



# TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

**MAKING WAVES OF CHANGE**

## **The 2021 DI FBS Leadership College Racial and Gender Report Card: The Lack of Diversity within Collegiate Athletic Leadership Continues**

By Richard E. Lapchick

Editor-in-Chief: David Zimmerman

Contributing Editors: Noor Ahmed, Rachel Bernardo, Josue Etienne, Charlie Kruger, Meghann Maguire, Candace Martin, Harry Moberly, Hannah Nelson, Molly O'Halloran, Alan Owens, Brianna Patton, and Darnell Theriot Jr

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 2021 DI FOOTBALL BOWL SERIES (FBS) COLLEGE RACIAL AND GENDER REPORT CARD: The Lack of Diversity within Collegiate Athletic Leadership Continues***

## **Media Contacts:**

Alan Owens, (864-542-6782), [alanowens@knights.ucf.edu](mailto:alanowens@knights.ucf.edu)  
Noor Ahmed, (916-220-0393), [noortahmed@knights.ucf.edu](mailto:noortahmed@knights.ucf.edu)

## **Executive Summary**

**Orlando, FL - January 27, 2022** - 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 an overall combined **D+** grade. The score for race improved to **79.6** percent, 0.1 percentage points higher than last year's score of 79.5 percent. The score for gender decreased to **53.0** percent, 0.5 percentage points lower than last year's score of 53.5 percent. The overall grade score decreased from 66.5 percent in 2020 to **66.3** percent in 2021.

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 of college sport. However, on a positive note, the total percentage of people of color in athletic director positions rose to 18.5 percent, thus slightly reducing the dominance of white people in these positions."

Lapchick continued "Women athletic directors at FBS schools make up for only 10 percent of the total, and the grade in this category remained an F. Men still comprise an overwhelming majority of athletic director positions with a total of 117 of the 130 DI FBS schools."

## ***Overall Grade***

A large yellow rectangular box with a black border containing the text "D+" in a large, black, serif font.

## ***Racial Hiring***

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## ***Gender Hiring***

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“The percentage of women who held the faculty athletic representative positions decreased from a record-high of 40.3 percent last year, to 37.8 percent this year while the percentage of people of color in this position slightly increased to 18.5 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 such as college and university presidents and chancellors, athletic directors, and faculty athletic representatives from the 130 institutions comprising Division I FBS. The Report Card also included football head coaches and assistant coaches and football student-athletes. This year’s report included the following racial categories used to analyze 2021 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 2021, the representation of people of color remained low at the head football coach position across Division I FBS, totaling 17.7 percent. Black or African-American men make up most of the coaches of color, representing 10.0 percent, followed by Hispanic or Latino at 4.6 percent. With Black or African-American and Hispanic or Latino student-athletes comprising 51.7 percent of all Division I FBS student-athletes, there is much room to grow in the head coaches’ position to be as racially diverse as the population of DI FBS 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 83.1 percent of chancellors and presidents, 81.5 percent of athletic directors, 81.5 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, 65.4 percent of chancellors and presidents, 74.6 percent of athletic directors, 49.6 percent of faculty athletic representatives, and 70.0 percent of conference commissioners were white men.”

“The low grades recorded in 2021 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.”

Last year’s report noted that there were 23 people of color holding positions of president or chancellor, the highest number of presidents or chancellors of color since the Leadership Report Card’s first release in 2007. This year’s report showed that the number has decreased to 22. Thus, the percentage of people of color decreased from 17.7 percent in 2020 to 16.9 percent in 2021. Both race and gender categories for the athletic director position increased in 2021 when compared to 2020. Athletic directors of color increased by 1.6 percent, rising from 16.9 percent in 2020 to 18.5 percent in 2021. Women held 10.0 percent of the AD positions in 2021, an increase of 0.8 percent when compared to 2020. The 2021 Faculty Athletic Representative positions saw an overall increase in racial hiring from 18.0 percent in 2020 to 18.5 percent. The percent of women in these positions fell by 2.5 percent points, to 37.8 percent.

“Overall, white people held 324 of the 395 campus leadership positions reported in this study, which was the same from last 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. While women and people of color serving in leadership positions at FBS institutions is improving, it should be noted that the numbers are not a reflection of the student-athlete body. To provide the best experience and services for student-athletes, individuals in leadership positions need to be able to relate to the student-athlete body. 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.”

Lapchick added that “the NCAA tried to address the issue by adopting 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. However, the pledge is not binding and there are no sanctions for not improving the hiring record of a university athletic department. Five years later, the results have not changed enough.” 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 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.

In 2021, 17.7 percent of campus leadership positions (presidents and chancellors, athletic directors, and faculty athletic representatives) were held by people of color, a small increase from last year’s 17.5 percent, while 22.5 percent of these positions were held by women, a 0.3 percent decrease from 2020. Women of color held 3.8 percent of campus leadership positions.

The demographics of campus leadership positions among Division I FBS colleges and universities clearly 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. As future reports are released, the hope is that campus leadership becomes as diverse as the student athletes that attend these institutions.

It should be noted that the 2021 D1 FBS Leadership College Racial and Gender Report Card used the current grading scale based on the 2010 Census results. Starting with the 2022 Racial and Gender Report Card series, TIDES will use the 2020 Census data. According to the data, racial ethnic minorities totaled 42.2 percent. If the new grading scale would have been used in 2021, the D1 FBS Leadership would have earned a **D+** for racial hiring practices with a score of 65.0 points. The D1 FBS Leadership would have earned an **F** for gender hiring practices with 52.9 points. The overall grade for the D1 FBS Leadership would have been an **F** with 59.0 points.

The Institute for Diversity and Ethics in Sport (TIDES), located at the University of Central Florida (UCF), publishes the Racial and Gender Report Card annually to indicate areas of improvement, stagnation, and regression in the racial and gender composition of professional and college sports personnel and to contribute to the improvement of integration in front office and college athletic department positions. The publication of the 2021 D1 FBS Leadership College Racial and Gender Report Card follows the publication of the reports on the National Basketball Association, Women’s National Basketball Association, Major League Baseball, Major League Soccer, and National Football League.

Please note that a summary of the findings is located at the end of this release; all information is current as of October 1, 2021. The data was self-reported and submitted to TIDES by the NCAA and obtained using the NCAA Directory.




## Report Card Highlights

- 83.1 percent of chancellors and presidents, 81.5 percent of athletic directors, 81.5 percent of faculty athletic representatives, and 80.0 percent of conference commissioners were white.
- 65.4 percent of chancellors and presidents, 74.6 percent of athletic directors, 49.6 percent of faculty athletic representatives, and 70.0 percent of conference commissioners were white men.
- Similar to 2020, white people held 82.0 percent of the 395 campus leadership positions.
- Ana Mari Cauce at the University of Washington, Lori Gonzalez at the University of Louisville, Renu Khator at the University of Houston, and Adela de la Torre at San Diego State University were the only female presidents of color at an FBS school in 2021, decreasing by one from 2020.
- There is a total of 22 presidents or chancellors of color in 2021, a slight decrease from 23 in 2020.
- There were nine Black or African-American men, five Hispanic/Latino men, and two Asian men who either held a university chancellor or university president position in the FBS member institutions. White men held 65.4 percent of these positions.
- White men held 74.6 percent of the 130 athletic director positions at FBS schools. White women held 6.9 percent of the athletic director positions. The number of athletic directors of color totaled 24 (18.5 percent), a 1.6 percentage point increase from 2020.
- White people held 81.5 percent of faculty athletic representative positions; women held 37.8 percent. There were eight women of color who were faculty athletic representatives, a decrease from nine in 2020.

