



Media Contact:

Todd Currie 561-284-0921, Todd.Currie@ucf.edu

Destini Orr 804-704-0195, Destiniorr@knights.ucf.edu

**Collegiate Athletic Leadership Still Dominated by White Men:
Assessing Diversity among Campus and Conference Leaders
for Football Bowl Subdivision (FBS) Schools in the 2016-17 Academic Year**

By Dr. Richard Lapchick

with Bharath Balasundaram, Abdul Bello-Malabu, Austin Bloom, Tais Cotta, Keng-Haw (Ryan) Liang,
Saahil Marfatia, Evin Morrision, Mark Mueller, Mary Mulcahy, Tynelle Taylor-Chase
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Orlando, FL ... November 21, 2016 – The key leadership positions at Football Bowl Subdivision (FBS) schools and conferences remained overwhelmingly white and male according to a new study released by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida. This year's report showed consistent underrepresentation of women and people of color in campus leadership positions. Overall, the results displayed a small improvement from last year's report. There were slightly more women as presidents and slightly more people of color as presidents, athletic directors, and football assistant coaches. There was a slight decline for women and people of color as faculty athletics reps. When all the leadership positions were combined, there was a slight increase for people of color and a slight decrease for women.

TIDES released *Collegiate Athletic Leadership Still Dominated by White Men: Assessing Diversity among Campus and Conference Leaders for Football Bowl Subdivision (FBS) Schools in the 2016-17 Academic Year*. This study examined the race and gender of conference commissioners and campus leaders, including college and university presidents, athletics directors and faculty athletics representatives for all 128 FBS institutions. The study also included head football coaches, assistant coaches and student-athletes for the football teams.

Richard Lapchick, director of TIDES and principal author of the report, said, "This year's report results do not reflect the much more diverse composition of students and student-athletes at colleges and universities across the country. As the 2016-17 report illustrates, 88.3 percent of our presidents were white, 85.9 percent of our athletics directors were white, 89.4 percent of faculty athletics representatives were white and 100 percent of our conference commissioners were white. In those positions, 75.8, 78.9, 62.9 and 90 percent were white men, respectively. Overall, whites held 341 (87.9 percent) of the 388 campus leadership positions reported in this study, which was a slight decrease from 88.8 percent in 2015. I challenge all colleges and universities to mirror the diversity of their students and student-athletes in their campus leadership positions. College sport remains behind professional sports regarding opportunities for women and people of color for the top jobs."

RICHARD E. LAPCHICK, DIRECTOR

Tel: 407-823-1516 or 407-823-4887 • Fax: 407-823-3771 • Web: www.tidesport.org

~MAKING WAVES OF CHANGE~

The poor record led the NCAA to adopt *The Pledge and Commitment to Promoting Diversity and Gender Equity in Intercollegiate Athletics* in September 2016. It has been signed by many presidents. The criticism is that the pledge is not binding and there are no sanctions for not improving the hiring record of a university athletics department. Here is the pledge:

Consistent with our mission and values, our institution, a member of the National Collegiate Athletic Association, pledges to specifically commit to establishing initiatives for achieving ethnic and racial diversity, gender equity and inclusion, with a focus and emphasis on hiring practices in intercollegiate athletics, to reflect the diversity of our membership and our nation.

We recognize and value the experiences individuals from diverse backgrounds bring to intercollegiate athletics. To that end, we will strive to identify, recruit and interview individuals from diverse backgrounds in an effort to increase their representation and retention as commissioners, athletics directors, coaches and other leaders in athletics. As part of this commitment, we will also engage in a regular diversity, inclusion and equity review to inform campus policy and diversity initiatives.

We understand this to be a collective responsibility we owe to student-athletes, staff, our athletics programs and the entire campus community.

Future reports will see what impact the pledge has had. There is a great deal to overcome as of the 2016 Report, only 12.1 percent of the campus leadership positions in athletics were held by people of color and 17.5 percent were held by women.

In the Fall of 2016, 75.8 percent of the presidents were white men, as were 78.9 percent of the athletics director positions at FBS schools, while 89.4 percent of faculty athletics representatives were white and 30.3 percent were women. Finally, 87.5 percent of our head football coaches were white.

