



# TIDES

THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

**MAKING WAVES OF CHANGE**

## **The 2022 DI FBS Leadership College Racial and Gender Report Card: The Lack of Diversity within Collegiate Athletic Leadership Continues**

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Presented by:

The Institute for Diversity and Ethics in Sport  
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# ***The 2022 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**

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While there were some notable improvements made in the hiring practices of people of color in 2022, America's colleges and universities continue to show an enormous underrepresentation of women and people of color in campus leadership positions.

According to "The 2022 D1 FBS Leadership College Racial and Gender Report Card: The Lack of Diversity within Collegiate Athletic Leadership Continues, a new study released today 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 **C** for racial hiring practices and an **F** for gender hiring practices. This resulted in an overall combined **D+** grade. The score for race decreased to **74.4** percent, **5.2** percentage points lower than last year's score of **79.6** percent. The score for gender improved to **59.9** percent, **6.9** percentage points higher than last year's score of **53.0** percent. The overall grade score improved from **66.3** percent in 2021 to **67.2** percent in 2022.

Richard Lapchick, Director of TIDES and principal author of the report, observed that "The underrepresentation of women as president or chancellor, or as athletic director, is a continuing blemish on the record of college sport. However, on a positive note, the percentage of people of color in athletic director positions climbed from **18.5** percent to **23.1** percent, slightly closing the gap between the disparities of leadership in

## ***Overall Grade***

**D+**

## ***Racial Hiring***

**C**

## ***Gender Hiring***

**F**

these positions. ”

Lapchick continued “Women athletic directors at FBS schools make up for only **7.7** 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 **131** DI FBS schools.”

“The percentage of women who held the faculty athletic representative positions increased from **37.8** percent last year, to **42.0** percent this year which was an all-time high. The percentage of people of color in this position decreased to **16.4** percent. This resulted in a **C-** for race and a **A-** 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 **131** 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 2022 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.

Lapchick noted that, “The lack of coaches of color as head football coaches at FBS schools has been a perennial problem. It was no different this year as people of color at the head football coach position across Division I FBS, totaled **16.8** percent. Black or African-American men make up most of the coaches of color, representing **9.9** percent, followed by Hispanic or Latino at **3.8** percent. With Black or African-American and Hispanic or Latino student-athletes comprising **52.2** percent of all Division I FBS student-athletes, there is much room to grow in the hiring of more head coaches of color to reduce the differences between the population of DI FBS student-athletes and head coaches.”

Lapchick added that, “As the disproportion between

campus leadership and student-athletes remains a major concern in FBS institutions, it is discouraging that in American higher education that **78.6** percent of chancellors and presidents, **77.1** percent of athletic directors, **83.6** 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, **60.3** percent of chancellors and presidents, **72.5** percent of athletic directors, **50.0** percent of faculty athletic representatives, and **70.0** percent of conference commissioners were white men.”

“The low grades recorded in 2022 continue to display the lack of significant growth of diversity in FBS leadership and leads to 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. Furthermore, they do not even reflect the composition of the American people.”

Last year’s report noted that there were **28** 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. The percentage of people of color increased from **16.9** percent in 2021 to **21.4** percent in 2022. For the athletic director position the racial hiring grade observed a significant improvement, but the gender category decreased when comparing 2022 to 2021. Athletic directors of color increased by **4.4** percent, rising from **18.5** percent in 2021 to **22.9** percent in 2022. Women held **7.6** percent of the AD positions in 2022, a decrease of **2.4** percent when compared to 2021. The 2022 Faculty Athletic Representative positions saw an overall decrease in racial representation from **18.5** percent in 2021 to **16.4** percent. The percent of women in these positions improved by **4.2** percent points, to **42.0** percent.

“Overall, white people held **321** of the **402** campus leadership positions reported in this study, which was a decrease from last year,” Lapchick said. “The people tasked with leadership positions should be a reflection of those who they lead. Unfortunately, in college sports, specifically at the FBS institutions, the overrepresentation of white men represents most of the leadership resulting in



a 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. Almost seven years later, the results are dismal.” 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.

In 2022, **20.2** percent of campus leadership positions (presidents and chancellors, athletic directors, and faculty athletic representatives) were held by people of color, a notable increase from last year’s **17.7** percent, while **23.6** percent of these positions were held by women, a **1.1** percent increase from 2021. Women of color held **3.7** percent of campus leadership positions.

Lapchick noted that, “Representation of campus leadership positions among Division I FBS colleges and universities clearly does 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. Calling Diversity, Equity, and Inclusion a campus priority is not the same as enacting it in real time.”

Starting with the 2022 Racial and Gender Report Card series, TIDES updated their grading scale to better reflect the 2020 Census data. According to the data, racial ethnic minorities totaled **42.2** percent. If the previous grading scale would have been used in 2022, the D1 FBS Leadership would have earned a **B** for racial hiring practices with a score of **84.4** points. The D1 FBS Leadership would have earned an **F** for gender hiring practices with **53.9** points. The overall grade for the D1 FBS Leadership would have been a **C-** with **69.2** 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 2022 D1 FBS Leadership College Racial and Gender Report Card follows the publication of the reports on the National Basketball

Association (NBA), Women's National Basketball Association (WNBA), Major League Baseball (MLB), Major League Soccer (MLS), and National Football League (NFL). It will be followed by the Report Card on College Sport.

*Please note that a summary of the findings is located at the end of this release; all information is current as of October 1, 2022. The data was self-reported and submitted to TIDES by the NCAA and obtained using the NCAA Directory.*



## Report Card Highlights

- **78.6** percent of chancellors and presidents, **77.1** percent of athletic directors, **83.6** percent of faculty athletic representatives, and **80.0** percent of conference commissioners were white.
- **60.3** percent of chancellors and presidents, **72.5** percent of athletic directors, **50.0** percent of faculty athletic representatives, and **70.0** percent of conference commissioners were white men.
- A decrease from 2021, white people held **79.9** percent of the **402** campus leadership positions.
- There were **six** female presidents of color at FBS schools in 2022, an increase of **three** from 2021. This included **three** Hispanic/Latina women: Adela de la Torre, San Diego State University, Lori Gonzalez, University of Louisville, and Ana Mari Cauce, University of Washington. There were also **three** Asian women: Jayathi Y. Murthy, Oregon State University, Neeli Bendapudi, The Pennsylvania State University, and Renu Khator, The University of Houston.
- White men held **60.3** percent of president or chancellor positions, a decrease of **5.1** percentage points from **65.4** percent in 2021.
- There is a total of **28** presidents or chancellors of color in 2022, an increase from **22** in 2021.
- There were **13** Black or African-American men, **six** 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 **60.3** percent of these positions.
- White men held **72.5** percent of the **131** athletic director positions at FBS schools. White women held **4.6** percent of the athletic director positions. The number of athletic directors of color totaled **30** (**22.9** percent), a **4.4** percentage point increase from

## DI Leadership at a Glance

### *Racial Representation for Presidents and Chancellors*

**16.9%**  **21.4%**  
2021 2022

### *Gender Representation for Presidents and Chancellors*

**20.8%**  **22.9%**  
2021 2022

### *Racial Representation for Athletic Directors*

**16.9%**  **22.9%**  
2021 2022

### *Gender Representation for Athletic Directors*

**10.0%**  **7.6%**  
2021 2022

2021.