## DI Leadership at a Glance

### *Racial Representation for Presidents and Chancellors*

17.7%  16.9%

2020 2021

### *Gender Representation for Presidents and Chancellors*

17.7%  20.8%

2020 2021

### *Racial Representation for Athletic Directors*

16.9%  18.5%

2020 2021

### *Gender Representation for Athletic Directors*


9.2%  10.0%

2020 2021

- The percentage of women as faculty athletic representatives decreased by 2.5 percentage points to 37.8.
- The number of women in athletic director positions increased from 12 to 13 in 2021 with the hiring of Desiree Reed-Francois at the University of Missouri.
- The number of women in athletic director positions increased from 12 to 13 in 2021 with the hiring of Desiree Reed-Francois at the University of Missouri.
- Football head coaches of color increased by two from 21 in 2020 to 23 in 2021. Black or African-American head coaches remained at 13 while the number of Hispanic/Latino head coaches increased significantly to six. The following head coaches identify as Hispanic/Latino: Manny Diaz at the University of Miami (FL), Dave Aranda at Baylor University, Andy Avalos at Boise State 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 1.5 percentage points from last year's Report Card to 17.7 percent.
- The percentage of assistant coaches of color is nearly two times the percentage of head coaches of color, while the percentage of football student-athletes of color is nearly three and a half times higher.
- Overall, the percentage of assistant coaches of color increased 1.5 percentage points to 39 percent from 2020 to 2021.
- The percentage of Black or African-American football student-athletes increased to 48.7 percent for the 2021 season. The percentage of white football student-athletes also increased to 35.2 percent. The percentage of players of color rose 1.7 percent from 61.1 percent in 2020 to 62.0 percent in 2021.

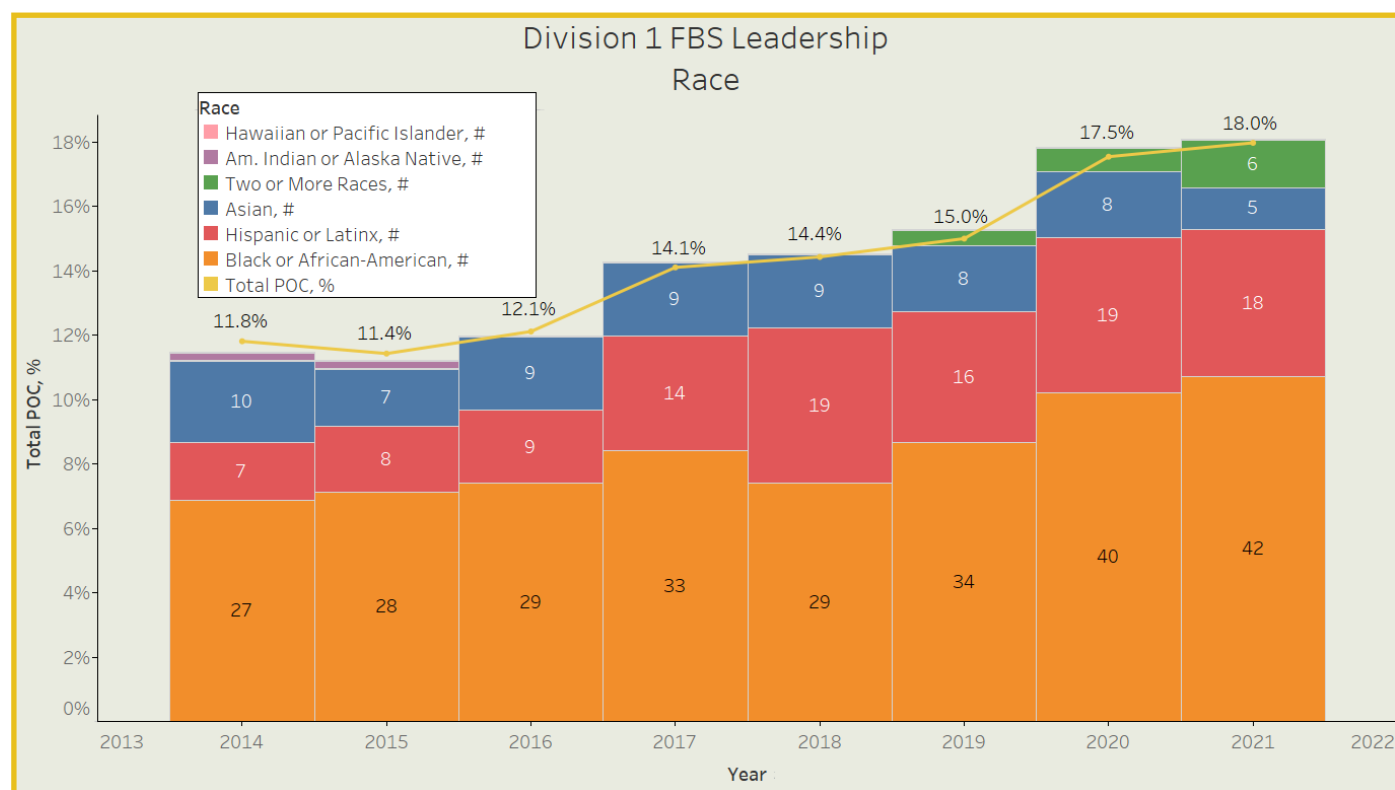
## DI Leadership at a Glance

### *Racial Representation for Faculty Athletic Representatives*

**18.0%**  **18.5%**  
2020 2021

### *Gender Representation for Faculty Athletic Representatives*

**40.3%**  **37.8%**  
2020 2021





## Overall Findings

Overall, FBS athletic department leadership received a **D+** as a combined grade for racial and gender hiring. This includes 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.

The score for race improved to **79.6** percent, 0.1 percentage points higher than last year's score of 79.5 percent. The score for gender decreased to **53.0** percent, 0.5 percentage points lower than last year's score of 53.5 percent. The overall grade score decreased from 66.5 percent in 2020 to **66.3** percent in 2021.

It should be noted that the 2021 D1 FBS Leadership College Racial and Gender Report Card used the current grading scale based on the 2010 Census results. Starting with the 2022 Racial and Gender Report Card series, TIDES will use the 2020 Census data. According to the data, racial ethnic minorities totaled 42.2 percent. If the new grading scale would have been used in 2021, the D1 FBS Leadership would have earned a D+ for racial hiring practices with a score of 65.0 points. The D1 FBS Leadership would have earned an F for gender hiring practices with 52.9 points. The overall grade for the D1 FBS Leadership would have been an F with 59.0 points.

White people held 324 (82.0 percent) of the 395 campus leadership positions including only Presidents/Chancellors, Athletic Directors, and Faculty Athletic Representatives. Women held 91 (23.0 percent) of these positions, equivalent to last year. There were 32 Black or African-American men and 10 Black or African-American women in campus leadership positions. There were 13 Hispanic/Latino men, five Hispanic/Latina women, four Asian men, one Asian woman, and six men of two or more races and no women of two or more races in campus leadership positions. People of color held 71 (18.0 percent) of the campus leadership positions.

**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 2021, 83.1 percent of university presidents and chancellors were white, a 2.3 percentage point increase from last year's reported percentages. Of all presidents and chancellors, 20.8 percent were women, which was a 3.1 percentage point increase from last year. The percentage of university presidents and chancellors who were people of color decreased by 0.8 percentage points to 16.9 percent. White men held 65.4 percent of the 130 president and chancellor positions. Specifically, there were:

#### **Men of color**

- Nine (6.9 percent) Black or African-American men, the same as last year's Report.
  - University of Illinois Urbana-Champaign
  - Rutgers, The State University of New Jersey, New Brunswick
  - Middle Tennessee State University
  - The University of Southern Mississippi
  - U.S. Military Academy
  - U.S. Air Force Academy
  - University of Nevada, Las Vegas
  - Auburn University
  - University of Louisiana at Lafayette
- Five (3.9 percent) Hispanic/Latino men, an increase of 0.1 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
- Two (1.5 percent) Asian men, a decrease of 1.6 percentage points from last year.
  - University at Buffalo, the State University of New York
  - University of Missouri, Columbia
- Two (1.5 percent) men of two or more races, an increase from zero the previous year.
  - University of Central Florida
  - University of Connecticut