Please note that a synopsis of findings is located at the end of this release; information is current as of October 25, 2016.

Report Highlights

- Overall, whites held 87.9 percent of the 388 campus leadership positions.
- White men held 75.8 percent of the 128 president positions. Bernadette Gray-Little at the University of Kansas, Ana Mari Cauce at the University of Washington and Renu Khator at the University of Houston were the only female African-American, Latina, and Asian presidents, respectively, at FBS schools in 2016.
- There were five African-American men, three Latino men, four Asian men and who were presidents in the FBS.
- White men held 78.9 percent of the 128 athletics director positions at FBS schools. White women held 7.0 percent of the AD positions. The number of athletics directors of color totaled 18 (14.1 percent). There continued to be no female African-American, Asian, Latina or Native American athletics directors at FBS schools.
- 89.4 percent of faculty athletics representatives were white and 30.3 percent were women. There were only five women of color who were FARs. According to data compiled by *The Chronicle of Higher Education*, in Fall 2015, 75.2 percent of the full-time faculty were white, 5.7 percent were African-American, 4.3 percent were Latino, 8.6 percent were Asian/Pacific Islander, and less than 1 percent were American Indian or two or more races. Men accounted for 54.9 percent of full-time faculty. Among full-time professors, 81.8 percent were white, 3.7 percent were African-American, 3.1 percent were Latino, 8.5 percent were Asian/Pacific Islander, and less than 1 percent were American Indian. Men accounted for 69.3 percent.
- White men held 90.0 percent of the ten FBS conference commissioner positions. Judy MacLeod became the first woman to lead an FBS conference when she was named C-USA commissioner in October 2015.
- Head coaches of color remained the same at 16 from last year's study. African-American head coaches remained the same at 13 (10.2 percent). Latino head coaches remained the same at one (0.8 percent) from 2015. There were still two Asian/Pacific Islander head coaches
- The percent of African-American football student-athletes was 53.8 percent for the 2016 season, a 0.4 percentage point increase from 2015. The percentage of whites was 41.3 percent, which was a 0.1 percentage point decrease from 2015.

Overall Findings

Overall, whites held 341 (87.9 percent) of the 388 campus leadership positions. Women held 68 (17.5 percent) of these positions, which decreased 0.4 of a percentage point from last year's study. There were 25 African-American men and four African-American women in campus leadership positions. There were only seven Latino men, two Latinas, seven Asian men, and two Asian women in campus leadership positions.

Only 47 (12.1 percent) of the campus leadership positions were held by people of color, an increase of 0.7 of a percentage point from last year. Only 68 (17.5 percent) of the campus leadership positions were held by women compared to 17.9 percent in the 2015 Report.

White men held 97 (75.8 percent) of the 128 positions of president and 101 (78.9 percent) of the 128 athletics director positions at FBS programs. White men also held 83 (62.9 percent) of FBS 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=128)

In the Fall of 2016, 88.3 percent of presidents were white, a 1.5 percentage point decrease from last year, while 14.8 percent were women, which was a 2.3 percentage point increase from last year. The percentage of presidents who were people of color increased by 1.5 percentage points. White men held 75.8 percent of the 128 president positions. Specifically, there were:

Men of color

- Five (3.9 percent) African-American men (Central Michigan University, Middle Tennessee State University, Ohio University, The Ohio State University, and University of Southern Mississippi). This remained the same as in the 2015 report.
- Three (2.3 percent) Latino men (University of Miami, California State University, Fresno, and University of Texas, San Antonio). This remained the same as in 2015.
- Four (3.1 percent) Asian men (University at Buffalo, University of Louisville, University of Maryland, College Park, and University of Missouri). This was an increase of one from last year's report.
- No Native American men

Women

- 16 (12.5 percent) white women (U.S. Air Force Academy, Appalachian State University, University of Arizona, Bowling Green State University, University of North Carolina at Chapel Hill, University of Cincinnati, University of Connecticut, Kent State University, Michigan State University, University of Texas at El Paso, Texas State University, University of South Florida, San Jose State University, University of Toledo, University of Virginia, and University of Wyoming). This was an increase of two from last year's report.
- One (0.8 percent) African-American woman (University of Kansas)
- One (0.8 percent) Asian woman (University of Houston)
- One (0.8 percent) Latina (University of Washington)
- No Native American women

Athletics Director (n=128)

In the Fall of 2016, 85.9 percent of athletics directors were white, which was a 0.8 percentage point decrease, while 7.0 percent were women, which remained the same as last year.

