



TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

The 2020 DI FBS Leadership College Racial and Gender Report Card:

The Lack of Diversity within Collegiate Athletic Leadership Continues

By Richard E. Lapchick

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Presented by:

The Institute for Diversity and Ethics in Sport
with the DeVos Sport Business Management Program
in the College of Business Administration of the
University of Central Florida

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The 2020 DI FOOTBALL BOWL SERIES (FBS) COLLEGE RACIAL AND GENDER REPORT CARD: The Lack of Diversity within Collegiate Athletic Leadership Continues

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Executive Summary

Orlando, FL - January 6th, 2021

Despite improvement across several racial and gender categories since 2019, America's colleges and universities continue to show an underrepresentation of women and people of color in campus leadership positions. According to a new study released by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida, positions of influence within Football Bowl Subdivision (FBS) schools received a **B-** for racial hiring practices and an **F** for gender hiring practices. This resulted in a combined **D+** grade.

Richard Lapchick, Director of TIDES and principal author of the report, observed that "The lack of representation of women in athletic director or president or chancellor positions has remained an issue within the arena of college sport. However, on a positive note, the total percentage of people of color in president or chancellor positions rose to an all-time high of 17.7 percent, thus slightly reducing the dominance of white people in these positions."

Lapchick continued "Although there were three more women athletic directors (a 2.3 percentage point increase) at FBS schools, the grade in this category remained an F. Men still comprise an overwhelming majority of athletic director positions with a total of 118 of the 130 DI FBS schools."

"As for faculty athletic representatives, the number of women who held these positions significantly increased

Overall Grade

D+

Racial Hiring

B-

Gender Hiring

F

to a record-high of 40.3 percent while the number of people of color in this position slightly increased to 18.0 percent. This resulted in a B for race and a B+ for gender.”

This Report Card examined the racial and gender makeup of Division I FBS Leadership. The positions of leadership include conference commissioners and campus leaders including college and university presidents and chancellors, athletic directors, and faculty athletic representatives from the 130 institutions that make up Division I FBS. The Report Card also included head football coaches, assistant coaches and student-athletes for the football teams. This year’s report includes the following the racial categories used to analyze 2020 data: white, Black or African-American, Hispanic/Latino, Asian, American Indian or Alaska Native, Native Hawaiian or other Pacific Islander, Non-Resident Alien, and two or more races.

In 2020, the representation of people of color remained low at the head football coach position across Division I FBS. Black or African-American men represented only 10.0 percent of head coaches compared to 48.5 percent of football student-athletes.

Lapchick added that, “As we look more closely at systemic racism during the racial reckoning after the murder of George Floyd, it is a sad statement about American higher education that 80.8 percent of chancellors and presidents, 83.1 percent of athletic directors, 82.0 percent of faculty athletic representatives, and 80.0 percent of conference commissioners were white. That is more than 80 percent of all these key positions. Additionally, 66.9 percent of chancellors and presidents, 76.9 percent of athletic directors, 48.2 percent of faculty athletic representatives, and 70.0 percent of conference commissioners were white men.”

“The low grades recorded in 2020 reflect the lack of significant growth of diversity in FBS leadership and leads to the continued inequity in sport. The results again do not reflect the far more diverse composition of students and student-athletes at colleges and universities across the country. They do not even reflect the composition of the American people.”

Notably, though, there was a 6.2 percentage point increase in presidents or chancellors of color this year.

DI Leadership at a Glance

Racial Hiring Grade for Presidents and Chancellors

B  **17.7%**
People of Color

Gender Hiring Grade for Presidents and Chancellors

F  **17.7%**
Women

Racial Hiring Grade for Athletic Directors

B-  **16.9%**
People of Color

“The low grades recorded in 2020 reflect the lack of significant growth of diversity in FBS leadership and leads to the continued inequity in sport.”

The total number increased from 15 in 2019 to 23 in 2020. This represents the highest number of presidents or chancellors of color since this Report Card was first published in 2007. However, the percentage of athletic directors of color decreased by 1.6 percent from 18.5 percent in 2019 to 16.9 percent in 2020. This was the only graded racial or gender category to decline in percentage from 2019 to 2020.

“Overall, white people held 327 of the 399 campus leadership positions reported in this study, which was a decrease from 84.3 percent in 2019 to 82.0 percent this year,” Lapchick said. “The people tasked with leadership positions should represent those who they lead. Unfortunately, in college sports, specifically at the FBS institutions, the overrepresentation of white men has strongly influenced the lack of opportunities for women and people of color. This is reflected in how Black football head coaches are vastly underrepresented compared to the number of Black football student-athletes. I challenge the leadership at all colleges and universities to mirror the diversity of their students and student-athletes in a way that is more equitable for all leadership positions.”

In addressing the issue, the NCAA adopted *The Pledge and Commitment to Promoting Diversity and Gender Equity in Intercollegiate Athletics* in September 2016. As of September 15, 2020, 878 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 athletic 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 to increase their representation and retention as commissioners, athletic directors, coaches and other leaders in athletics. As part of this commitment, we will also engage in a regular

DI Leadership at a Glance

Gender Hiring Grade for Athletic Directors

F  **9.2%**
Women

Racial Representation Grade for Faculty Athletic Representatives

B  **18.0%**
People of Color

Gender Representation Grade for Faculty Athletic Representatives

B+  **40.3%**
Women

Football Head Coaches of Color

16.2% 

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.

The 2020 Report shows that the effect of the pledge after four years has been marginal, but with some improvement. In 2020, 17.5 percent of campus leadership positions were held by people of color, an increase from last year's 15.0 percent, and 22.8 percent of these positions were held by women compared to last year's 19.3 percent.

It is obvious that demographics of campus leadership positions among Division I FBS colleges and universities do not match those of the student-athletes at these institutions. For collegiate athletics to thrive and grow, leaders of these institutions must embrace diversity and inclusion at a higher level.

Please note that a summary of the findings is located at the end of this release; all information is current as of November 27, 2020. The data was self-reported and submitted to TIDES by the NCAA and obtained using the NCAA Directory.



DI Leadership at a Glance

Football Assistant Coaches of Color

37.5%



Football Student-Athletes of Color

61.6%



"I challenge the leadership at all colleges and universities to mirror the diversity of their students and student-athletes in a way that is more equitable for all leadership positions."

