

This report was supported and funded by  
the Black Coaches and Administrators (BCA)

**“Scoring the Hire:”  
A Hiring Report Card for NCAA Division I Women’s Basketball  
Head Coaching Positions**



**BCA Hiring Report Card for Women’s College Basketball  
(2011-12)**

By  
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Director, The Institute for Diversity and Ethics in Sport

## **University of Central Florida**

*The Black Coaches and Administrators is a 501(c)(3) tax-exempt nonprofit organization whose primary purpose is to foster the growth and development of ethnic minorities at all levels of sports both nationally and internationally. The BCA's focus involves the concerns of its colleagues in professional sports, all levels of the NCAA, junior college and high school. The BCA is committed to creating a positive enlightened environment where issues can be examined closely, debated sincerely and resolved honestly.*

### **BCA Mission Statement:**

- To address significant issues pertaining to the participation and employment of minorities in sport in general and intercollegiate athletics in particular.
- To assist minorities aspiring to have a career in athletics through educational and professional development programming and scholarships.
- To provide youth and diverse communities the opportunity to interact positively with the BCA as a corporate citizen and community builder through a variety of alliances.

### **The Institute for Diversity and Ethics in Sport (TIDES)**

The Institute for Diversity and Ethics in Sport (“TIDES” or the “Institute”) serves as a comprehensive resource for issues related to gender and race in amateur, collegiate and professional sport. The Institute researches and publishes a variety of studies including annual studies of student-athlete graduation rates and racial attitudes in sport, 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. 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 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 sport business and entertainment management industry while also emphasizing diversity, community service, and social issues in sport.

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**Front-Cover Pictures:** *Top:* Danielle O’Banion of Kent State University; 2011-2012 BCA President  
*Second Row from Left to Right:* Terri Williams-Flournoy of Auburn University, Michelle Clark-Heard of Western Kentucky University and Kellie Lewis Jay of Florida Atlantic University, *Third Row:* Felisha Lagette-Jack of the University at Buffalo

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## Foreword

### Carol Owens, President- Black Coaches and Administrators

The BCA Hiring Report Card (HRC) ushered into collegiate sports a heightened awareness of the need for equity in hiring Division I women's basketball head coaches. Through a thorough and critical examination of the hiring process -- with specific regard to communication concerning open positions, composition of hiring search committees, diversity of candidates receiving interviews, and the overall duration of the search and hiring process – the HRC determines if individual institutions have conducted a fair, open and diverse search for their next head coach.

In contrast to the past several years where positive steps were made in terms of achieving greater equity in the hiring of head coaches in NCAA Division I women's basketball, the 2011-12 HRC reveals a slight decline in a number of significant areas. The HRC shows a decline in the number of diverse candidates receiving interviews, and also a decline in the diversity of hiring search committees. This decline makes evident that more work needs to be done to ensure a commitment on the institutional level towards growing opportunities for diverse populations in intercollegiate athletics.

Special thanks to Dr. Richard Lapchick and The Institute for Diversity and Ethics in Sport Research Team for providing an empirical way to measure hiring trends in NCAA Division I women's basketball. I sincerely hope that next year the HRC will reflect progress, as equity in hiring is important to all involved in intercollegiate athletics.

*“If one realistically and objectively views the landscape of this issue, it would be safe to conclude that one or both of the following must occur in some significant form to realize significant increases in the hiring ratio of head women's basketball coaches of color on the intercollegiate level. We will need to experience an increase in the social consciousness of the ethnic minority student-athletes in their decisions to choose a college or university based in part on the diversity and inclusion of the institution's athletic department; and/or the realization of legal implications of Title VII and Title IX in the intercollegiate hiring process.”*

***Floyd Keith, Executive Director, Black Coaches and Administrators, speaking prior to the launch of the BCA Hiring Report Card for Women's College Basketball***

## Introduction

In today's environment, collegiate athletics has created an immense pressure on universities and athletic departments to find highly qualified coaches who can achieve wins on the court as well as positively shape the lives of young student-athletes. The hiring process for finding these coaches should be a fair and open process, contingent upon finding the person that best fits the needs and wants of the university.

