College Park
 - Mohammad Qayoumi, San Jose State University
- **18** (15 percent) women (16 white, one African-American, one Asian)
 - Judy Bonner, University of Alabama
 - Ann Weaver Hart, University of Arizona
 - 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
 - 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

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- Lou Anna Kimsey Simon, Michigan State University
- Judy Genshaft, University of South Florida
- Nancy Cantor, Syracuse 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 (the University of Texas at Austin has two athletics directors: one for men's sports and one for women's sports)

- **105** (87.5 percent) whites
- **Nine** (7.5 percent) African-Americans
 - Warde J. Manuel, University of Connecticut
 - 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
 - Bernard Muir, Stanford 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
- **One** (0.8 percent) Asian
 - Patrick Chun, Florida Atlantic University
- **One** Native American (0.8)
 - Rick Dickson, Tulane
- **Four** (3.3 percent) women (**all white**)
 - 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
- **This school 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: 126

- **119** (94.4 percent) whites
- **Five** (four percent) African-Americans
 - Dawn Lewis, California State University, Fresno
 - Christopher Span, University of Illinois, Champaign
 - BeEtta "Be" Stoney, Kansas State University
 - Maceo C. Dailey, University of Texas El Paso
 - William Smith, University of Utah

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- **One** (0.8 percent) Latinos
 - Ramon Saldivar, Stanford University
- **One** (0.8 percent) Asians
 - Manoj Chopra, University of Central Florida
- **40** (32 percent) women

FBS Conference Commissioners

Total: 11

- **11** (100 percent) white men
- **No** African-Americans
- **No** Latinos
- **No** Asian
- **No** Native Americans
- **No** women

FBS Schools Head Football Coaches

Total: 120

- **102** (85 percent) whites
- **14** (11.7 percent) African-Americans
 - Garrick McGee, University of Alabama at Birmingham
 - Jon Embree, University of Colorado
 - Ruffin McNeill, East Carolina University
 - Ron English, Eastern Michigan University
 - Darrell Hazell, Kent State University
 - Joker Phillips, University of Kentucky
 - Charlie Strong, University of Louisville
 - DeWayne Walker, New Mexico State University
 - David Shaw, Stanford University
 - Kevin Sumlin, Texas A&M University
 - Curtis Johnson, Tulane University
 - James Franklin, Vanderbilt University
 - Mike London, University of Virginia
 - Willie Taggart, Western Kentucky University
- **Two** (1.7 percent) Latino
 - Rich Rodriguez, University of Arizona
 - Mario Cristobal, Florida International University
- **Two** (1.7 percent) Asian (Polynesian)
 - Norm Chow, University of Hawaii
 - Ken Niumatalolo, U.S. Naval Academy

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