- White people held **83.6** percent of faculty athletic representative positions; women held **42.0** percent. For the second consecutive year, there were **eight** women of color who were faculty athletic representatives.
- The percentage of women as faculty athletic representatives increased by **2.1** percentage points to **42.0** from **37.8**.
- The number of women in athletic director positions decreased from **12** to **10** in 2022.
- Football head coaches of color decreased by one from **23** in 2021 to **22** in 2022. Black or African-American head coaches remained at **13** while the number of Hispanic/Latino head coaches decreased by one to **five** in 2022. 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 and Marcus Arroyo at the University of Nevada, Las Vegas.
- The percentage of football head coaches of color decreased by **0.9** percentage points from last year's Report Card to **16.8** percent.
- The percentage of assistant coaches of color is **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 **3.0** percentage points to **42.0** percent from 2021 to 2022.
- The percentage of Black or African-American football student-athletes increased to **49.1** percent for the 2022 season. The percentage of white football student-athletes decreased to **34.3** percent. The percentage of players of color rose **3.7** percent from **62.0** percent in 2021 to **65.7** percent in 2022.

## DI Leadership at a Glance

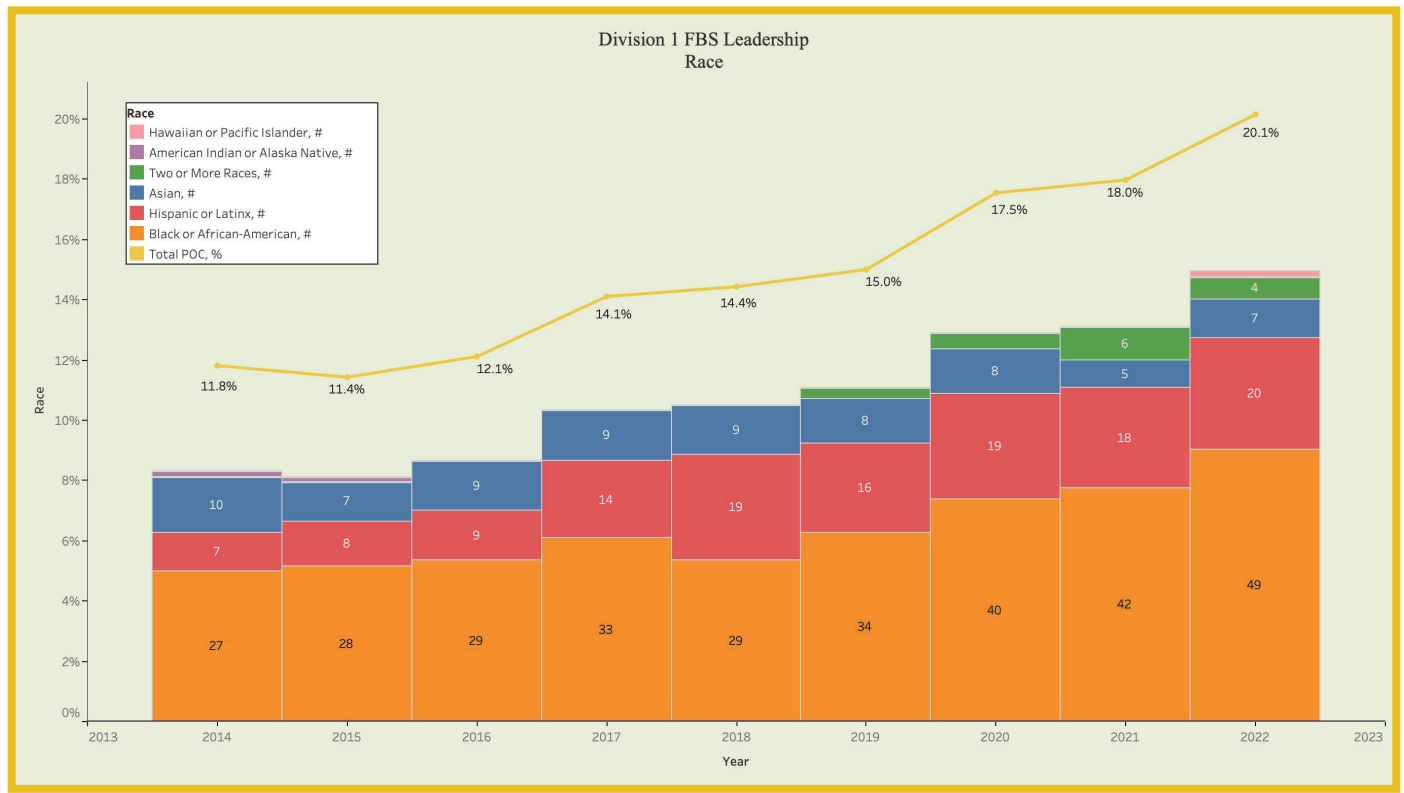
### *Racial Representation for Faculty Athletic Representatives*

**18.5%**  **16.4%**  
2021 2022

### *Gender Representation for Faculty Athletic Representatives*

**39.9%**  **42.0%**  
2021 2022





## Overall Findings

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

Starting with the 2022 Racial and Gender Report Card series, TIDES is using 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 **321 (79.9 percent)** of the **402** campus leadership positions which includes presidents/chancellors, athletic directors, and faculty athletic representatives. Women held **95 (23.6 percent)** of these positions. There were **39** Black or African-American men and **10** Black or African-American women in campus leadership positions. There were **15** Hispanic/Latino men, **five** Hispanic/Latina women, **four** Asian men, and **four** men of two or more races and no women of two or more races in campus leadership positions. People of color held **71 (17.66 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=131)***

In the Fall of 2022, **78.6** percent of university presidents

and chancellors were white, a **4.5** percentage point decrease from last year's reported percentages. Of all presidents and chancellors, **22.9** percent were women, which was a **2.1** percentage point increase from last year. The percentage of university presidents and chancellors who were people of color increased by **4.47** percentage points to **21.4** percent. White men held **60.3** percent of the **131** president and chancellor positions. Specifically, there were:

#### **Men of color**

- **13 (9.9 percent) Black or African-American men**, an increase from the 6.9 percent from last year's Report.
  - Georgia State University
  - Louisiana State University
  - Middle Tennessee State University
  - Old Dominion University
  - Rutgers, The State University of New Jersey, New Brunswick
  - Temple University
  - The University of Southern Mississippi
  - U.S. Air Force Academy
  - University of Arkansas, Fayetteville
  - University of Illinois Urbana-Champaign
  - University of Maryland, College Park
  - University of Nevada, Las Vegas
  - Western Michigan University
- **Six (4.6 percent) Hispanic/Latino men**, an increase of **0.7** percentage points from last year.
  - California State University, Fresno
  - Georgia Institute of Technology
  - New Mexico State University
  - San Jose State University
  - University of Miami (Florida)
  - University of Nevada, Reno
- **Two (1.5 percent) Asian men**, the same number as 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**, the same number as last year.
  - University of Central Florida
  - University of Connecticut

#### **Women**

- **24 (18.3 percent) white women**, an increase of 0.6

percentage points from last year's Report.

