



UCF Study Looks at Diversity in Campus Leadership, Graduation Rates for Women's 2004 Sweet 16 College Teams

Women's Teams Get a Slam Dunk for Graduation Rates, Shoot an Air Ball on Diversity in Coaching and Campus Leadership Positions

Orlando, FL...March 25, 2004 - The Institute for Diversity and Ethics in Sport at the University of Central Florida today released a study, "Keeping Score When It Counts: Graduation Rates and Diversity in Campus Leadership for 2004 Women's Sweet 16 Teams" as a follow-up to the study on the men's teams released earlier this week. Also authored by the Institute Director Dr. Richard Lapchick, this report examines graduation rates and the gender and racial breakdown of campus leaders for teams that have reached the Sweet 16 round of the NCAA Women's Basketball Tournament and compares them to the men's record.

The report cited a great record on graduation rates for the 16 college and university teams that have reached the tournament's Sweet 16 round. The study compares graduation rates for all student-athletes to basketball student-athletes in general and African-American basketball student-athletes in particular. The results for women stand in stark contrast to the men's team:

Five women's teams (Duke, LSU, Notre Dame, Vanderbilt and California, Santa Barbara) graduated 100 percent of their African-American student-athletes.

Nine (75 percent) of the 12 women's teams whose African-American graduation rates were published graduated at least three-fourths of their African-American student-athletes. Conversely, nine of the men's teams did not even have their rates published and only two of the 16 men's teams graduated 75 percent of their African-American basketball student-athletes.

Nine (56 percent) of the women's teams had a higher basketball graduation rate than Kansas, the men's team with the best graduation rate (73 percent)*.

Seven (44 percent) of the 16 women's teams had graduation rates for basketball student-athletes that was 80 percent and higher. No men's team graduated this many players*.

Stanford topped the women's teams with a 93 percent graduation rate.

Eleven (69 percent) teams had graduation rates for women basketball student-athletes higher than 70 percent. Kansas was the only men's team that graduated at this level*.

Fourteen (88 percent) of the women's teams had graduation rates for basketball student-athletes of 67 percent or more. Only three men's teams (Kansas, Xavier and Duke) met that standard*.

Only two women's teams (Louisiana Tech at 47 percent and Purdue at 43 percent) graduated fewer than half of their players, while among the men only four (Kansas, Xavier, Duke and Vanderbilt) graduated more than 50 percent.

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Ten women's teams (63 percent) had basketball graduation rates higher than their school's overall student-athlete graduation rate. Among the men, 64 percent of the reporting teams had basketball student-athlete graduation rates that were **at least 20 to 29 percentage points lower** than their school's overall student-athlete graduation rate.

Nine (56 percent) women's teams had basketball graduation rates higher their school's overall graduation rate, while 82 percent of the reporting men's teams had basketball student-athlete graduation rates that were **at least 20 to 29 percentage points lower** than the school's overall student graduation rate.

Lapchick commented that, "It is like two different worlds when you compare the graduation rates of men's and women's college basketball teams. It really is sweet in the world of women's basketball, but it is overwhelmingly sour among the men. If you were to combine the two worlds, the two worst women's teams would be among the men's top seven for basketball graduation rates. Nine women's teams had better records than the top men's team. It does not matter if you are white or African-American: Women basketball student-athletes get the work done in the classroom while the men lag woefully behind."

The worlds are curiously reversed when it comes to diversity among head coaches and assistant coaches. As was noted in the release on the Men's Sweet 16, Lapchick said, "Hiring practices in (men's) basketball clearly provide better opportunities for people of color than any other sport. People of color comprise no more than five percent of head coaches in any other Division I sport, and (men's) basketball has nearly one in four."

In the study of the women's teams, Lapchick said he was, "Astonished that 100 percent of the head coaches were white, including four white men. It is incredible that this could be the case in 2004, when 53 percent of the student-athletes on these same teams are students of color. In all of Division I women's basketball, only 11 percent of the head coaching positions are held by African-Americans! That is less than half of the rate for men."

Among the women's 47 assistant coaching positions at these schools, 29 are white, including 12 white men. Thirty-eight percent of the assistant posts are held by African-Americans (17 African-American women and one African-American male). This is close to the 40 percent rate of assistant coaching positions on the men's teams.