The BCA released its inaugural Hiring Report Card for Women's Basketball in 2008 to address the dramatic lack of people of color in head coaching positions. The publication of this year's Women's Basketball Hiring Report Card presents the opportunity to evaluate both the hiring processes and the progress made since the initial 2008 Report Card. The Report card examines the hiring process for vacant head coaching positions of women's basketball teams among the 120 colleges and universities who play football in the Football Bowl Subdivision (FBS, formerly Division I-A).

As of November 1, 2012 there were 25 coaches of color coaching women's basketball at FBS schools. Coaches of color represent 19.2 percent of coaches employed at FBS schools.

All 25 of the vacancies for women's basketball head coaching jobs that were created at the end of the 2011-12 season have been filled. Six (24 percent) of the 25 new hires in 2011-12 were coaches of color. However, Adrian Wiggins who was hired on March 26<sup>th</sup> was fired as the head coach at the University of Mississippi on October 22, 2012 and replaced by Brett Frank. The 2011-12 Report includes the Mississippi's hiring process but the figure for the total number of current coaches of color is 25 and reflects that Wiggins is no longer the coach.

This report was established to identify trends, both positive and negative, in the hiring practices of FBS schools. The goal is to establish research that will assist colleges and universities in their future hiring processes, while bringing attention to the need for diverse leadership in collegiate athletics. Due to the extenuating circumstances surrounding the retirement of Coach Pat Summit at the University of Tennessee, we did not include them in this report.

## Grade Summary

### Overall Final Grades

For the 2011-2012 hiring season there were a total of 25 schools with head coaching vacancies in women's basketball. We have collected data for all 25 of the schools to be included in this report. The grade breakdown for the 25 FBS schools is as follows: 16 **A**'s, five **B**'s, two **C**'s, and two **D**'s. Based on the 25 graded schools, six (24 percent) hired a coach of color and 13 (52 percent) of those schools hired male coaches.

#### *Overall Grading Category Breakdown:*

Six of the 25 schools received an "A" in each of the four categories. Each school in the report received an "A" in one of the four categories. For the 25 coaching vacancies available, 29 out of the 98 (29.6 percent) interviewed candidates were people of color. Additionally, 34.2 percent of those participants sitting on search committees for these universities were people of color. Four of the 25 hires were African-American women, one was Latina, and one was a multi-racial male. Moreover, 12 of the 25 hires were women.

In comparing the 2011 report to the data in this year’s report, the percentage of minorities being interviewed has decreased from 43 percent to 29.6 percent in 2012. The percentage of minorities on search committees slightly decreased from 38 percent in 2011 to 34.2 percent in 2012.

Figure 1: Grading Category Breakdown				
Grading Category Breakdown				
	A	B	C	F
Communication	10	11	0	4
Search Committee	16	4	1	4
Candidates	14	4	0	7
Time Frame	20	5	0	0

## Methodology

### *Data Collection*

Floyd Keith, the Executive Director of the BCA, sent a standard letter to each institution that planned to hire a new head coach for its women’s basketball team. Mr. Keith mailed the athletic director and president at each institution an official letter to inform them they would be evaluated in four categories (see Figure 1). The letter included the evaluation content, the criteria they will be graded on and a list of qualified minority candidates that might fit well with their program. Each institution was well informed about the evaluations and the specifications of the criteria.

A research team at The Institute for Diversity and Ethics in Sport (TIDES) collected the data from March 2012 through October 2012 from each institution included in this study. Schools were given the option to e-mail, fax, mail, or conduct a phone interview to turn in their data to TIDES.

### *Respondents*

There were a total of 25 schools that participated in the study for the 2012 cycle. This year we received full participation from all schools who have hired a new head coach.

