



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

**The Buck Stops Here:
*Assessing Diversity among Campus and Conference Leaders
for Football Bowl Subdivision (FBS) Schools in the 2010-11 Academic Year***

By Dr. Richard Lapchick with Jamile M. Kitnurse

Orlando, Fla.... November 11, 2010 – The key leadership positions at Football Bowl Subdivision (FBS) schools and conferences remain overwhelmingly white and male, even though a record-high 15 head coaches of color led FBS (formerly Division I-A) teams at the start of the 2010 college football season, according to a new study released by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida. The 15 head coaches of color represent 12.5 percent of the 120 FBS coaches.

TIDES released *The Buck Stops Here: Assessing Diversity among Campus and Conference Leaders for Football Bowl Subdivision (FBS) Schools in the 2010-11 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, “Women and people of color who seek leadership positions in American higher education and in college sport face enormous odds. The leadership in the power structure in college sport remains overwhelming white. In FBS institutions, this includes 100 percent of the conference commissioners, 92.5 percent of the presidents, 88.3 percent of the athletics directors, 93.6 percent of the faculty athletics reps, 87.5 percent of the head football coaches and 83.3 percent of the faculty. Only 5.4 percent of the faculty members are African-American and 3.6 percent are Latino, while 7.6 percent are Asian and 41.8 percent are women.”

On the playing field, huge gains were made for the first time among football head coaches. For 2010, there were 13 African-American head coaches (Ruffin McNeill, East Carolina University; Ron English, Eastern Michigan University; Kevin Sumlin, University of Houston; Turner Gill, University of Kansas; Joker Phillips, University of Kentucky; Charlie Strong, University of Louisville; Larry Porter, University of Memphis; Randy Shannon, University of Miami (Florida); Mike Haywood, Miami University (Ohio); Mike Locksley, University of New Mexico; DeWayne Walker, New Mexico State University; Mike London, University of Virginia; 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).

Lapchick added, "In addition to the positive growth in the number of coaches of color, this year witnessed high profile conference positions going to Joker Philips at Kentucky in the SEC, Turner Gill at Kansas in the Big 12 and Charlie Strong at Louisville in the Big East.

"Even with the record number of head coaches of color, college football is still far behind other college and professional sports," Lapchick said. "While the percentages are slightly better in some categories, the general picture is still one of white men running college sport. Overall, the numbers simply do not reflect the diversity of our student-athletes."

Lapchick concluded, "Three years ago we noted a promising development when the Division IA Athletic Directors' Association agreed to issue hiring guidelines for Division I-A head football coaches that will include a commitment to diverse candidate slates. This was a very positive development since ADs, along with presidents, make the hiring decisions. The ADs seemed to be taking ownership over this issue. I think that is a contributing factor to the fact that college FBS football went from nine to 15 head coaches of color among the 120 FBS schools."

Since 1982, there have been 499 head football coaches hired in the Football Bowl Subdivision. African-Americans have been hired 38 times through the 2009 football season. There have been 34 full-time African-American head coaches in the history of the FBS schools. 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. Between 1979 and 2002, a total of 19 full-time African-American head coaches were hired.

Since the initial Black Coaches and Administrators (BCA) Football Hiring Report Card in 2004, 14 full-time African-American head coaches have been hired. In other words, 42.4 percent of all the African-American coaches ever hired have been hired in the seven years since the publication of the first BCA Football Hiring Report Card. Furthermore, 12 of the 14 have been hired in the past four years; 10 of the 14 have been hired in the last two 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 October 1, 2010.

Report Highlights

- Bernadette Gray-Little at the University of Kansas, France A. Cordova at Purdue University and Renu Khator at the University of Houston remain the only female African-American, Latina and Asian presidents, respectively, at FBS schools.
- Dr. Wallace D. Loh, who was appointed president of the University of Maryland, College Park, on August 17, 2010, is the only male Asian president of an FBS school.
- Two of the 16 athletics directors of color in 2009 resigned (Damon Evans at the University of Georgia and Michael Garrett at the University of Southern California), bringing the total to 14 in 2010.
- Kevin Anderson, who is African-American, stepped down as Army's athletics director to take the same position at the University of Maryland, College Park, effective October 1, 2010.
- Deborah A. Yow left her position as athletics director at the University of Maryland, College Park to take the same position at North Carolina State University.
- There continues to be no female African-American, Latina, Asian or Native American athletics directors at FBS schools.
- Col. Maritza Ryan at Army, Consuelo Stebbins at the University of Central Florida and Be Stoney at Kansas State University are the only women of color to serve as faculty athletics representatives at FBS schools.
- According to 2007 data compiled by the *Chronicle of Higher Education*, 7.6 percent of full-time faculty members are Asian, which is only slightly lower than the combined percentage of African-American, Latino and Native Americans (9.5 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 (Ruffin McNeill, East Carolina University; Joker Phillips, University of Kentucky; Charlie Strong, University of Louisville; Larry Porter, University of Memphis; Mike London, University of Virginia; Willie Taggart, Western Kentucky University), the overall number of African-American head coaches increased from seven in 2009 to 13 in 2010.
- The nine coaches of color from the 2009 season remain in their respective head coaching positions with the exception of Turner Gill, who left the University of Buffalo to take the same position at the University of Kansas.
- The 15 coaches of color at the start of the 2010 season represent the highest number and percentage of coaches of color ever at FBS schools.
- James Franklin, an African-American, is the head coach in waiting for the University of Maryland, College Park. He currently serves as Assistant Head Coach/Offensive Coordinator.
- Only 12.4 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 was 51.3 percent in the 2010 season. The percentage of whites was 43.9 percent.