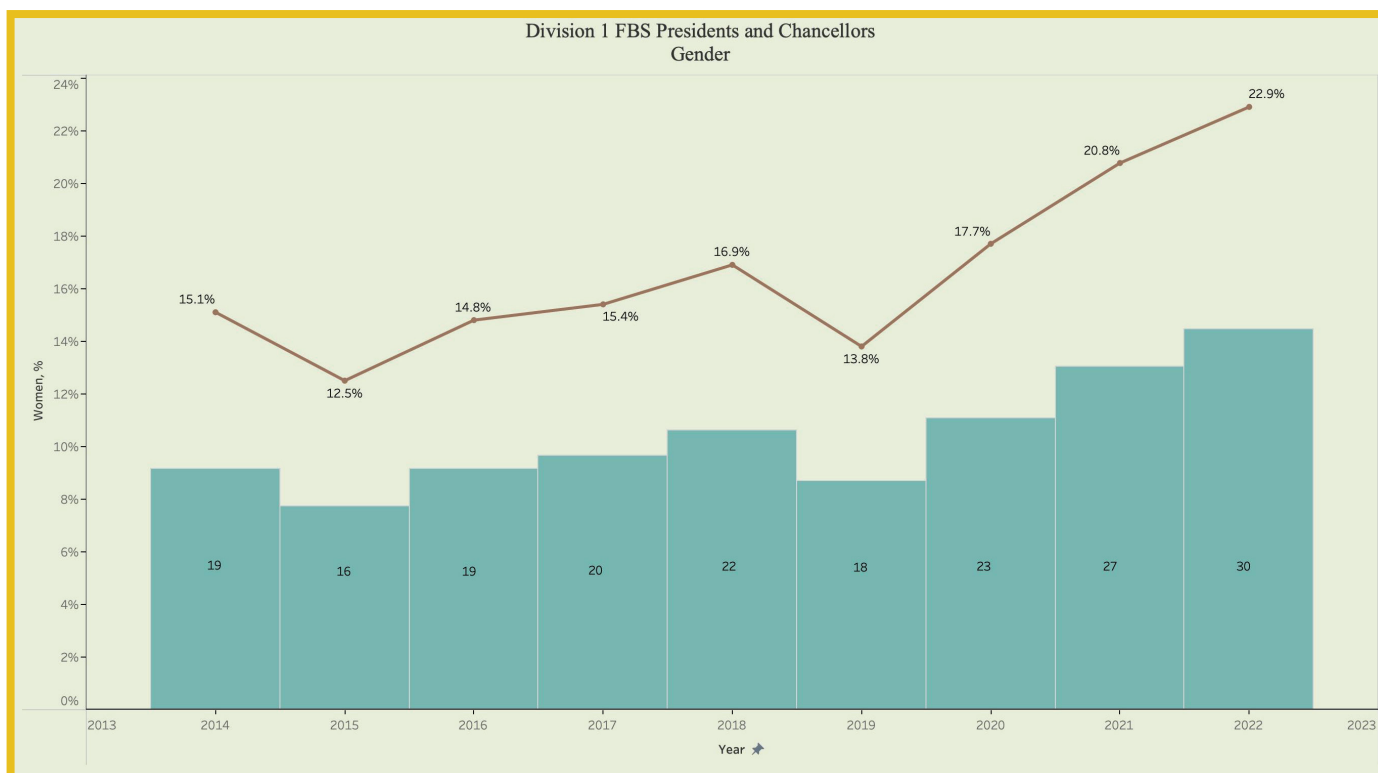
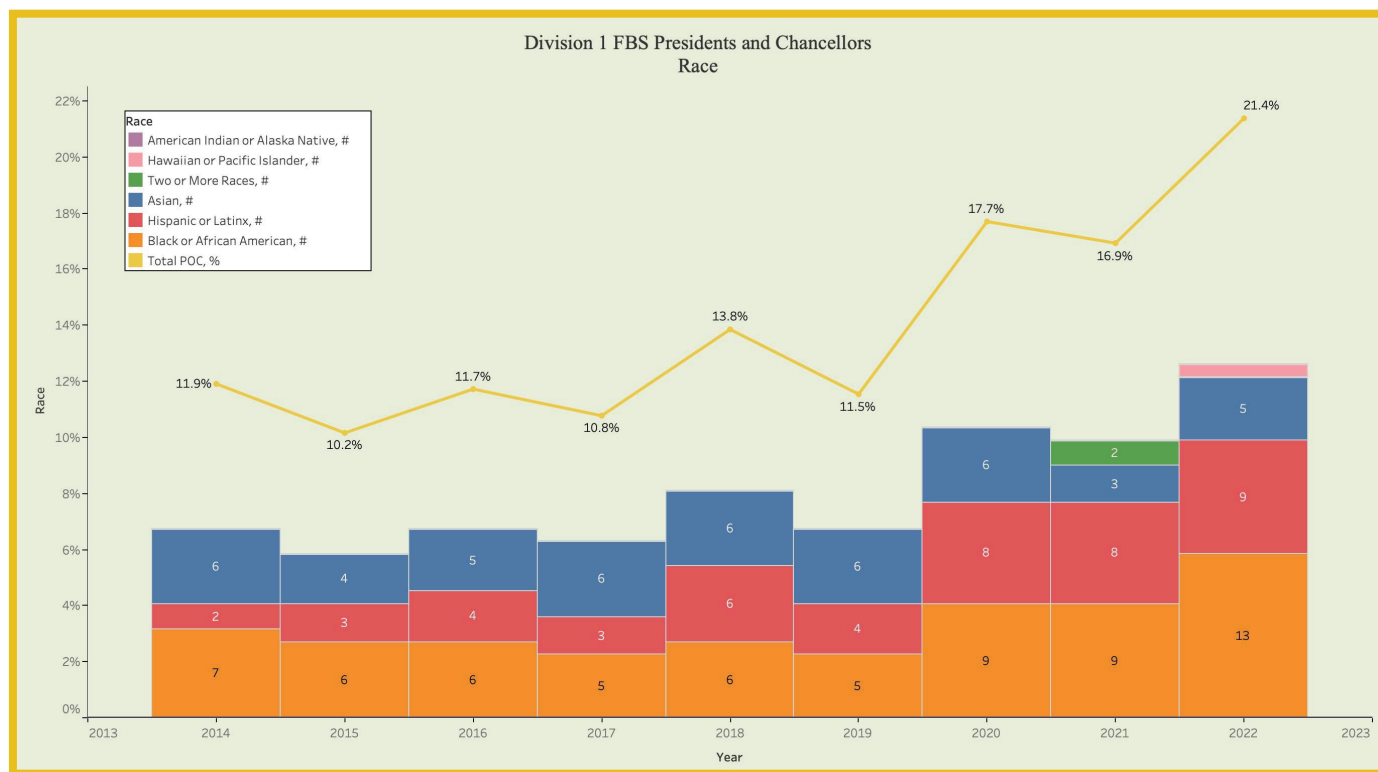
- Appalachian State University
- Baylor University
- Boise State University
- Colorado State University
- Indiana University, Bloomington
- Iowa State University
- Northern Illinois University
- Oklahoma State University
- Texas A&M University, College Station
- The Ohio State University
- University of California, Berkeley
- University of Connecticut
- University of Iowa
- University of Michigan, Ann Arbor
- University of Minnesota, Twin Cities
- University of New Mexico
- The University of North Carolina at Charlotte
- University of South Florida
- University of Southern California
- University of Tennessee, Knoxville
- University of Texas at El Paso
- University of Wisconsin-Madison
- Utah State University
- Wake Forest 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
- **Three (2.3 percent) Asian women.**
  - Oregon State University
  - The Pennsylvania State University
  - University of Houston