Report Card Highlights

- 80.8 percent of chancellors and presidents, 83.1 percent of athletic directors, 82.0 percent of faculty athletic representatives, and 80.0 percent of conference commissioners were white.
- 66.9 percent of chancellors and presidents, 76.9 percent of athletic directors, 48.2 percent of faculty athletic representatives, and 70.0 percent of conference commissioners were white men.
- White people held 82.0 percent of the 399 campus leadership positions, a decrease from 84.3 percent in 2019.
- Ana Mari Cauce at the University of Washington, Neeli Bendapudi at the University of Louisville, Renu Khator at the University of Houston, Adela de la Torre at San Diego State University and Mary Papazian at San Jose State were the only female presidents of color at an FBS school in 2020, increasing by one from 2019.
- White men held 66.9 percent of president or chancellor positions, marking a significant decrease of 10.8 percentage points from 77.7 percent in 2019.
- There are a total of 23 president or chancellors of color in 2020, a sharp increase from 15 in 2019. Persons of color in the president or chancellor position was 17.7 percent, representing a 6.2 percentage point increase from the previous year.
- There were nine Black or African-American men, five Hispanic/Latino men, and four Asian men who either held a university chancellor or university president position in the FBS member institutions.
- White men held 76.9 percent of the 130 athletic director positions at FBS schools. White women held 6.2 percent of the athletic director positions. The number of athletic directors of color totaled 22 (16.9 percent), a 1.6 percentage point decrease from 2019.

DI Leadership at a Glance

Racial Hiring for Presidents and Chancellors

11.5%  17.7%

2019 2020

Gender Hiring for Presidents and Chancellors

13.8%  17.7%

2019 2020

Racial Hiring for Athletic Directors

18.5%  16.9%

2019 2020

Gender Hiring for Athletic Directors


6.9%  9.2%

2019 2020

- White people held 82.0 percent of faculty athletic representative positions, and women held 40.3 percent. There were nine women of color who were faculty athletic representatives, an increase from six in 2019.
- The percentage of women as faculty athletic representatives increased by 4.6 percentage points to 40.3 percent, marking an all-time high and a notable 10.0 percentage point increase since 2016.
- The number of women in athletic director positions increased significantly from nine to 12 in 2020 after the hiring of Candice Storey Lee at Vanderbilt, Amy Folan at Central Michigan University and Julie Cromer at the University of Ohio.

DI Leadership at a Glance

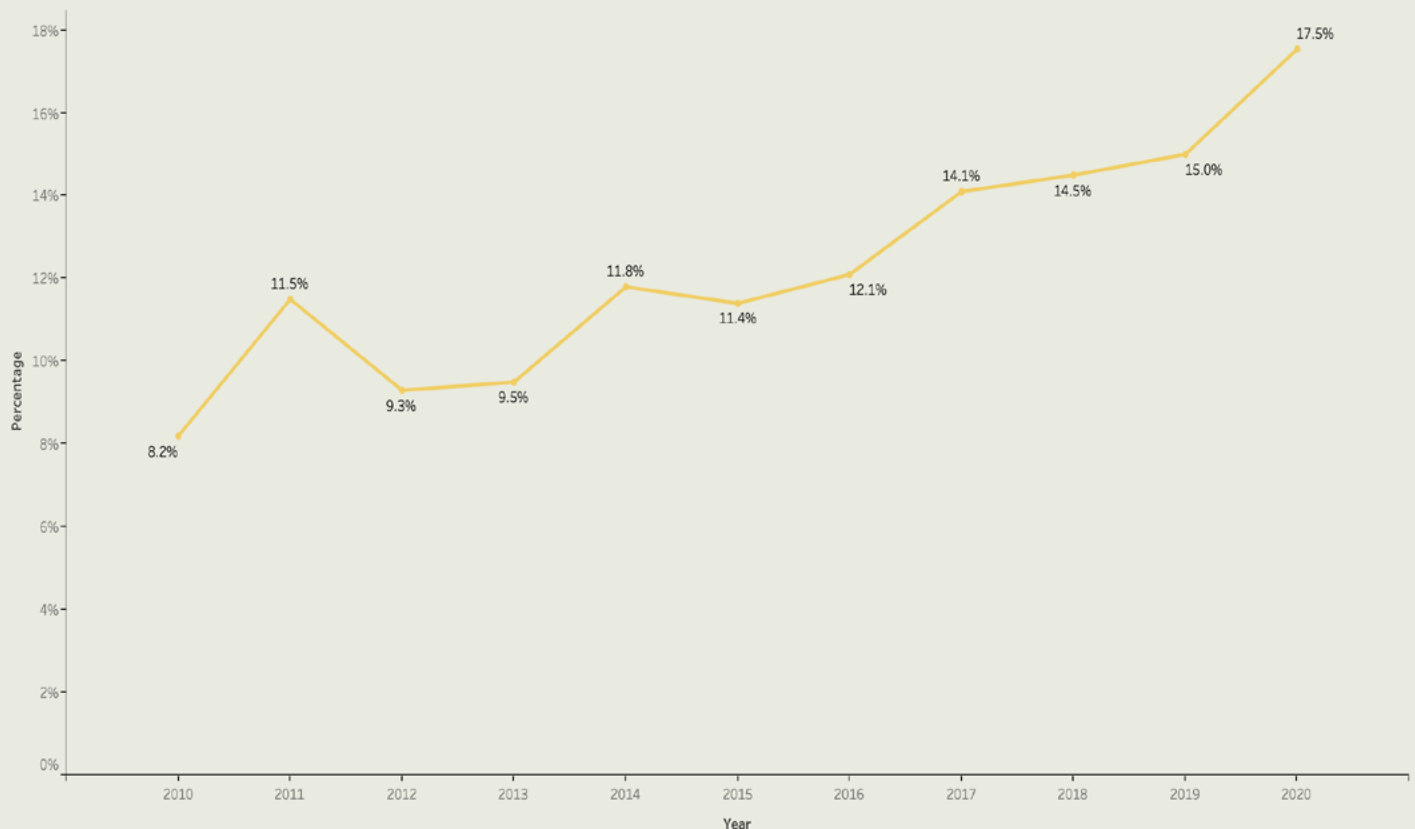
Racial Representation for Faculty Athletic Representatives