Lapchick said, "Yet the percentage of assistant coaches of color in the women's tourney hardly balances the incredible zero percent among the head coaches. We have paid a great deal of attention to the lack of African-American head coaches in Division IA football. The state of women's college basketball may be close behind and could be the next racial frontier to address head-on."

Those worlds of the men's and women's teams look more alike when the Institute for Diversity and Ethics in Sport compared the racial and gender diversity of the campus leaders (presidents, athletics directors and faculty athletics representatives) who make the decisions on hiring head basketball coaches.

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Among the teams in the Women's Sweet 16, whites hold 45 (92 percent) of these 49 key campus leadership positions and 38 (78 percent) of them are held by white men. The exceptions to white men in charge of the schools in the women's tournament are:

President – The only person of color to serve as a President is Henry T. Yang (Chancellor, UC Santa Barbara). There are no African-American or Latino presidents. Nannerl O. Keohane at Duke is the only woman president.

Athletics director – There are no African-American, Asian or Latino athletics directors. Only two women (13 percent) serve as athletics directors: Christine Plonsky and Joan Cronan, who head up the Women's Athletics Departments at Texas and Tennessee, respectively (at both schools, the women's and men's athletics departments are separate).

Faculty athletics representative (FAR) – Out of 17 positions (because Purdue has two FARs), two (12 percent) are African-American men (Texas and Vanderbilt); one (six percent) is Latino (Stanford) and four (24 percent) are white women (Duke, Tennessee, Purdue and Minnesota).

As reported in the study of the Men's Sweet 16 colleges and universities, whites hold 46 (94 percent) of the 49 key campus leadership positions. White women hold seven (14 percent) of these positions. The only exceptions to white men at the top at the men's Sweet 16 schools are:

President – three (19 percent) are women (Duke, Syracuse and UAB). There are no African-American presidents.

Athletics director (AD) – There are no African-Americans in this category. There is one woman (six percent) athletics director at a Sweet 16 men's school (University of Nevada, Reno).

Faculty athletics representative (FAR) – Out of 17 positions (because Illinois has two FARs), three (18 percent) are African-American men (Texas, UAB and Vanderbilt); three (18 percent) are white women (Duke, Illinois and Pittsburgh).

Lapchick noted, "In a nation that espouses diversity as a value, how can higher education, as it is now being showcased through college basketball, fail so miserably? Where more than half of the men's and women's players are African-American, how can there be no women of color serving as head coach in the women's tournament? How can the graduation rates of African-American student-athletes lag so far behind whites? If I were an African-American player, I would feel abused. It is disheartening that none of the 32 schools have an African-American president or athletics director. This data is important because it is a window on the lack of inclusion at institutions of higher education."

As with the men's study, Institute Director Dr. Richard Lapchick explained, "We are releasing these graduation rates in order to give March Madness fans a perspective on how well our institutions of higher education are doing off the basketball court. Regarding graduation rates for women and the opportunities for African-American men to coach the men's team, we can cut down the nets in celebration. As far as men's graduation rates and equitable hiring practices for campus leadership positions of teams in both tournaments are concerned, the dance has barely begun."

NCAA statistics were used in the study. The Institute reviewed 1996-97 graduation (six-year) rates, with a four-class average (freshmen classes of 1993-94, 1994-95, 1995-96 and 1996-97).

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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 nationally recognized *Racial and Gender Report Card*, an assessment of hiring practices in coaching and sport management. Additionally, the Institute conducts diversity management training and will hold a biannual National Conference to address diversity issues in 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 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. Lapchick is also the Chair of the DeVos Sport Business Management Graduate Program at UCF. 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.

** The table of graduation rates for the Men's Sweet 16 study correctly reported that Vanderbilt's basketball student-athlete graduation rate was 62%. However, in the text of accompanying release, the rate was incorrectly shown as 92%. At 73%, Kansas actually had the top basketball graduation rate among the men's teams.*

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News release, tables and chart are available at:

www.bus.ucf.edu/sport/ides/2004sweet16women

See attached documents:

Release UCF Lapchick Study of Women's 2004 Sweet 16 Teams

Table 2004 Women's Sweet 16 Campus Leadership Diversity

Table 2004 Women's Sweet 16 Graduation Rates, Transfers