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

**C+**  **21.4%**  
People of Color

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

**D+**  **22.9%**  
Women





## Athletic Director (n=131)

In the Fall of 2022, **22.9** percent were athletic directors of color compared to **16.9** percent in the last Report; **77.1** percent of athletic directors were white, which was a **4.4** percentage point decrease from last year's findings. Of the **7.6** percent of athletic directors who were women, the women of color were Nina King at Duke University, Carla Williams at The University of Virginia, Lisa Campos at the University of Texas San Antonio, and Candice Storey at Vanderbilt University. White men held **72.5** percent of the **131** athletic director positions at FBS schools. The number of athletic directors of color totaled **30** (**22.9** percent, a **4.4** percentage point increase from the 2021 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

- **17 (13.0 percent) Black or African-American men.** This was an increase of four from last year.
  - Arizona State University
  - Auburn University
  - California State University at Fresno
  - Kent State University
  - Louisiana Tech University
  - Michigan State University
  - Northern Illinois University
  - Northwestern University
  - Stanford University
  - Temple University
  - The Ohio State University
  - The University of Akron
  - University at Buffalo
  - University of California Los Angeles
  - University of Maryland, College Park
  - University of Michigan, Ann Arbor
  - University of Nevada Las Vegas
- **Four (3.1 percent) Hispanic/Latino men.** This was an increase of two from last year.
  - Florida International University
  - University of New Mexico
  - The University of Texas at Austin

- 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

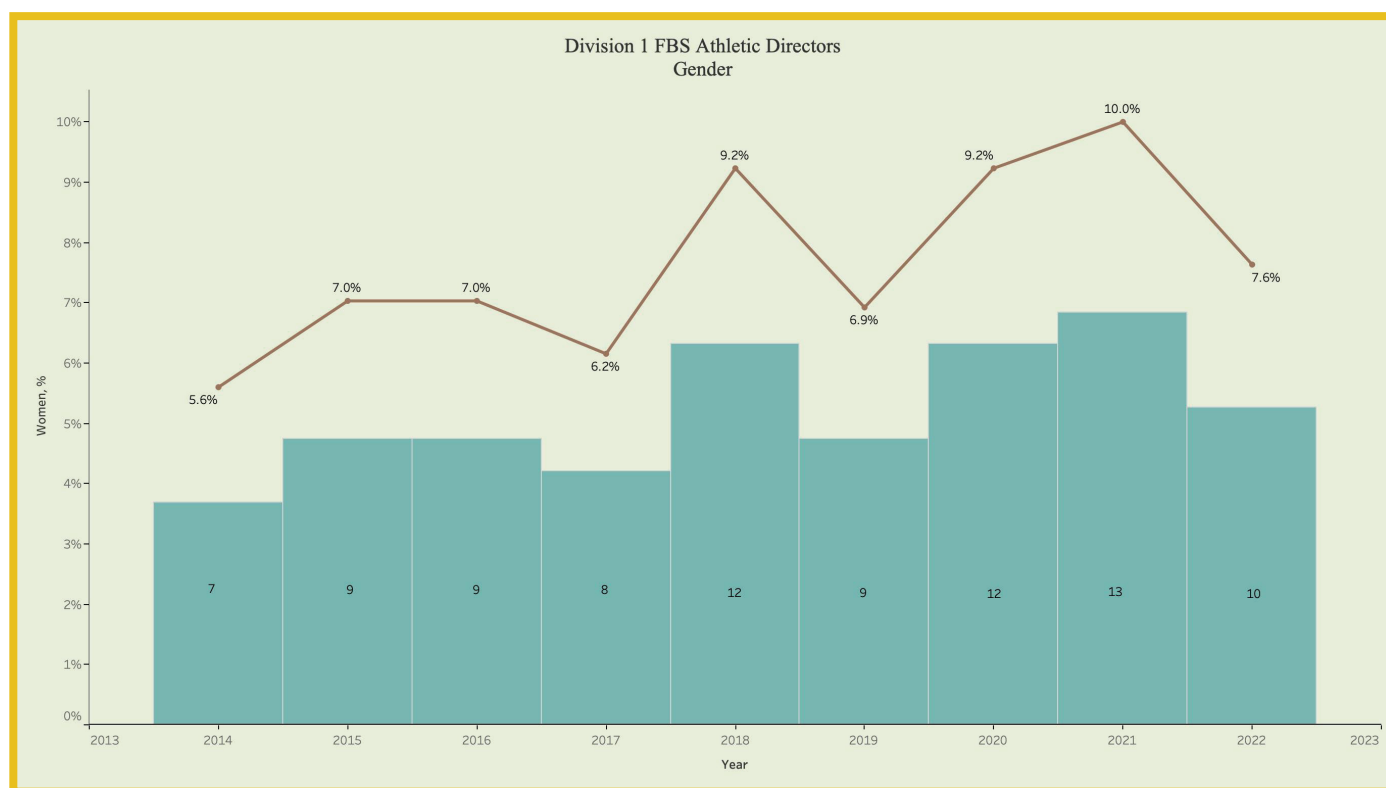
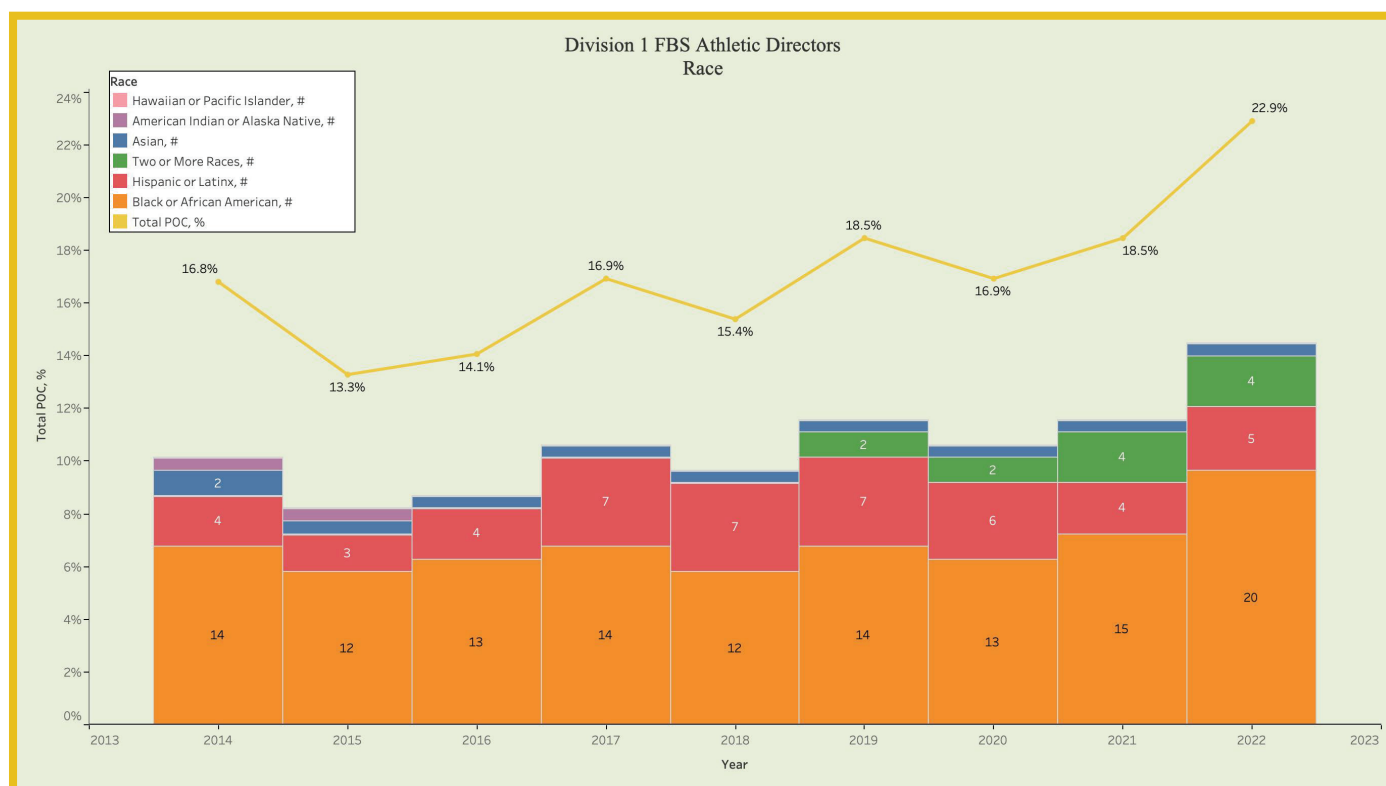
- **Six (4.6 percent) white women.** This was an increase of one from the 2021 Report.
  - Central Michigan University
  - Ohio University
  - University of Missouri
  - University of Nevada Reno
  - University of Pittsburgh
  - University of Washington
- **Three (2.3 percent) Black or African-American women,** an increase of one from last year's Report.
  - Duke University
  - University of Virginia
  - Vanderbilt University
- **One (0.8 percent) Hispanic/Latina woman**
  - University of Texas at San Antonio