Overall Findings

Overall, whites hold 333 (91.5 percent) of the 364 campus leadership positions. White women hold 60 (16.5 percent) of these positions. There are 17 African-American men and two African-American women in campus leadership positions. There are only six Latino men and two Latina women, two Asian men and one Asian woman, and one Native American man who hold campus leadership positions. Only 12 (3.3 percent) of the campus leadership positions were held by minorities other than African-Americans.

White men held 92 (76.7 percent) of the president positions and 101 (84.2 percent) of the athletic director positions at FBS football programs. White men also held 80 (64.5 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, there were:

Men

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

Women

- Nineteen (15.8 percent) white women (University of Alabama at Birmingham, Ball State University, Bowling Green State University, 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, University of Virginia and University of Wisconsin, Madison)
- 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, 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, Reno; 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 a woman director of only women's athletics
- No African-American, Latina, Asian or Native American women

Faculty Athletic Representative (FAR) – There are **124 faculty athletic representatives** in FBS schools since the University of Illinois, Champaign; the University of Minnesota, Twin Cities; Ohio University, and Purdue University each have two.

Starting the 2010 season, there were:

Men

- Four (3.2 percent) African-American men (University of Michigan, Rice University, University of Utah and Vanderbilt University)
- One (0.8 percent) Asian man (Oregon State University)
- No Native American or Latino men

Women

- 36 (29 percent) white women
- Of the 39 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 (n=222,383)

The following are the faculty percentages as of the Fall 2007. The data was accumulated using the *Chronicle of Higher Education's* website on August 24, 2009.

- 76.8 percent white
- 5.4 percent African-American
- 3.6 percent Latino
- 7.6 percent Asian
- 0.5 percent Native American
- 41.8 percent women

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.

Head Football Coach (n=120)

Starting the 2010 season, there were:

- Thirteen (10.8 percent) African-American men (East Carolina University, Eastern Michigan University, University of Houston, University of Kansas, University of Kentucky, University of Louisville, University of Memphis, University of Miami (Florida), Miami University (Ohio), University of New Mexico, New Mexico State University, University of Virginia and 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=266) *Offensive and Defensive Coordinators who are not also Head Coaches

Starting the 2010 season, there were:

- 33 (12.4 percent) African-American men
- Three (1.1 percent) Latino men
- Five (1.9 percent) Asian men
- No Native Americans

Assistant Football Coaches (n=883)

Starting the 2010 season, there were:

- 295 (33.4 percent) African-American men
- 11 (1.2 percent) Latino men
- 17 (1.9 percent) Asian men
- 2 (0.2 percent) other men of color

Football Student-Athletes (n = 11,924)

Starting the 2010 season:

- 43.9 percent were white
- 51.3 percent were African-American
- 1.9 percent were Latino
- 2.3 percent were Asian
- 0.6 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 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.

Synopsis of findings in *The Buck Stops Here: Assessing Diversity among Campus and Conference Leaders for FBS Schools in 2010*

Data current as of October 1, 2010

Total FBS Schools Presidents, Athletics Directors and Faculty Athletics Representatives

Total: 364

- **334** (91.8 percent) whites
- **18** (5.0 percent) African-Americans
- **8** (2.2 percent) Latinos
- **3** (0.8 percent) Asians
- **1** (0.3 percent) Native Americans
- **65** (17.9 percent) women

FBS Schools Presidents

Total: 120

- **111** (92.5 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
- **Two** (1.7 percent) Asian
 - Renu Khator, University of Houston
 - Wallace D. Loh, University of Maryland, College Park
- **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
 - Carol A. Cartwright, Bowling Green State University
 - Susan W. Martin, Eastern Michigan University
 - Mary Jane Saunders, Florida Atlantic University
 - M.R.C. Greenwood, University of Hawaii, Manoa
 - Renu Khator, University of Houston (**Asian**)
 - Sally Mason, University of Iowa
 - Bernadette Gray-Little, University of Kansas (**African-American**)
 - Shirley 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
- Biddy Martin, University of Wisconsin, Madison