The following institutions turned in their information via phone interviews: Bowling Green State University, Kent State University, Louisiana-Lafayette, Troy University, University of Hawaii, and University of Texas. Boston College, Fresno State, Eastern Michigan University, Indiana University, University of Mississippi, University of North Texas, and Utah State University emailed their information to the graduate assistants at The Institute for Diversity and Ethics in Sport. Auburn, Ball State, and Wake Forest opted to mail a hard copy to their surveys. Finally, University at Buffalo, Marshall University, Florida Atlantic University, Mississippi State, University of Illinois, University of Michigan, Colorado State University, and Western Michigan University each mailed or faxed their responses to TIDES. Table 1 lists the institutions that were evaluated for this study.

## *Measurements*

The categories the institutions were evaluated on were: **Communication, Hiring/Search Committee, Candidates Interviewed, and Time Frame**. A numerical value was given for each category based on the grading rubric in Table 2. The numbers from each category were then converted to their corresponding grades for the final report. Institutions were rewarded with two bonus points on their final grade for hiring a coach of color. In this year's report five institutions were awarded the two-point bonus. Additionally, when an "F" grade is given for any category, a numerical value of 2.5 is awarded. This weight was assigned to the "F" grade to remain in line with the measurements of the Racial and Gender Report Card, which is published each year by The Institute for Diversity in Ethics and Sport.

### *Communication*

The number of direct communication via telephone with the Executive Director of the Black Coaches and Administrators (BCA) and/or the Chair of the Minority Opportunity Interests Committee (MOIC) is measured for each school. If an institution had two or more communications, they earn an **A**. If there was one communication, they earn a **B** and no communications results in an **F**. Once the letter grade was determined, a numerical score was assigned: **A**=5, **B**=4, and **F**=2.5. These numerical scores are used to compute the final grade.

### *Hiring/Search Committee*

The Hiring/Search Committee measurement consists of two components. The first component is the number of people of color on the search committee. The second component is the total number of members of the search committee. Some institutions called their search committee an "advisory board." The number of people of color is divided by the total number of members to get a percentage, which is then converted into a letter grade according to the following grading scale: **A**= 30 percent or above people of color on the search committee; **B**= 20-29 percent people of color; **C**=10-19 percent people of color; **F**= nine percent or less people of color on the search committee. Once the letter grade is determined, a numerical score was assigned: **A**=5, **B**= 4, **C**=3.5, and **F**=2.5. These numerical scores are used to compute the final grade.