## Racial Hiring Grade for Athletic Directors

**C+**  **22.9%**  
People of Color

## Gender Hiring Grade for Athletic Directors

**F**  **7.6%**  
Women



### ***Faculty Athletic Representative (n=140)***

There were **140** faculty athletic representatives at FBS schools. Nine schools had more than one FAR (Bowling Green State University; Middle Tennessee State University; Michigan State University; Purdue University; University of Minnesota – Twin Cities; University of Wisconsin – Madison; The University of Southern Mississippi; University of Tennessee; and University at Buffalo). As of this publication, **83.6** percent were white faculty athletic representatives. There has been a total decrease of **9.8** percentage points in eight years. FAR's of color is **16.4** percent. There were **55** (**42.0** percent) women holding a position as an FAR, a **2.1** percentage point increase from last year's report. There was a **0.7** percentage point increase in Hispanic or Latino FAR's going from five in 2021 to six in 2022. There were no percentage changes among Asian, Hawaiian/Pacific Islander, American Indian or Alaska Native and two or more races in 2022. Specifically, there were:

#### **Men of color**

- **Nine (6.4 percent) Black or African-American men**
  - University of Alabama
  - University of Arkansas, Fayetteville
  - 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 (3.6 percent) Hispanic/Latino men**
  - Appalachian State University
  - California State University, Fresno
  - New Mexico State University
  - University of Arizona
  - University of Texas, San Antonio
- **One (0.7 percent) Asian man**
  - University of Central Florida

#### **Women**

- **47 (33.6 percent) white women**, which was no

change from last year's Report Card.