15.0%  **18.0%**
2019 2020

Gender Representation for Faculty Athletic Representatives

35.7%  **40.3%**
2019 2020

People of Color Representation
All Division I FBS Leadership Positions



- Football head coaches of color increased by three from 18 in 2019 to 21 in 2020. Black or African-American head coaches remained at 13 while the number of Hispanic/Latino head coaches increased significantly to five. The following head coaches identify as Hispanic/Latino: Manny Diaz at the University of Miami (FL), Dave Aranda at Baylor University, Danny Gonzales at the University of New Mexico, Marcus Arroyo at the University of Nevada, Las Vegas and Mario Cristobal at the University of Oregon.
- The percentage of football head coaches of color increased by 2.3 percentage points from last year's Report Card to 16.2 percent, marking the highest percentage recorded since the DI FBS Report Card was first published in 2006.
- The percentage of assistant coaches of color is more than two times the percentage of head coaches of color, while the percentage of football student-athletes of color is nearly four times higher.
- Overall, the percentage of assistant coaches of color dropped 5.8 percentage points to 37.5 percent from 2019 to 2020.
- The percentage of Black or African-American football student-athletes remained at 48.5% percent in 2020 for the second consecutive year. The percentage of white football student-athletes also stayed the same at 34.8 percent. The percentage of players of color rose 1.7 percent from 59.9 percent in 2019 to 61.6 percent in 2020.
- Sarah Fuller became the first woman to participate and play in a Power 5 football game when she debuted for Vanderbilt University as a kicker. She also became the first woman to score in a Power 5 Division I college football game when she scored twice. April Goss kicked for Kent State University in 2015.

Football Head Coaches of Color

13.8%  **16.2%**
2019 2020

Football Assistant Coaches of Color

43.3%  **37.5%**
2019 2020

Football Student-Athletes of Color

59.9%  **61.6%**
2019 2020

Overall Findings

Overall, FBS athletic department leadership received a **D+** as a combined grade for racial and gender hiring. This included an overall grade of **B-** for racial makeup of campus leadership positions and an **F** for gender makeup of campus leadership positions. The only two categories below a C grade were the gender scores of athlete directors and presidents or chancellors. Neither head nor assistant football coaches were included in the grade for overall leadership of FBS athletic departments.

White people held 327 (82.0 percent) of the 399 campus leadership positions. Women held 91 (22.8 percent) of these positions, an increase of 3.5 percentage points from last year's study. There were 31 Black or African-American men and nine Black or African-American women in campus leadership positions. There were only 14 Hispanic/Latino men, five Hispanic/Latina women, six Asian men, two Asian women, one man of two or more races and two women of two or more races in campus leadership positions. Only 70 (17.5 percent) of the campus leadership positions were held by people of color, an increase of 2.5 percentage points from last year.

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

Presidents & Chancellors (n=130)

In the Fall of 2020, 80.8 percent of university presidents and chancellors were white, a 7.7 percentage point decrease from last year's reported percentages. Of all presidents and chancellors, 17.7 percent were women, which was a 3.9 percentage point increase from last year. The percentage of university presidents and chancellors who were people of color increased by 6.2 percentage points to 17.7 percent. White men held 66.9 percent of the 130 president and chancellor positions. Specifically, there were:

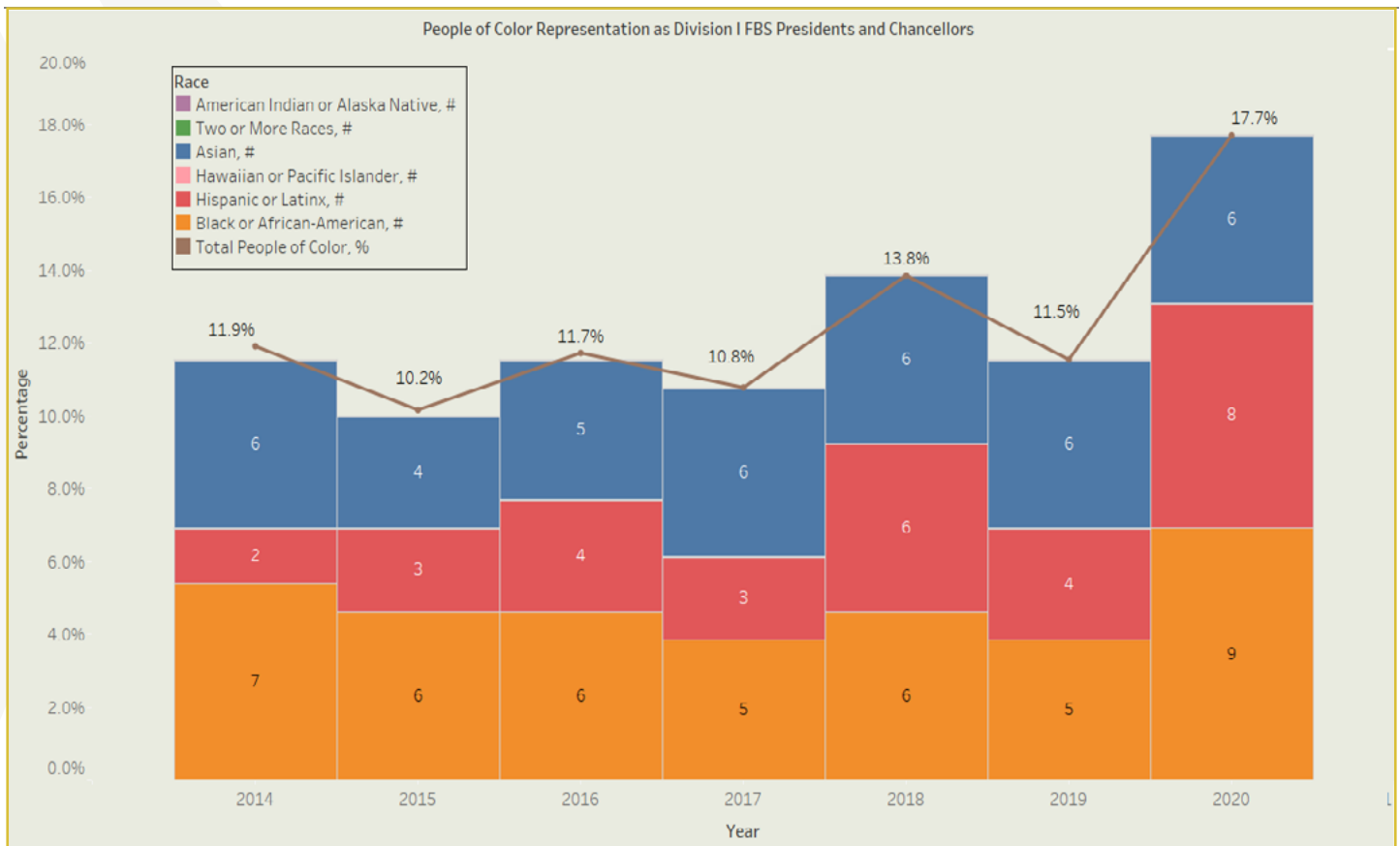
Men of color

- Nine (6.9 percent) Black or African-American men, an increase of 3.1 percentage points from last year.
 - University of Illinois Urbana-Champaign
 - University of Maryland, College Park
 - Rutgers, The State University of New Jersey, New Brunswick
 - Middle Tennessee State University

