



Media Contact:
Jessica Bartter, (407) 823-4884
jbartter@bus.ucf.edu

Decisions from the Top: Diversity among Campus, Conference Leaders at Division IA Institutions: All-Time High for Diversity among Athletics Directors

Orlando, FL...January 11, 2007 – As the 2006 regular season of college football came to a close, the controversy over having only five African-American Division IA head football coaches continued to make headlines. While this was an improvement over the three African-American head coaches during the 2005 season, (the smallest number since the early 1990's), it is still far behind other college and professional sports. After the season ended, an African-American and a Latino (Randy Shannon and Mario Cristobal) were hired as head coaches at the University of Miami (Florida) and Florida International University respectively. In the case of FIU, it marked the first time that a school had a Latino President, athletics director and head football coach.

The Institute for Diversity and Ethics in Sport at the University of Central Florida today released *The Buck Stops Here: Assessing Diversity among Campus and Conference Leaders for Division IA Schools in 2007*. The 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 119 Division IA institutions. It also included head football coaches, offensive and defensive coordinators, and assistant coaches.

Richard Lapchick, who is the primary author of the study as director of The Institute, said, "The overwhelming majority of the most powerful people in college sport is still white. In Division IA, this includes 94.9 percent of the presidents, 85.7 percent of the athletics directors, 93.3 percent of the faculty athletics reps and 100 percent of the conference commissioners."

Lapchick added that, "Nonetheless, this is our biggest year of improvement in the leadership of Division IA athletics for diversity. We have reached a new all-time record for athletics directors with 12 African-Americans, four Latinos and a Native American for a total of 17 athletics directors who are people of color on the 119 campuses for 14.3 percent of the total. These are the 119 institutions that play intercollegiate sport at the highest level. The 14.3 percent in Division IA stands in stark contrast to other NCAA institutions where only 6.7, 7.7 and 3.9 percent of the AD positions in Divisions I, II, and III respectively are held by people of color. The large institutions have taken the lead."

This year's figures also represent an increase for people of color as head football coaches (up 3.3 percent when you include the two postseason hires) and a slight increase for faculty

athletics representatives (up 0.8 percent). Conference Commissioners remained all white. During the past year the percentage of women serving as presidents declined by 1.7 percent, increased by 0.8 percent for athletic directors, and decreased 1.0 percent for faculty athletic representatives. Lapchick concluded that, "Overall, the numbers give us a sense of hope that we have turned a corner. However, we still do have a long way to go."

Overall, whites hold 327 (91.3 percent) of the 358 campus leadership positions. White women hold 48 (13.4 percent) of these positions. There are only two Native American males and two Asian males among the 358 people.

This study was co-authored by Ryan Vandament with research assistance from Marina Bustamante and Bente General.

In this study, the only exceptions to white men in Division IA campus leadership positions are the following. *Please note that a synopsis of findings is located at the end of this release; information is current as of January 1, 2007.*

President

There are:

- Four (3.4 percent) African-American men (Bowling Green, Indiana University, Bloomington, Middle Tennessee State and Ohio University)
- Two (1.7 percent) Latino men (Akron and Florida International)
- No Asian or Native American men as president at Division IA institutions
- 13 (10.9 percent) white women (University of Alabama at Birmingham, Ball State, Cincinnati, University of Hawaii, Manoa, Memphis, University of Miami (Florida), Michigan, Michigan State, Ohio State, South Florida, Syracuse, Temple and University of Texas at El Paso)
- No African-American, Asian, Latina, or Native American women presidents at Division IA schools
- 94.9 percent (113) of the 119 Division IA presidents are white; 84.0 percent (100) are white men

Athletics Director – There are **119 athletics directors** in Division IA who oversee football.

There are:

- Twelve (10.1 percent) African-American men (State University of New York at Buffalo, Central Florida, Eastern Michigan, Georgia, University of Hawaii, Manoa, New Mexico State, Ohio State, Southern California, Syracuse, U.S. Military Academy, Vanderbilt and Virginia)
- Four (3.4 percent) Latino men (University of California, Los Angeles, Rice, University of Wisconsin, Madison and Florida International University)
- One (0.8 percent) Native American male (Tulane University)
- No Asians as athletics directors at Division IA schools
- Six (5.0 percent) white women (Arizona State, University of California, Berkeley, Maryland, Nevada, Western Michigan and Wyoming) are in charge of an athletics department that oversees football. The University of Arkansas, Fayetteville, Tennessee, Knoxville, and Texas at Austin have a woman director of only women's athletics.
- No African-American, Asian, or Native American women or Latinas are athletics directors in Division IA
- 85.7 percent (102) of the 119 Division IA athletics directors are white; 80.7 percent (96) are white men

Faculty Athletics Representative (FAR) – There are **120 faculty athletic representatives** in Division IA who oversee football because the University of Minnesota, Twin Cities has two. There are:

