



TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

The 2018 Racial and Gender Report Card:

D1 FBS Leadership

By **Dr. Richard Lapchick**

with Alex Noboa, Brett Estrella, Brittany Barber, Daniel Martin, DeAnna Glover, Jacob Slayton, Kasimu Greenidge, Miranda Murphy, Nathan Harvey, Nikhil Sen, and William Thomas II

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The 2018 DI FBS Leadership College Racial and Gender Report Card: Collegiate Athletic Leadership Gets a D as it is Still Dominated by White Men



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Executive Summary

Orlando, FL - October 3, 2018

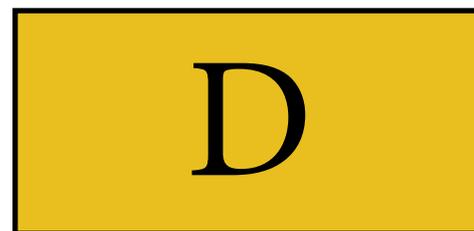
White men still rule top level college sport. The key leadership positions at Football Bowl Subdivision (FBS) schools and conferences remained overwhelmingly white and male according to a new study released by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida. This year's report showed consistent underrepresentation of women and people of color in campus leadership positions which led to a combined grade of a **D** for race and gender on the Racial and Gender Report Card (RGRC).

Richard Lapchick, director of TIDES and principal author of the report, said "Overall, the grade for racial hiring practices was a **C**. The grade for gender was an **F**. **A student in any of these institutions of higher education would either be expelled or put on probation with this record.**"

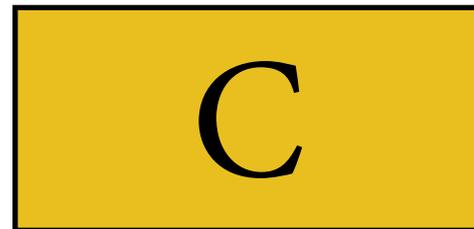
The results show very little deviation from last year's findings but do show a slight improvement in the overall grade. As a note regarding the last year's edition of this report, 2017 was the first year the Racial and Gender Report Card structure was applied to these findings. With the introduction of a new grading scale, there was an error in the assignment of the grade D+ in 2017. Instead, the grade of D- should have been administered. Therefore, this year's findings are an improvement upon the 2017 results and not a step back.

The representation of people of color as presidents was the biggest improvement from last year's report. There was also a slight increase of women as presidents, resulting in a C in race while it remained an F for gender

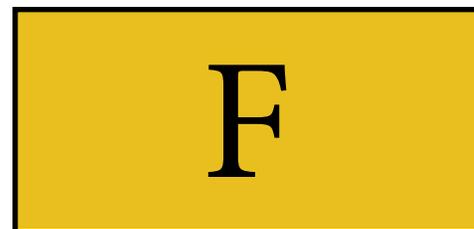
Overall Grade



Racial Hiring



Gender Hiring



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representation in the role of presidents. In 2017 the FBS schools had an F in both racial and gender hiring practices for president.

As for athletics directors, representation for women increased while that for people of color showed a slight decrease. This resulted in a C+ for race and an F for gender.

In addition, there was a decrease in the number of faculty representative positions. Although the number of women and Asians holding faculty representative positions did not change, the percentage points for women and Asians in this role slightly increased, which led to grades of a C in race and a C in gender.

When all the leadership positions were combined, there were minor increases in the representation of women and people of color.

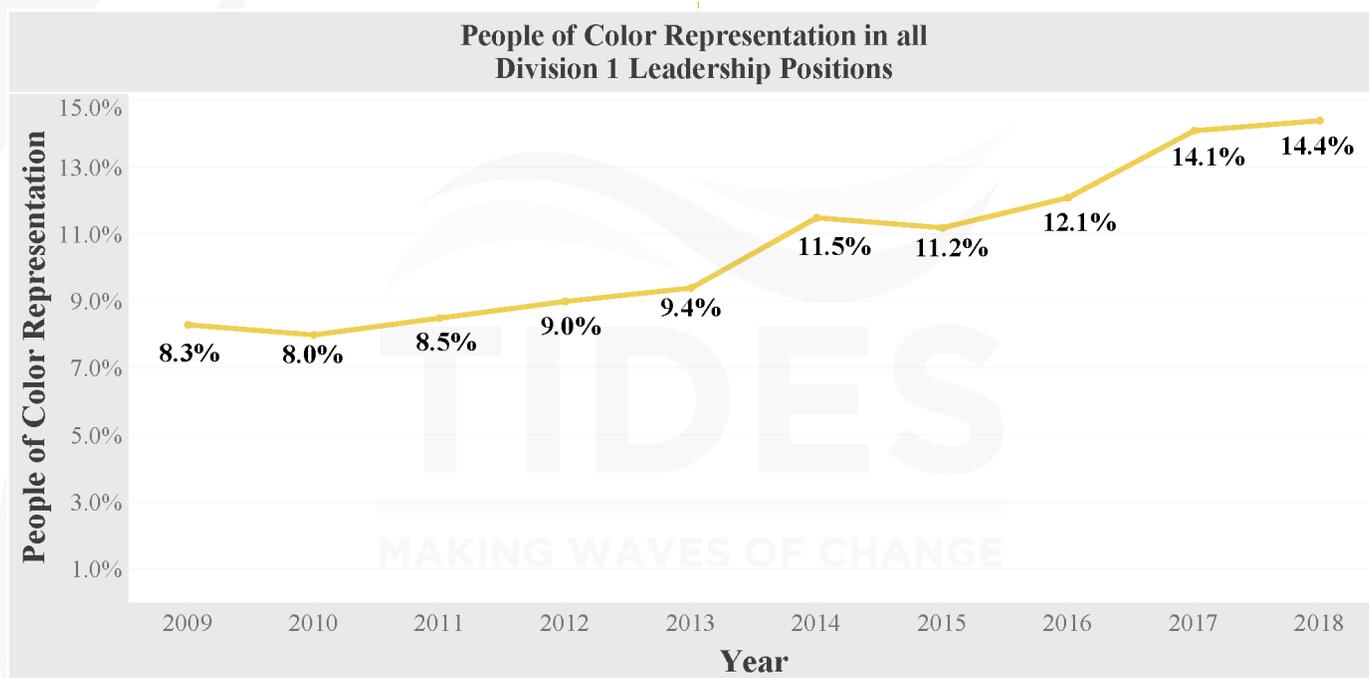
This study examined the race and gender of conference commissioners and campus leaders, including college and university presidents, athletics directors and faculty athletics representatives for all 130 FBS institutions. The study also included head football coaches, assistant coaches and student-athletes for the football teams.