- The University of Southern Mississippi
- U.S. Military Academy
- Western Michigan University
- U.S. Air Force Academy
- University of Nevada, Las Vegas
- Five (3.8 percent) Hispanic/Latino men, an increase of 2.3 percentage points from last year.
 - Georgia Institute of Technology
 - University of Miami (FL)
 - New Mexico State University
 - California State University, Fresno
 - University of Nevada, Reno
- Four (3.1 percent) Asian men, the same as last year's Report.
 - University of Cincinnati
 - University of Massachusetts, Amherst
 - University at Buffalo, the State University of New York
 - University of Missouri, Columbia

Women

- 18 (13.8 percent) White women, resulting in an increase of 3.0 percentage points from last year's Report.
 - The University of Tulsa
 - Baylor University
 - Iowa State University
 - The Ohio State University
 - University of Wisconsin-Madison
 - Northern Illinois University
 - Boise State University
 - Colorado State University
 - University of New Mexico
 - Utah State University
 - University of California, Berkeley
 - University of Southern California
 - University of Utah
 - University of Tennessee, Knoxville
 - Appalachian State University
 - Texas State University
 - University of Texas at El Paso
 - University of Minnesota, Twin Cities.
- Three (2.3 percent) Hispanic/Latina women. This was an increase of 0.8 percentage points from last year's Report.
 - San Diego State University
 - San Jose State University
 - University of Washington
- Two (1.5 percent) Asian women.
 - University of Houston
 - University of Louisville



Racial Hiring Grade for Presidents and Chancellors

B ↑ **17.7%**
People of Color

Gender Hiring Grade for Presidents and Chancellors

F ↑ **17.7%**
Women

Athletic Director (n=130)

In the Fall of 2020, 83.1 percent of athletic directors were white, which was a 2.3 percentage point increase from last year's findings. Of the 9.2 percent of athletic directors who were women, the women of color were Desiree Reed-Francois at University of Nevada, Las Vegas, Carla Williams at University of Virginia, Candice Storey Lee at Vanderbilt University and Lisa Campos at University of Texas at San Antonio. White men held 76.9 percent of the 130 athletic director positions at FBS schools. The number of athletic directors of color totaled 22 (16.9 percent, a 1.6 percentage point decrease from the 2019 Report). There continued to be no female Asian, American Indian/Alaska Native, or Native Hawaiian/Pacific Islander athletic directors at FBS schools. Specifically, there were:

Men of color

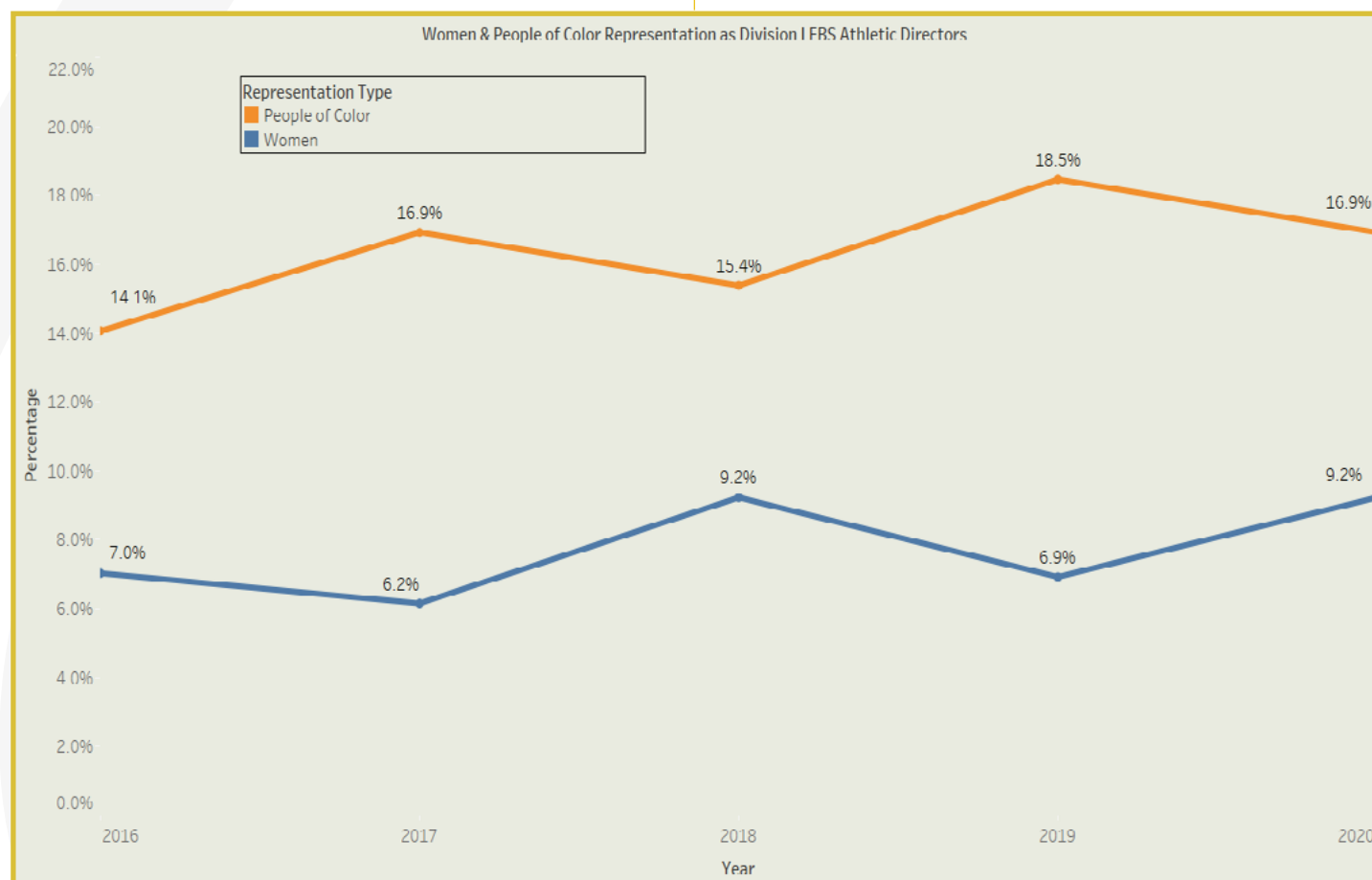
- 11 (8.5 percent) Black or African-American men. This was a decrease of two from last year.
 - University of California, Los Angeles
 - Louisiana Tech University
 - University at Buffalo, the State University of

