

7-14-2008 Fair Hiring

1 (File: 20080714mwm)

2 JOSH CENTOR: Dr. Brand, a few weeks ago, our Minority
3 Opportunities and Interests Committee finalized a proposal
4 that holds our athletics departments accountable for hiring
5 practices, just to be in line with our membership, with our
6 colleges and universities. Can you go into depth about this
7 proposal?

8 DR. MYLES BRAND: Yeah. I think that's absolutely the
9 right thing to do. We do have some problems in certain key
10 areas. For example, African-American head football coaches,
11 and we've talked about that on past occasions. And what MOIC
12 is saying, quite appropriately, is that in the hiring of
13 athletics personnel, coaches, and senior administrators like
14 athletic directors, the institutions should follow the
15 standards within that institution. That makes sense.

16 Now, that sounds like, unfortunately, more than it is.
17 And I'm not sure it's going to help us in the end game solve
18 the problem. And let me explain that. Every institution has
19 standardized hiring procedures that follow fairness and
20 affirmative action. And that usually dictates what the
21 searches should look like, say, for faculty members or
22 academic administrators.

23 But all those processes always have in them, depending
24 upon a particular search and special circumstances, with
25 appropriate permissions, you can act otherwise. You have to

1 always have that as part of a system.

2 Now, what's unfortunately happening is that that
3 normal part of the hiring system, then, is being taken
4 advantage of, say, in the hiring of head football coaches, in
5 which it happens over a very short period of time and maybe
6 not with all the levels of fairness we'd like to see.

7 JOSH CENTOR: If we're doing worse in intercollegiate
8 athletics than in higher education with diversity hires as a
9 whole, why would that be?

10 DR. MYLES BRAND: You know, maybe we are; maybe we're
11 not. The number of African-American presidents, at least
12 amongst the leading institutions, is not as high as we'd like.
13 While women presidents are increasing, it's not nearly
14 anything approaching the number of women in undergraduate
15 education. The number of women faculty members tends to lag
16 in a number of fields as well.

17 So, you know, I love higher education, and I'm a
18 higher education guy. But the fact of the matter is there's
19 some problems here.

20 JOSH CENTOR: Are we seeing diversity programming make
21 a difference? We've got coaching academies here. We have --
22 the BCA puts out its hiring report card. The discussions are
23 being raised. Are they making a difference?

24 DR. MYLES BRAND: Yes. They're definitely make a
25 difference. I mean, we talk about the pipeline problem. And

1 that is to position people so that they're ready for good,
2 high-paying professional jobs such as being a head football
3 coach or an AD or in a similar situation.

4 And it is isn't just the Xs and Os, for example, for
5 football coaches. It really is in terms of understanding what
6 the environment is working with alumni groups, working with
7 large budgets, having a number of people report to you, being
8 able to organize and manage a lot of people.

9 What's happening is that through these academies,
10 we're providing professional development to put people in a
11 position to take these jobs. It wouldn't be possible without
12 that professional development activity.

13 But -- and here's the key point -- that's only a
14 necessary condition, not a sufficient condition for occupying
15 those positions. They still have to be hired by the
16 institutions. And the NCAA, as a national office, cannot do
17 that. Those decisions are made on campus.

18 JOSH CENTOR: Now, you know, I'm sensing your answer
19 before I ask the question. But are you comfortable with where
20 intercollegiate athletics is in terms of its diversity
21 inclusion right now? It seems that we've made progress, but
22 probably not where you want to be.

23 DR. MYLES BRAND: I'd say for the most part. For
24 example, student-athletes in Division I, in highly visible
25 sports, are doing well. In football and basketball they're

1 making up a good proportion of the student-athlete population.

2 I think women coaches are not -- for women's teams
3 have been diminishing. That presents a problem. We just
4 spoke about head football coaches who are African-American;
5 that has presented a problem. We're seeing some modest, but
6 important, advances in hiring African-American and women ADs,
7 particularly in high visibility programs. That's progress.

8 You know, overall, we're doing reasonably well. But
9 there are some genuine problem areas that I find personally
10 very frustrating. We haven't gotten past those yet.

11 I want to add, I'm cautiously optimistic because of
12 all the attention we've brought to the issues. And the kind
13 of activity that's taking place right now gives me hope that
14 we'll move forward. But the fact of the matter is we have not
15 yet done so.

16 JOSH CENTOR: Well, it's good news then that MOIC
17 moving forward a proposal that continues to raise attention
18 and bring the discussion to the table. And certainly an issue
19 we'll keep our heads around here.

20 DR. MYLES BRAND: Thanks, Josh.

21 JOSH CENTOR: Thanks, Dr. Brand.

22

23

24

25