Lapchick added that “the terribly low grades recorded in 2017 and now in 2018 show the continued dominance of white men in the leadership roles affecting who is

“Overall, the grade for racial hiring practices was a C. The grade for gender was an F. A student in any of these institutions of higher education would either be expelled or put on probation with this record.”

hired in college sport’s top coaching jobs.”

This year’s report results once again do not reflect the much more diverse composition of students and student-athletes at colleges and universities across the country. As the 2018-19 report illustrates, 85.4 percent of our presidents were white, 84.6 percent of our athletics directors were white, 85.3 percent of faculty athletics representatives were white, and 100 percent of our conference commissioners were white. In those



positions, 73.1, 76.9, 56.6 and 90 percent were white men, respectively.

The biggest progress shown this year with three new women hired to serve in athletic director roles and one woman serving as an interim AD. This is in addition to the hiring of Desiree Reed-Francois as the University of Nevada-Las Vegas' AD and Carla Williams as Virginia's AD. They were the first Latina and African-American women, respectively, chosen to lead an FBS athletics department in late 2017.

Overall, whites held 337 (85.4 percent) of the 395 campus leadership positions reported in this study, which was a slight decrease from 86.6 percent in 2017. Lapchick noted that "The people holding these leadership positions do not look like America. Sadly, college sports remains behind professional sports regarding opportunities for women and people of color for the top jobs. We need to throw down the gauntlet at all colleges and universities to move them to hire leaders who look like their students and student-athletes. Who look like America."

The poor record led the NCAA to adopt *The Pledge and Commitment to Promoting Diversity and Gender Equity in Intercollegiate Athletics* in September 2016. As of July 18, 2018, 862 schools and 102 conferences have signed the pledge. 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

D1 Leadership at a Glance

Racial Hiring Grade for Presidents

C  **14.6%**
People of Color

Gender Hiring Grade for Presidents

F  **16.9%**
Women

Racial Hiring Grade for Athletics Directors

C+  **15.4%**
People of Color

Gender Hiring Grade for Athletics Directors

F  **9.2%**
Women

Racial Grade for FARs

C  **14.7%**
People of Color

Gender Grade for FARs

C  **31.6%**
Women

and the entire campus community.

As is clearly seen in this report, the effect of the pledge after two years has been minimal. In spite of small increases for both, only 14.6 percent of the campus leadership positions in athletics were held by people of color, and 19.5 percent were held by women.

In the Fall of 2018, 73.1 percent of the presidents were white men, as were 76.9 percent of the athletics director positions at FBS schools, while 86.0 percent of faculty athletics representatives were white and 36.6 percent were women. Finally, 85.4 percent of our head football coaches were white. Lapchick added, “We need new ways to do business. Diversity and Inclusion are business imperatives.”

Please note that a synopsis of findings is located at the end of this release; information is current as of September 12, 2018.