### Women

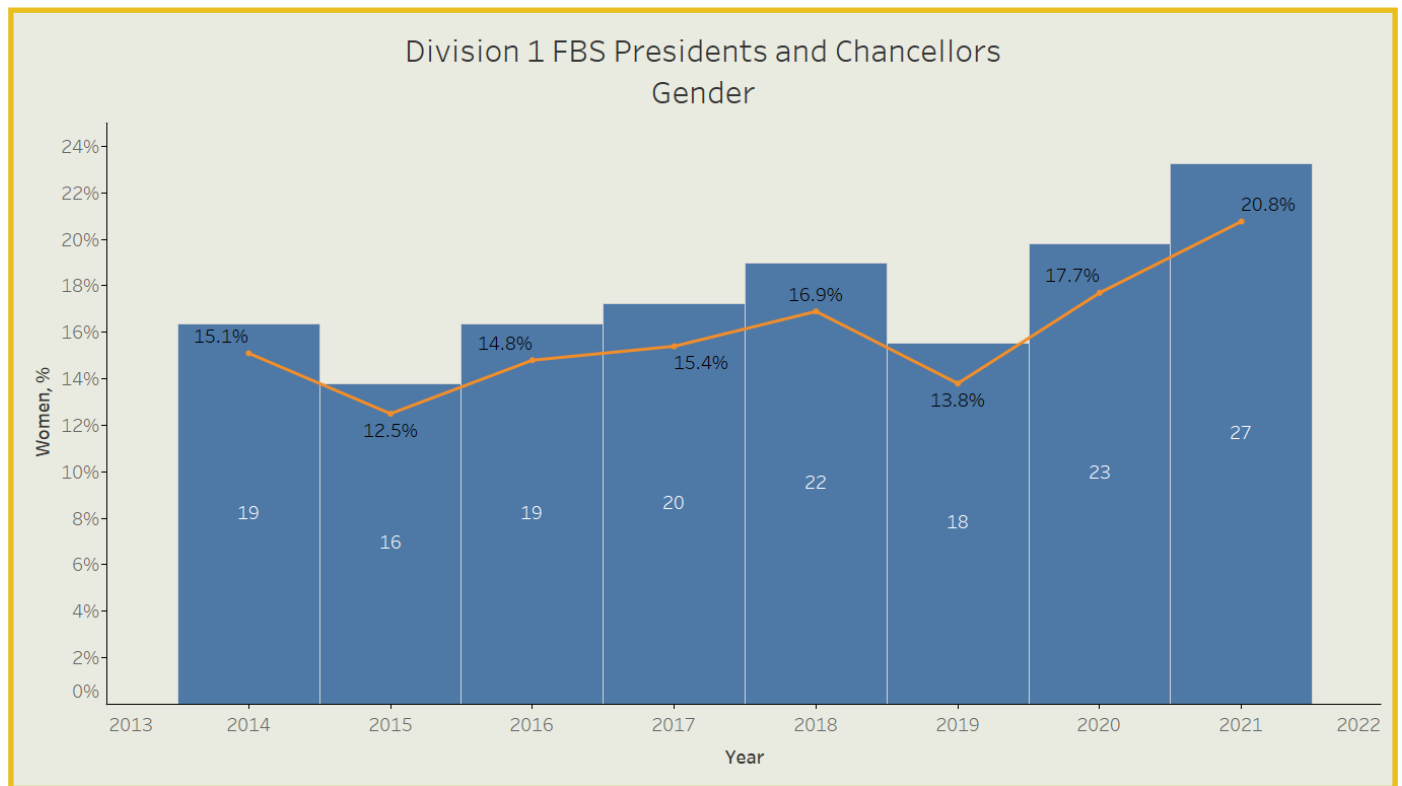
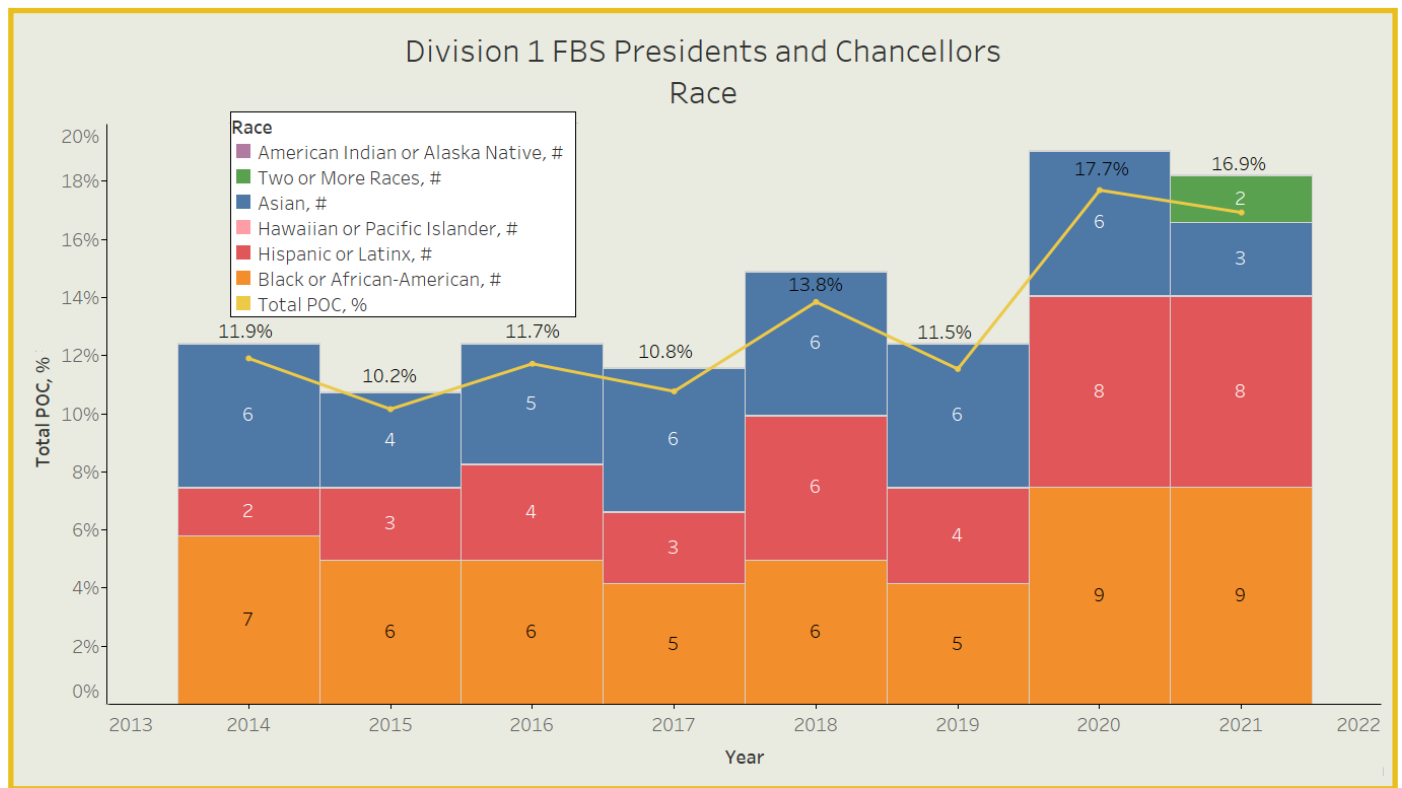
- 23 (17.7 percent) white women, an increase of 3.9 percentage points from last year's Report.
  - University of South Florida
  - Wake Forest University
  - Baylor University
  - Iowa State University
  - Oklahoma State University
  - Indiana University Bloomington
  - The University of Iowa
  - University of Minnesota, Twin Cities
  - The Ohio State University
  - University of Wisconsin – Madison
  - University of North Carolina at Charlotte
  - University of Texas, El Paso
  - Northern Illinois University
  - Boise State University
  - Colorado State University
  - The University of New Mexico
  - Utah State University
  - University of California Berkeley
  - University of Southern California
  - University of Tennessee
  - Texas A&M University
  - Appalachian State University
  - Texas State University
- Three (2.3 percent) Hispanic/Latina women, the same as last year's Report.
  - University of Louisville
  - San Diego State University
  - University of Washington
- One (0.8 percent) Asian women. This was a decrease of 0.7 percentage points from last year's Report.
  - University of Houston