- Four (3.4 percent) African-American men (University of Alabama at Birmingham, Arizona State, Michigan and Notre Dame)
- Two (1.7 percent) Asian men (Oregon State and South Florida)
- One (0.8 percent) Latino man (Rice)
- One (0.8 percent) Native American man (Brigham Young University)
- 29 (24.2 percent) women
- Of the 29 women FARs in Division IA, there are no African-Americans, Latinas, Asians or Native Americans
- 93.3 percent (112) of the 120 FARs are white; 69.1 percent (83) are white men

Conference Commissioners

All (100 percent) of the 11 Division IA 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

In the 2006 season, there were:

- Five (4.2 percent) African-American men head football coaches in Division IA institutions (State University of New York at Buffalo, University of California, Los Angeles, Kansas State, Mississippi State, and Washington)
- At the conclusion of the season the University of Miami (Florida) hired an African-American head coach and FIU hired a Latino head coach.

Offensive and Defensive Coordinators

In the 2006 season, there were:

- 31 (12.8 percent) African-American men
- Three (1.2 percent) Latino men
- Two (0.8 percent) Asian men
- 85.1 percent (206) of the 242 coordinators were white men

Assistant Football Coaches

In the 2006 season, there were:

- 282 (26 percent) African-American men
- Fifteen (1.4 percent) Asian men
- Twelve (1.1 percent) Latino men
- 71.5 percent (774) of the 1,083 assistant coaches were white men

Football Student-Athletes

In the 2006 season:

- 49.4 percent were African-Americans
- 2.3 percent were Asians
- 1.7 percent were Latinos
- 0.1 percent were individuals of other minority backgrounds
- 46.5 percent were white

According to the study of Division IA leadership positions:

- None of the African-American presidents hired an African-American athletics director or African-American football coach, nor appointed an African-American FAR.
- Among the Latino presidents, Modesto A. Maidique of Florida International University hired Pete Garcia, a Latino athletics director and, after the season, they both hired Mario Cristobal, a Latino football coach. This is unprecedented in college sport.
- No African-American or Latino president appointed a person of color as FAR.
- Among the African-American athletics directors, only Warde Manuel at the State University of New York at Buffalo hired an African-American head football coach (Turner Gill).
- UCLA Athletics Director Dan Guerrero, who is Latino, hired Karl Dorell, an African-American, as head football coach.
- Among the 13 women presidents, two hired a person of color to be athletics director (Nancy Cantor at Syracuse University hired Daryl Gross and Karen Holbrook at The Ohio State University hired Eugene Smith) (*note: University of Hawaii, Manoa's athletic director Herman Frazier was serving in that position before the interim school's woman president, Denise Konan, was appointed*) and two appointed a person of color as a FAR. None of the women presidents hired a woman as athletics director; three appointed women as FAR.
- Among the five African-American head coaches, four hired at least one African-American as either an offensive or defensive coordinator and two hired an African-American for both positions.

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 nationally recognized Racial and Gender Report Card, an assessment of hiring practices in coaching and sport management. Additionally, The Institute 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 Division IA Schools in 2007*

Data current as of January 1, 2007

Total Division IA Presidents, Athletic Directors, and Faculty Athletics Representatives

Total: 358

- **327** (91.3 percent) whites
- **20** (5.6 percent) African-Americans
- **Seven** (1.9 percent) Latinos
- **Two** (0.6 percent) Asian
- **Two** (0.6 percent) Native American
- **48** (13.4 percent) women

Division IA Presidents

Total: 119

- **113** (95.0 percent) whites
- **Four** (3.4 percent) African-Americans
 - Sidney A. Ribeau, Bowling Green State University
 - Adam W. Herbert, Indiana University, Bloomington
 - Sidney McPhee, Middle Tennessee State University
 - Roderick McDavis, Ohio University
- **Two** (1.7 percent) Latinos
 - Luis Proenza, University of Akron
 - Modesto A. Maidique, Florida International University
- **Zero** Asian
- **Zero** Native American
- **13** (10.9 percent) women (all white)
 - Carol Garrison, University of Alabama at Birmingham
 - Jo Ann M. Gora, Ball State University
 - Nancy L. Zimpher, University of Cincinnati
 - Denise Konan, University of Hawaii, Manoa
 - 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
 - Karen Holbrook, The Ohio State University
 - Judy Genshaft, University of South Florida
 - Nancy Cantor, Syracuse University
 - Ann Weaver Hart, Temple University
 - Diana S. Natalicio, University of Texas at El Paso

Division IA Athletics Directors

Total: 119 ADs who oversee Division IA football programs (three schools have two athletics directors with a woman heading women's athletics: University of Arkansas, Fayetteville, University of Tennessee, Knoxville and University of Texas at Austin)

- **102** (85.7 percent) whites
- **Twelve** (10.1 percent) African-Americans
 - Warde Manuel, The State University of New York at Buffalo
 - Keith Tribble, University of Central Florida