D1 Leadership at a Glance

Head Coaches of Color

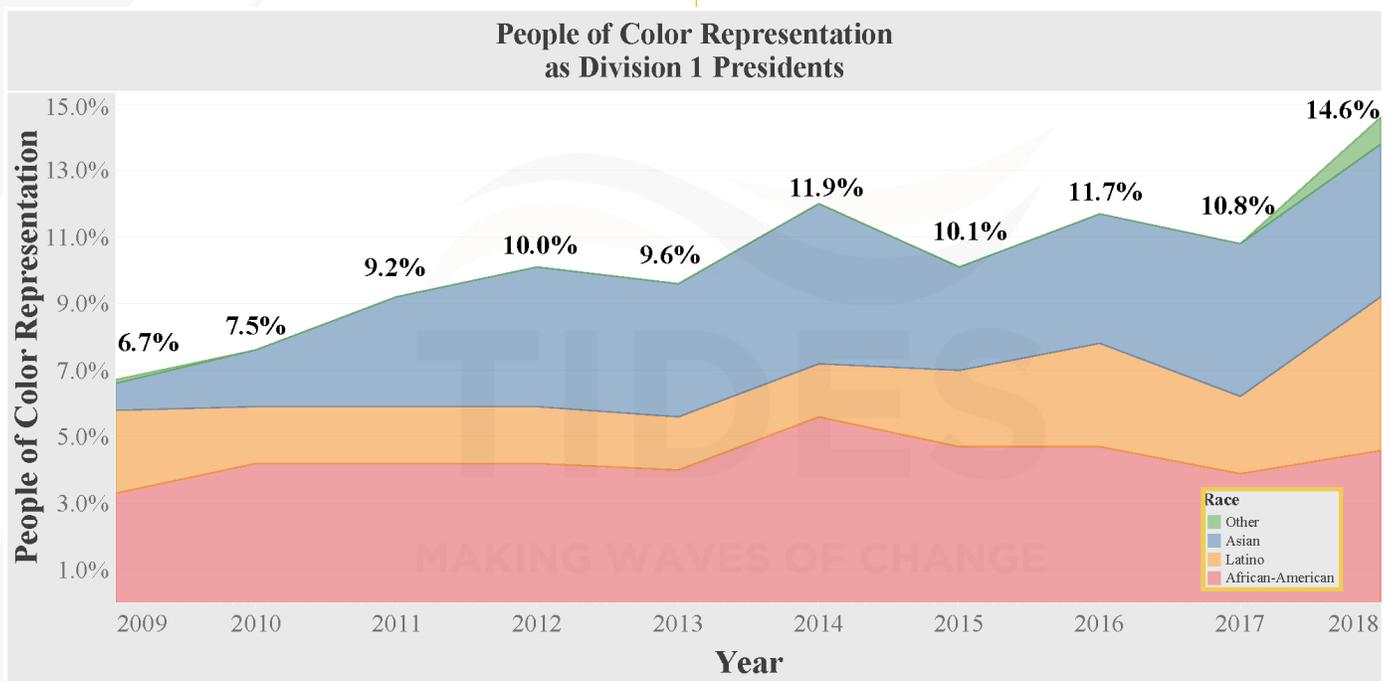
14.5% ↑

Assistant Coaches of Color

37.6% ↑

Players of Color

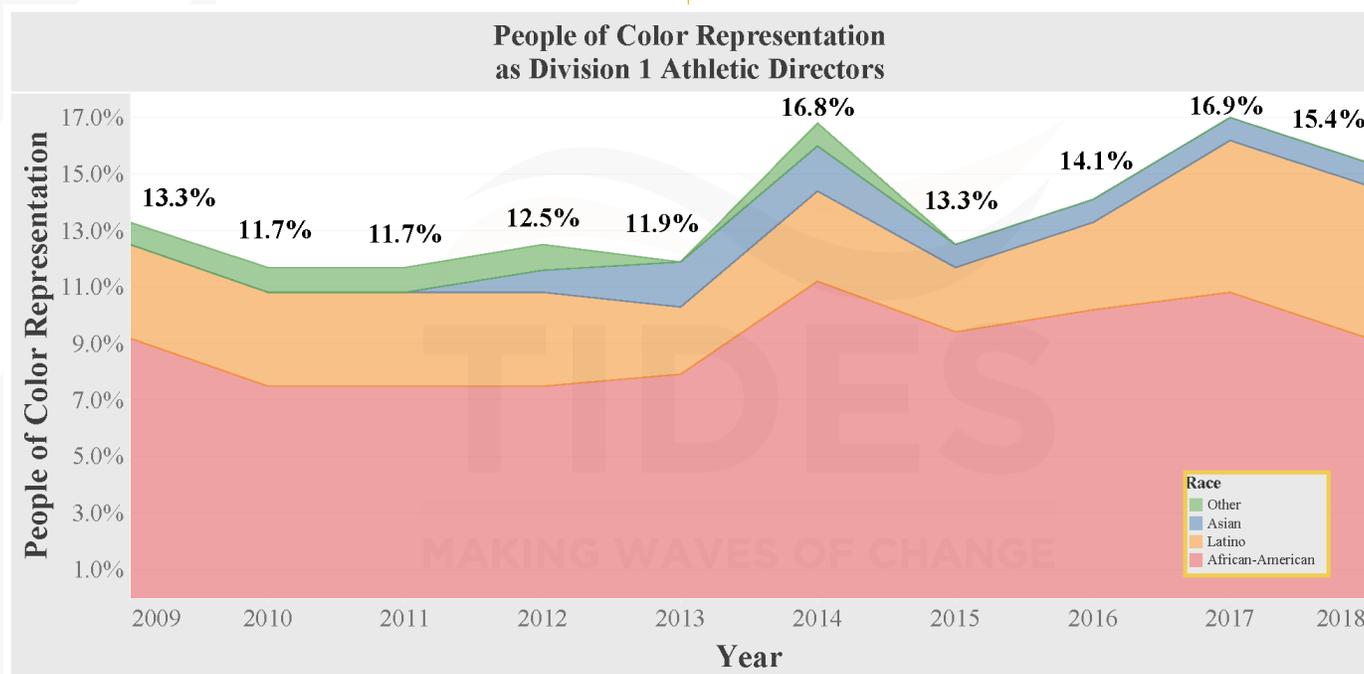
60.2% ↑



Report Highlights

- Overall, whites held 85.4 percent of the 395 campus leadership positions.
- White men held 73.1 percent of the 130 president positions.
- Ana Mari Cauce at the University of Washington, Adela de la Torre at San Diego State University, Marta Meana at the University of Nevada, Las Vegas and Renu Khator at the University of Houston were the only female Latina and Asian presidents, respectively, at FBS schools in 2018.
- There were five African-American men, three Latino men, and five Asian men who were presidents in the FBS.
- White men held 76.9 percent of the 130 athletics director positions at FBS schools. White women held 7.7 percent of the AD positions. The number of athletics directors of color totaled 20 (15.4 percent). In 2018, there were seven new hires for athletic director positions including five women, one Latino, and one white male. The percentage of women and women of color serving in athletic director roles have reached an all-time high since the first release of this report in 2006.

- 85.3 percent of faculty athletics representatives were white and 31.6 percent were women. There were only three women of color who were FARs. There was a higher percentage of whites as FARs than whites who were full-time faculty.
- White men hold 90 percent of the 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.
- Football head coaches of color increased by two from 17 to 19 compared to last year's study. African-American head coaches increased by one to 15 (11.5 percent). Asian/Islander Pacific head coaches remained the same at two (1.5 percent). Latino head coaches increased from one to two (1.5 percent), respectively, from 2017.
- Overall, 62.4 percent of the assistant coach positions were white males and 37.6 percent were people of color, respectively.
- The percent of African-American football student-athletes was 54.3 percent for the 2018 season, a 1.6 percentage point decrease from 2017. The percentage of whites was 39.8 percent, which was a 0.8 percentage point increase from 2017.



Overall Findings

Overall, leadership in FBS athletics departments received a combined grade of a **D** for race and gender. The only category above a **C** grade was the race makeup of FBS athletics directors. Neither the head nor the assistant football coaches were included in the grade for overall leadership of FBS athletics departments.