New York

- Arizona State University
- Auburn University
- California State University, Fresno
- University of Maryland, College Park
- University of Michigan
- Northern Illinois University
- The Ohio State University
- Stanford University
- Five (3.8 percent) Hispanic/Latino men. This was a decrease of one from last year.
 - Florida International University
 - University of New Mexico
 - New Mexico State University
 - University of Texas at Austin
 - University of Wisconsin – Madison
- One (0.8 percent) Asian man.
 - Washington State University
- One (0.8 percent) man of two or more races.
 - Bowling Green State University

Women

- Eight (6.2 percent) White women. This was an increase of two from the 2019 Report.
 - Central Michigan University
 - Ball State University
 - Pennsylvania State University
 - University of Pittsburgh
 - Ohio University
 - San Jose State University
 - University of Washington
 - Western Michigan University
- Two (1.5 percent) Black or African-American women, an increase of one from last year's Report.
 - University of Virginia
 - Vanderbilt University
- One (0.8 percent) Hispanic/Latina woman.
 - University of Texas at San Antonio
- One (0.8 percent) woman of two or more races.
 - University of Nevada, Las Vegas



Racial Hiring Grade for Athletic Directors

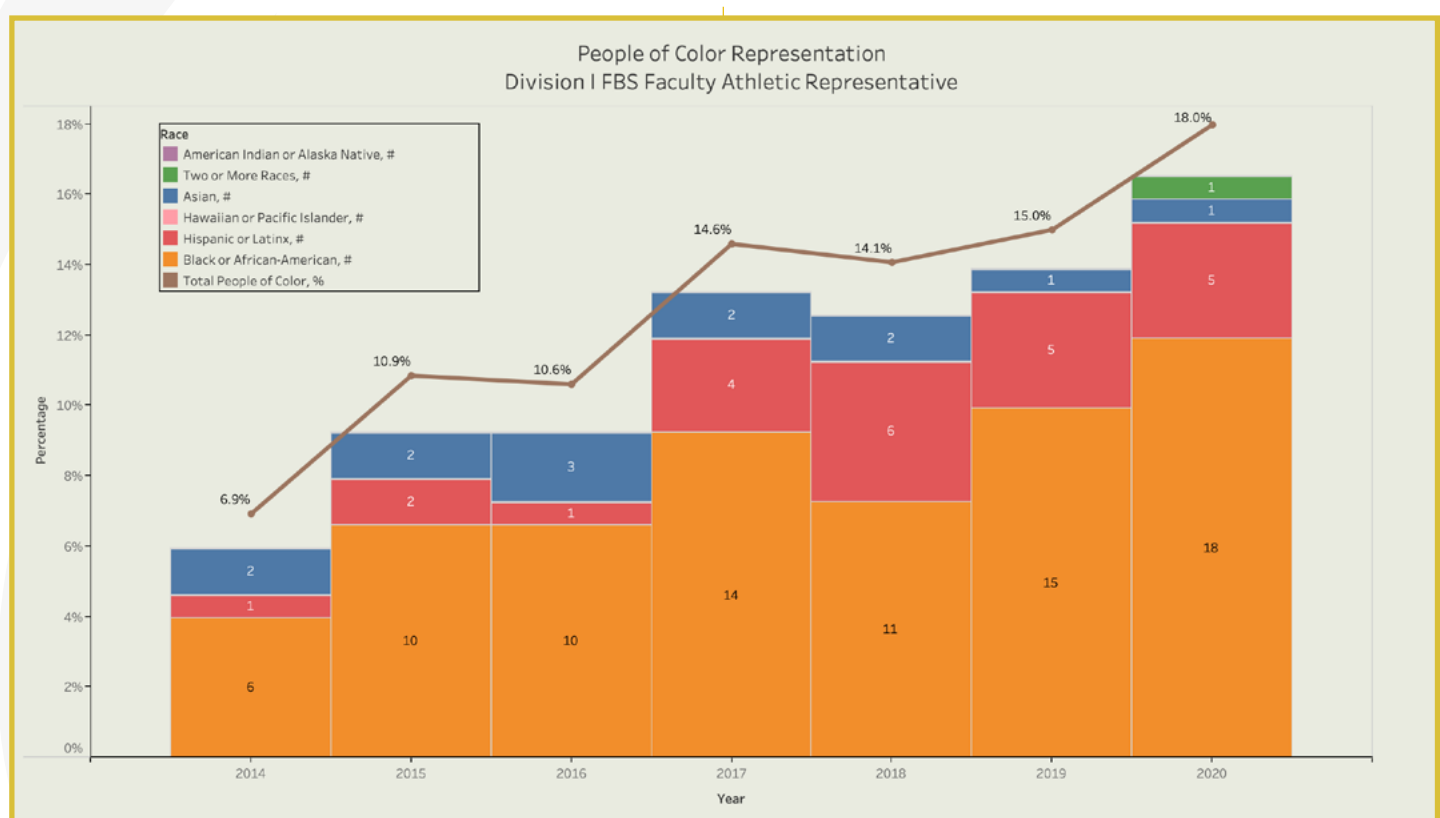
B- ↓ **16.9%**
People of Color

Gender Hiring Grade for Athletic Directors

F ↑ **9.2%**
Women

Faculty Athletic Representative (FAR) (n=139)

There were 139 faculty athletic representatives at FBS schools. Nine schools had more than one FAR (Bowling Green State University; Michigan State University; Ohio University; Purdue University; University of Illinois Urbana-Champaign; University of Iowa; University of Minnesota, Twin Cities; Georgia Institute of Technology; and University of Wisconsin – Madison). Of those programs, only the University of Iowa had two women and only the University of Illinois Urbana-Champaign had two Black or African-American FAR's in this role. As of this Report Card, 82.0 percent were white faculty athletic representatives, which was an all-time low, a total decrease of 11.1 percentage points in only six years. FAR's of color reached an all-time high of 18.0 percent which is a 3.0 percentage point increase from 2019. There were 56 (40.3 percent) women holding a position as a FAR, which was a 4.6 percentage point increase from last year's Report. This is the fourth consecutive year with an increase and the second consecutive year with an all-time high. There were no percentage changes among Hispanic/Latino, Asian, Hawaiian/Pacific Islander, American Indian or Alaska Native and Two or more races in 2020.