White men held 78.9 percent of the 128 athletic director positions at FBS schools. White women held 7.0 percent of the AD positions. The number of athletics directors of color totaled 18 (14.1 percent, a 0.8 percentage point increase from the 2015 report). There continued to be no female African-American, Asian, Latina or Native American athletics directors at FBS schools. There were:

Men of color

- 13 (10.2 percent) African-American men (Arizona State University, University of Buffalo, University of California-Berkeley, Florida State University, University of Maryland, College Park, University of Michigan, Northern Illinois University, The Ohio State University, University of Southern California, Stanford University, Tulsa University, Vanderbilt University, and University of Virginia). This remained the same as last year's report.
- Four (3.1 percent) Latino men (University of California, Los Angeles, Florida International University, New Mexico State University and University of Wisconsin). This was an increase of one from the 2015 report.
- One (0.8 percent) Asian man (Florida Atlantic University).
- No Native American men, down from one in the 2015 Report.

Women

- Nine (7.0 percent) white women (Eastern Michigan University, University of Nevada-Las Vegas, North Carolina State University, Oregon State University, Penn State University, University of Texas-San Antonio, University of North Carolina-Charlotte, University of Washington, and Western Michigan University) are in charge of an athletics department that oversees football.
- There were no African-American, Asian, Latina or Native American women.
- The University of Texas at Austin had a female director of only women's athletics.

Faculty Athletic Representative (FAR) (n=132) – There were 132 faculty athletic representatives at FBS schools. Ohio University, University of Illinois, University of Minnesota, and University of Wisconsin, Madison each had two FARs while Louisiana Lafayette and Western Michigan do not have anyone in that role. As of this publication, 89.4 percent of faculty athletics representatives were white, which was a 0.3 percentage point increase from the previous year. There were 40 (30.3 percent) women holding a position as a FAR, which was a 3.8 percentage point decrease from last year's report. Specifically, there were:

Men of color

- Seven (5.3 percent) African-American men (Arizona State University, Georgia Tech, Miami University (Ohio), University of North Carolina at Charlotte, University of Miami, Old Dominion University, and University of Texas).
- Two (1.5 percent) Asian men (San Jose State University and University of Central Florida) This was a 0.7 increase from last year's report.
- No Latino men
- No Native American men

Women

- 35 (26.5 percent) white women
- Of the 40 women FARs in FBS schools, there were only five women of color. There were three African-Americans (Ball State University, California State University-Fresno, and Kansas State University). The only Latina was at the University of Nebraska and the only Asian was at the University of Southern California.

Faculty

According to data compiled by *The Chronicle of Higher Education*, in Fall 2015, 75.2 percent of the full-time faculty were white, 5.7 percent were African-American, 4.3 percent were Latino, 8.6 percent were Asian/Pacific Islander, and less than 1 percent were American Indian or two or more races. Men accounted for 54.9 percent of full-time faculty. Among full-time professors, 81.8 percent were white, 3.7 percent were African-American, 3.1 percent were Latino, 8.5 percent were Asian/Pacific Islander, and less than 1 percent were American Indian. Men accounted for 69.3 percent.

Conference Commissioners (n=10)

Nine (90.0 percent) of the ten FBS conference commissioners were white men. They are considered to be some of the most powerful and influential people in college sport. One (ten percent) of the FBS conference commissioners was a white woman. Judy MacLeod, was named C-USA commissioner in October 2015, making her the first woman to lead an FBS conference. There has never been a person of color who held the commissioner position for an FBS conference.

Head Football Coach (n=128)

At the start of the 2016 season, 87.5 percent of head coaches were white men, which remained the same as the 2015 Report. There were 16 (12.5 percent) coaches of color in 2016.