Whites held 337 (85.4 percent) of the 395 campus leadership positions. Women held 78 (19.7 percent) of these positions, which increased 2.0 percentage point from last year's study. There were 27 African-American men and two African-American women in campus leadership positions. There were only 15 Latino men and four Latinas. There were eight Asian men and one Asian woman in campus leadership positions. Only 57 (14.4 percent) of the campus leadership positions were held by people of color, which was an increase of 1.0 percentage point from last year.

White men held 95 (73.1 percent) of the 130 positions of president and 100 (76.9 percent) of the 130 athletics director positions at FBS programs. White men also held 78 (57.4 percent) of FBS faculty athletic

representative positions, which decreased by 0.4 of a percentage point from last year's study.

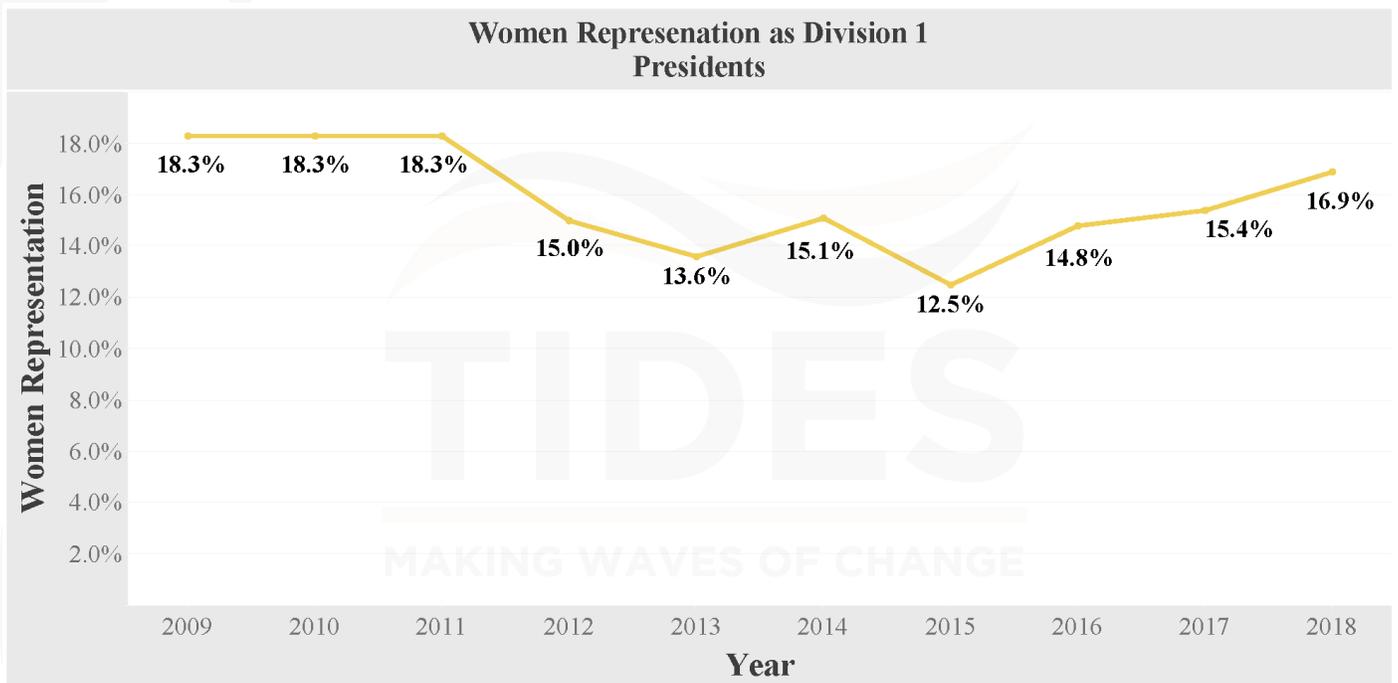
The following are the only exceptions to white men in campus leadership positions at FBS schools found in this study:

President (n=130)

The percentage of women and people of color who were president of an FBS institution both increased slightly in the 2018 report by 1.5 and 3.8 percentage points, respectively. In the Fall of 2018, 85.4 percent of presidents were white, a 3.8 percentage point decrease from last year, while 16.9 percent were women, and 14.6 percent were people of color. White men held 73.1 percent of the 130 president positions. Specifically, there were:

Men of color

- Five (3.8 percent) African-American men (Army, Western Michigan University, Middle Tennessee State University, The Ohio State University, and



University of Southern Mississippi).

- Three (2.3 percent) Latino men (University of Miami, New Mexico State University, and California State University - Fresno). This was an increase of one from last year's report.
- Five (3.9 percent) Asian men (University of Buffalo, University of Cincinnati, University of Maryland - College Park, University of Missouri, and University of New Mexico).
- No Native American men.

Women

- 17 (13.1 percent) white women (Appalachian State University, Baylor University, University of California - Berkeley, University of North Carolina at Chapel Hill, University of Connecticut, Iowa State University, Kent State University, Northern Illinois University, University of Texas at El Paso, Texas State University, San Jose State University, University of South Florida, University of Toledo, University of Utah, Utah State University, and University of Wyoming). This was a decrease of two from last year's report.
- One African-American woman as president (University of Southern California). This was an increase of one from last year's report.
- One (0.8 percent) Asian woman (University of Houston)
- Three (2.3 percent) Latinas (University of Nevada, Las Vegas, San Diego State University, and University of Washington). This was an increase of

Racial Hiring Grade for Presidents

C  **14.6%**
People of Color

Gender Hiring Grade for Presidents

F  **16.9%**
Women

two from last year's report.

- No Native American women.