Specifically, there were:

Men of color

- 11 (8.5 percent) Black or African-American men.
 - University of Alabama
 - University of Arkansas, Fayetteville
 - Georgia Institute of Technology *
 - University of Illinois Urbana-Champaign
 - Miami University (Ohio)
 - University of Miami (FL)
 - The University of North Carolina at Charlotte
 - Arizona State University
 - University of Southern California
 - University of Texas at Austin
- Four (2.9 percent) Hispanic/Latino men.
 - Appalachian State University
 - University of Arizona
 - California State University, Fresno
 - New Mexico State University
- One (0.7 percent) Asian man.
 - University of Central Florida

Women

- 47 (33.8 percent) White women, an increase of four from last year's Report Card.
- Seven (5.0 percent) Black or African-American women, an increase of two from last year's Report.
 - Kansas State University
 - University of Illinois Urbana-Champaign
 - University of Michigan
 - Western Michigan University
 - University of Toledo
 - Louisiana State University
 - University of South Carolina, Columbia
- One (0.7 percent) Hispanic/Latina woman.
 - University of Pittsburgh
- One (0.7 percent) Two or more races.
 - University of Washington

**Georgia Tech has 2 Black or African-American men as FARs.*

Racial Representation Grade for Faculty Athletic Representatives

B  **18.0%**
People of Color

Gender Representation Grade for Faculty Athletic Representatives

B+  **40.3%**
Women

Conference Commissioners (n=10)

Men of color

- Two (20 percent) African-American men.
 - For the second year in a row, there were two people of color who held positions as conference commissioners in the FBS. The two Black or African-American men lead the Sun Belt and the Big Ten Conferences. Keith Gill became the first Black or African-American commissioner of an NCAA FBS conference in March 2019 after being named the sixth commissioner of the Sun Belt Conference. Kevin Warren was named the sixth commissioner of the Big Ten Conference in June 2019. Previously, Warren was the Chief Operating Officer of the Minnesota Vikings of the National Football League, where he had worked since 2005.

Women

- One (10.0 percent) woman who is white.
 - Judy MacLeod was named Conference USA commissioner in October 2015, making her the first woman to lead an FBS conference.

Head Football Coach (n=130)

At the start of the 2020 season, 83.8 percent of head coaches were white men, which was a 2.4 percentage point decrease from the 2019 Report Card. There were 21 (16.2 percent) coaches of color in 2020. Specifically, there were:

- 13 (10.0 percent) Black or African-American men, this number remained the same from last year's Report.
- Arizona State University
- University of Arizona
- University of Colorado, Boulder
- Florida Atlantic University
- University of Illinois Urbana-Champaign
- University of Maryland, College Park
- Michigan State University
- Northern Illinois University
- Pennsylvania State University
- Stanford University
- Syracuse University
- Vanderbilt University
- University of Washington
- Two (1.5 percent) Native Hawaiian/Pacific Islander men.
- Brigham Young University
- U.S. Naval Academy
- Five (3.8 percent) Hispanic/Latino men.
- University of Miami (FL)
- Baylor University
- University of New Mexico
- University of Nevada, Las Vegas
- University of Oregon
- One (0.8 percent) man of Two or more races.
- University of Nevada, Reno

Assistant Football Coaches (n=1772)

At the start of the 2020 season, 58.7 percent of assistant football coaches were white, which was a 2.0 percentage point increase from the year before. Specifically, there were:

- 575 (32.4 percent) Black or African-American men, a 1.8 percentage point decrease from 2019.
- 23 (1.3 percent) Hispanic/Latino men, a 0.1 percentage point increase from 2019.
- Three (0.2 percent) Asian men, a 0.1 percentage point decrease from 2019.
- 31 (1.8 percent) Native Hawaiian/Pacific Islander men.
- 30 (1.7 percent) men of Two or more races.

- 67 (3.8 percent) not disclosed.
- Three (0.2 percent) American Indian or Alaska Native men.
- Two (0.1 percent) Female Assistant Coaches.

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

Football Student-Athletes (n =15737)

In the 2020 season, 5,476 (34.8 percent) of football student-athletes were white. There was no percentage change since 2019.

- 7,632 (48.5 percent) were Black or African-American men. There was no percentage change since 2019.
- 468 (3.0 percent) were Hispanic/Latino men, a 0.4 percent increase from 2019, and the highest percentage of Latino male student-athletes (football) in any DI Leadership Report Card.
- 50 (0.3 percent) were Asian men, a slight decrease from 0.4 percent in 2019.
- 52 (0.3 percent) were American Indian or Alaska Native men, a slight decrease from 0.4 percent in 2019.
- 312 (2.0 percent) were Native Hawaiian/Pacific Islander men, a slight increase from 1.9 percent in 2019.
- 1,025 (6.5 percent) were men of Two or more races, an increase from 6.1 percent in 2019.
- 574 (3.6 percent) were not disclosed, a decrease of 1.7 percentage points from 5.3 percent in 2019.
- 148 (0.9 percent) were non-resident aliens.

Sarah Fuller became the first woman to participate and play in a Power 5 football game when she debuted for Vanderbilt University as a kicker. She was the first woman to score in a Power 5 college football game when she scored twice. April Goss kicked for Kent State University in 2015.



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 emphasize a 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 adapted scale we adopted 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.

Race

A+	>30
A	28.6-30
A-	24.6-28.5
B+	19.6-24.5
B	17-19.5
B-	16.0-16.9
C+	15.0-15.9
C	14.0-14.9
C-	13.0-13.9
D+	12.0-12.9
D	11.0-11.9
F	<11

Gender

A+	>45
A	44.1-45
A-	41.6-44
B+	39-41.5
B	37.6-38.9
B-	34.6-37.5
C+	32-34.5
C	30.6-31.9
C-	27.6-30.5
D+	25-27.5
D	24-24.9
F	<24

Methodology

All data were reported to the NCAA National Office and shared with the research team at The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida's DeVos Sport Business Management Program.

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

For data that were not provided, or given as undisclosed by the NCAA National Office, the TIDES research team reached out to institutions to best accurately represent personnel within the Report. These changes were incorporated into the final Report.

The Report covers data from the 2020 NCAA Division I FBS season.

About the Racial and Gender Report Card

The Racial and Gender Report Card (RGRC) 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 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.

Reports for MLB, NBA and MLS have already been released in 2020. The complete RGRC, including all the Leagues, will be issued after the release of subsequent individual reports on the WNBA and College Sport.