### *Racial Hiring Grade for Presidents and Chancellors*

**B-**  **16.9%**  
People of Color

### *Gender Hiring Grade for Presidents and Chancellors*

**F**  **20.8%**  
Women



## ***Athletic Director (n=130)***

In the Fall of 2021, 18.5 percent were athletic directors of color compared to 16.9 percent in the last Report. 81.5 percent of athletic directors were white, which was a 1.6 percentage point decrease from last year's findings. Of the 10 percent of athletic directors who were women, the women of color were Nina King at Duke University, Carla Williams at the University of Virginia, Candice Storey at Vanderbilt University and Lisa Campos at the University of Texas at San Antonio. White men held 74.6 percent of the 130 athletic director positions at FBS schools. The number of athletic directors of color totaled 24 (18.5 percent, a 1.6 percentage point increase from the 2020 Report). There continued to be no Asian, American Indian/Alaska Native, or Native Hawaiian/Pacific Islander women athletic directors at FBS schools. Specifically, there were:

### **Men of color**

- 12 (9.2 percent) Black or African-American men. This was an increase of one from last year.
  - University of California, Los Angeles
  - Louisiana Tech University
  - University at Buffalo, the State University of New York
  - California State University, Fresno
  - University of Maryland, College Park
  - University of Michigan, Ann Arbor
  - University of Nevada Las Vegas
  - Northwestern University
  - Northern Illinois University
  - The Ohio State University
  - Stanford University
  - Vanderbilt University
- Three (2.3 percent) Hispanic/Latino men. This was a decrease of two from last year.
  - Florida International University
  - University of New Mexico
  - University of Wisconsin – Madison
- One (0.8 percent) Asian man
  - Washington State University
- Four (3.1 percent) men of two or more races
  - Bowling Green State University

- University of Central Florida
- Iowa State University
- New Mexico State University

### **Women**

- Nine (6.9 percent) white women. This was an increase of one from the 2020 Report.
  - Central Michigan University
  - Ball State University
  - Pennsylvania State University
  - University of Pittsburgh
  - Ohio University
  - University of Washington
  - Western Michigan University
  - University of Miami
  - University of Missouri
- Three (2.3 percent) Black or African-American women, an increase of one from last year's Report.
  - University of Virginia
  - Vanderbilt University
  - Duke University
- One (0.8 percent) Hispanic/Latina woman
  - University of Texas at San Antonio

