



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

***Few Women, People of Color in Key Decision-making Roles; Graduation Rates More Difficult to Interpret***

**Orlando, FL... CORRECTED March 26, 2004** - The Institute for Diversity and Ethics in Sport at the University of Central Florida released a study, "Keeping Score When It Counts: Graduation Rates and Diversity in Campus Leadership for 2004 Men's Sweet 16 Teams." The 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 Men's basketball tournament. The study was authored by Dr. Richard Lapchick, who is director of the Institute and of the DeVos Sport Business Management Graduate Program at the University of Central Florida.

With three African-American head basketball coaches reaching the Sweet 16 (compared to one out of 56 head coaches for 2003-04 football Bowl teams), the Institute for Diversity and Ethics in Sport expanded its assessment of the elite teams to include a look at the people who make the decisions (presidents, athletics directors and faculty athletics representatives) on hiring head basketball coaches, as well as the assistant coaches who might be in "pipeline" positions to the head coaching job.

Among the Sweet 16 colleges and universities, whites hold 46 (94 percent) of the 49 key campus leadership positions (president, athletics director and faculty athletics representative). White women hold seven (14 percent) of these positions. The only exceptions to white men at the top are:

President – three (19 percent) are women (Duke, Illinois and University of Alabama, Birmingham). 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) and three (18 percent) are white women (Duke, Illinois and Pittsburgh).

*More...*

## Keeping Score When It Counts: The 2004 Sweet 16 Men's College Basketball Teams

### Page two

The percentages for people of color improved in the coaching ranks:

Head basketball coach – three (19 percent) are African-American (Georgia Tech, UAB and UNR). However, this is lower than the overall percentage for Division I head basketball posts, where 23 percent are held by African-Americans.

Assistant coaches – 20 (40 percent) are African-American. Each of the 16 teams had at least one African-American assistant and four teams had two (Illinois, St Joseph's, Georgia Tech and Texas). This is higher than Division I basketball in general, where 33 percent of the assistant coaching jobs are held by African-Americans.

Lapchick noted, "It is disheartening that none of the 16 schools employ any person of color in the key decision-making positions of president or athletics director. The same was true of the 32 teams that played in round two of the Tournament. This data is important because it is a window on the creation of inclusive departments and their effects on the school's culture.

"However, hiring practices in 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 basketball has nearly one in four."

Lapchick continued, "There also is significant room for improvement in gender diversity among campus leadership positions. Of the 16 schools, only three (Duke, Illinois and UAB) have women presidents, one has a woman athletics director (UNR) and three have women faculty athletics representatives (Duke, Illinois and Pittsburgh). These numbers could be much better. But it is worth noting that two of the three African-American head coaches are at schools with a woman president."

Analyzing graduation rates for the 16 college and university teams that have reached this elite level of the tournament was much more difficult this year because graduation rates now being reported by the NCAA suppress categories that do not have "sufficient" numbers. This had been ordered by the US Department of Education. The order resulted in no basketball student-athlete graduation rate data of any kind for five of the 16 teams (Pittsburgh, Oklahoma State, UAB, Alabama and Nevada). Nine of the 16 did not have graduation rate reports for African-American basketball student-athletes. On those nine teams, 97 of 133 (73 percent) of roster players are African-American, compared to the seven teams whose data was available and whose African-American roster players comprise only 59 percent of the team.

Thus, this more limited study compares graduation rates for basketball student-athletes to student-athletes in general and all university students for only the 11 teams that reported graduation rates. Nonetheless, some of the results were certainly disturbing:

- According to report findings, if 2004 Sweet 16 schools were required to have graduation rates of at least 50 percent, then only four of the reporting schools would have been eligible to play (Duke, Kansas, Vanderbilt and Xavier).
- Three (27 percent) of the 11 reporting teams had basketball student-athlete graduation rates that were **20 to 29 percentage points lower** than the school's overall student-athlete graduation rate (Duke, Georgia Tech and Illinois).
- Four (36 percent) of the 11 reporting teams had basketball student-athlete graduation rates that were **30 to 39 percentage points lower** than the school's overall student-athlete graduation rate (St. Joseph's, UCONN, Wake Forest and Syracuse).