### *Candidates Interviewed*

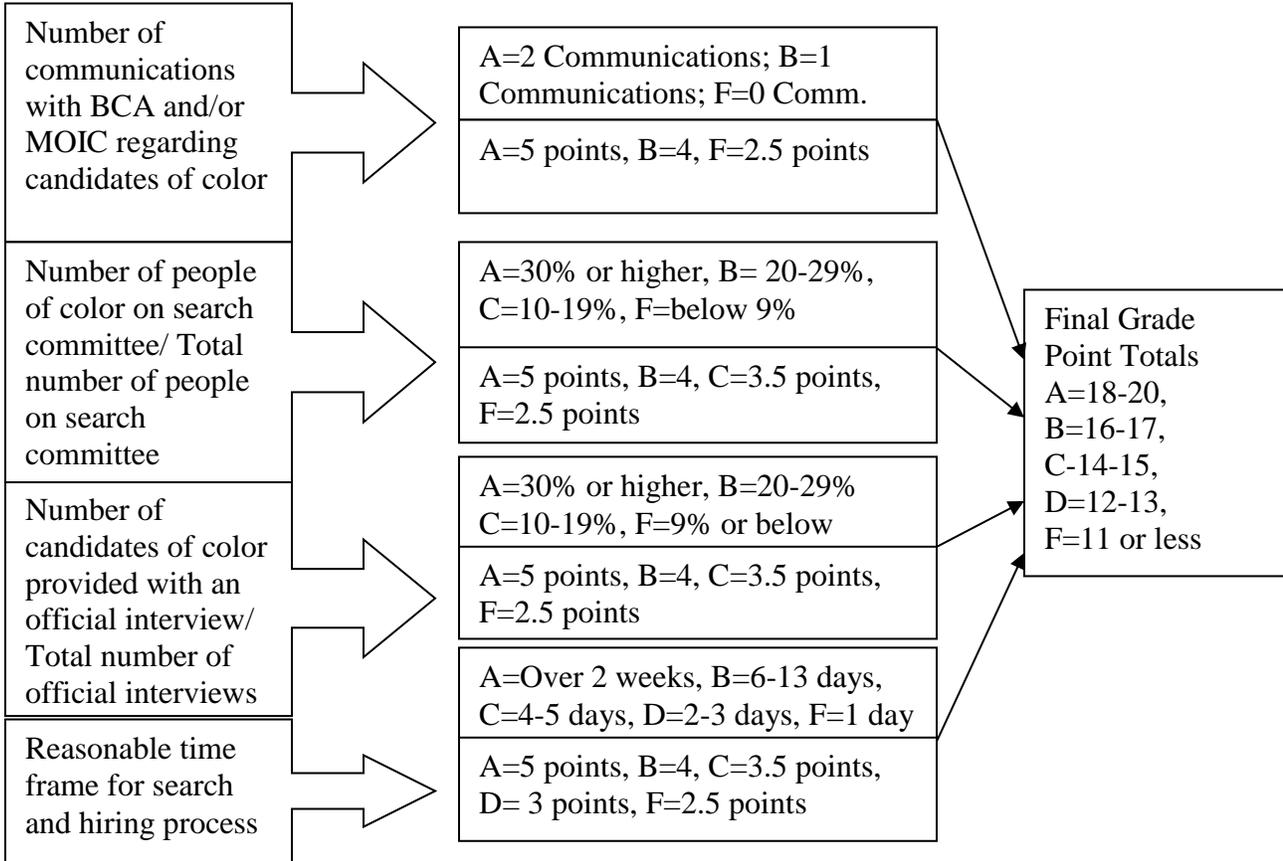
The Candidates Interviewed category is measured in a similar manner to that of the Hiring/Search Committee. The number of candidates of color who earn an in-person interview is recorded. This total is divided by the total number of candidates, yielding the percentage of candidates who are people of color with in-person interviews. After the percentage of people of color in the candidate pool is determined, it is then converted into a letter grade according to the following scale: **A**= 30 percent or more of people of color in the candidate pool; **B**= 20-29 percent of people of color; **C**=10-19 percent of people of color; **F**= nine percent or fewer of people of color in the candidate pool. Once the letter grade was determined, a numerical score was assigned: **A**=5, **B**=4, **C**= 3.5, and **F**=2.5.

### *Time Frame*

The duration of the search and hiring process is recorded and graded. The grading category for a reasonable time is as follows: **A**= two weeks or longer to make a final decision, **B**=six to 13 days, **C**=four

to five days, **D**= two to three days, and **F**=one day or less to make a decision. When more time is allowed during the search process, more potential applicants become aware of the open position and the search committee has the chance to seek out additional candidates. Thus, a longer hiring process can help to ensure that the most qualified candidates are able to apply, which is why longer time frames earned higher grades. Once the letter grade was determined, a numerical score was assigned: **A**= 5, **B**=4, **C**=3.5, **D**= 3, and **F**=2.5.

**Table 2: Research Design Diagram for the Hiring Report Card**



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**BONUS: For schools that hire a coach of color, a two-point bonus is added into the final grade point total.**

## Final Grade

The final grades are a summation of the grades given for each of the four categories:

- Communication
- Hiring/Search Committee
- Candidates Interviewed
- Time Frame.

