



## **UCF Study Looks at Diversity in Campus Leadership, Graduation Rates for 2003-04 Bowl-bound College Teams**

### ***Few Women, People of Color in Key Decision-making Roles May Contribute to Lack of Diversity in Football Coaching Positions***

**Orlando, FL...December 22, 2003** – The Institute for Diversity and Ethics in Sport at the University of Central Florida today released *Keeping Score When It Counts: Assessing the 2003-04 Bowl-bound College Football Teams*, a study of bowl-bound teams that looks at graduation rates and the gender and racial breakdown of campus leaders.

Richard Lapchick, who authored the study as director of the Institute, also is Eminent Scholar Chair of the DeVos Sport Business Management Graduate Program at UCF.

With so much controversy over the small number of African-American Division 1A head football coaches (four of 117) in the 2003 college season, the Institute for Diversity and Ethics in Sport expanded its assessment of bowl-bound teams to include a look at the people who make the decisions (presidents, athletics directors and faculty athletics representatives) on hiring head football coaches, as well as the 'pipeline' positions to the head job (offensive and defensive coordinators).

Among the 56 bowl-bound colleges and universities, whites hold 317 (94.3 percent) of the 336 of the campus leadership positions. White women hold 21 (6.2 percent) of these positions. The only exceptions to white men at the top are:

President – one (2%) African-American man (Bowling Green); five (9%) women (Ohio State, Michigan, Miami, Memphis and North Carolina State)

Athletics director (AD) – three (5%) African-American men (USC, Virginia and Hawaii); two (4%) Latinos (UCLA and New Mexico); 2 (4%) women (Tulsa and Maryland)

Faculty athletics representative (FAR) – four (7%) African-American men (Michigan, Texas, Mississippi and California, Berkeley); one (2%) Latina (New Mexico); 14 (24%) white women (USC, Florida State, Louisville, Texas Christian, Boise State, New Mexico, Pittsburgh, Virginia, Nebraska, Wisconsin, Auburn, Minnesota, Iowa, Purdue and Tennessee) (*note: two schools have two FARs*)

Head football coach – one (2%) African-American (UCLA)

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Offensive and defensive coordinators - six (5%) African-Americans (Virginia, New Mexico, Hawaii, Florida, Miami and Southern Mississippi); two (2%) Asian or Pacific Islanders (Navy and USC) (*note: each school has one offensive coordinator and one defensive coordinator*)

Lapchick noted, "It is astonishing that only 13 of the 56 bowl schools employ any person of color in these key decision-making positions. It is no wonder why there is only one African-American head coach in a bowl game."

Lapchick continued, "This data is important because it is a window on both the creation of inclusive departments and their effects on the school's culture. While there are only nine bowl schools that employ a person of color as head coach or coordinator, five of those nine schools also have athletics directors who are people of color. A culture of inclusion that extends to the football program is more possible when the university hires a person of color to lead the department."

Considering academic issues, Lapchick commented, "The culture of inclusion might also be important to the academic success of African-American student-athletes. There are only eight bowl-bound schools that graduated more than 59 percent of their African-American football student-athletes. Yet **all** five teams led by an African-American, Latino or female athletics director are among the eight. Another of the schools with an African-American coordinator was in the top eight. I do not think this is a coincidence!"

The issue of graduation rates remains an area of controversy in college football. This year the NCAA reported that 51 percent of football student-athletes graduated, which is among the best football graduation rates in many years. That was good news indeed for college sport. Nonetheless, 25 percent of the bowl teams (14 schools) had graduation rates of less than 40 percent for football student-athletes, while nearly double that number - 47 percent (26 schools) - had graduation rates of less than 40 percent for African-American football student-athletes.

Lapchick maintained that, "Race remains a persistent academic issue, reflected in the continuing gap between graduation rates for white and African-American student-athletes. Overall in Division 1A teams, 60 percent of white football student-athletes graduated, yet only 45 percent of African-Americans graduated."

Among the bowl-bound teams, the following results were found (*note: Navy does not provide graduation rate information for its student-athletes*):

Of the bowl-bound schools, 15 (27%) had graduation rates of 66 percent or higher for white football student-athletes, which is three times the number of schools with equivalent graduation rates for African-American football student-athletes (5 schools or 9%).

Looking at schools with graduation rates of 50 percent or higher, more than four times as many met this benchmark for white football student-athletes (41 schools or 75%) than for African-American football student-athletes (9 schools or 16%).

Seven times as many schools (28 schools or 51%) graduated 40 percent or less of their African-American football student-athletes, than did the number of schools (4 schools or 7%) that graduated 40 percent or less of their white football student-athletes.

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Nine schools (16%) had graduation rates of 30 percent or less for their African-American football student-athletes, while only one school (2%) graduated so few white football student-athletes.

In addition:

Two schools (4%) had graduation rates for African-American football student-athletes that were at least 40 percent lower than the rate for white football student-athletes.

Eleven schools (20%) had graduation rates for African-American football student-athletes that were at least 30 percent lower than the rate for white football student-athletes.

Twenty-six schools (47%) had graduation rates for African-American football student-athletes that were at least 20 percent lower than the rate for white football student-athletes.

Forty schools (73%) had graduation rates for African-American football student-athletes that were at least 10 percent lower than the rate for white football student-athletes.

While there were teams that scored poorly, some schools were notable for their high football student-athlete graduation rates. Eleven schools had graduation rates for football players that were better than for overall students and three schools had graduation rates for football players that were better than for overall student-athletes.

Lapchick said, "If there were a Top Ten ranking for graduation rates among bowl teams, Northwestern and Boston College would have played for the National Championship. Both graduated at least 79 percent of all football student-athletes and at least 68 percent of their African-American football student-athletes. Virginia, Tulsa, Oregon, UCLA, Southern Mississippi, Georgia, USC, Purdue and Texas Tech – all with football student-athlete graduation rates of 58 percent or higher, would also have made the Top Ten."

Lapchick added, "Only seven of the 56 bowl-bound schools (12.5%) have athletics directors who are women or people of color. It is worth noting that four of the ten schools with the highest graduation rates for football student-athletes have either a woman (Tulsa), African-American man (USC and Virginia) or Latino (UCLA) as athletics director. This is good news for advocates of more inclusion in athletics departments and in the positions – presidents, athletics directors and faculty athletics representatives – that make hiring decisions."

Lapchick noted, "You can have schools with inclusive hiring practices, produce scholar athletes and win at the same time. These schools are proof."

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). *Please note: The Institute believes that the way graduation rates are currently compiled unfairly penalizes a school when a student-athlete transfers in good standing and receives a degree at another institution. We support the NCAA's current initiative to redefine how grad rate are calculated.*

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

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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.

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**News release, tables and chart are available at:**  
[www.bus.ucf.edu/sport/idea/2003-04bowlteamsstudy](http://www.bus.ucf.edu/sport/idea/2003-04bowlteamsstudy)

**See attached documents:**

- Release 2003-04 bowl-bound teams grad rates table**
- Release 2003-04 bowl-bound teams leader diversity table**
- Release 2003-04 bowl-bound teams grad rates chart**