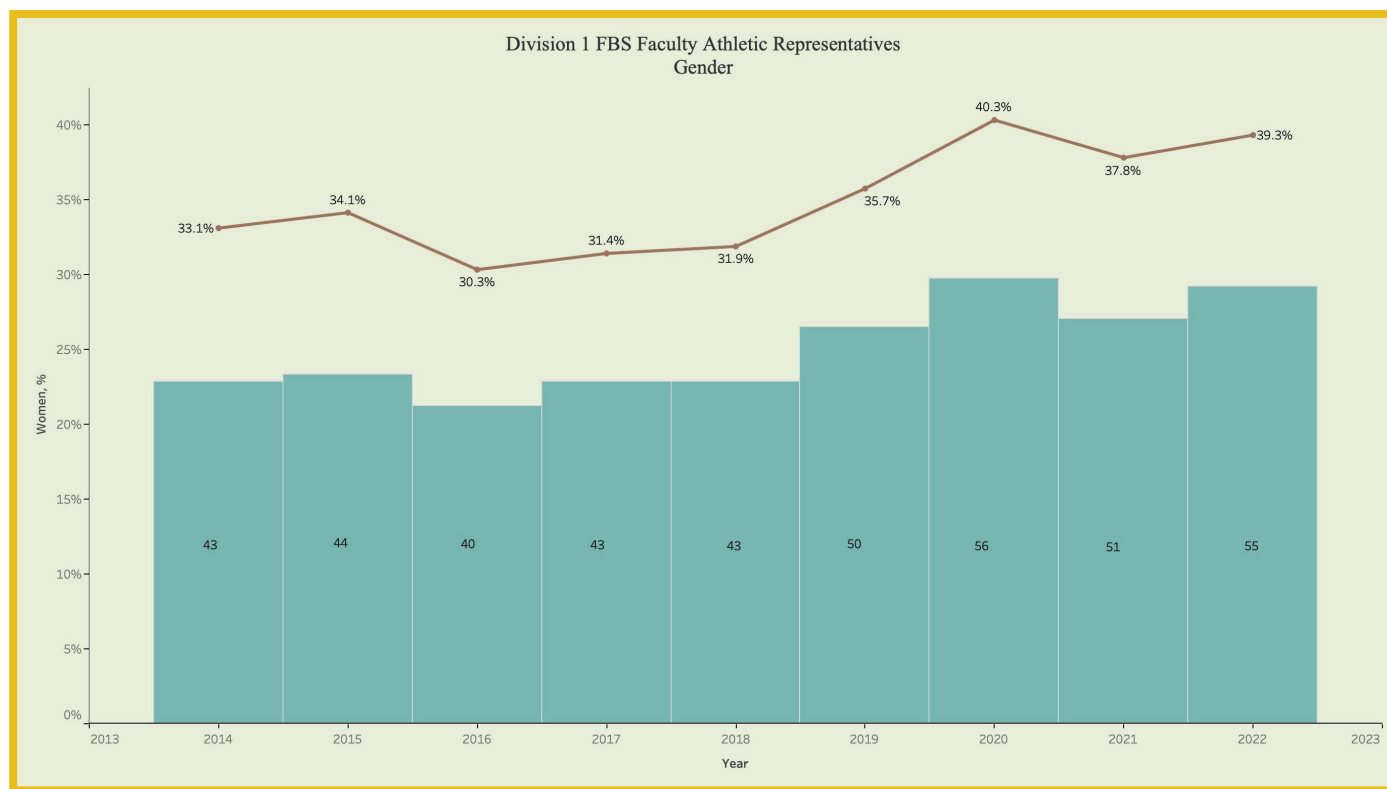
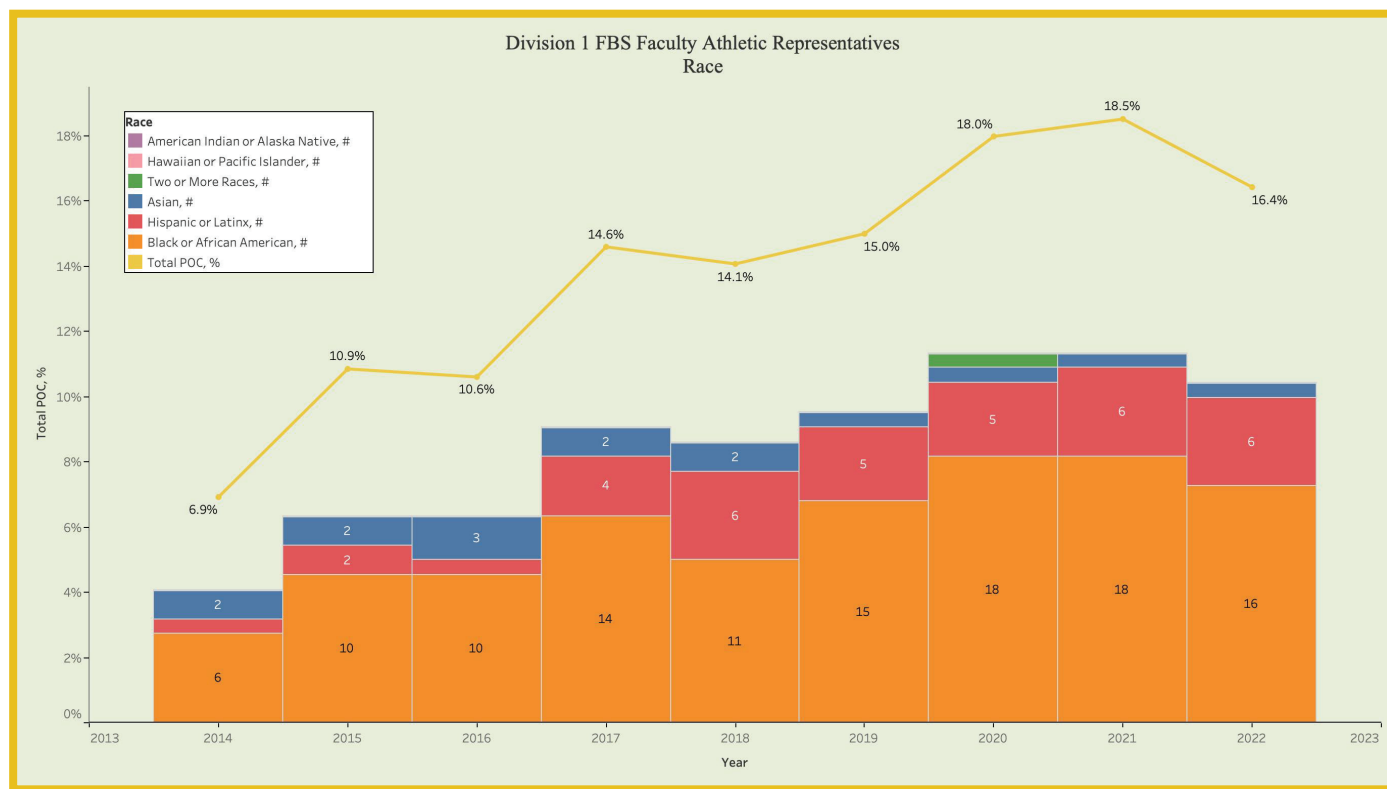
- **Seven (5.0 percent) Black or African-American women**, which was no change from last year's Report.
  - Kansas State University
  - Louisiana State University
  - University of Illinois at Urbana-Champaign
  - University of Michigan, Ann Arbor
  - University of Toledo
- **One (0.7 percent) Hispanic/Latina woman**
  - University of Pittsburgh

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

**C-**  **16.4%**  
People of Color

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

**A-**  **42.0%**  
Women





## Conference Commissioners (n=10)

### Men of color

- **Two (20 percent) African-American men**
- For the fourth 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.