## ***Racial Hiring Grade for Athletic Directors***

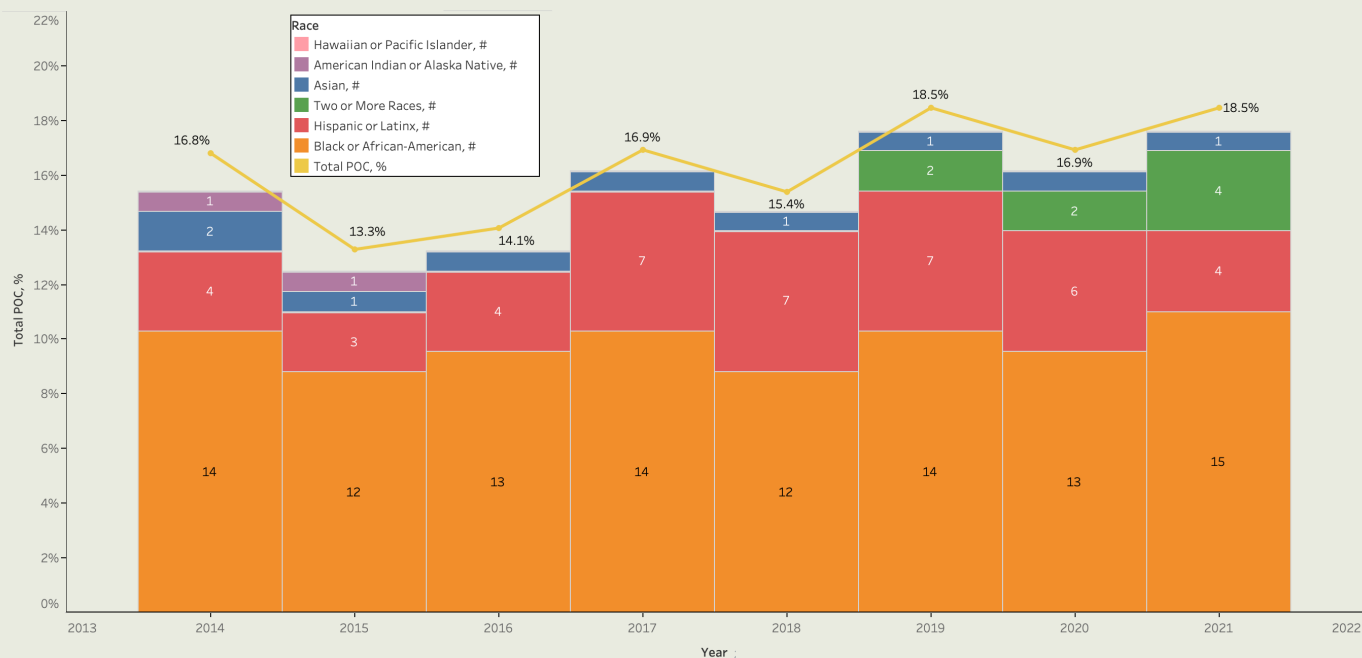
**B**  **18.5%**  
People of Color

## ***Gender Hiring Grade for Athletic Directors***

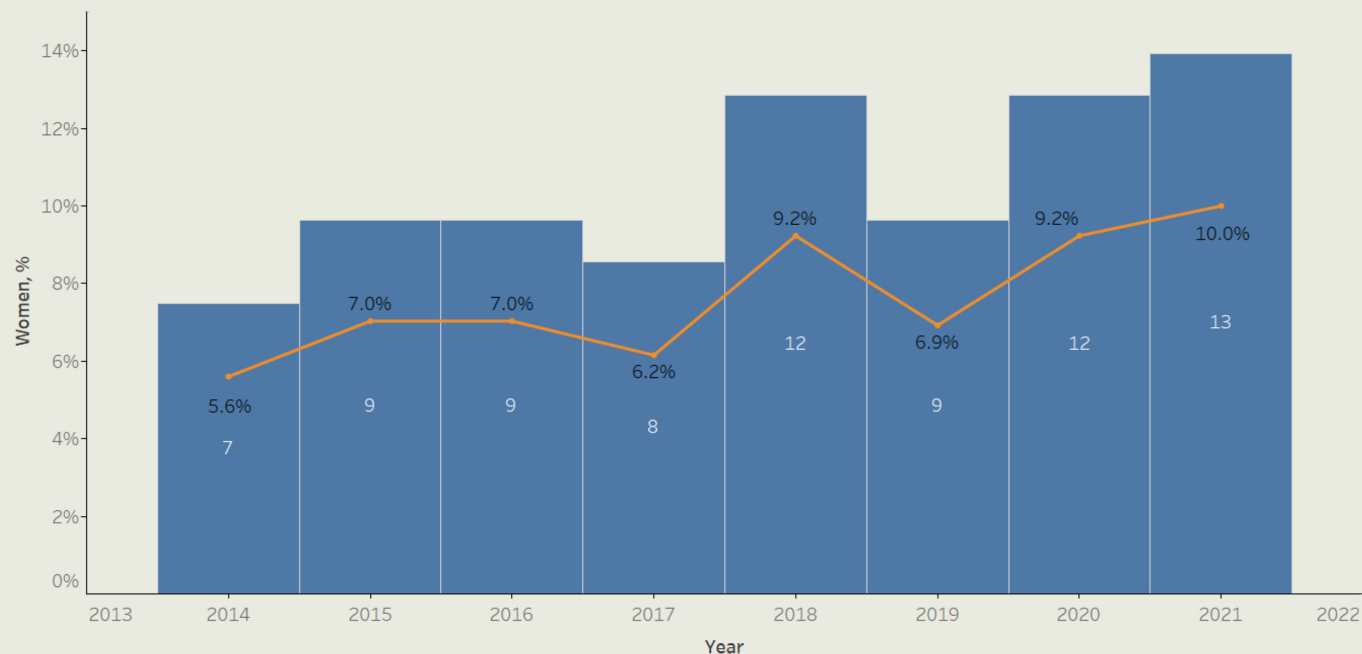
**F**  **10.0%**  
Women



### Division 1 FBS Athletic Directors Race



### Division 1 FBS Athletic Directors Gender



### ***Faculty Athletic Representative (n=135)***

There were 135 faculty athletic representatives at FBS schools. Seven schools had more than one FAR (Bowling Green State University; Michigan State University; Purdue University; University of Minnesota, Twin Cities; University of Wisconsin – Madison; The University of Southern Mississippi; and University at Buffalo). As of this publication, 81.5 percent were white faculty athletic representatives, which was another all-time low. There has been a total decrease of 11.6 percentage points in eight years. FAR's of color reached an all-time high of 18.5 percent which is a 0.5 percentage point increase from 2020. There were 51 (37.8 percent) women holding a position as an FAR, a 2.5 percentage point decrease from last year's report. There was a 0.8 percentage point increase in Hispanic or Latino FAR's going from five in 2020 to six in 2021. There were no percentage changes among Asian, Hawaiian/Pacific Islander, American Indian or Alaska Native and two or more races in 2021. Specifically, there were:

#### **Men of color**

- 11 (8.2 percent) Black or African-American men
  - University of Alabama
  - University of Arkansas, Fayetteville
  - Georgia Institute of Technology \*
  - University of Illinois Urbana-Champaign
  - University of Miami (FL)
  - University of Nevada Reno
  - The University of North Carolina at Charlotte
  - Arizona State University
  - San Diego State University
  - University of Southern California
  - University of Texas at Austin
- Five (3.7 percent) Hispanic/Latino men
  - Appalachian State University
  - University of Arizona
  - California State University, Fresno
  - New Mexico State University
  - University of Texas, San Antonio
- One (0.7 percent) Asian man
  - University of Central Florida

#### **Women**

- 43 (31.9 percent) white women, a decrease of four from last year's Report Card.
- Seven (5.0 percent) Black or African-American women, which was no change from last year's Report.
  - Kansas State University
  - University of Michigan, Ann Arbor
  - Western Michigan University
  - University of Toledo
  - Louisiana State University
  - University of South Carolina, Columbia
  - University of Washington
- One (0.7 percent) Hispanic/Latina woman
  - University of Pittsburgh

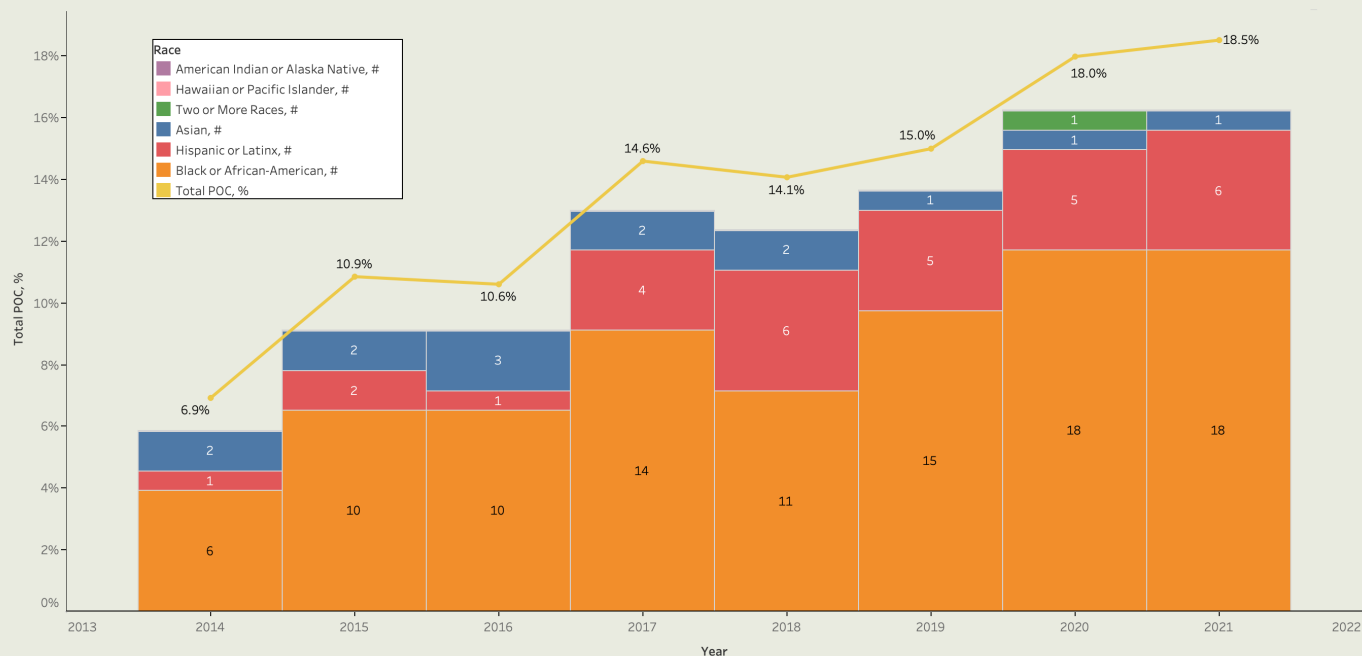
### ***Racial Representation Grade for Faculty Athletic Representatives***

**B**  **19.0%**  
People of Color

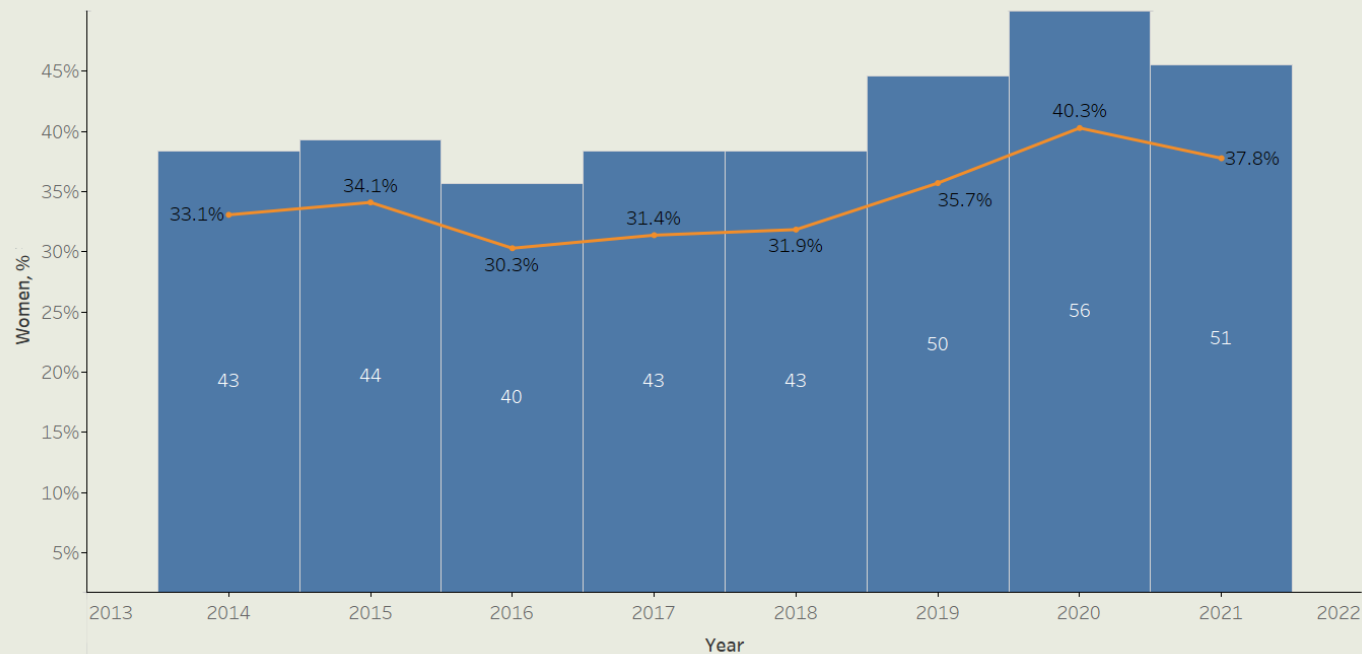
### ***Gender Representation Grade for Faculty Athletic Representatives***