The highest score an institution can receive is a 22. This is accomplished by receiving A's in each of the four categories, and there is a two-point bonus awarded for hiring a coach of color. The final numerical score is calculated, and converted into a letter grade. The final grading scale is as follows:

- **A** = 18-20 final points
- **B** = 16-17 final points
- **C** = 14-15 final points;
- **D** = 12-13 final points
- **F** = 11 or less final points

**Table 1: Final Grades by School for Coaches Hired during the 2011-2012 hiring cycle**

Final Grades for All Schools		
School Name	Final Grade	Coach Hired
Auburn University	A	Terri Williams-Flournoy**
University of Ball State	B	Brady Sallee
Bowling Green State University	B	Jennifer Roos
University of Boston College	B	Erik Johnson
Colorado State University	D	Ryun Williams
Eastern Michigan University	A	Tori Verdi
Florida Atlantic University	A	Kellie Lewis Jay**
University of Fresno State	A	Reagan Pebly
Indiana University	A	Curt Miller
Kent State University	A	Danielle O'Banion**
University of Louisiana-Lafayette	A	Gary Brodhead
Marshall University	A	Matt Daniel
Mississippi State University	A	Vic Schaefer
Troy University	B	Chandra Rigby
University at Buffalo	A	Felisha Lagette-Jack**
University of Hawaii	B	Laura Beeman
University of Illinois	A	Matt Bollant
University of Michigan	C	Kim Barnes Arico
University of Mississippi	A	Adrian Wiggins**
University of North Texas	A	Mike Petersen
University of Texas	D	Karen Aston
Utah State University	C	Jerry Finkbeiner
Wake Forest University	A	Jennifer Hoover
Western Kentucky University	A	Michelle Clark Heard**
Western Michigan University	A	Shane Clipfell

\*\* Indicates the school hired person of color as coach

Count of Final Grades for all Schools					
	A	B	C	D	F
<b>Total</b>	<b>16</b>	<b>5</b>	<b>2</b>	<b>2</b>	<b>0</b>

Source: *The Institute for Diversity and Ethics in Sport, 2012*

## Findings and Results

### *Schools receiving an A*

This year 16 of the 25 schools (64 percent) received an **A** vs. 11 of the 18 (61 percent) covered in the 2010-2011 BCA report. Six of those 16 schools received **A**'s in each category (see Table 3). These schools include Auburn, Eastern Michigan, University of Illinois, Louisiana-Lafayette, the University of Mississippi, and Wake Forest. All other institutions receiving an overall grade of an **A** scored **A**'s in at least two of the graded categories. The exception was Western Kentucky. These were some of the patterns for the **A** schools:

- All schools earned an **A** or **B** in the communication category
- All schools but one earned an **A** in the candidates category
- All schools earned an **A** or **B** in the time frame category
- There were two **F**'s given out for the entire grading group

An overall **A** indicates that the institution is actively seeking the best people for the position, including people of color who meet the school's job description. All of these schools will receive a certificate to congratulate them on their commitment to diversity.

School	Communication	Search Committee	Candidates	Time Frame	Final Grade
Auburn University	A	A	A	A	A
Eastern Michigan University	A	A	A	A	A
Florida Atlantic University	B	A	A	A	A
Fresno State University	B	A	A	B	A
Indiana University	A	A	B	A	A
Kent State University	B	F	A	A	A
Louisiana-Lafayette	A	A	A	A	A
Marshall University	B	A	A	A	A
Mississippi State University	B	A	B	A	A
University at Buffalo	A	A	A	B	A
University of Illinois	A	A	A	A	A
University of Mississippi	A	A	A	A	A
University of North Texas	B	A	A	B	A
Wake Forest University	A	A	A	A	A
Western Kentucky University	B	C	A	B	A
Western Michigan University	A	A	F	A	A

Source: *The Institute for Diversity and Ethics in Sport, 2012*

### *Schools receiving a B*

There were a total of five schools from the 25 graded (20.0 percent) schools that received the final grade of a **B** (see Table 4). This is slightly down from the four out of 18 (22.2 percent) schools that received **B**'s in the last report. Previously, the four schools that received a **B** all had an **F** in the candidates' category. This pattern also surfaced in this year's report with the majority of the institutions receiving a **B** this year also receiving an **F** in that category. An institution is awarded an **F** if they did not interview a diverse group of candidates during their hiring process. Ball State, Bowling Green, and the University of Hawaii join those schools of previous reports in a failed attempt in this category. A grade of a **B** indicates that in terms of proactively seeking equity and diversity, the institution could improve in some aspects of the hiring process.