Specifically, there were:

- 13 (10.2 percent) African-American men (Bowling Green State University, East Carolina University, Kent State University, University of South Florida, Stanford University, University of Texas, Texas A&M University, Texas State University, Vanderbilt University, Penn State University, University of Illinois, University of Syracuse and the University of Texas at San Antonio)
- Two (1.6 percent) Asian/Pacific Islanders (University of Brigham Young University, and U.S. Naval Academy). This remained the same as last year.
- One (0.8 percent) Latino (University of Nevada Las Vegas). This remained the same as last year.
- No Native Americans.

Assistant Football Coaches (n=1,478)

At the start of the 2016 season, 66.1% percent of assistant football coaches were white, which was a 1.1 percentage point decrease from the year before. Specifically, there were:

- 448 (30.3 percent) African-American men, a 1.7percent increase from 2015.
- 26 (1.8 percent) Latino men, a 0.3 of a percentage point increase from 2015.
- 26 (1.8 percent) Asian/Pacific Islander men, a 0.6 of a percentage point increase from 2015.
- One (0.1 percent) "other" man of color, a 0.4 of a percentage point decrease from 2015.
- One (0.1 percent) woman

This year the assistant coaches included the following positions: position coaches, quality control, and director and assistant of strength and conditioning.

Football Student-Athletes (n = 14,215)

In the 2016 season: 41.3 percent of football student-athletes were white, which was a 0.1 of a percentage point decrease from the previous year.

- 7,646 (53.8 percent) were African-American men, a 0.4 of a percentage point increase from 2015.
- 336 (2.4 percent) were Latino men, a 0.2 of a percentage point increase from 2015.
- 352 (2.5 percent) were Asian/Pacific Islander men, a 0.1 of a percentage point increase from 2015.
- 14 (0.1 percent) were “other” men of color, a 0.5 of a percentage point decrease from 2015.

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT (TIDES)

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. 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 internationally recognized Racial and Gender Report Card, an assessment of hiring practices in coaching and sport management in professional and college sport. 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 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 Collegiate Athletic Leadership Still Dominated by White Men: Assessing Diversity among Campus and Conference Leaders for FBS Schools in 2016-2017

Data current as of October 25, 2016

Total FBS Schools Presidents, Athletics Directors and Faculty Athletics Representatives

Total: 388

- **341** (87.9 percent) whites
- **29** (7.5 percent) African-Americans
- **9** (2.3 percent) Latinos
- **9** (2.3 percent) Asians
- **68** (17.5 percent) women

FBS Schools Presidents

Total: 128

- **113** (88.3 percent) whites
- **Six** (4.7 percent) African-Americans
 - George E. Ross, Central Michigan University
 - Bernadette Gray-Little, University of Kansas
 - Sidney McPhee, Middle Tennessee State University
 - Roderick McDavis, Ohio University
 - Michael Drake, The Ohio State University
 - Rodney Bennett, University of Southern Mississippi
- **Four** (3.1 percent) Latinos
 - Joseph Castro, California State University, Fresno
 - Ricardo Romo, University of Texas, San Antonio
 - Julio Frenk, University of Miami
 - Ana Mari Cauce, University of Washington
- **Five** (3.9 percent) Asians
 - Satish Tripathi, University at Buffalo
 - Neville G. Pinto, University of Louisville (interim)
 - Mun Choi, University of Missouri
 - Wallace Loh, University of Maryland, College Park
 - Renu Khator, University of Houston
- **19** (14.8 percent) women (16 white, 1 African-American, 1 Latina, 1 Asian)
 - Denise Trauth, Texas State University
 - Beverly J. Davenport, University of Cincinnati (interim)
 - Sheri Everts, Appalachian State University
 - Ann Weaver Hart, University of Arizona
 - Mary Papazian, San Jose State University
 - Lt. General Michelle D. Johnson, Air Force Academy
 - Sharon L. Gaber, University of Toledo
 - Margaret Spellings, University of North Carolina at Chapel Hill
 - Beverly J. Warren, Kent State University
 - Mary Ellen Mazey, Bowling Green State University
 - Diana Natalicio, University of Texas at El Paso
 - Lou Anna Simon, Michigan State University
 - Judy Genshaft, University of South Florida

