



Media Contact: Maria Molina
mmolina@bus.ucf.edu, 407-823-1516

**The Buck Stops Here:
*Assessing Diversity among Campus and Conference Leaders
for Football Bowl Subdivision (FBS) Schools in the 2009-10 Academic Year***

By Dr. Richard Lapchick with Derek McMechan

Orlando, FL... November 17, 2009 – The key leadership positions at Football Bowl Subdivision (FBS) schools and conferences remained overwhelmingly white and male even though there was a record number of nine head coaches of color in the 2009 college football season at the FBS schools (formerly Division IA) according to a new study released today by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida.

For 2009, there were seven African-Americans (Turner Gill, University at Buffalo; Ron English, Eastern Michigan University; Kevin Sumlin, University of Houston; Randy Shannon, University of Miami (Florida), Mike Haywood, Miami University (Ohio); Mike Locksley, University of New Mexico; DeWayne Walker, New Mexico State University); a Latino (Mario Cristobal, Florida International University) and an Asian (Ken Niumatalolo, U.S. Naval Academy).

Richard Lapchick, who is the primary author of the study as director of The Institute, said, “What is lost in the improvement in numbers is that three BCS jobs were lost in the Pac-10, Big 12 and SEC. Adding positions at Miami of Ohio, New Mexico, New Mexico State and Eastern Michigan was important but it is very unlikely that they will ever get a shot at a BCS championship at those schools. America has its first African-American president. Yet our record for hiring football coaches of color is terrible. We do not have an African-American head football coach in the SEC, Big 12, Big Ten, Pac-10, or Big East.”

The 2008 season was played with eight coaches of color, six of whom were African-American. At the end of the season, Ty Willingham (Washington), Ron Prince (Kansas State) and Sylvester Croom (Mississippi State) were gone. Four African-Americans were hired as head coaches after the season: Ron English at Eastern Michigan, Mike Haywood at Miami (Ohio), Mike Locksley at New Mexico and DeWayne Walker at New Mexico State.

Lapchick continued, “Even with the record number of head coaches of color, college football is still far behind other college and professional sports.”

The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida today released *The Buck Stops Here: Assessing Diversity among Campus and Conference Leaders for Football Bowl*

Subdivision (FBS) Schools in the 2009-10 Academic Year. This study 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, offensive and defensive coordinators, assistant coaches, and football student-athletes. Finally, the faculty as a whole is examined.

Lapchick added, "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, 93.3 percent of the presidents, 86.7 percent of the athletics directors, 92.6 percent of the faculty athletics reps, 92.5 percent of the head football coaches, and 82.9 percent of the faculty. Only 3.6 percent of the faculty are African-American and 3.7 are percent Latino."

This year's figures represent a slight change for people of color as presidents (down 0.8 of a percentage point) and head coaches (up 0.8 of a percentage point). During the past year the percentage of women serving as president increased by 0.8 percentage points, remained the same for athletic directors, and increased by 1.6 percentage points for faculty athletic representatives. An African-American woman was hired as chancellor.

Lapchick went on to say that, "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, "Two years ago we noted a promising development when the Division IA Athletic Directors Association agreed to issue hiring guidelines for Division IA 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. Yet we have only gone from eight to nine head coaches of color among the 120 FBS schools. Since 1982, there have been 477 head coaching vacancies at FBS schools. Coaches of color have been selected to fill just 29 of those openings. As the 2009 season ends, only seven of the 120 Football Bowl Subdivision coaching jobs are filled by African-Americans. That's one less than 12 years ago. In the most recent hiring cycle, the 2009 BCA Football Hiring Report Card lists 22 openings with four African-Americans being hired, all at non BCS schools."

Please note that a synopsis of findings is located at the end of this release; information is current as of October 22, 2009.

Report Highlights

- As of August 15, 2009, Bernadette Gray-Little at the University of Kansas, became the only African-American woman President of an FBS school.
- Down from three in 2008, France A. Cordova at Purdue University is now the only Latina President of an FBS school.
- Renu Khator at the University of Houston is the only Asian President of an FBS school.
- All 16 Athletic Directors of color are the same as in 2008 with no new additions.
- There continues to be no African-American, Latina, Asian, or Native American women Athletic Directors at FBS schools.
- There continues to be no African-American, Latina, Asian, or Native American women as Faculty Athletic Representatives at FBS schools.
- According to the *Chronicle of Higher Education*, 9.4 percent of full-time faculty members at FBS schools are Asian, which is more than the combined percentage of African-American, Latino, and Native Americans (7.7 percent).
- All 11 FBS Conference Commissioners continue to be white men.
- With the addition of four new African-American head coaches at FBS schools (Ron English, Eastern Michigan University; Mike Haywood, Miami University (Ohio); Mike Locksley, University of New Mexico; DeWayne Walker, New Mexico State University), the overall number of African-American head coaches from 2008 increased from six to seven.
- The nine coaches of color in the 2009 season represent the highest number and percentage of coaches of color ever at an FBS school.
- What is lost in the improvement in numbers is that three BCS jobs were lost in the PAC-10, Big 12 and SEC. Adding positions at Miami of Ohio, New Mexico, New Mexico State and Eastern Michigan was important but they are unlikely to get a shot at a BCS championship at those schools.
- Joker Phillips, an African-American, has been named the Head Coach in Waiting for the University of Kentucky. He currently serves as the Head Coach of the Offense.
- Only 11.2 percent of Offensive and Defensive Coordinators are African-American, and a total of only 14.6 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 student-athletes was 50.4 in the 2009 season. The percentage of whites was 44.5.