Athletics Director (n=130)

In the Fall of 2018, 84.6 percent of athletics directors were white, which was a 1.5 percentage point increase from last year's findings. Of the 12 women in the position, all but Desiree Reed-Francois at the University of Nevada - Las Vegas and Carla Williams at the University of Virginia, were white. White men held 76.9 percent of the 130 athletic director positions at FBS schools. The number of athletics directors of color totaled 20 (15.4 percent, a 1.5 percentage point decrease from the 2017 report). There continued to be no female Asian or Native American athletics directors at FBS schools. Specifically, there were:

Men of color

- 11 (8.5 percent) African-American men (Arizona State University, Boston College, The State University of NY at Buffalo, University of Maryland - College Park, University of Michigan, Northern Illinois University, The Ohio State University, University of Southern California, Stanford University, University of Tulsa, and Vanderbilt University). This was a decrease of three from last year.
- Six (4.6 percent) Latino men (University of California - Los Angeles, Florida International University, University of New Mexico, New Mexico State University, University of Texas at Austin, and University of Wisconsin). This did not change from last year's report.
- One (0.8 percent) Asian man (Washington State University). This did not change from last year's report.
- No Native American men, which is the same as the 2017 report.

Women

- Ten (7.7 percent) white women (Air Force Academy, Ball State University, California State University Fresno, North Carolina State University,

Penn State University, University of Pittsburgh, San Jose State University, University of Texas at San Antonio, University of Washington, and Western Michigan University) are in charge of an athletics department that oversees football. This is three more than the 2017 Report.

- One Latina (University of Nevada - Las Vegas). This did not change from last year's report.
- There is one African-American (University of Virginia). This was an increase of one from last year's report.
- There are no Asian or Native American women. This did not change from last year's report.
- The University of Texas at Austin had a female director of only women's athletics.

Racial Hiring Grade for Athletics Directors

C+  **15.4%**
People of Color

Gender Hiring Grade for Athletics Directors

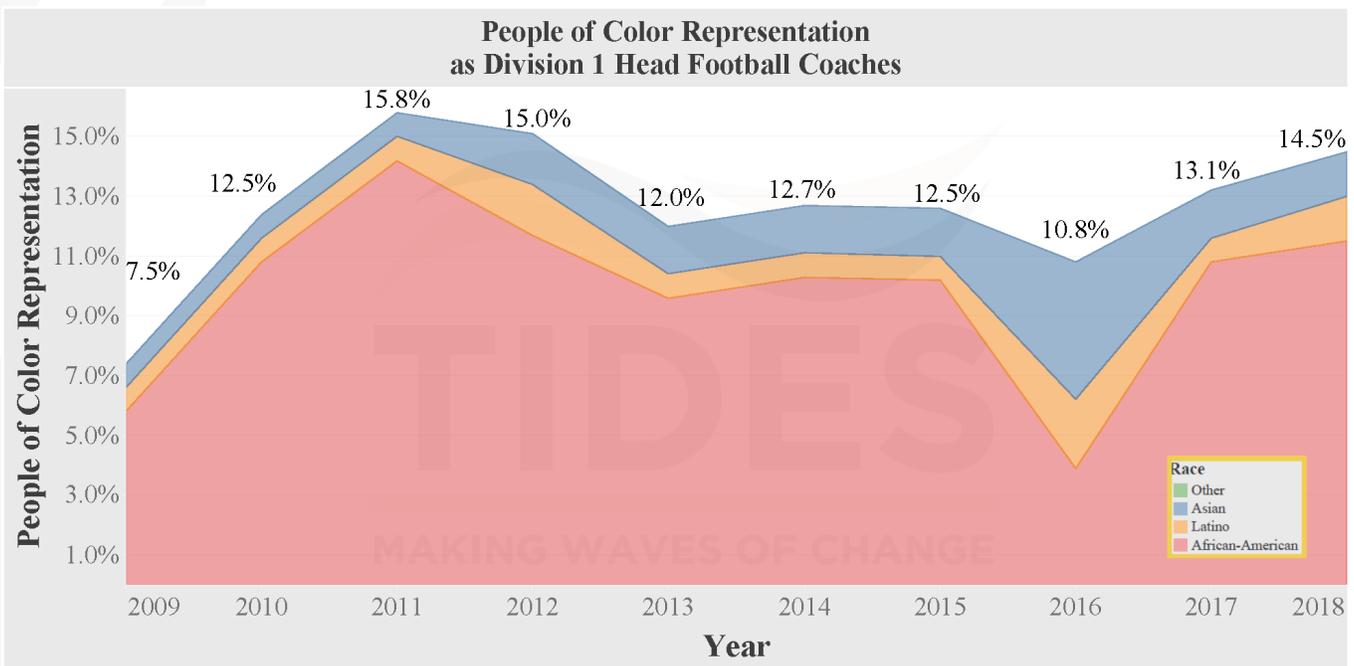
F  **9.2%**
Women

Faculty Athletic Representative (FAR) (n=136)

There were 136 faculty athletic representatives at FBS schools. Bowling Green State University, California University Fresno, Ohio University, University of Iowa, Michigan State University, University of Minnesota, and University of Wisconsin-Madison each had two FARs while Western Michigan did not have anyone in that role. As of this publication, 85.3 percent of faculty athletics representatives were white, which was a 0.1 percentage point decrease from the previous year. There were 43 (31.6 percent) women holding a position as a FAR, which was a 0.2 percentage point increase from last year's report. There were 20 (14.7 percent) people of color holding a position as a FAR, which was a 0.2 percentage point increase from last year's report. Specifically, there were:

Men of color

- Nine (6.6 percent) African-American men (Arizona State University, University of Alabama, University of Arkansas, Georgia Tech, University of North Carolina at Charlotte, University of Miami, Old Dominion University, University of Southern



California, and University of Texas at Austin). This was the same as the 2017 report.

- Two (1.5 percent) Asian men (San Jose State University and University of Central Florida). This was the same as last year’s report.
- Five (3.7 percent) Latino men (University of Arizona, New Mexico State University, Stanford University, California State University – Fresno, and University of Florida). This increased by two from last year’s report.
- No Native American men.

Women

- 40 (29.4 percent) white women.
- Of the 43 women FARs in FBS schools, there were only three women of color. There were two African-Americans (University of Michigan and University of South Carolina) and one Latina as FARs (University of Nebraska).