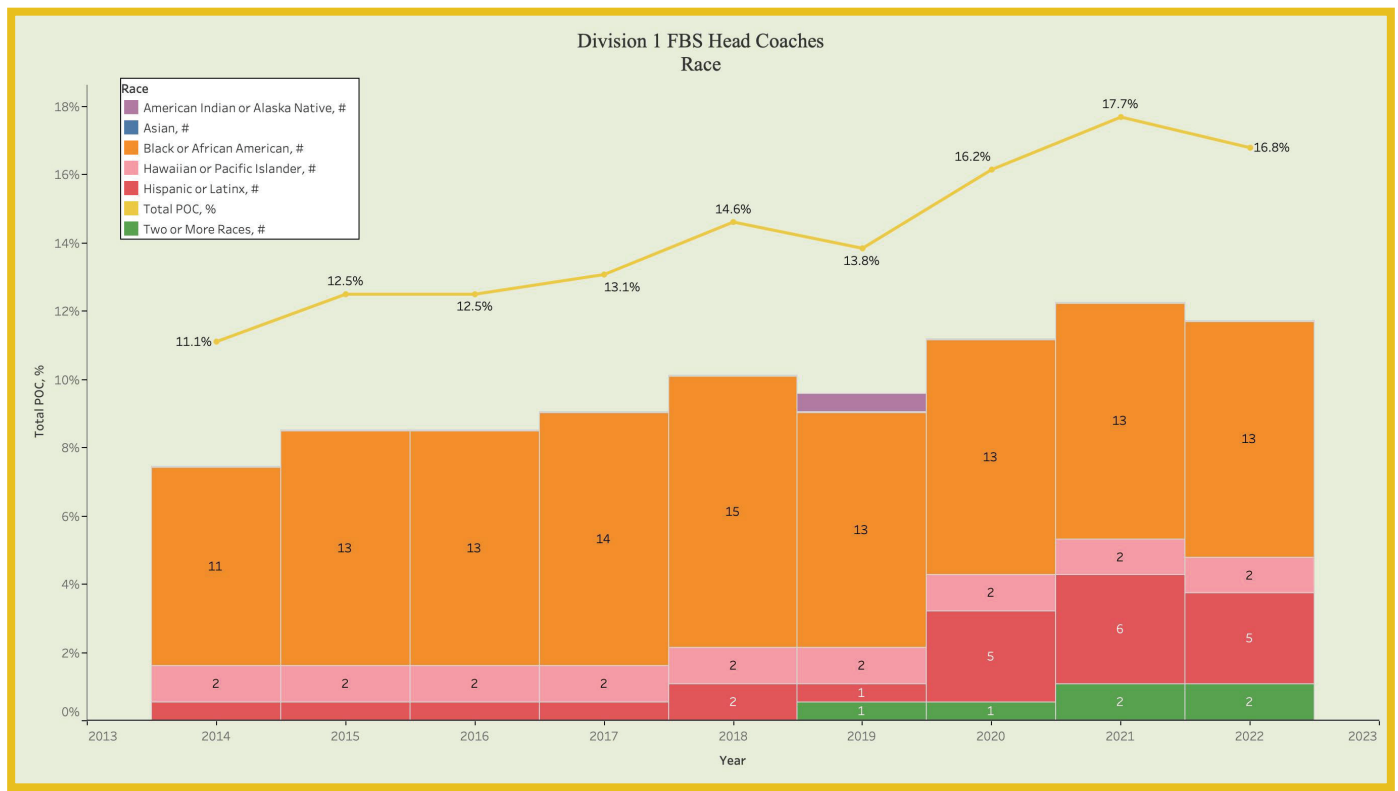
### Women

- **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 2022 season, **83.2** percent of head coaches were white men, which was a **0.9** percentage point increase from the 2021 Report Card. There was **22 (16.8 percent)** coaches of color in 2022, which was a **2.4** percentage decrease from 2021 . Specifically, there were:

- **13 (9.9 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
  - The 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
- **Five (3.8 percent) Hispanic/Latino men**
  - Baylor University
  - Boise State University
  - University of Miami (FL)
  - University of Nevada, Las Vegas
  - University of New Mexico
- **Two (1.5 percent) men of two or more races**
  - Colorado State University
  - Rice University



***Assistant Football Coaches (n=1,792)***

At the start of the 2022 season, **54.6** percent of assistant football coaches were white, which was a **2.5** percentage point decrease from the year before. **42.0** percent were assistant coaches of color. Specifically, there were:

- **655 (36.6 percent)** were Black or African-American, a **2.7** percentage point increase from 2021.
- **24 (1.3 percent)** were Hispanic/Latino.
- **Five (0.3 percent)** Asians, an increase from one in 2021.
- **29 (1.6 percent)** were Native Hawaiian/Pacific Islander.
- **27 (1.5 percent)** were of two or more races.
- **68 (3.8 percent)** not disclosed.
- **Five (0.3 percent)** were American Indian or Alaska Native.
- **Nine (0.5 percent)** female assistant coaches, an increase of five from four in 2021.

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=16,579)***

In the 2022 season, **5,683 (34.3 percent)** of football student-athletes were white. There was a **0.9** percentage decrease since 2021. **65.7** percent were football student-athletes of color.

- **8,137 (49.1 percent)** were Black or African-American men. There was a slight increase of **0.4** percentage points from 2020.
- **512 (3.1 percent)** were Hispanic/Latino men, the highest percentage of Latino male student-athletes (football) in any DI Leadership Report Card.
- **57 (0.3 percent)** were Asian men
- **54 (0.3 percent)** were American Indian or Alaska Native men, a slight increase from **0.2** percent in 2021.
- **327 (2.0 percent)** were Native Hawaiian/Pacific Islander men, a slight increase from **1.7** percent in 2021.
- **1,247 (7.5 percent)** were men of two or more races, an increase from **7.4** percent in 2021.
- **394 (2.4 percent)** were not disclosed, a decrease of **0.3** percentage points from **2.7** percent in 2021.
- **168 (1.01 percent)** were International, an increase of **0.21** percentage points from 2021.

## 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 2022 Racial and Gender Report Card series is the first year TIDES is using the 2020 Census data. According to the data, racial ethnic minorities totaled **42.2** percent. For issues of race, an **A** will be earned if **35.1** percent of the employees are people of color, **B** for **26.1** percent, **C** for **17.1** percent, **D** for **9.1** percent and **F** for anything at **9.0** percent or below. For issues of gender, an **A** will be earned if **42.5** percent of the employees are women, **B** for **34.0** percent, **C** for **26.5** percent, **D** for **20.0** percent and **F** for anything **19.9** percent and below.

| 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 |

| 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 2022 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 2022 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, Asia Ervin, Lydia Franks, Dara Gregory, Jatasia Johnson, Allison Kula, Kennady Oliver, Zakary Smiley, Andy Smith, Abraham Wade, 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

## Synopsis of findings in the 2022 DI FBS Leadership College Racial and Gender Report Card: The Lack of Diversity within Collegiate Athletic Leadership Continues

*Data current as of October 1, 2022*

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

**Total: 402**

- **321 (79.9 percent) whites**
- **49 (12.2 percent) Blacks or African-Americans**
- **20 (5.0 percent) Hispanics or Latinos**
- **7 (1.7 percent) Asians**
- **4 (1.0 percent) Two or more races**
- **95 (23.6 percent) Women**

### FBS Schools Presidents & Chancellors

**Total: 131**

- **103 (78.6 percent) whites**
- **13 (9.9 percent) Black or African-Americans**
  - M. Brian Blake, Georgia State University
  - William Tate, Louisiana State University
  - Sidney McPhee, Middle Tennessee State University
  - Brian O. Hemphill, Old Dominion University
  - Jonathan Holloway, Rutgers, The State University of New Jersey
  - Jason Wingard, Temple University
  - Rodney Bennett, The University of Southern Mississippi
  - LT Gen Richard Clark, United States Air Force Academy
  - Charles F. Robinson, University of Arkansas - Fayetteville
  - Robert Jones, University of Illinois at Urbana-Champaign
  - Darryll Pines, University of Maryland, College Park
  - Keith E. Whitfield, University of Nevada Las Vegas
  - Edward Montgomery, Western Michigan University