FBS Schools Athletics Directors

Total: 120 ADs who oversee FBS football programs (two schools have two athletics directors with a woman heading 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
 - McKinley Boston Jr., New Mexico State University
 - Gene Smith, The Ohio State University
 - Daryl J. Gross, Syracuse University
 - Kevin Anderson, University of Maryland, College Park
 - 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** (0.0 percent) 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
 - Deborah A. Yow, North Carolina State University
 - Cary Sue Groth, University of Nevada
 - 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: 124

- **116** (93.6 percent) whites
- **Five** (4 percent) African-Americans
 - Percy Bates, University of Michigan
 - Alex Byrd, Rice University
 - William Smith, University of Utah
 - Lucius Outlaw, Vanderbilt University

- Be Stoney, Kansas State University
- **One** (0.8 percent) Asian
 - L.J. “Kelvin” Koong, Oregon State University
- **Two** (1.6 percent) Latinas
 - Consuelo Stebbins, University of Central Florida
 - Col. Maritza Ryan, U.S. Military Academy, West Point (Army)
- **Zero** Native Americans
- **38** (30.7 percent) women

FBS Conference Commissioners

Total: 11

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

FBS Schools Head Football Coaches

Total: 120

- **105** (87.5 percent) whites
- **13** (10.8 percent) African-Americans
 - Ruffin McNeill, East Carolina University
 - Ron English, Eastern Michigan University
 - Kevin Sumlin, University of Houston
 - Turner Gill, University of Kansas
 - Joker Phillips, University of Kentucky
 - Charlie Strong, University of Louisville
 - Larry Porter, University of Memphis
 - Randy Shannon, University of Miami (Florida)
 - Mike Haywood, Miami University (Ohio)
 - Mike Locksley, University of New Mexico
 - DeWayne Walker, New Mexico State 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: 266 coaches are considered either offensive or defensive coordinators. This number excludes seven offensive or defensive coordinators (Georgia Institute of Technology; Kent State; University of Nevada, Reno; New Mexico State University; University of South Carolina, Columbia; Texas A&M University, College Station; Western Michigan University) who also serve as the head coach.

- **225** (84.6 percent) whites
- **33** (12.4 percent) African-Americans
 - Garrick McGee, University of Arkansas, Fayetteville
 - Eddie Faulkner, Ball State University
 - Brian Norwood, Baylor University
 - Jamie Hill, Brigham Young University
 - William Inge, University of Buffalo
 - Joe Tumpkin, Central Michigan University
 - Tim Banks, University of Cincinnati
 - Charlie Harbison, Clemson University
 - Marion Hobby, Duke University
 - Brian Mitchell, East Carolina University
 - Teryl Austin, University of Florida
 - Darryl Jackson, Florida Atlantic University
 - Jason Phillips, University of Houston
 - Brian Stewart, University of Houston
 - Darrell Wyatt, University of Kansas
 - Steve Brown, University of Kentucky
 - Vince Bedford, University of Louisville
 - James Franklin, University of Maryland, College Park
 - Calvin Magee, University of Michigan
 - Don Treadwell, Michigan State University
 - Thommas Hammock, University of Minnesota, Twin Cities
 - Ronnie Lee, University of Minnesota, Twin Cities
 - Tyrone Nix, University of Mississippi
 - Chris Wilson, Mississippi State University
 - Everett Withers, University of North Carolina, Chapel Hill
 - Gary Emmanuel, Purdue University
 - Lorenzo Ward, University of South Carolina, Columbia
 - David Shaw, Stanford University
 - James Willis, Texas Tech University
 - Andre Patterson, University of Texas at El Paso
 - Paul Randolph, University of Tulsa
 - Charlton Warren, U.S. Air Force Academy
 - Ivin Jasper, U.S. Naval Academy
- **Three** (1.1 percent) Latinos
 - John Chavis, Louisiana State University
 - Manny Diaz, Mississippi State University
 - Justin Fuente, Texas Christian University
- **Five** (1.9 percent) Asians
 - Robert Anae, Brigham Young University
 - Norm Chow, University of California, Los Angeles
 - Dave Aranda, University of Hawaii, Manoa
 - Kennedy Pola, University of Southern California
 - Kalani Sitake, University of Utah
- **Zero** (0.0 percent) Native Americans

*James Franklin is the head coach in waiting at the University of Maryland, College Park, and until he takes over as head coach, he is currently serving as Assistant Head Coach/ Offensive Coordinator. Just like Joker Phillips with the University of Kentucky last year, this again is a rare instance of a school naming ahead of time an African-American as its next head coach.

*DeWayne Walker is the head coach and defensive coordinator at New Mexico State University. He is the only African-American head coach to serve as his own offensive or defensive coordinator. He is also only one of seven head coaches that do their own coordinating.

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