Faculty

According to data compiled by *The Chronicle of Higher Education* and reported in their *Almanac 2018-*

Racial Hiring Grade for FARs

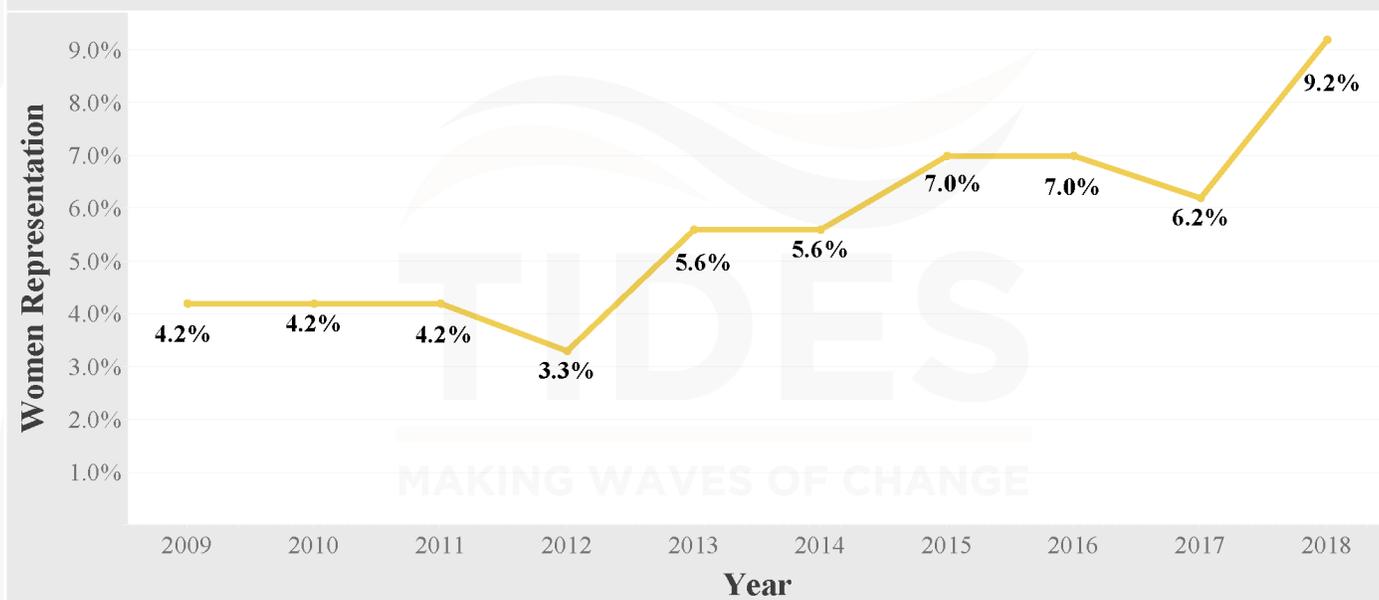
C  **14.7%**
People of Color

Gender Hiring Grade for FARs

C  **31.6%**
Women

19, in Fall 2016, 73.2 percent of the full-time faculty were white, 5.7 percent were African-American, 4.7 percent were Latino, 9.4 percent were Asian/Pacific Islander, and less than 1 percent were American Indian or two or more races. Men accounted for 53.8 percent of full-time faculty. Among full-time professors, 81.8 percent were white, 3.9 percent were African-American, 3.5 percent were Latino, 10.0 percent were Asian/Pacific Islander, and less than 1 percent were American Indian. Men accounted for 67.8 percent.

Women Representation as Division 1 Athletic Directors



Conference Commissioners (n=10)

Nine (90.0 percent) of the ten FBS conference commissioners were white men. All of the conference commissioners of the Power Five Conferences were – and always have been - 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=130)*

At the start of the 2018 season, 85.4 percent of head coaches were white men, which was a 1.6 percentage point decrease from the 2017 Report. There were 19 (14.5 percent) coaches of color in 2018.

Specifically, there were:

- 15 (11.5 percent) African-American men (University of Arizona, Arizona State University, Bowling Green State University, East Carolina University, Florida State University, Liberty University, University of Nevada - Reno, University of South Florida, Stanford University, Texas State University, Vanderbilt University, Penn State University, University of Illinois, Syracuse University, and the University of Texas at San Antonio). This was an increase of one compared to last year.
- Two (1.5 percent) Asian/Pacific Islanders (Brigham Young University and U.S. Naval Academy). This remained the same as last year.
- Two (1.5 percent) Latinos (University of Oregon, and University of Nevada - Las Vegas). This increased by one from last year's report.

* The report released today had an error above by including the University of Idaho, which is no longer an FBS school, and omitting Liberty University, which became an FBS school this year. Liberty was originally omitted because they are not bowl eligible in 2018. The changes are now reflected in the data above.

Assistant Football Coaches (n=1,437)**

At the start of the 2018 season, 62.4 percent of assistant football coaches were white, which was a 0.9 percentage point decrease from the year before.

Specifically, there were:

- 488 (33.8 percent) African-American men, a 0.2 percentage point increase from 2017.
- 17 (1.2 percent) Latino men, a 0.4 percentage point increase from 2017.
- 30 (2.1 percent) Asian/Pacific Islander men, a 0.1 of a percentage point increase from 2017.
- Seven (0.5 percent) “other” men of color, a 0.4 of a percentage point increase from 2017.
- One woman (Virginia Tech) currently holds an assistant football coaching position.

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

** As with head coaches, the report released today had an error above by including the University of Idaho and omitting Liberty University. The changes are now reflected in the data above.

Football Student-Athletes (n = 14,557)***

In the 2018 season: 39.8 percent of football student-athletes were white, which was a 0.8 of a percentage point increase from the previous year.

- 7897 (54.3 percent) were African-American men, a 1.6 percentage point decrease from 2017.
- 337 (2.3 percent) were Latino men, a 0.1 of a percentage point increase from 2017.
- 400 (2.8 percent) were Asian/Pacific Islander men, a 0.3 of a percentage point increase from 2017.
- 127 (0.9 percent) were “other” men of color, a 0.5 of a percentage point increase from 2017.