**B**  **37.8%**  
Women

### Division 1 FBS Faculty Athletic Representatives Race



### Division 1 FBS Faculty Athletic Representatives Gender



## Conference Commissioners (n=10)

### Men of color

- Two (20 percent) African-American men
- For the third 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, Keith Gill, and Kevin Warren, led the Sun Belt and the Big Ten Conferences, respectively. 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. Warren was named the sixth commissioner of the Big Ten Conference in June 2019 and officially began his tenure in January 2020. Previously, Warren was the Chief Operating Officer of the Minnesota Vikings of the National Football League, where he had worked since 2005.
- Following the death of George Floyd, Commissioner Warren created the Big Ten Equality Coalition in June 2020 to combat racism and hate actively and constructively. The Equality Coalition features student-athletes, coaches, athletic directors, chancellors, presidents, and other members of the Big Ten from all 14 member institutions. Commissioner Warren's open letter announcing the coalition was selected to be in the United States Library of Congress' historic collection.

### Women

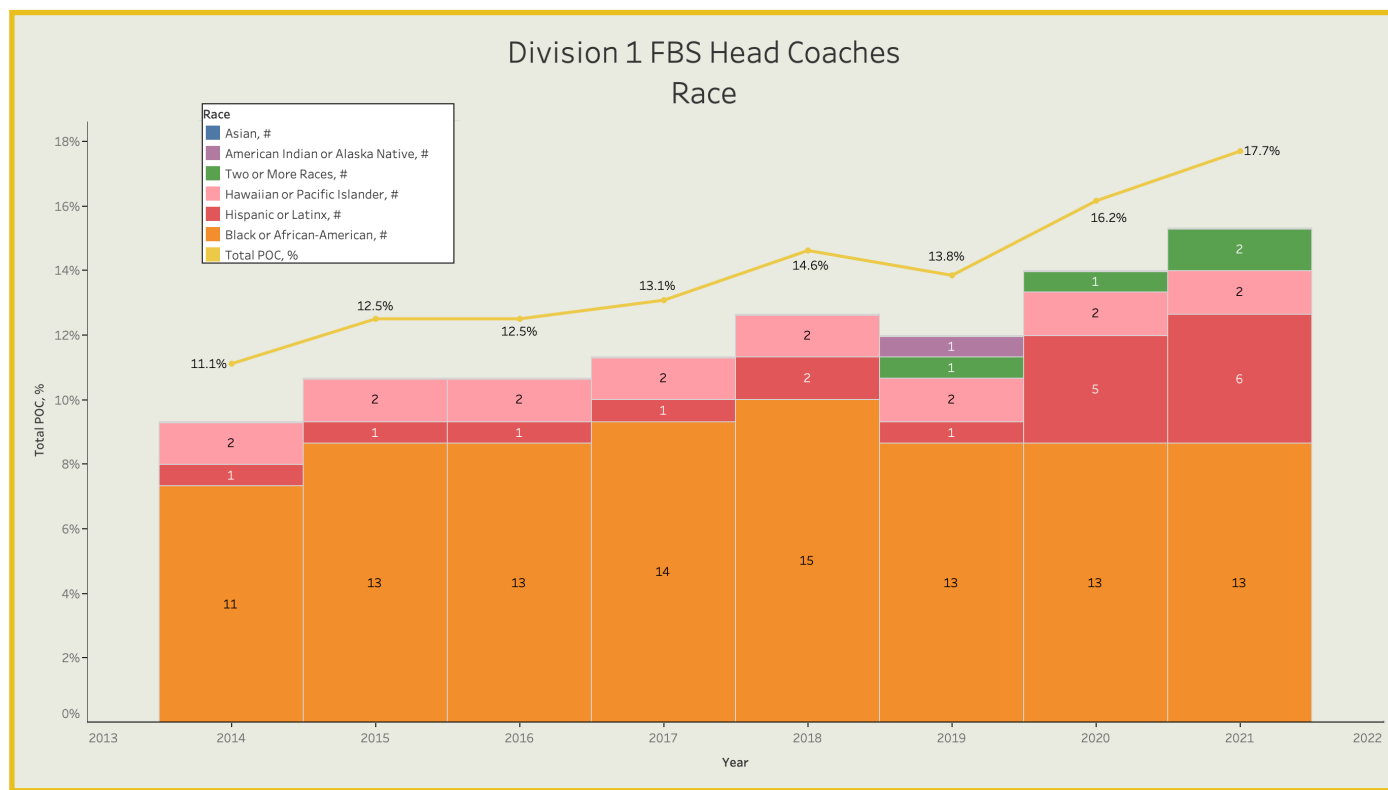
- One (10.0 percent) woman who is white
- Judy MacLeod was named Conference USA commissioner in October 2015, making her the first woman to lead an FBS conference.

## Head Football Coach (n=130)

At the start of the 2021 season, 82.3 percent of head coaches were white men, which was a 1.5 percentage point decrease from the 2020 Report Card. There were 23 (17.7 percent) coaches of color in 2021. 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
  - Florida Atlantic University
  - Georgia Southern University
  - Marshall University
  - Michigan State University
  - Northern Illinois University
  - Stanford University
  - Syracuse University
  - Pennsylvania State University
  - University of Colorado Boulder
  - University of Maryland, College Park
  - University of Notre Dame
  - University of Washington
- Two (1.5 percent) Native Hawaiian/Pacific Islander men
  - Brigham Young University
  - U.S. Naval Academy
- Six (4.6 percent) Hispanic/Latino men
  - Baylor University
  - Boise State University
  - University of Miami (FL)
  - University of New Mexico
  - University of Nevada, Las Vegas
  - University of Oregon
- Two (1.5 percent) men of two or more races
  - Colorado State University
  - Rice University





### ***Assistant Football Coaches (n=1,723)***

At the start of the 2021 season, 57.1 percent of assistant football coaches were white, which was a 1.6 percentage point decrease from the year before. 39.0 percent were assistant coaches of color

Specifically, there were:

- 586 (34.0 percent) were Black or African-American, a 1.6 percentage point increase from 2020.
- 22 (1.3 percent) were Hispanic/Latino.
- One (0.1 percent) Asian man, a decrease from three in 2020.
- 36 (2.1 percent) were Native Hawaiian/Pacific Islander.
- 24 (1.4 percent) were of two or more races.
- 68 (4.0 percent) not disclosed.
- Three (0.2 percent) were American Indian or Alaska Native.
- Four (0.2 percent) Female Assistant Coaches, an increase of two from two 2020.

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=15,737)***

In the 2021 season, 5,353 (35.2 percent) of football student-athletes were white. There was an 0.4 percentage increase since 2020. 62.0 percent were football student-athletes of color.