Overall Findings

Overall, whites hold 330 (91.2 percent) of the 362 campus leadership positions. White women hold 60 (16.6 percent) of these positions. There are 19 African-American men and one African-American woman in campus leadership positions. There are only seven Latino men and one Latina woman, one Asian man and one Asian woman, and two Native American men 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 93 (77.5 percent) of FBS school President positions and 99 (82.5 percent) of Athletic Director positions who oversee FBS football programs. White men also held 80 (65.6 percent) of FBS school 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

- Three (2.5 percent) African-American men (Middle Tennessee State University, Ohio University, and Washington State University)
- Two (1.7 percent) Latino men (University of Akron and Florida International University)
- No Asian men
- No Native American men

Women

- Nineteen (15.8 percent) white women (University of Alabama at Birmingham, Ball State University, Bowling Green State University, Central Michigan University, University of Cincinnati, Eastern Michigan University, University of Hawaii, Manao, University of Iowa, University of Memphis, University of Miami (Florida), University of Michigan, Michigan State University, University of North Texas, University of South Florida, University of Southern Mississippi, Syracuse University, Temple University, University of Texas at El Paso, 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

Athletic Director – (n=120 Athletic Directors at FBS schools who oversee football)

As of this publication, there were:

Men

- Eleven (9.2 percent) African-American men (University at Buffalo, University of Central Florida, Eastern Michigan University, University of Georgia, New Mexico State University, The Ohio State University, University of Southern California, Syracuse University, U.S. Military Academy at West Point, 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 Maryland, College Park, University of Nevada, Reno, and Western Michigan University) are in charge of an athletics department that oversees football. The University of Tennessee, Knoxville and 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 **122 faculty athletic representatives** in FBS schools since the University of Illinois, Champaign and the University of Minnesota, Twin Cities each have two. Starting the 2009 season, there were:

Men

- Five (4.1 percent) African-American men (Arizona State University, University of Michigan, Rice University, University of Utah, and Vanderbilt University)
- One (0.8 percent) Asian man (Oregon State University)
- One (0.8 percent) Latino man (University of Central Florida)
- One (0.8 percent) Native American man (Brigham Young University)

Women

- 33 (27.0 percent) white women
- Of the 33 women FARs in FBS schools, there are no African-Americans, Latinas, Asians, or Native Americans

Faculty (n=222,383)

Following are the faculty percentages at the FBS schools in this study. The data was accumulated using the *Chronicle of Higher Education's* website on October 22, 2009.

- 82.9 percent white
- 3.6 percent African-American
- 3.7 percent Latino
- 9.4 percent Asian
- 0.4 percent Native American
- 38.6 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 2009 season, there were:

- Seven (5.8 percent) African-American men (University at Buffalo, Eastern Michigan University, University of Houston, University of Miami (Florida), Miami University (Ohio), University of New Mexico, and New Mexico State 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=268 Offensive and Defensive Coordinators who are not also Head Coaches)

Starting the 2009 season, there were:

- 30 (11.2 percent) African-American men
- Four (1.5 percent) Latino men
- Five (1.9 percent) Asian men
- No Native Americans

Assistant Football Coaches (n=902)

Starting the 2009 season, there were:

- 306 (33.9 percent) African-American men
- 14 (1.6 percent) Latino men
- 9 (1.0 percent) Asian men
- 5 (0.6 percent) men of other minority backgrounds

Football Student-Athletes (n = 11,932)

Starting the 2009 season:

- 44.5 percent were white
- 50.4 percent were African-American
- 2.1 percent were Latino
- 2.3 percent were Asian
- 0.7 percent were individuals of other minority backgrounds

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 2008-09*

Data current as of October 22, 2009

Total FBS Schools Presidents, Athletic Directors, and Faculty Athletics Representatives

Total: 362

- **330** (91.2 percent) whites
- **20** (5.5 percent) African-Americans
- **8** (2.2 percent) Latinos
- **Two** (0.6 percent) Asians
- **Two** (0.6 percent) Native Americans
- **60** (16.6 percent) women