*** As with head coaches and assistant coaches, the report released today had an error above by including the University of Idaho and omitting Liberty University. The changes are now reflected in the data above.



How Grades Were Calculated

The data in this report shows that the representation of women and people of color in leadership positions in FBS athletics do not nearly reflect the number of players of color competing on the field. However, to give it perspective for sports fans, the Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state the workplace should reflect the percentage of the people in the racial group in the population.

When we first published the Racial and Gender Report Card in the late 1980s, approximately 24 percent of the population was comprised of people of color. Thus, an **A** was achieved if 24 percent of the positions were held by people of color, **B** if 12 percent of the positions were held by people of color, **C** if it had 9 percent, a **D** if it was at least 6 percent and **F** for anything below 6 percent.

The change in the nation’s demographics has been dramatic with the most recent census making all people of color and minorities closer to 35 percent. To be fair in transition to the organizations and sports we examine in the Racial and Gender Report Cards, we decided to increase the standards in two steps. The following chart shows the new scale we are using for race and gender. To get an **A** for race, the category now needs to have 30 percent people of color and to get an **A** for gender, 45 percent is needed.

<i>Race</i>		<i>Gender</i>	
A+	>30	A+	>45
A	28.6-30	A	44.1-45
A-	24.6-28.5	A-	41.6-44
B+	19.6-24.5	B+	39-41.5
B	17-19.5	B	37.6-38.9
B-	16.0-16.9	B-	34.6-37.5
C+	15.0-15.9	C+	32-34.5
C	14.0-14.9	C	30.6-31.9
C-	13.0-13.9	C-	27.6-30.5
D+	12.0-12.9	D+	25-27.5
D	11.0-11.9	D	24-24.9
F	<11	F	<24

Methodology

All data was collected by the NBA League Office and passed on to the research team at The Institute for Diversity and Ethics in Sport in the University of Central Florida’s DeVos Sport Business Management Graduate Program.

The data was placed into spreadsheets and compared to data from previous years. After evaluating the data, the report text was drafted; it references changes in statistics from previous years.

The report draft was sent to the NBA League Office, so the draft could be reviewed for accuracy. The NBA responded with updates and corrections that were then incorporated into the final report.

The report covers the 2017-2018 season for the National Basketball Association.

About the Racial and Gender Report Card

The Racial and Gender Report Card (RGRC), which is the definitive assessment of hiring practices of women and people of color in most of the leading professional and amateur sports and sporting organizations in the United States. The full report considers the composition – assessed by racial and gender makeup – of players, coaches and front office/athletic department employees in our country’s leading sports organizations, including the National Basketball Association (NBA), National Football League (NFL), Major League Baseball (MLB), Major League Soccer (MLS) and the Women’s National Basketball Association (WNBA), as well as in collegiate athletics departments.

The Racial and Gender Report Card is published by The Institute for Diversity and Ethics in Sport, which is part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Dr. Richard Lapchick has authored all reports, first at Northeastern University and now at UCF (until 1998, the report was known as the Racial Report Card.)

The Institute for Diversity and Ethics in Sport (TIDES)

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 sport. The Institute researches and publishes a variety of studies, including annual studies of student-athlete graduation rates and racial attitudes in sport as well as the internationally recognized Racial and Gender Report Card, an assessment of hiring practices 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's founder and director is Dr. Richard Lapchick, a scholar, author and internationally recognized human rights activist and pioneer for racial equality who is acknowledged as an expert on sport and social issues. Described as "the racial conscience of sport," Lapchick is Chair of the DeVos Sport Business Management Program in the College of Business Administration at UCF, where The Institute is located. In addition, Lapchick serves as President and CEO of the Institute for Sport and Social Justice (ISSJ), a group of more than 280 colleges and universities that helps student-athletes complete their college degrees while serving their communities on issues such as diversity and inclusion, conflict resolution and men's violence against women.

DeVos Sport Business Management Program

College of Business Administration, University of Central Florida

The DeVos Sport Business Management Program is a landmark program focusing 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 social issues in sport. It offers a dual-degree option, allowing students to earn a Master of Business Administration (MBA) degree in addition to the Master of Sport Business Management (MSBM) degree. The program was funded by a gift from the Richard and Helen DeVos Foundation and RDV Sports, with matching funds from the State of Florida.



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"MAKING WAVES OF CHANGE"

Synopsis of Findings in Collegiate Athletic Leadership Still Dominated by White Men:

Assessing Diversity among Campus and Conference Leaders for FBS Schools in 2018-2019

Data current as of September 12, 2018

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

Total: 395

- 337 (85.4 percent) whites
- 29 (7.3 percent) African-Americans
- 19 (4.8 percent) Latinos
- 9 (2.3 percent) Asians
- 77 (19.5 percent) women

FBS Schools Presidents:

Total: 130

- 111 (85.4 percent) whites
- Six (4.6 percent) African-Americans
 - LTG. Darryl Williams, Army
 - Edward B. Montgomery, Western Michigan University
 - Michael V. Drake, The Ohio State University
 - Rodney D. Bennett, University of Southern Mississippi
 - Sidney A. McPhee, Middle Tennessee State University
 - Wanda Austin, University of Southern California
- Six (4.6 percent) Latinos
 - Adela de la Torre, San Diego State University
 - Ana Mari Cauce, University of Washington
 - John Floros, New Mexico State University
 - Joseph I. Castro, California State University - Fresno
 - Julio Frenk, University of Miami
 - Marta Meana, University of Nevada, Las Vegas
- Six (4.6 percent) Asians
 - Chaouki Abdallah, University of New Mexico (Interim)