- Laurie Nichols, University of Wyoming
- Ana Mari Cauce, University of Washington
- Bernadette Gray-Little, University of Kansas
- Teresa A. Sullivan, University of Virginia
- Susan Herbst, University of Connecticut
- Renu Khator, University of Houston

FBS Schools Athletics Directors

Total: 128 ADs who oversaw FBS football programs **110** (85.9 percent) whites

- **13** (10.2 percent) African-Americans
 - Ray Anderson, Arizona State University
 - Michael Williams, University of California, Berkeley
 - Warde J. Manuel, University of Michigan
 - Stan Wilcox, Florida State University
 - Kevin Anderson, University of Maryland, College Park
 - Sean Frazier, Northern Illinois University
 - Eugene Smith, The Ohio State University
 - Bernard Muir, Stanford University
 - Derrick Gragg, Tulsa University
 - David Williams II, Vanderbilt University
 - Allan Greene, University of Buffalo
 - Lynn Swann, University of Southern California
 - Craig Littlepage, University of Virginia
- **Four** (3.1 percent) Latinos
 - Daniel G. Guerrero, University of California, Los Angeles
 - Pete Garcia, Florida International University
 - Barry Alvarez, University of Wisconsin
 - Mario Moccia, New Mexico State University
- **One** (0.8 percent) Asian
 - Patrick Chun, Florida Atlantic University
- **Nine** (7 percent) white women
 - Heather Lyke, Eastern Michigan University
 - Tina Kunzer-Murphy, University of Nevada, Las Vegas
 - Deborah Yow, North Carolina State University
 - Sandy Barbour, Penn State University
 - Lynn Hickey, University of Texas, San Antonio
 - Kathy Beauregard, Western Michigan University
 - Marianne Vydra, Oregon State University (interim)
 - Jennifer Cohen, University of Washington
 - Judy Rose, University of North Carolina, Charlotte
- **The University of Texas at Austin has a separate women's department that does not oversee football:**
 - Christine A. Plonsky (Women's AD), University of Texas at Austin

FBS Schools Faculty Athletics Representatives**Total: 132**

- **118** (89.4 percent) whites
- **Ten** (7.6 percent) African-Americans
 - Charlene Alexander, Ball State University
 - Dawn Lewis, California State University, Fresno
 - BeEtta “Be” Stoney, Kansas State University
 - Marvin Dawkins, University of Miami
 - Ronald Scott, Miami University (Ohio)
 - Tim Seibles, Old Dominion University
 - Michael Clement, University of Texas, Austin
 - Jeffrey Wilson, Arizona State University
 - Jeffrey Leak, University of North Carolina, Charlotte
 - Reginald DesRoches, Georgia Tech
- **One** (0.8 percent) Latina
 - Josephine Potuto, University of Nebraska
- **Three** (2.3 percent) Asians
 - Manoj Chopra, University of Central Florida
 - Clare Pastore, University of Southern California
 - Sen Chiao, San Jose University
- **40** (30.3 percent) women

FBS Conference Commissioners**Total: Ten**

- **Nine** (90.0 percent) white men
- **No** African-Americans
- **No** Latinos
- **No** Asian
- **No** Native Americans
- **One** (10.0 percent) woman
 - Judy MacLeod became the first woman to lead an FBS league when she was named C-USA commissioner in October 2015

FBS Schools Head Football Coaches**Total: 128**

- **112** (87.5 percent) whites
- **13** (10.2 percent) African-Americans
 - Mike Jinks, Bowling Green State University
 - Scottie Montgomery, East Carolina University
 - Paul Haynes, Kent State University
 - Lovie Smith, University of Illinois
 - Willie Taggart, University of South Florida
 - Charlie Strong, University of Texas
 - Frank Wilson, University of Texas at San Antonio
 - Dino Babers, University of Syracuse
 - David Shaw, Stanford University

- Kevin Sumlin, Texas A&M University
- Everett Withers, Texas State University
- Derek Mason, Vanderbilt University
- James Franklin, Penn State University
- **One** (0.8 percent) Latino
 - Tony Sanchez, University of Nevada, Las Vegas
- **Two** (1.6 percent) Asian/Pacific Islanders
 - Kalani Sitake, Brigham Young University
 - Ken Niumatalolo, U.S. Naval Academy
- **No** Native Americans
- **No** women