- 7,389 (48.7 percent) were Black or African-American men. There was a slight increase of 0.2 percentage points from 2020.
- 457 (3.0 percent) were Hispanic/Latino men, the highest percentage of Latino male student-athletes (football) in any DI Leadership Report Card.
- 48 (0.3 percent) were Asian men, a slight increase from 0.32 percent in 2020.
- 28 (0.2 percent) were American Indian or Alaska Native men, a slight decrease from 0.3 percent in 2020.
- 60 (1.7 percent) were Native Hawaiian/Pacific Islander men, a slight decrease from 2.0 percent in 2020.
- 1,130 (7.4 percent) were men of two or more races, an increase from 6.5 percent in 2020.
- 409 (2.7 percent) were not disclosed, a decrease of 0.9 percentage points from 3.6 percent in 2020.
- 114 (0.8 percent) were non-resident aliens, a slight decrease of 0.1 percentage points from 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 in 2020. 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 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 TIDES 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 following chart shows the current scale used for 2021 Racial and Gender Report Cards. For issues of race, an A would be earned if 28.6 percent of the employees were people of color, B for 17.0 percent, C for 14.0 percent, D for 11.0 percent, and F for anything below 11.0 percent. For issues of gender, an A would be earned if 44.1 percent of the employees were women, B for 37.6 percent, C for 30.6 percent, D for 24.0 percent and F for anything below 24.0 percent.

Race	Percentage	Gender	Percentage
A+	30.1 and above	A+	45.1 and above
A	28.6-30.0	A	44.1 - 45.0
A-	24.6 - 28.5	A-	41.6 - 44.0
B+	19.6 - 24.5	B+	39.0 - 41.5
B	17.0 -19.5	B	37.6 - 38.9
B-	16.0 - 16.9	B-	34.6 - 37.5
C+	15.0 - 15.9	C+	32.0 - 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+	25.0 - 27.5
D	11.0 - 11.9	D	24.0 - 24.9
F	10.9 and below	F	23.9 and below

Starting with the 2022 Racial and Gender Report Card series, TIDES will use the 2020 Census data. According to the data, racial ethnic minorities totaled 42.2 percent. The adapted grading scale is shown below for comparison purposes but did not factor into the grades for this Report Card. For issues of race, an A would be earned if 39.3 percent of the employees were people of color, B for 30.6 percent, C for 21.9 percent, D for 13.2 percent and F for anything below 13.2 percent. For issues of gender, an A would be earned if 47.5 percent of the employees were women, B for 40.0 percent, C for 32.5 percent, D for 25.0 percent and F for anything below 25.0 percent.

If the new grading scale would have been used in 2021, the D1 FBS Leadership would have earned a C+ for racial hiring practices with a score of 75.5 points. The D1 FBS Leadership would have earned a C for gender hiring practices with 73.2 points. The overall grade for the D1 FBS Leadership would have been a C with 74.3 points. 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 an overall combined D+ grade.

Race	Percentage	Gender	Percentage
A+	42.2 and above	A+	50.0 and above
A	39.3-42.1	A	47.5-49.9
A-	36.4-39.2	A-	45.0-47.4
B+	33.5-36.3	B+	42.5-44.9
B	30.6-33.4	B	40.0-42.4
B-	27.7-30.5	B-	37.5-39.9
C+	24.8-27.6	C+	35.0-37.4
C	21.9-24.7	C	32.5-34.9
C-	19.0-21.8	C-	30.0-32.4
D+	16.1-18.9	D+	27.5-29.9
D	13.2-16.0	D	25.0-27.4
F	13.1 and below	F	24.9 and below

## 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 provided by the NCAA were aggregated at the institutional-level using a school's subdivision and primary conference. TIDES selected FBS conferences from the institutional-level list, which would exclude schools that are FBS institutions in an FCS primary conference (e.g., U.S. Naval Academy). TIDES used the data provided by the NCAA as well as additional research to include FBS institutions in an FCS primary conference and accommodate more recent changes in head coaches and presidents and chancellor positions. The institutions used in the data were selected as FBS due to the position of their football program as an FBS participant and not the institutions position as an FBS or non-FBS institution.

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 represent personnel best accurately within the report. These changes were incorporated into the final report.

The report covers data from the 2021 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 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 2021 Report Cards for MLB, NBA, WNBA, MLS, and NFL have already been released. The College Sport Racial Gender Report Card and The Complete Racial and Gender Report Card, including all the leagues, will be issued after the release of the individual report on the D1 FBS Leadership.

The ***Racial and Gender Report Card*** is published by *The Institute for Diversity and Ethics in Sport*, a 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 Dr. Richard Lapchick, Noor Ahmed, Rachel Bernardo, Josue Etienne, Charlotte Kruger, Meghann Maguire, Candace Martin, Harry Moberly, Hannah Nelson, Alan Owens, Brianna Patton, Darnell Theriot, Jr. and David Zimmerman contributed greatly to the D1 FBS Leadership College 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 was the founder 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 of the Institute for Sport and Social Justice (ISSJ), which uses the power of sport to affect positive social change while focusing sports organizations and athletes on issues such as diversity, equity and inclusion, 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 sport and social issues. 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.



# TIDES



UCF

## DeVos Sport Business Management Program

UNIVERSITY OF CENTRAL FLORIDA

The Institute for Diversity and Ethics in Sport

Tel: 407-823-1516 or 407-823-4887 | Fax: 407-823-3771 | Web: [www.tidesport.org](http://www.tidesport.org)

“MAKING WAVES OF CHANGE”

## Synopsis of findings in The 2021 DI FBS Leadership College Racial and Gender Report Card: The Lack of Diversity within Collegiate Athletic Leadership Continues

*Data current as of October 1, 2021*

### Total FBS Schools Presidents, Athletic Directors and Faculty Athletic Representatives

**Total: 395**

- 324 (82.0 percent) whites
- 42 (10.6 percent) Black or African-Americans
- 18 (4.6 percent) Hispanics or Latinos
- 5 (1.3 percent) Asians
- 6 (1.5 percent) Two or more races
- 91 (23.0 percent) Women

### FBS Schools Presidents & Chancellors

**Total: 130**

- 108 (83.1 percent) whites
- Nine (6.9 percent) Black or African-Americans
  - **Jay Gogue**, Auburn University
  - **Brian Blake**, Georgia State University
  - **Sidney A. McPhee**, Middle Tennessee State University
  - **Jonathan Holloway**, Rutgers, The State University of New Jersey, New Brunswick
  - **Robert Jones**, University of Illinois Urbana-Champaign
  - **Keith Whitfield**, University of Nevada, Las Vegas
  - **Rodney D. Bennett**, The University of Southern Mississippi
  - **Lt Gen Richard Clark**, U.S. Air Force Academy
  - **LTG Darryl Williams**, US Military Academy
- Eight (6.2 percent) Hispanic/Latino(a)s
  - **Saul Jimenez-Sandoval**, California State University at Fresno
  - **Angel Cabrera**, Georgia Institute of Technology
  - **John Floros**, New Mexico State University
  - **Adela de la Torre**, San Diego State University
  - **Lori Gonzalez**, University of Louisville
  - **Julio Frenk**, University of Miami (FL)
  - **Brian Sandoval**, University of Nevada, Reno