- Mun Y. Choi, University of Missouri
- Neville G. Pinto, University of Cincinnati
- Renu Khator, University of Houston
- Satish K. Tripathi, The State University of New York at Buffalo
- Wallace D. Loh, University of Maryland - College Park
- 22 (16.9 percent) women (17 white, 1 African-American, 3 Latina, 1 Asian)
 - Ana Mari Cauce, University of Washington
 - Beverly J. Warren, Kent State University
 - Carol Christ, University of California - Berkeley
 - Denise Trauth, Texas State University
 - Diana Natalicio, University of Texas at El Paso
 - Judy Genshaft, University of South Florida
 - Laurie Nichols, University of Wyoming
 - Linda Livingstone, Baylor University
 - Lisa C. Freeman, Northern Illinois University
 - Margaret Spellings, University of North Carolina at Chapel Hill
 - Mary A. Papazian, San Jose State University
 - Marta Meana, University of Nevada, Las Vegas
 - Noelle E. Cockett, Utah State University
 - Neli Bendapudi, University of Louisville
 - Renu Khator, University of Houston
 - Adela de la Torre, San Diego State University
 - Ruth Watkins, University of Utah
 - Sharon L. Gaber, University of Toledo
 - Sheri N. Everts, Appalachian State University
 - Susan Herbst, University of Connecticut
 - Wanda Austin, University of Southern California
 - Wendy Wintersteen, Iowa State University

FBS Schools Athletics Directors:

Total: 130 ADs who oversaw FBS football programs

- 110 (84.6 percent) whites
- 12 (9.2 percent) African-Americans
 - Allen Greene, The State University of New York at Buffalo
 - Bernard Muir, Stanford University
 - Carla Williams, University of Virginia
 - David Williams II, Vanderbilt University (Retiring this year)

- Damon Evans, University of Maryland
- Derrick Gragg, University of Tulsa
- Eugene Smith, The Ohio State University
- Lynn Swann, University of Southern California
- Martin Jarmond, Boston College
- Ray Anderson, Arizona State University
- Sean T. Frazier, Northern Illinois University
- Warde J. Manuel, University of Michigan
- **Seven** (5.4 percent) Latinos
 - Barry Alvarez, University of Wisconsin
 - Chris Del Conte, University of Texas at Austin
 - Daniel G. Guerrero, University of California - Los Angeles
 - Desiree Reed-Francois, University of Nevada - Las Vegas
 - Eddie Nuñez, University of New Mexico
 - Mario Moccia, New Mexico State University
 - Pete Garcia, Florida International University
- **One** (0.8 percent) Asian
 - Patrick Chun, Washington State University
- **12** (9.2 percent) women **including** one African-American woman and one Latina.
 - Beth Goetz, Ball State University
 - Carla Williams, University of Virginia
 - Deborah A. Yow, North Carolina State University
 - Desiree Reed-Francois, University of Nevada - Las Vegas
 - Heather Lyke, University of Pittsburgh
 - Jennifer Cohen, University of Washington
 - COL. Jennifer Block, Air Force Academy
 - Kathy Beauregard, Western Michigan University
 - Lisa Campos, University of Texas at San Antonio
 - Marie Tuite, San Jose State University
 - Meredith Jenkins, California State University Fresno
 - Sandy Barbour, Penn State University
- **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: 136

- **116** (85.3 percent) whites
- **11** (8.1 percent) African-Americans
 - Alan Green, University of Southern California
 - BeEtta "Be" Stoney, Kansas State University
 - Charles Isbell, Georgia Tech
 - Christopher Span, University of Illinois
 - Dawn Lewis, California State University - Fresno
 - Gerald Jordan, University of Arkansas
 - James King, University of Alabama
 - Jeffrey Leak, University of North Carolina - Charlotte
 - Jeffrey Wilson, Arizona State University
 - Ketra Armstrong, University of Michigan
 - Marvin P. Dawkins, University of Miami
 - Michael Clement, University of Texas - Austin
 - Tim Seibles, Old Dominion University
 - Val Littlefield, University of South Carolina
- **Six** (4.4 percent) Latinos
 - Al Camarillo, Stanford University
 - Josephine Potuto, University of Nebraska
 - Juan Carlos Gonzalez, California State University – Fresno
 - Michael Sagas, University of Florida
- **Two** (1.5 percent) Asians
 - Manoj Chopra, University of Central Florida
 - Sen Chiao, San Jose University
- **43** (31.6 percent) women

FBS Conference Commissioners:

Total: 10

- **Nine** (90.0 percent) White Men
 - Michael Aresco, American Athletic Conference
 - John Swofford, Atlantic Coastal Conference
 - Bob Bowlsby, Big 12 Conference
 - James Delany, Big 10 Conference
 - Karl Benson, Sun Belt Conference
 - Jon Steinbrecher, Mid-American Conference
 - Craig Thompson, Mountain West Conference
 - Greg Sankey, Southeastern Conference
 - Larry Scott, Pacific 12 Conference
- **No** African-Americans

- **No** Latinos
- **No** Asian
- **No** Native Americans
- **One** (10.0 percent) woman
 - Judy MacLeod (Conference USA) 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: 130

- **111** (85.4 percent) whites
 - Charlie Strong, University of South Florida
 - David Shaw, Stanford University
 - Derek Mason, Vanderbilt University
 - Dino Babers, Syracuse University
 - Everett Withers, Texas State University
 - Frank Wilson, University of Texas at San Antonio
 - Herm Edwards, Arizona State University
 - James Franklin, Penn State University
 - Jay Norvell, University of Nevada – Reno
 - Kevin Sumlin, University of Arizona
 - Lovie Smith, University of Illinois
 - Mike Jinks, Bowling Green State University
 - Scottie Montgomery, East Carolina University
 - Turner Gill, Liberty University
 - Willie Taggart, Florida State University
- **Two** (1.5 percent) Latinos
 - Mario Cristobal, University of Oregon
 - Tony Sanchez, University of Nevada - Las Vegas
- **Two** (1.5 percent) Asian/Pacific Islanders
 - Kalani Sitake, Brigham Young University
 - Ken Niumatalolo, U.S. Naval Academy
- **No** women

* The report released today had an error above by including the University of Idaho, which is no longer an FBS school, and omitting Liberty University, which became an FBS school this year. Liberty was originally omitted because they are not bowl eligible in 2018. The changes are now reflected in the data above.



TIDES



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