Table 4: Grading Category Breakdown for 'B' Schools					
School	Communication	Search Committee	Candidate	Time Frame	Final Grade
Ball State	A	B	F	A	B
Boston College	B	F	B	A	B
Bowling Green State University	B	B	F	A	B
Troy University	B	B	B	A	B
University of Hawaii	B	A	F	A	B

Source: *The Institute for Diversity and Ethics in Sport, 2012*

### *Schools receiving a C*

Two of the 25 schools (8.0 percent) received a **C** as a final grade (see Table 5). This is down slightly from the previous report, which had 11.1 percent of the participating schools receiving **C**'s. Following suit with the previous report, both schools have a failing grade in the search committee category. Of the two schools to receive **C**'s in this year's report, neither had any direct communication with the BCA or MOIC. The University of Michigan as well as Utah State University, both received **A**'s in the candidates interviewed and reasonable time frame categories.

Table 5: Grading Category Breakdown for 'C' Schools					
School	Communication	Search Committee	Candidates	Time Frame	Final Grade
University of Michigan	F	F	A	A	C
Utah State University	F	F	A	A	C

Source: *The Institute for Diversity and Ethics in Sport, 2012*

### *Schools receiving a D*

Colorado State University and the University of Texas received a **D** as their final grade. Thus two of the 25 schools received the grade of a **D** (see Table 6). Colorado State received an **F** in every category but one, receiving an **A** in the time frame category. Moreover, they failed both the communication and candidates interviewed categories.

There were no **F**'s given out in this year's study for any of the graded institutions. This marks the first year since the report was released that no institutions were given a failing grade.

Table 6: Grading Category Breakdown for 'D' Schools					
School	Communication	Search Committee	Candidates	Time Frame	Final Grade
University of Texas	F	B	F	B	D
Colorado State University	F	F	F	A	D

Source: *The Institute for Diversity and Ethics in Sport, 2012*

## *Limitations*

As with any study, there are limitations to the BCA Hiring Report Card for Women's College Basketball.

- Only FBS schools were included in this study.
- The notion of token interviews must be taken into account as a limitation. Unfortunately, we are unable to assess which institutions, if any, had token interviews with candidates of color.
- Alumni influence is virtually impossible to quantify and objectively analyze.
- Schools that promote a candidate from within its athletic department are likely to receive low grades based upon the methodology of the report, which largely measures the inclusiveness and openness of the hiring process for external candidates. A school can still earn high grades if they communicate with the BCA and show a commitment to an open and inclusive process, but they naturally score lower grades on the diversity of candidates if no external candidates are brought in for an on-campus interview.
- Finally, there is no accounting for the history of hiring at the school regarding whether or not they had a history of hiring coaches of color.

The research for this study is focused on schools that are FBS members. It would be beneficial to also collect data on other Division I schools, Divisions II, III and NAIA (National Association of Intercollegiate Athletics) for a further look into the hiring process across the country. Our studies are only on basketball and football, leaving unexamined data in regards to other athletics on college campuses. Such additional data can only educate us more about the topic of diversity and coaching.

Furthermore, we could add a category that will award schools for hiring assistant coaches of color. This could give schools credit for attempting to further the coaching careers of coaches of color by giving them a solid first step. These assistant coaching jobs could give those coaches of color the opportunity to be reviewed as future head coaching candidates.

