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**Small Progress Throughout Collegiate Athletic Leadership:
Assessing Diversity among Campus and Conference Leaders
for Football Bowl Subdivision (FBS) Schools in the 2014-15 Academic Year**

By Dr. Richard Lapchick

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Orlando, FL ... November 5, 2014 – The key leadership positions at Football Bowl Subdivision (FBS) schools and conferences remained 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 year's report showed slight increases in the percentage of women and people of color in campus leadership positions. The largest increase in people of color was in the athletics director position, which increased by 1.6 percentage points from 15.2 percent in 2013 to 16.8 percent in 2014, while people of color holding president and faculty athletics representative positions increased by 0.7 and 0.8 percentage points, respectively. FBS head football coach was the most significant position that showed an increase in the percentage of whites.

TIDES released *Small Progress Throughout Collegiate Athletic Leadership: Assessing Diversity among Campus and Conference Leaders for Football Bowl Subdivision (FBS) Schools in the 2014-15 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 126 FBS institutions. The study also included head football coaches, assistant coaches and student-athletes for the football teams. 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.

Richard Lapchick, director of TIDES and principal author of the report, said, "The fact is that 88.1 percent of our presidents are white, 83.2 percent of our athletics directors are white, and 100 percent of our conference commissioners are white. In those positions, 74.6, 77.6, and 100 percent are white men, respectively. Overall, whites held 336 (88.2 percent) of the 381 campus leadership positions reported in this study, which was a decrease from 89.3 percent in 2013. These disproportionately white percentages do not reflect who is playing on college sport teams or the America that we know."

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“Perhaps the most troubling of all is that it was the second year in a row in which head football coaches of color decreased after several years of progress as head football coaches of color in the 2014 report decreased from 15 to 14.”

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

In the Fall of 2014, 74.6 percent of the presidents were white men, as were 77.6 percent of the athletics director positions at FBS schools, while 93.1 percent of faculty athletics representatives were white and 33.1 percent were women.

Please note that a synopsis of findings is located at the end of this release; information is current as of October 1, 2014.

Report Highlights

- Overall, whites held 88.2 percent of the 381 campus leadership positions.
- White men held 74.6 percent of the 126 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.
- There were five Asian men, six African-American men and two Latino men who are presidents in the FBS.
- White men held 77.6 percent of the 125 athletics director positions at FBS schools. White women held 5.6 percent of the AD positions. The number of athletics directors of color totaled 21 (16.8 percent). There continued to be no female African-American, Asian, Latina or Native American athletics directors at FBS schools.
- 93.1 percent of faculty athletics representatives were white and 33.1 percent were women. There were only four women of color who are FARs. In Fall 2011, 79 percent of the full-time faculty were white (44 percent were white males and 35 percent were white females), 6 percent were African-American, 4 percent were Latino, 9 percent were Asian/Pacific Islander, and less than 1 percent were American Indian/Alaska Native or two or more races. Among full-time professors, 84 percent were white (60 percent were white males and 25 percent were white females), 4 percent were African-American, 3 percent were Latino, 8 percent were Asian/Pacific Islander, and less than 1 percent were American Indian/Alaska Native. According to the 2011 data compiled by *The Chronicle of Higher Education*, 47 percent were women.
- All 11 FBS conference commissioners remained white men.
- Head coaches of color decreased by one to 14 from 15 in last year's study. African-American head coaches decreased by one to 11 (8.7 percent). Latino head coaches remained the same at one (0.8 percent) from 2013. There were still two Asian/Pacific Islander head coaches
- The percentage of African-American football student-athletes was 52.9 percent for the 2014 season, a 1.5 percentage point decrease from 2013. The percentage of whites was 42.0 percent, which was a 0.2 percentage point increase from 2013.
- April Goss, the kicker for Kent State University, was the only female student-athlete on an FBS football team.

Overall Findings

Overall, whites held 336 (88.2 percent) of the 381 campus leadership positions. Women held 69 (18.1 percent) of these positions, which remained the same as last year's study. There were 23 African-American men and four African-American women in campus leadership positions. There were only six Latino men, one Latina, nine Asian men, one Asian woman, and one Native American man in campus leadership positions. Only 18 (4.7 percent) of the campus leadership positions were held by people of color other than African-Americans, a slight increase of 0.2 percentage points from last year.

