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White men continue to hold the vast majority of the most powerful jobs in college sports, according to a report released on Wednesday by the Institute for Diversity and Ethics in Sport, at the University of Central Florida.

The report, "The Buck Stops Here: Assessing Diversity Among Campus and Conference Leaders for Division I-A Schools in 2006," was based on a study that found that while slightly more members of minority groups were hired as presidents, athletics directors, and head football coaches of colleges in the National Collegiate Athletic Association's Division I-A during 2005, nearly 90 percent of all of those positions were still held by white men and women.

The 11 conference commissioners in Division I-A, who control the purse strings to the Bowl Championship Series in college football, are all white men.

Minority candidates have not been hired into more positions of power in college sports largely because few college presidents, athletics directors, and faculty athletics representatives are themselves members of minority groups, said Richard E. Lapchick, the report's author. Ninety-four percent, or 112, of the 119 Division I-A presidents are white, as are 89 percent of athletics directors and 94 percent of faculty athletics representatives.

"The more we have people of color as presidents and top athletics officials, the more minorities we will see hired," Mr. Lapchick said. "If we can have college presidents who are African-American, certainly we can have black football coaches."

But during the 2005 season, there were just four minority head football coaches in Division I-A, the lowest number since the early 1990s. Two were hired at the end of the 2005 season, at Kansas State University and the State University of New York at Buffalo.

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Buffalo is the first Division I-A college to have an African-American athletics director, head football coach, and head basketball coach, the report said.

title of "badware"

Two recent changes could help give minority job seekers more opportunities in sports, Mr. Lapchick said. He praised Myles Brand, the NCAA's president, for leading Charlotte Westerhaus, an African-American woman, to lead the association's efforts.

He also said that a "report card" produced by the Black Coaches Association, in which colleges are graded not just on whom they hire but on the number of minority candidates they interview for openings, has spurred more colleges to consider more minority candidates for jobs (*The Chronicle*, November 18).

A statement describing the report is available on the institute's [Web site](#).



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