The RGRC 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.) In addition to Lapchick, David Eichenberger, Spencer Ewing, A.J. Forbes, Alayshia Green, Brady Johnson-Schmeltzer, Amanda Kiernan, Taylor Middleton, Devon Miller, Kyle Richardson and David Zimmerman contributed greatly to the DI FBS Leadership Racial and Gender Report Card.

The Institute for Diversity and Ethics in Sport (TIDES)

The Institute for Diversity and Ethics in Sport ("TIDES" or the "Institute") 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, Dr. Richard Lapchick, is a scholar, author and internationally recognized human rights activist and pioneer for racial equality who is acknowledged as an expert on sports 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, conflict resolution and men's violence against women. It was formerly known as the National Consortium for Academics and Sports (NCAS).



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.



DeVos Sport Business Management Program

UNIVERSITY OF CENTRAL FLORIDA

Synopsis of findings in The 2020 DI FBS Leadership College Racial and Gender Report Card: The Lack of Diversity within Collegiate Athletic Leadership Continues

Data current as of November 27, 2020

Total FBS Schools Presidents, Athletic Directors and Faculty Athletic Representatives

Total: 399

- 327 (82.0 percent) White
- 40 (10.0 percent) Black or African-Americans
- 19 (4.8 percent) Hispanics or Latinos
- 8 (2.0 percent) Asians
- 3 (0.8 percent) Two or more races
- 2 (0.5 percent) Did not disclose their race
- 91 (22.8 percent) Women

FBS Schools Presidents & Chancellors

Total: 130

- 105 (80.8 percent) White
- Nine (6.9 percent) Black or African-Americans
 - **LTG Darryl Williams**, US Military Academy
 - **Edward B. Montgomery**, Western Michigan University
 - **Rodney D. Bennett**, The University of Southern Mississippi
 - **Sidney A. McPhee**, Middle Tennessee State University
 - **Robert Jones**, University of Illinois Urbana-Champaign
 - **Darryll Pines**, University of Maryland, College Park
 - **Jonathan Holloway**, Rutgers, The State University of New Jersey, New Brunswick
 - **Lt Gen Richard Clark**, U.S. Air Force Academy
 - **Keith Whitfield**, University of Nevada, Las Vegas
- Eight (6.2 percent) Hispanics/Latinos
 - **Joseph I. Castro**, California State University, Fresno
 - **Adela de la Torre**, San Diego State University
 - **Julio Frenk**, University of Miami (FL)
 - **Ana Marie Cauce**, University of Washington
 - **Mary Papazian**, San Jose State University
 - **Angel Cabrera**, Georgia Institute of Technology

- **John Floros**, University of New Mexico
- **Brian Sandoval**, University of Nevada, Reno
- Six (4.6 percent) Asians
 - **Mun Y. Choi**, University of Missouri
 - **Neville G. Pinto**, University of Cincinnati
 - **Satish K. Tripathi**, University at Buffalo, the State University of New York
 - **Renu Khator**, University of Houston
 - **Neeli Bendapudi**, University of Louisville
 - **Kumble Subbaswamy**, University of Massachusetts, Amherst
- Two (1.5 percent) did not disclose their race
- 23 (17.7 percent) Women
 - **Neeli Bendapudi**, University of Louisville
 - **Renu Khator**, University of Houston
 - **Adele de la Torre**, San Diego State University
 - **Mary Papazian**, San Jose State University
 - **Ana Mari Cauce**, University of Washington
 - **Jane Levit**, The University of Tulsa
 - **Linda A. Livingstone**, Baylor University
 - **Wendy Wintersteen**, Iowa State University
 - **Kristina Johnson**, The Ohio State University
 - **Rebecca Blank**, University of Wisconsin - Madison
 - **Lisa Freeman**, Northern Illinois University
 - **Marlene Tromp**, Boise State University
 - **Joyce McConnell**, Colorado State University
 - **Garnett Stokes**, University of New Mexico
 - **Noelle Cockett**, Utah State University
 - **Carol Christ**, University of California, Berkeley
 - **Carol Folt**, University of Southern California
 - **Ruth Watkins**, University of Utah
 - **Donde Plowman**, University of Tennessee, Knoxville
 - **Sheri Everts**, Appalachian State University
 - **Denise Trauth**, Texas State University
 - **Heather Wilson**, University of Texas at El Paso
 - **Joan T.A. Gabel**, University of Minnesota, Twin Cities

FBS Schools Athletic Directors

Total: 130 ADs who oversaw FBS football programs

- 108 (83.1 percent) White
- 13 (10.0 percent) Black or African-Americans
 - **Allen Greene**, Auburn University
 - **Mark Alnutt**, University at Buffalo, the State University of New York
 - **Bernard Muir**, Stanford University
 - **Terrance Tumey**, California State University, Fresno
 - **Carla Williams**, University of Virginia

- **Damon Evans**, University of Maryland, College ark
- **Eugene Smith**, The Ohio State University
- **Ray Anderson**, Arizona State University
- **Sean T. Frazier**, Northern Illinois University
- **Warde J. Manuel**, University of Michigan
- **Candice Storey Lee**, Vanderbilt University
- **Martin Jarmond**, The University of California, Los Angeles
- **Eric A. Wood**, Louisiana Tech University
- Six (4.6 percent) Hispanics/Latinos
 - **Barry Alvarez**, University of Wisconsin - Madison
 - **Chris Del Conte**, University of Texas at Austin
 - **Lisa Campos**, University of Texas at San Antonio
 - **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
- Two (1.5 percent) Two or more races
 - **Bob Moosbrugger**, Bowling Green State University
 - **Desiree Reed-Francois**, University of Nevada, Las Vegas
- 12 (9.2 percent) Women including two Black or African-American women and one Hispanic or Latina.
 - **Carla Williams**, University of Virginia
 - **Beth Goetz**, Ball State University
 - **Desiree Reed-Francois**, University of Nevada, Las Vegas
 - **Heather Lyke**, University of Pittsburgh
 - **Jennifer Cohen**, University of Washington
 - **Kathy Beauregard**, Western Michigan University
 - **Lisa Campos**, University of Texas at San Antonio
 - **Marie Tuite**, San Jose State University
 - **Sandy Barbour**, Pennsylvania State University
 - **Candice Storey Lee**, Vanderbilt University
 - **Amy Folan**, Central Michigan University
 - **Julie Cromer**, Ohio University

FBS Schools Faculty Athletic Representatives

Total: 139

- 114 (82.0 percent) White
- 18 (12.2 percent) Black or African-Americans
 - **BeEtta (Be) Stoney**, Kansas State University
 - **Tiffany White**, University of Illinois Urbana-Champaign
 - **Ketra L. Armstrong**, University of Michigan
 - **Dana Hollie**, University of Toledo
 - **Luchara Wallace**, Western Michigan University
 - **Lori Martin**, Louisiana State University