Finally, we must continue to analyze how far we have come in college sports regarding diversity and inclusion. As it can be seen in this report and in the previous BCA Head Women's Basketball Hiring Report Cards, schools need to improve those categories where they performed at the **C**, **D** or **F** grade level. Any low mark by an institution within each of the four categories could impact the final outcome in a negative way. Due to the potential negative impact, the BCA Hiring Report Card of women's basketball teams at FBS must continue to keep scoring the hiring process.

## Conclusion

This Hiring Report Card measures the progress of equal opportunity within the FBS women's basketball head coach hiring process. This study shows the continuous strides being made by most universities to increase diversity in collegiate sport. Eighty-four percent of the institutions studied received an **A** or **B** grade. The purpose of this Hiring Report Card is to have an objective measurement that quantifies the four major categories that are used in hiring practices. Through a systematic evaluation of the athletic department's hiring process, various leaders of diversity based organizations such as the Black Coaches and Administrators (BCA) hope to increase the public awareness of the historical limited opportunities that coaches of color are given—while encouraging positive change in the future.

It is made very apparent that schools that stayed in contact with the BCA were ones that interviewed a diverse pool of candidates, and also assembled a diverse search committee in efforts to steer change necessary in the women's coaching landscape. The **Hiring Report Card** is meant as a tool of accountability. For this year's report, there are good grades across the board, which may indicate that more schools are dedicated to adhering to the BCA's call for greater diversity amongst collegiate coaches.

There are now 25 coaches of color who are head women basketball coaches at FBS institutions after the October dismissal of Adrian Wiggins at the University of Mississippi on the 22<sup>nd</sup> of October this year. This is one more than the 24 coaches of color who held head coaching jobs at FBS schools in the 2010-11 Hiring Report Card. Five of the 22 coaches of color started new jobs in the 2012- 2013 college basketball season.

Dating back to the 2008 Hiring Report Card published by the BCA, there has been a marked improvement in the opportunities for people of color to become head coaches of women's basketball teams at the FBS institutions. In 2008 there were 18 coaches of color. In 2009 there were 25 coaches of color. In 2010 there were 28 coaches of color. In 2011 there were 23 coaches of color. Now in the 2012-13 season, there are 25 coaches of color.

There has been a steady growth of African-American women receiving these opportunities with 15, 21, and 22 respectively from 2008-2010. The same applies to African-American men throughout this same time with 2,3, and 4 respectively representing the opposing gender of this sport's athletes. While there has been a consistent one individual of Latino decent for each of these three years, the lone Asian-American, Dana Takahara-Dias of the University of Hawaii, was hired in 2010. 2011 brought much of the same numbers with 19 African-American women and three African-American men being hired and coaching by the HRC release. This year, again like the years before had the hiring of one Latino to coach on this level as well. Recent years have presented times of constant growth, it is our hope that this trend will continue and will one day expire as an issue.

Our mission at the BCA is “to address significant issues pertaining to the participation and employment of ethnic minorities in sport in general and intercollegiate athletics in particular.” Hiring an ethnic minority is not a criterion to receive high scores on the report. We are interested in an objective and unbiased process. Moreover, six ethnic minorities were hired for the upcoming season, while 14 schools received **A**'s for their hiring process. For this year's report 84 percent of the participating schools received a **B** or higher. We at the Black Coaches and Administrators hope all schools will open up their hiring processes and make them available to all qualified applicants.

<b>Coaches of Color in Women's Basketball (FBS Schools)</b>	
<b>Institution</b>	<b>Coach Name</b>
Air Force Academy	Andrea Williams
Alabama Birmingham	Audra Smith
Alabama	Wendell Hudson*
Arizona	Niya Butts
Auburn	Terri Williams-Flournoy
Buffalo	Felisha Legette-Jack
Central Florida	Joi Williams
Cincinnati	Jamelle Elliott
Clemson	Ito Coleman
Florida Atlantic	Kellie Lewis Jay (Latina)
Kent State	Danielle O'Banion
Louisiana State	Nikki Caldwell
Louisiana Tech	Teresa Weatherspoon
New Mexico	Yvonne Sanchez (Latina)
Ohio	Semeka Randall
Penn State	Coquese Washington
Rutgers	C. Vivian Stringer
Southern California	Micheal Cooper*
South Carolina	Dawn Staley
South Florida	Jose Fernandez (Latino)*
Syracuse	Quentin Hillsman*
Temple	Tonya Cardoza
Texas State University	Zenarae Antoine
Western Kentucky	Michelle Clark Heard
Wisconsin	Bobbie Kelsey