- Derrick Gragg, Eastern Michigan University
- Damon Evans, University of Georgia
- Herman R. Frazier, University of Hawaii, Manoa
- McKinley Boston Jr., New Mexico State University
- Eugene Smith, The Ohio State University
- Michael Garrett, University of Southern California
- Daryl J. Gross, Syracuse University
- Kevin Anderson, U.S. Military Academy
- David Williams II (Vice Chancellor of Student Life and University Affairs and General Counsel), Vanderbilt University
- Craig K. Littlepage, University of Virginia
- **Four** (3.4 percent) Latinos
 - Daniel G. Guerrero, University of California, Los Angeles
 - Chris Del Conte, Rice University
 - Barry Alvarez, University of Wisconsin, Madison
 - Pete Garcia, Florida International University
- **One** (0.8 percent) Native American
 - Rick Dickson, Tulane University
- **Zero** Asian
- **Six** (5 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
 - Barbara Burke, University of Wyoming

These women head a separate women’s department and do not oversee football:

- Beverly R. Lewis (Women’s AD), University of Arkansas, Fayetteville
- Joan C. Cronan (Women’s AD), University of Tennessee, Knoxville
- Christine A. Plonsky (Women’s AD), University of Texas at Austin

Division IA Faculty Athletics Representatives

Total: 120

- **112** (93.3 percent) whites
- **Four** (3.4 percent) African-Americans
 - Dr. Johnny W. Scott, University of Alabama at Birmingham
 - Myles V. Lynk, Arizona State University
 - Percy Bates, University of Michigan
 - Donald B. Pope-Davis, University of Notre Dame
- **Two** (1.7 percent) Asians
 - L.J. “Kelvin” Koong, Oregon State University
 - Suresh Khator, University of South Florida
- **One** (0.8 percent) Latino
 - James A. Castañeda, Rice University
- **One** (0.8 percent) Native American
 - Larry EchoHawk, Brigham Young University
- **29** (24.2 percent) women

Division IA Conference Commissioners

Total: 11

11 (100 percent) white men

Zero African-Americans

Zero Latinos

Zero Asians

Zero Native Americans

Zero women

Division IA Head Football Coaches

Total: 119

- **114** (95.8 percent) whites
- **Five** (4.2 percent) African-Americans
 - Turner Gill, University of Buffalo
 - Karl Dorrell, University of California, Los Angeles
 - Ron Prince, Kansas State University
 - Sylvester Croom, Mississippi State University
 - Tyrone Willingham, University of Washington
- **Zero** Latinos
- **Zero** Asians
- **Zero** Native Americans
- **African-American DI-A Head Football Coaches hired after the end of the 2006 Football Season**
 - Randy Shannon, University of Miami (Florida)
- **Latino DI-A Head Football Coaches hired after the end of the 2006 Football Season**
 - Mario Cristobal, Florida International University

Division IA Offensive and Defensive Coordinators

Total: 242 coaches are considered either offensive or defensive coordinators. This number excludes 13 offensive or defensive coordinators (Brigham Young University, University of Hawaii, Manoa, University of Houston, Kent State University, University of Maryland, College Park, Miami University (OH), University of Mississippi, New Mexico State, Rutgers, University of South Carolina, Columbia, Stanford University, Syracuse, and the U.S. Naval Academy) who also serve as the head coach.

- **206** (85.1 percent) whites
- **31** (12.8 percent) African-Americans
 - Gerald Carr, The State University of New York at Buffalo
 - Jimmy Williams, The State University of New York at Buffalo
 - DeWayne Walker, University of California, Los Angeles
 - Don Treadwell, University of Cincinnati
 - Howard Feggins, Eastern Michigan University
 - Jay Peterson, Eastern Michigan University
 - Charlie Strong, University of Florida
 - Mike Locksley, University of Illinois, Champaign
 - James Franklin, Kansas State University
 - Raheem Morris, Kansas State University
 - Joker Phillips, University of Kentucky
 - Randy Shannon, University of Miami (FL) – now head coach
 - Taver Johnson, Miami University (OH)

- Ron English, University of Michigan
- David Lockwood, University of Minnesota
- Woody McCorvey, Mississippi State University
- Jay Norvell, University of Nebraska, Lincoln
- Osia Lewis, University of New Mexico
- Marvin Sanders, University of North Carolina, Chapel Hill
- Ramon Flanigan, University of North Texas
- Garrick McGee, Northwestern University
- Michael Haywood, University of Notre Dame
- Kevin Sumlin, University of Oklahoma
- Vance Bedford, Oklahoma State University
- Paul Randolph, Rice University
- Tom Williams, San Jose State University
- Tyrone Nix, University of South Carolina, Columbia
- Mike Pelton, Troy University
- Mike London, University of Virginia
- Calvin Magee, West Virginia University
- George McDonald, Western Michigan University
- **Three** (1.2 percent) Latinos
 - Mike Canales, University of Arizona
 - Willie Martinez, University of Georgia
 - Manny Diaz, Middle Tennessee State University
- **Two** (0.8 percent)
 - Robert Anae, Brigham Young University
 - Duane Akina, University of Texas at Austin

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