FBS Schools Presidents

Total: 120

- **112** (93.3 percent) whites
- **Four** (3.3 percent) African-Americans
 - Bernadette Gray-Little, University of Kansas
 - Sidney McPhee, Middle Tennessee State University
 - Roderick McDavis, Ohio University
 - Elson S. Floyd, Washington State University
- **Three** (2.5 percent) Latinos
 - Luis Proenza, University of Akron
 - Manuel T. Pacheco (Interim), New Mexico State University
 - France A. Cordova, Purdue University
- **One** (0.8 percent) Asian
 - Renu Khator, University of Houston
- **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
 - Kathleen Wilbur, Central Michigan University
 - Monica Rimai, University of Cincinnati
 - Susan W. Martin, Eastern Michigan 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
 - Gretchen M. Bataille, University of North Texas
 - 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
- 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)

- **104** (86.7 percent) whites
- **11** (9.2 percent) African-Americans
 - Warde Manuel, State University of New York at Buffalo
 - Keith R. Tribble, University of Central Florida
 - Derrick Gragg, Eastern Michigan University
 - Damon Evans, University of Georgia
 - McKinley Boston Jr., New Mexico State University
 - Gene Smith, The Ohio State University
 - Michael Garrett, University of Southern California
 - Daryl J. Gross, Syracuse University
 - Kevin Anderson, U.S. Military Academy at West Point
 - 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, University of Maryland, College Park
 - 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: 122

- **113** (92.6 percent) whites
- **Five** (4.1 percent) African-Americans
 - Myles V. Lynk, Arizona State University
 - Percy Bates, University of Michigan
 - Alex Byrd, Rice University

- William Smith, University of Utah
- Lucius Outlaw, Vanderbilt University
- **One** (0.8 percent) Asian
 - L.J. "Kelvin" Koong, Oregon State University
- **One** (0.8 percent) Latino
 - Consuelo Stebbins, University of Central Florida
- **One** (0.8 percent) Native American
 - Larry EchoHawk, Brigham Young University
- **33** (27.0 percent) women (**all white**)

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

- **111** (92.5 percent) whites
- **Seven** (5.8 percent) African-Americans
 - Turner Gill, State University of New York at Buffalo
 - Ron English, Eastern Michigan University
 - Kevin Sumlin, University of Houston
 - Randy Shannon, University of Miami (Florida)
 - Mike Haywood, Miami University (Ohio)
 - Mike Locksley, University of New Mexico
 - DeWayne Walker, New Mexico State 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: 268 coaches are considered either offensive or defensive coordinators. This number excludes seven offensive or defensive coordinators (Clemson University; Georgia Institute of Technology; New Mexico State University; University of South Carolina, Columbia; Texas Tech University; University of Virginia; Western Michigan University) who also serve as the head coach.

- **229** (85.4 percent) whites
- **30** (11.2 percent) African-Americans
 - Eddie Faulkner, Ball State University
 - Brian Norwood, Baylor University
 - Shannon Morrison, Bowling Green State University

- Jamie Hill, Brigham Young University
- Danny Barrett, State University of New York at Buffalo
- Fred Reed, State University of New York at Buffalo
- Tim Banks, Central Michigan University
- Charlie Harbison, Clemson University
- Marion Hobby, Duke University
- Eric Lewis, Eastern Michigan University
- Charlie Strong, University of Florida
- Darryl Jackson, Florida Atlantic University
- Jason Phillips, University of Houston
- Steve Brown, University of Kentucky
- James Franklin, University of Maryland, College Park
- Kenny Ingram, University of Memphis
- Calvin Magee, University of Michigan
- Don Treadwell, Michigan State University
- Ronnie Lee, University of Minnesota, Twin Cities
- Tyrone Nix, University of Mississippi
- Nigel Burton, University of Nevada
- Everett Withers, University of North Carolina, Chapel Hill
- Corwin Brown, University of Notre Dame
- Jay Norvell, University of Oklahoma
- Lorenzo Ward, University of South Carolina, Columbia
- Darrell Wyatt, University of Southern Mississippi
- David Shaw, Stanford University
- Ruffin McNeill, Texas Tech University
- Osia Lewis, University of Texas at El Paso
- Ivin Jasper, U.S. Naval Academy
- **Four** (1.5 percent) Latinos
 - Willie Martinez, University of Georgia
 - John Chavis, Louisiana State University
 - Manny Diaz, Middle Tennessee State University
 - Justin Fuente, Texas Christian University
- **Five** (1.9 percent) Asians
 - Robert Anae, Brigham Young University
 - Norm Chow, University of California, Los Angeles
 - Ron Lee, University of Hawaii, Manoa
 - Cal Lee, University of Hawaii, Manoa
 - Kalani Sitake, University of Utah
- **Zero** (0.0 percent) Native Americans

*Joker Phillips, University of Kentucky, is the Head Coach in Waiting, and until he takes over as head coach he is currently serving as Head Coach of the Offense. This is a rare instance of a school naming ahead of time an African-American as their next head coach.

*DeWayne Walker, New Mexico State University, is the head coach and defensive coordinator. 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.

###