*\*Denotes Male Coach*

## Afterword

### Floyd Keith, Executive Director Black Coaches and Administrators 2012

The Black Coaches and Administrators are once again proud to sponsor and support the release of the fifth BCA Hiring Report Card for Women's Basketball. This report is made possible by the collaborative support of the BCA, TIDES of the DeVos Sport Business Management Graduate Program at the University of Central Florida's College of Business Administration and the NCAA Office of Student-Athlete Affairs and Inclusion. Our goal in this report is to recognize the positive regarding our desired outcomes from an objective process rather than focus on the negatives. The findings of this and previous reports reveals a steady increase in the direct communication with the BCA and other like entities who are similarly dedicated to equity in the intercollegiate hiring process.

As noted in this report, **24%** of the 2011-2012 FBS vacancies in women's basketball were filled with coaches of color (6/25). In the 2009-2011 hiring cycle, **38%** (5/13) head coaching positions were awarded to coaches of color. For 2008-2009, **67%** (4/6) of new coaches hired were of color, which exceeded the great achievement of 2007-2008 when **56%** (9/16) of the head coaching positions were filled by African-American candidates. The 2006-2007 hiring cycle in women's college basketball produced a then record number of seven African-American hires.

Since the founding of the BCA in 1987, progress in the hiring of ethnic minorities in FBS women's basketball has occurred. Participation of women of color has increased from 33% in 1987 to 52% as late as 2011. Division I representation for coaches of color (excluding historical black colleges) has risen steadily since 2002 from 11.4% to 15% in 2011. While we are not at a level consistent with the representation of black players on the court; progress has been made but we must continue to shine a light upon this subject.

Subtle signals such as decreases in the following areas from our previous reports indicate we need to be aware. For example, the number of minorities interviewed (43% to 29.6%) has decreased; the percentage of minority representation on search committees (38% to 34%) has decreased; and the steady decline of minority hiring over the last three reports of 67% to 38% to 24% are reasons for our continuation of this vital report card.

I wish to congratulate six institutions for receiving all "A"s in each category of the report: Auburn, Eastern Michigan, University of Illinois, Louisiana-Lafayette, University of Mississippi and Wake Forest.

On behalf of the Black Coaches and Administrators, I wish to commend Dr. Richard Lapchick and his research team of Rahman Anjorin and Brenton Nickerson for their hard work and dedication to this effort. A very special thanks is also extended to Dr. Bernard Franklin, Executive Vice President of Membership and Student-Athlete Affairs and Chief Inclusion Officer of the NCAA for their financial and statistical assistance. Finally, I wish to express a sincere thanks to Kennedy Wells, BCA Director of Membership and Special Assistant, for his work with regard to institutional identification and fact finding. Without the support of all of the above, this report card process would not be possible.

## **DISCLAIMER**

The Institute for Diversity and Ethics in Sport, the University of Central Florida and any other institution that assisted with this study are not liable for any implications or ramifications based on the results of the study. While the research design was conducted for the Black Coaches and Administrators (BCA) Hiring Report Cards (HRC) by TIDES, the content of the design has been a collaborative effort of the participants in the BCA sponsored Summits for Equity in Hiring and TIDES. This former group is comprised of representatives of the Black Coaches and Administrators, the NCAA, selected athletic administrators, conference commissioners and other recognized sport professionals. The BCA's purpose in conducting this study in partnership with TIDES is to objectively analyze the data that was provided (or not provided) by each of the institutions. All nonscientific issues related to the study should be addressed with the BCA.