- **Valinda Littlefield**, University of South Carolina
- **Charles Isbell**, Georgia Institute of Technology
- **Marvin Dawkins**, University of Miami (FL)
- **Michael Clement**, University of Texas at Austin
- **Chris Span**, University of Illinois Urbana-Champaign
- **Jeffrey Leak**, The University of North Carolina at Charlotte
- **Ronald Scott**, Miami University (OH)
- **Jeffrey Wilson**, Arizona State University
- **Alan Green**, University of Southern California
- **James King**, University of Alabama
- **Gerald Jordan**, University of Arkansas, Fayetteville
- **Baratunde Cola**, Georgia Institute of Technology
- Five (3.6 percent) Hispanics/Latinos
 - **Sheila Velez Martinez**, University of Pittsburgh
 - **Kevin Melendrez**, New Mexico State University
 - **Victor Torres**, California State University, Fresno State
- **Ricardo Valerdi**, University of Arizona
- **Rene Salinas**, Appalachian State University
- One (0.7 percent) Asian
 - **Manoj Chopra**, University of Central Florida
- One (0.7 percent) Two or more races
 - **Alexes Harris**, University of Washington
- 56 (40.3 percent) Women
 - **Margaret Martin**, U.S. Air Force Academy
 - **Karen McDaniel**, Arkansas State University
 - **Holly West**, U.S. Military Academy
 - **Beverly Marshall**, Auburn University
 - **Lindsey Blom**, Ball State University
 - **Donna Trautman**, Bowling Green State University
 - **Alysa Lucas**, Central Michigan University
 - **Janie Hodge Ph.D.**, Clemson University
 - **Jaci VanHeest**, University of Connecticut
 - **Martha Putallaz**, Duke University
 - **Pamela L. Perrewewe**, Florida State University
 - **BeEtta (Be) Stoney**, Kansas State University
 - **Kathryn Wilson**, Kent State University
 - **Donna Thomas**, Louisiana Tech University
 - **Anita Hazelwood**, University of Louisiana at Lafayette
 - **Mary Adams**, University of Louisiana Monroe
 - **Lori Martin**, Louisiana State University
 - **Karen McComas**, Marshall University
 - **Rebecca Spencer**, University of Massachusetts, Amherst
 - **Bonnie Knutson**, Michigan State University
 - **Pam Hinton-Bruzina**, University of Missouri,

Columbia

- **Sara Nottingham**, University of New Mexico
- **Christy Ann Crutsinger**, University of North Texas
- **Betty Sindelar**, Ohio University
- **Stacie Raymer**, Old Dominion University
- **Colleen Bee**, Oregon State University
- **Marcy H. Towns**, Purdue University
- **Tamar Semerjian**, San Jose State University
- **Paige Vitulli**, University of South Alabama
- **Valinda Littlefield**, University of South Carolina,

Columbia

- **Rhonda Hatcher**, Texas Christian University
- **Michelle Hamilton**, Texas State University
- **Dana Hollie**, University of Toledo
- **Michele Adams**, Tulane University
- **Christine Copper**, U.S. Naval Academy
- **Tiffany White**, University of Illinois Urbana-Champaign
- **Liz Hollingworth**, University of Iowa
- **Nicole Grosland**, University of Iowa
- **Susan Williams**, University of Kansas
- **Krista Wallace-Boaz**, University of Louisville
- **Lynda Black**, University of Memphis
- **Ketra L. Armstrong**, University of Michigan
- **Frances Homans**, University of Minnesota, Twin Cities
- **Lissa Broome**, University of North Carolina, Chapel Hill
- **Patricia Bellia**, University of Notre Dame
- **Sheila Velez Martinez**, University of Pittsburgh
- **Julianne Serovich**, University of South Florida
- **Carrie Heilman**, University of Virginia
- **Ann Sheehy**, University of Wisconsin-Madison
- **Karen Paisley**, University of Utah
- **Ann Price**, Vanderbilt University
- **Alexes Harris**, University of Washington
- **Nancy Swanger**, Washington State University
- **Maria Kolar**, West Virginia University
- **Luchara Wallace**, Western Michigan University
- **Alyson Hagy**, University of Wyoming

FBS Conference Commissioners

Total: Ten

- Seven (70 percent) White men
- **Michael Aresco**, American Athletic Conference
- **John Swofford**, Atlantic Coastal Conference
- **Bob Bowlsby**, Big 12 Conference
- **Dr. Jon Steinbrecher**, Mid-American Conference

- **Craig Thompson**, Mountain West Conference
- **Greg Sankey**, Southeastern Conference
- **Larry Scott**, Pac-12 Conference
- Two (20 percent) Black or African-American men
- **Kevin Warren**, Big Ten Conference
- **Keith Gill**, Sun Belt Conference
- One (10 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 (During the 2020 Season)

Total: 130

- 109 (83.8 percent) White
- 13 (10.0 percent) Black or African-Americans
- **Dino Babers**, Syracuse University
- **Lovie Smith**, University of Illinois Urbana-Champaign**
- **Michael Locksley**, University of Maryland — College Park
- **Melvin Tucker**, Michigan State University
- **James Franklin**, Pennsylvania State University
- **Willie Taggart**, Florida Atlantic University
- **Thomas Hammock**, Northern Illinois University
- **Kevin Sumlin**, University of Arizona**
- **Herm Edwards**, Arizona State University
- **Karl Dorrell**, University of Colorado, Boulder
- **David Shaw**, Stanford University
- **Jimmy Lake**, University of Washington
- **Derek Mason**, Vanderbilt University**
- Five (3.8 percent) Hispanics/Latinos
- **Manny Diaz**, University of Miami (FL)
- **Dave Aranda**, Baylor University
- **Danny Gonzales**, University of New Mexico
- **Marcus Arroyo**, University of Nevada, Las Vegas
- **Mario Cristobal**, University of Oregon
- Two (1.5 percent) Native Hawaiian/Pacific Islanders
- **Kalani Sitake**, Brigham Young University
- **Ken Niumatalolo**, U.S. Naval Academy
- One (0.8 percent) Two or more races
- **Jay Norvell**, University of Nevada, Reno

***As of December 30, 2020, three African-American head coaches were fired (Lovie Smith, University of Illinois Urbana-Champaign, Kevin Sumlin, University of Arizona and Derek Mason, Vanderbilt University)*