White men held 94 (74.6 percent) of the 126 positions of president and 97 (77.6 percent) of the 125 athletic director positions at FBS programs. White men also held 82 (63.1 percent) of FBS faculty athletic representative positions, a decrease of 1.3 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:

President (n=126)

In the Fall of 2014, 88.1 percent of presidents were white, a 0.7 percentage point decrease from last year, while 15.1 percent were women, which was a 0.1 percentage point decrease from last year. White men held 74.6 percent of the 126 president positions. Specifically, there were:

Men

- Six (4.8 percent) African-American men (Central Michigan University, Middle Tennessee State University, Ohio University, The Ohio State University, University of Southern Mississippi, and Washington State University), an increase of one from the 2013 report.
- Two (1.6 percent) Latino men (California State University, Fresno, and University of Texas, San Antonio), a decrease of one from 2013.
- Five (4 percent) Asian men (University at Buffalo, University of Cincinnati, University of Maryland, College Park, San Jose State University, and University of Toledo), an increase of one from last year's report.
- No Native American men

Women

- 17 (13.5 percent) white women (U.S. Air Force Academy, University of Alabama, University of Arizona, Bowling Green State University, University of California, Berkeley, University of Connecticut, Florida State University, Kent State University, Eastern Michigan University, University of Iowa, University of Miami (Florida), Michigan State University, University of North Carolina, Chapel Hill, University of South Florida, University of Texas at El Paso, Texas State University, and University of Virginia)
- One (0.8 percent) African-American woman (University of Kansas)
- One (0.8 percent) Asian woman (University of Houston)
- No Latinas
- No Native American women

Athletics Director (n=125)

In the Fall of 2014, 83.2 percent of athletics directors were white, which was a 1.6 percentage point decrease, while 5.6 percent were women, a 0.8 percentage point decrease from last year.

White men held 77.6 percent of the 125 athletic director positions at FBS schools. White women held 5.6 percent of the AD positions. The number of athletics directors of color totaled 21 (16.8 percent). There continued to be no female African-American, Asian, Latina or Native American athletics directors at FBS schools. There were:

Men

- 14 (11.2 percent) African-American men (Arizona State University, University of California-Berkeley, University of Connecticut, Florida State University, University of Maryland, College Park, New Mexico State University, Northern Illinois University, The Ohio State University, Stanford University, Syracuse University, Temple University, Tulsa University, Vanderbilt University, and University of Virginia)
- Four (3.2 percent) Latino men (University of California, Los Angeles, Florida International University, University of North Texas, and University of Wisconsin), which remained the same as last year.
- Two (1.6 percent) Asian men (Florida Atlantic University, and University of Hawaii), which remained the same as last year
- One (0.8 percent) Native American man (Tulane University)

Women

- Seven (5.6 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, and Western Michigan University) are in charge of an athletics department that oversees football.
- There are no African-American, Asian, Latina or Native American women.
- The University of Texas at Austin has a female director of only women's athletics.

Faculty Athletic Representative (FAR) (n=130) – There were 130 faculty athletic representatives in FBS schools. California State University, Fresno, University of Iowa, University of Minnesota, Purdue University and University of Wisconsin, Madison each had two FARs. As of this publication, 93.1 percent of faculty athletics representatives were white, which was a 0.8 percentage point decrease from the previous year. There were 43 (33.1 percent) women holding a position as a FAR, which was a 1.3 percentage point increase from the previous year. Specifically, there were:

Men

- Three (2.3 percent) African-American men (University of Miami, Old Dominion University, and University of Texas).
- No Latino men
- Two (1.5 percent) Asian men (University of Central Florida and University of Idaho)
- No Native Americans

Women

- 39 (30 percent) white women

- Of the 43 women FARs in FBS schools, there were only four women of color. There were three African-Americans (Ball State University, California State University-Fresno, and Kansas State University). The only Latina was at the University of Nebraska .

Faculty

*In Fall 2011, 79 percent of the full-time faculty were white (44 percent were white males and 35 percent were white females), 6 percent were African-American, 4 percent were Latino, 9 percent were Asian/Pacific Islander, and less than 1 percent were American Indian/Alaska Native or two or more races. Among full-time professors, 84 percent were white (60 percent were white males and 25 percent were white females), 4 percent were African-American, 3 percent were Latino, 8 percent were Asian/Pacific Islander, and less than 1 percent were American Indian/Alaska Native.

According to the 2011 data compiled by *The Chronicle of Higher Education*, 47 percent were women.

* According to the U.S. Department of Education, National Center for Education Statistics. (2014).

Conference Commissioners (n=11)

All (100 percent) of the 11 FBS conference commissioners were white men. They are considered to be the most powerful and influential people 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=126)

Starting the 2014 season, 88.9 percent of head coaches were white men, which was a 0.9 percentage point increase from last year's study. Specifically, there were:

- 11 (8.7 percent) African-American men (Bowling Green 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, and the University of Virginia) a 0.9 percentage point decrease from last year
- Two (1.6 percent) Asian/Pacific Islanders (University of Hawaii, Manoa, and U.S. Naval Academy), which remained the same as last year
- One (0.8 percent) Latino (University of Arizona), which remained the same as last year
- No Native Americans

Assistant Football Coaches (n=1,478)

At the start of the 2014 season, 69.4 percent of assistant football coaches were white, which was a 2.9 percentage point increase from the year before. Specifically, there were:

- 414 (28 percent) African-American men
- 19 (1.3 percent) Latino men
- 14 (0.9 percent) Asian/Pacific Islander men
- Six (0.4 percent) "other" men of color
- Eight (0.5 percent) white women

Note: This was the first report that assistant coaches included the following positions: director of football operations, director of recruiting and or director of player personnel, and director/head strength and conditioning coaches.