- **Six (6.9 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
  - **Cynthia Teniente-Matson**, San Diego State University
  - **Julio Frenk**, University of Miami (FL)
  - **Brian Sandoval**, University of Nevada, Reno
- **Two (1.53 percent) Asians (both male)**
  - **Jayathi Y. Murthy**, Oregon State University
  - **Neeli Bendapudi**, The Pennsylvania State University
  - **David K. Lassner**, University of Hawaii at Manoa
  - **Renu Khator**, University of Houston
- No Black or African-American women
- Everyone disclosed their race
- **24 (18.3 percent) white women**, an increase of 0.6 percentage points from last year's report.
  - **Sheri Everts**, Appalachian State University
  - **Linda A. Livingstone**, Baylor University
  - **Marlene Tromp**, Boise State University
  - **Amy Parsons**, 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
  - **Katherine Banks**, Texas A&M University
  - **Kristina Johnson**, The Ohio State University
  - **Carol Christ**, University of California, Berkeley
  - **Radenka Maric**, University of Connecticut
  - **Barbara Wilson**, The University of Iowa
  - **Mary Sue Coleman**, University of Michigan, Ann Arbor
  - **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
- **Jennifer L. Mnookin**, University of Wisconsin - Madison
- **Noelle Cockett**, Utah State University
- **Susan Wentz**, Wake Forest University
- **Three (2.3 percent) Hispanic/Latina women**, the same as last year's Report.
  - **Adela de la Torre**, San Diego State University
  - **Lori Gonzalez**, University of Louisville
  - **Ana Mari Cauce**, University of Washington
  - **Susan Wentz**, Wake Forest University
- **Three (2.3 percent) Asian women**
  - **Javathi Y. Murthy**, Oregon State University
  - **Neeli Bendapudi**, The Pennsylvania State University
  - **Renu Khator**, University of Houston

#### FBS Schools Athletic Directors

**Total: 131 ADs who oversaw FBS football programs**

- **101 (77.1 percent) whites**
- **17 (13.0 percent) Black or African-Americans**
  - **Ray Anderson**, Arizona State University
  - **Allen Greene**, Auburn University
  - **Terrance Tumey**, California State University, Fresno
  - **Randale Richmond**, Kent State University
  - **Eric A. Wood**, Louisiana Tech University
  - **Alan Haller**, Michigan State University
  - **Sean T. Frazier**, Northern Illinois University
  - **Derrick Gragg**, Northwestern University
  - **Charles Guthrie**, The University of Akron
  - **Eugene Smith**, The Ohio State University
  - **Bernard Muir**, Stanford University
  - **Arthur Johnson**, Temple 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
- **Four (3.1 percent) Hispanic/Latino(a)s**
  - **Scott Carr**, Florida International University

- **Eddie Nuñez**, University of New Mexico
- **Chris Del Conte**, University of Texas at Austin
- **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
- **10 (7.6 percent) Women** including three Black or African-American women and one Hispanic and one Latina woman.
- **Six (4.6 percent) White women**
  - **Amy Folan**, Central Michigan University
  - **Julie Cromer**, Ohio University
  - **Desiree Reed-Francois**, University of Missouri
  - **Stephanie Rempe**, University of Nevada Reno
  - **Heather Lyke**, University of Pittsburgh
  - **Jennifer Cohen**, University of Washington
- **Three (2.3 percent) Black or African-American women**
  - **Nina King**, Duke University
  - **Carla Williams**, The University of Virginia
  - **Candice Storey**, Vanderbilt University
- **One (0.8 percent) Hispanic/Latina women**
  - **Lisa Campos**, University of Texas, San Antonio

#### FBS Schools Faculty Athletic Representatives

**Total: 140**

- **117 (89.2 percent) whites**
- **Nine (6.4 percent) Black or African-Americans**
  - **Jeffrey Wilson**, Arizona State University
  - **Frank Harris III**, San Diego State University
  - **James King**, University of Alabama
  - **Michael Clement**, The University of Texas at Austin
  - **Paul Adams**, University of Arkansas
  - **Marvin Dawkins**, University of Miami (FL)
  - **Paul Mitchell**, University of Nevada Reno
  - **Michael Turner**, University of North Carolina, Charlotte
  - **Alan Green**, University of Southern California



- **Five (3.5 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
  - **Gregg Michel**, University of Texas, San Antonio
- **One (0.7 percent) Asian**
  - **Manoj Chopra**, University of Central Florida
- **47 (33.6 percent) Women**
  - **Beverly Marshall**, Auburn University
  - **Lindsey Blom**, Ball State University
  - **Donna Trautman**, Bowling Green State University
  - **Alysa Lucas**, Central Michigan University
  - **Lina Franzoni**, Duke University
  - **Jenna Jordan**, Georgia Institute of Technology
  - **Kris Varjas**, Georgia State University
  - **Theresa Fisette**, Kent State University
  - **Donna Thomas**, Louisiana Tech University
  - **Karen McComas**, Marshall University
  - **Bonnie Knutson**, Michigan State University
  - **Courtney Hughes**, Northern Illinois University
  - **Stacie Raymer**, Old Dominion University
  - **Colleen Bee**, Oregon State University
  - **Marcy H. Towns**, Purdue University
  - **Tamar Semerjian**, San Jose State University
  - **Rhonda Hatcher**, Texas Christian University
  - **Michelle Hamilton**, Texas State University
  - **Karen Gaudreault**, The University of New Mexico
  - **Lissa Broome**, The University of North Carolina at Chapel Hill
  - **Christine Copper**, U.S. Naval Academy
  - **Kristen Olds**, The University of Tulsa
  - **Carrie Heilman**, The University of Virginia
  - **Michele Adams**, Tulane University
  - **Col Magaret Martin**, United States Air Force Academy
  - **Catherine Horn**, University of Houston
  - **Nicole Grosland**, University of Iowa
  - **Susan Williams**, University of Kansas
  - **Anita Hazelwood**, University of Louisiana at Lafayette
  - **Mary Adams**, University of Louisiana Monroe

- **Krista Wallace-Boaz**, University of Louisville
- **Rebecca Spencer**, University of Massachusetts Amherst
- **Lynda Black**, University of Memphis
- **Frances Homans**, University of Minnesota, Twin Cities
- **Pam Hinton-Bruzina**, University of Missouri
- **Christy Ann Crutsinger**, University of North Texas
- **Patricia Bellia**, University of Notre Dame
- **Paige Vitulli**, University of South Alabama
- **Eva Monsma**, University of South Carolina
- **Julianne Serovich**, University of South Florida
- **Ann Sheehy**, University of Wisconsin- Madison
- **Alyson Hagy**, University of Wyoming
- **Tracey George**, Vanderbilt University
- **Jennifer Irish**, Virginia Polytechnic Institute and State University
- **Nancy Swanger**, Washington State University
- **Maria Kolar**, West Virginia University
- **Seven (5.0 percent) Black or African American Women**
  - **BeEtta (BE) Stoney**, Kansas State University
  - **Tiffany White**, University of Illinois at Urbana-Champaign
  - **Ketra L. Armstrong**, University of Michigan, Ann Arbor
  - **Kim Nigem**, The University of Toledo
  - **Luchara Wallace**, Western Michigan University
  - **Alexes Harris**, University of Washington
  - **Lori Martin**, Louisiana State University

#### **One (0.7 percent) Hispanic/Latino(a) Woman**

- **Sheila Velez Martinez**, University of Pittsburgh

#### **FBS Conference Commissioners**

##### **Total: Ten**

- **Eight (80.0 percent) whites**
  - **Michael L. Aresco**, American Athletic Conference
  - **Dr. James J. Phillips**, Atlantic Coastal Conference
  - **Brett Yormack**, 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 (now President of the NFL Chicago Bears)
  - **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: 131

- **109 (83.2 percent) whites**
- **13 (9.9 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
- **Five (3.8 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
- **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