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## Keeping Score When It Counts: The 2004 Sweet 16 Men's College Basketball Teams

### Page three

- Three (27 percent) of the 11 reporting teams had basketball student-athlete graduation rates that were **20 to 29 percentage points lower** than the school's overall student graduation rate (St. Joseph's, Duke and Vanderbilt).
- Three (27 percent) of the 11 reporting teams had basketball student-athlete graduation rates that were **30 to 39 percentage points lower** than the school's overall student graduation rate (Texas, Illinois and Syracuse).
- Three (27 percent) of the 11 reporting teams had basketball student-athlete graduation rates that were **40 to 49 percentage points lower** than the school's overall student graduation rate (UCONN, Wake Forest and Georgia Tech).

Lapchick summarized, "This means that seven, or 64 percent, of the 11 reporting teams had basketball student-athlete graduation rates that were **at least 20 to 29 percentage points lower** than the school's overall student-athlete graduation rate, and that nine, or 82 percent, of the 11 reporting 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. That is not acceptable."

Kansas, Duke, Vanderbilt and Xavier brought sweet news to the dance. All four (36 percent of the 11 reporting) **graduated at least 60 percent of their basketball student-athletes** (Kansas – 73 percent; Duke and Xavier – each 67 percent; Vanderbilt – 62 percent). Xavier (82 percent), Kansas (75 percent), Duke (71 percent) and Vanderbilt (67 percent) all **graduated at least two-thirds of their African-American basketball student-athletes**. Based on graduation rates, these would be the Final Four teams and Kansas would be crowned national champion.

As in past studies, 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. In the 2003 report, 13 (20 percent) of the 65 tournament teams had not graduated an African-American student-athlete in six years. Three of the 2003 round-of-32 teams were in that category, as were two members of the Sweet 16."

As this study was being finalized, the NCAA announced its intention to address the issue of suppressed graduation rates. Lapchick commented, "The decision by the U.S. Department of Education to suppress graduation rate data caused so much controversy that the NCAA changed its bylaws, allowing it to directly collect this data for the first time since 1997. I applaud NCAA President Dr. Myles Brand for this effort."

Lapchick worried that, "The suppression of rates this year is merely covering up the biggest problem in college basketball: African-American basketball student-athletes are being left behind when it comes to delivering the education colleges promise to them when they enter our doors! The suppression of data makes it far more difficult to see the reality of the situation and among a cynical public, raises suspicions that the suppressed data must be even worse than what we see. Overall with the rates suppressed, the graduation rate for all basketball student-athletes is 42 percent and 36 percent for African-American basketball student-athletes. That indicates an 8 percent increase in graduation rate for African-Americans basketball student-athletes in one year, which shows how flawed the data now appears.

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## **Keeping Score When It Counts: The 2004 Sweet 16 Men's College Basketball Teams**

### **Page four**

Lapchick continued, "Dr. Brand said that the DOE decision tends inadvertently to assist those programs that would prefer to remain in the shadows. The NCAA release stated, 'It is impossible to tell from the data published this year that four institutions selected to the 2004 Division I Men's Basketball Championship had graduation rates of zero, and 16 had rates of 25 percent or less.' "

Some of the decrease in the number of teams reporting graduation rates may be due to high numbers of transfers, which are not included in graduation rate calculations and thereby leave too few players for calculations to be statistical viable. Oklahoma State, UAB and Nevada were among the five teams with no reports and they had five, six and two transfers, respectively. Only UCONN (three transfers), Illinois (two transfers) and Texas (two transfers) of the remaining Sweet 16 schools had more than one transfer.

"Not educating our basketball student-athletes is a long running nightmare that has yet to be fixed," Lapchick added. "It begs for the immediate success for Dr. Brand to get the NCAA to provide incentives for schools with high graduation rates and to impose penalties, such as losing scholarships or not making the Tournament, for schools that fall short of some reasonable graduation rate goals."

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).

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. 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.

-30-

#### **News release, tables and chart are available at:**

[www.bus.ucf.edu/sport/ides/2004sweet16men](http://www.bus.ucf.edu/sport/ides/2004sweet16men)

#### **See attached documents:**

**Release UCF Lapchick Study of Men's 2004 Sweet 16 Teams**

**Table 2004 Men's Sweet 16 Campus Leadership Diversity**

**Table 2004 Men's Sweet 16 Graduation Rates, Transfers**