Football Student-Athletes (n = 13,806)

Starting the 2014 season: 42.0 of football student-athletes percent were white, which was a 0.2 percentage point increase from the previous year

- 7,298 (52.9 percent) African-American men, a 1.5 percentage point decrease from 2013
- 275 (2.0 percent) Latino men, a 0.5 percentage point increase from 2013
- 289 (2.1 percent) Asian/Pacific Islander men, a 0.7 percentage point increase from 2013
- 142 (1 percent) “other” men of color, a 0.1 percentage point increase from 2013
- 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 Small Progress Throughout Collegiate Athletic Leadership: Assessing Diversity among Campus and Conference Leaders for FBS Schools in 2014

Data current as of October 21, 2014

Total FBS Schools Presidents, Athletics Directors and Faculty Athletics Representatives

Total: 381

- **336** (88.2 percent) whites
- **27** (7.1 percent) African-Americans
- **7** (1.8 percent) Latinos
- **10** (2.6 percent) Asians
- **1** (0.3 percent) Native American
- **69** (18.1 percent) women

FBS Schools Presidents

Total: 126

- **111** (88.1 percent) whites
- **7** (5.6 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
 - Elson Floyd, Washington State University
- **2** (1.6 percent) Latinos
 - Joseph Castro, California State University, Fresno
 - Ricardo Romo, University of Texas, San Antonio
- **6** (4.8 percent) Asians
 - Satish Tripathi, University at Buffalo
 - Santa Jeremy Ono, University of Cincinnati
 - Renu Khator, University of Houston
 - Wallace Loh, University of Maryland, College Park
 - Mohammad Qayoumi, San Jose State University
 - Nagi Naganathan (Interim), The University of Toledo
- **19** (15.1 percent) women (17 white, one African-American, one Asian)
 - **Lt. General Michelle Johnson**, U.S. Air Force Academy
 - Judy Bonner, University of Alabama
 - Ann Weaver Hart, University of Arizona
 - Mary Ellen Mazey, Bowling Green State University
 - Janet Napolitano, University of California, Berkeley
 - Susan Herbst, University of Connecticut
 - Beverly Warren, Kent State University
 - Susan Martin, Eastern Michigan University
 - Garnett Stokes (Interim), Florida State University
 - Renu Khator, University of Houston (Asian)
 - Sally Mason, University of Iowa
 - Bernadette Gray-Little, University of Kansas (African-American)

- Donna Shalala, University of Miami
- Lou Anna Kimsey Simon, Michigan State University
- Carol Folt, University of North Carolina, Chapel Hill
- Judy Genshaft, University of South Florida
- Diana Natalicio, University of Texas at El Paso
- Denise Trauth, Texas State University
- Teresa Sullivan, University of Virginia

FBS Schools Athletics Directors

Total: 125 ADs who oversaw FBS football programs (the University of Texas at Austin has two athletics directors: one for men's sports and one for women's sports)

- **104** (83.2 percent) whites
 - **14** (11.2 percent) African-Americans
 - Ray Anderson, Arizona State University
 - Michael Williams (Interim), University of California, Berkeley
 - Warde J. Manuel, University of Connecticut
 - Stan Wilcox, Florida State University
 - Kevin Anderson, University of Maryland, College Park
 - McKinley Boston Jr., New Mexico State University
 - Sean Frazier, Northern Illinois University
 - Gene Smith, The Ohio State University
 - Bernard Muir, Stanford University
 - Daryl Gross, Syracuse University
 - Kevin Clark, Temple University
 - Derrick Gragg, Tulsa University
 - David Williams II, Vanderbilt University
 - Craig Littlepage, University of Virginia
- **4** (3.2 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
- **2** (1.6 percent) Asian
 - Patrick Chun, Florida Atlantic University
 - Ben Jay, University of Hawaii
- **1** (0.8 percent) Native American
 - Rick Dickson, Tulane University
- **7** (5.6 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

- **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: 130

- **121** (93.1 percent) whites
- **6** (4.6) 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
- **1** (0.8 percent) Latina
 - Josephine Potuto, University of Nebraska
- **2** (1.5 percent) Asians
 - Manoj Chopra, University of Central Florida
 - Mario Reyes, University of Idaho
- **No** Native Americans
- **43** (33.1 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: 126

- **112** (88.9 percent) whites
- **11** (8.7 percent) African-Americans
 - Dino Babers, Bowling Green 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
- **1** (0.8 percent) Latino

- Rich Rodriguez, University of Arizona
- **2** (1.6 percent) Asian/Pacific Islanders
 - Norm Chow, University of Hawaii
 - Ken Niumatalolo, U.S. Naval Academy
- **No** Native Americans
- **No** women