- **Ana Marie Cauce**, University of Washington
- Three (2.3 percent) Asians
- **Satish K. Tripathi**, University at Buffalo, the State University of New York
- **Renu Khator**, University of Houston
- **Mun Y. Choi**, University of Missouri
- Two (1.5 percent) of two or more races
- **Alexander Cartwright**, University of Central Florida
- **Andrew Agwunobi**, University of Connecticut
- No Black or African-American women
- Everyone disclosed their race
- 27 (20.8 percent) Women
  - **Sheri Everts**, Appalachian State University
  - **Linda A. Livingstone**, Baylor University
  - **Marlene Tromp**, Boise State University
  - **Joyce McConnell**, Colorado State University
  - **Pamela Whitten**, Indiana University-Bloomington
  - **Wendy Wintersteen**, Iowa State University
  - **Lisa Freeman**, Northern Illinois University
  - **Kristina Johnson**, The Ohio State University
  - **Kayse Shrum**, Oklahoma State University
  - **Adele de la Torre**, San Diego State University
  - **Katherine Banks**, Texas A&M University
  - **Denise Trauth**, Texas State University
  - **Carol Christ**, University of California, Berkeley
  - **Renu Khator**, University of Houston
  - **Barbara Wilson**, The University of Iowa
  - **Lori Gonzalez**, University of Louisville
  - **Joan T.A. Gabel**, University of Minnesota, Twin Cities
  - **Garnett Stokes**, University of New Mexico
  - **Sharon Gaber**, University of North Carolina at Charlotte
  - **Rhea Law**, University of South Florida
  - **Carol Folt**, University of Southern California
  - **Donde Plowman**, University of Tennessee, Knoxville
  - **Heather Wilson**, University of Texas at El Paso
  - **Ana Mari Cauce**, University of Washington
  - **Rebecca Blank**, University of Wisconsin - Madison
  - **Noelle Cockett**, Utah State University
  - **Susan Wente**, Wake Forest University

**FBS Schools Athletic Directors****Total: 130 ADs who oversaw FBS football programs**

- 106 (81.5 percent) whites
- 15 (11.5 percent) Black or African-Americans
  - **Ray Anderson**, Arizona State University
  - **Terrance Tumey**, California State University, Fresno
  - **Nina King**, Duke University
  - **Eric A. Wood**, Louisiana Tech University
  - **Sean T. Frazier**, Northern Illinois University
  - **Derrick Gragg**, Northwestern University
  - **Eugene Smith**, The Ohio State University
  - **Bernard Muir**, Stanford University
  - **Mark Alnutt**, University at Buffalo, the State University of New York
  - **Martin Jarmond**, The University of California, Los Angeles
  - **Damon Evans**, University of Maryland, College Park
  - **Warde J. Manuel**, University of Michigan
  - **Erick Harper**, University of Nevada Las Vegas
  - **Carla Williams**, University of Virginia
  - **Candice Storey Lee**, Vanderbilt University
- Four (3.1 percent) Hispanic/Latino(a)s
  - **Scott Carr**, Florida International University
  - **Eddie Nuñez**, University of New Mexico
  - **Lisa Campos**, University of Texas at San Antonio
  - **Christopher McIntosh**, University of Wisconsin - Madison
- One (0.8 percent) Asian
  - **Patrick Chun**, Washington State University
- Four (3.1 percent) Two or more races
  - **Bob Moosbrugger**, Bowling Green State University
  - **Jamie Pollard**, Iowa State University
  - **Mario Moccia**, New Mexico State University
  - **Terry Mohajir**, University of Central Florida
- 13 (10.0 percent) Women including three Black or African-American women and one Hispanic or Latina woman.
  - **Beth Goetz**, Ball State University
  - **Amy Folan**, Central Michigan University
  - **Nina King**, Duke University
  - **Julie Cromer**, Ohio University
  - **Sandy Barbour**, Pennsylvania State University

- **Jennifer Strawley**, University of Miami
- **Desiree Reed-Francois**, University of Missouri
- **Heather Lyke**, University of Pittsburgh
- **Lisa Campos**, University of Texas at San Antonio
- **Carla Williams**, University of Virginia
- **Jennifer Cohen**, University of Washington
- **Candice Storey Lee**, Vanderbilt University
- **Kathy Beauregard**, Western Michigan University

**FBS Schools Faculty Athletic Representatives****Total: 135**

- 110 (81.5 percent) whites
- 18 (13.3 percent) Black or African-Americans
  - **Jeffrey Wilson**, Arizona State University
  - **Baratunde Cola**, Georgia Institute of Technology
  - **BeEtta (Be) Stoney**, Kansas State University
  - **Lori Martin**, Louisiana State University
  - **Frank Harris III**, San Diego State University
  - **James King**, University of Alabama
  - **Gerald Jordan**, University of Arkansas, Fayetteville
  - **Chris Span**, University of Illinois Urbana-Champaign
  - **Marvin Dawkins**, University of Miami (FL)
  - **Ketra L. Armstrong**, University of Michigan, Ann Arbor
  - **Paul Mitchell**, University of Nevada Reno
  - **Jeffrey Leak**, The University of North Carolina at Charlotte
  - **Michael Clement**, University of Texas at Austin
  - **Dana Hollie**, University of Toledo
  - **Valinda Littlefield**, University of South Carolina
  - **Alan Green**, University of Southern California
  - **Alexes Harris**, University of Washington
  - **Luchara Wallace**, Western Michigan University
- Six (4.4 percent) Hispanic/Latino(a)s
  - **Rene Salinas**, Appalachian State University
  - **Victor Torres**, California State University, Fresno State
  - **Kevin Melendrez**, New Mexico State University
  - **Ricardo Valerdi**, University of Arizona
  - **Sheila Velez Martinez**, University of Pittsburgh
  - **Gregg Michel**, University of Texas, San Antonio
- One (0.7 percent) Asian
  - **Manoj Chopra**, University of Central Florida



- 51 (37.8 percent) Women
- **Margaret Martin**, U.S. Air Force Academy
- **Karen McDaniel**, Arkansas State University
- **Beverly Marshall**, Auburn University
- **Lindsey Blom**, Ball State University
- **Donna Trautman**, Bowling Green State University
- **Alysa Lucas**, Central Michigan University
- **Jaci VanHeest**, University of Connecticut
- **Martha Putallaz**, Duke University
- **BeEtta (Be) Stoney**, Kansas State University
- **Kathryn Wilson**, Kent State University
- **Mary Kay Hungate**, 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
- **Karen Gaudreault**, University of New Mexico
- **Christy Ann Crutsinger**, University of North Texas
- **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
- **Catherine Horn**, University of Houston
- **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, Ann Arbor
- **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
- **Tracey George**, Vanderbilt University
- **Jennifer Irish**, Virginia Polytechnical Institute and State University
- **Nancy Swanger**, Washington State University
- **Maria Kolar**, West Virginia University
- **Luchara Wallace**, Western Michigan University
- **Alexes Harris**, University of Washington
- **Alyson Hagy**, University of Wyoming

#### FBS Conference Commissioners

##### Total: Ten

- Eight (80.0 percent) whites
- **Michael L. Aresco**, American Athletic Conference
- **Dr. James J. Phillips**, Atlantic Coastal Conference
- **Robert A. Bowlsby**, Big 12 Conference
- **Dr. Jon A. Steinbrecher**, Mid-American Conference
- **Craig Thompson**, Mountain West Conference
- **Gregory Sankey**, Southeastern Conference
- **George Kliavkoff**, Pac-12 Conference
- **Judy MacLeod**, Conference USA
- Two (20.0 percent) Black or African-American men
- **Kevin F. Warren**, Big Ten Conference
- **Keith Gill**, Sun Belt Conference
- 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 (During the 2021 Season)

##### Total: 130

- 107 (82.3 percent) whites
- 13 (10.0 percent) Black or African-American
- **Herm Edwards**, Arizona State University



- **Willie Taggart**, Florida Atlantic University
- **Kevin Whitley**, Georgia Southern University
- **Charles Huff**, Marshall University
- **Melvin Tucker**, Michigan State University
- **Thomas Hammock**, Northern Illinois University
- **David Shaw**, Stanford University
- **Dino Babers**, Syracuse University
- **James Franklin**, Pennsylvania State University
- **Karl Dorrell**, University of Colorado Boulder
- **Michael Locksley**, University of Maryland, College Park
- **Marcus Freeman**, University of Notre Dame
- **Jimmy Lake**, University of Washington
- Six (4.6 percent) Hispanic/Latinos
  - **Dave Aranda**, Baylor University
  - **Andy Avalos**, Boise State University
  - **Manny Diaz**, University of Miami (FL)
  - **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
- Two (1.5 percent) Two or more races
  - **Jay Norvell**, Colorado State University
  - **Mike Bloomgren**, Rice University