

Journal of Issues in Intercollegiate Athletics

Examining the Dearth of Black Head Coaches at the NCAA Football Bowl Subdivision Level: A Critical Race Theory and Social Dominance Theory Analysis

Kwame Agyemang

Texas A&M University

Joshua DeLorme

Texas A&M University

Forecasting future obstacles, W.E.B. Du Bois once envisaged color to be the dilemma facing the United States of America (USA) in the 20th Century. Wherein some individuals may disagree with this claim and counter by alleging America has moved towards a post racial society, unremitted racial structuring subsisted in the 20th century and has continued to cast a dark shadow in 21st century American society. The realm of sport is no exception as Black student-athletes comprise approximately half of the football participants at the Football Bowl Subdivision (FBS) level. Oddly enough, Black head coaches are severely underrepresented at this level. Hence, whereas athletic directors, boosters, and other persons of decision-making authority implicitly acknowledge Black student-athletes' athletic prowess, the institution of college athletics has historically devalued Black coaches' capacity to guide a team. This is to say, potential Black coaches have been deemed incapable, not up to par with their White counterparts. Due to this conceived incapableness, Black coaches are analogous to individuals in lower stratum of caste-like societies. Critical race theory (CRT) and social dominance theory (SDT) are utilized as epistemological lenses to further shed light on these dire circumstances. Elaborated connections, recommendations as well as implications for current and future Black head coaches are discussed.

Key Words: Coaching, Social Change, Racism, Organizational Justice, Intercollegiate Athletics, Football Bowl Subdivision, Critical Race Theory, Social Dominance Theory

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 7 Y f h U] b` m ž` h \ Y` l b] h Y X` B h U b g h g D h U a g h` h c` g h b X Y m
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 5 Z f] W U b` g` U h c Y` Z c i d f d h \ Y h g]] Z c b f h U W V e a h b b h g h a U X Y` V m`
 5` U V U a U` ; c j Y f b c f X i ; f Y] d b f [[\ Y] K g U` % - U Z W Y f` K h h e b g h U U h U X X f
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 g Y [f Y [U h] c b` h c X U m` " ` " ` " ` g Y [f Y [U h] c b` h c a c f f
 8 Y d U f h h` a c Y Z b` 5 f W \] j Y g` /` <] g h c f m ž` ` & \$ \$ & ł` "

C j Y f` Z c i f` X Y W U X Y g` \ U j Y` d U g g Y X` g] b W Y` K U` ` U W
 g i f Y` m` \ Y` X` V m` a U b m` K \] h Y`] b X] j] X i U` g` U h` h \ Y`
 ` Y [] g` d W h g g Y X` g] b W Y` h \ Y b` f l] " Y] " b Y 7] K j U] ` ` U F W Y] [\ a h Y g b` h 5] W h b
 U d d Y U f g` h c` V Y` k & b c X U b X` U`]] b Y] b c h \ h c` V Y` W f c g g`
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] ` ` i g h f U h] b [` h \ Y` d c k X] f V z W b c c f c g g h` Y f l Y g` ž [" U b K X \] i h b Y] j U Y h f
 d f Y g] X Y b h g ł h d U f h] Y b W Y` d U g Y d g Y` X U f h] W i` ` U 5 h` Y h X X c V m h i` \ ; Y c f [Y`
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K\]hY`WcUW\Yg`UfY`UZZcfXYX`h\Y`cddcfhib]hm`hc
`6`UW_`\YUX`WcUW\`ibXgYUW[UFYbYfUX]dth`h]Yb`hh]c
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&\$Sh-gW\c`Uf g`UbX6fYcXi_WUUh`c`f5g`hf\Yc"i[g"Yž`&\$\$\$ /`7i`bb]
/`GhfUiVž`&\$\$* /`7i`bb]b[\Ua` /`GU[Ugž`&\$\$)Łž`]b
dYfhU]b]b[`hc`h\]FgY`WYabYWi[\]b]f[`YgWU]gth[Y`hg`m`g`h`&\$`\$`-`g`Y`U
]`i`ghfUhY`dfc[fYgg`VY]b[`aUXY`WcadUfYX`hc`&\$
aYfY`m`gYjYb`6`UW_`\YUX`WcUW\Yg`cih`cZ`U`dcgg
Uddfci]aUhY`m`g]l`dYfWYbh`Ub]Xj`YcfVgh]Uh]nb`aUyabchb[cgZh`U
\YUX`WcUW\Yg`cb`h\Y`FUW]U`UbX`;YbXYf`FYdcfh`
8]jYfg]hm`UbX`9h\]Wg`]b`Gdcfh`fl@UdW\]W_ž`&\$\$-
8Ygd]hY`b`b`X`]b`b`Z`g`K`g`W]W_Y`g`Y`U`X`]Wg`U`W`A`f`g`Wc`b`h`Y`b`h`
X]`][YbWY`\Ug`bch`=bYhYhbY`a[d]hj`Yhbc`hUcd`dh`\m]`gh`\aYUchf`hmY`fh"ci`
ibXYffYdfYgYbhUh]cb\Uz`Y6YbW`c`mY`X`X`V`W`b`N`WWY`g`h`]`WVU
fl7FHŁ`UbX`gcW]U`Xca]bUbWY`Y`b`g`Y`h`g`Y`m`f`Y`f`Z`G`c`8`f`H`Ł`ž``U`h`g`\`Y`Y`d`
df]aUfm`difdcgY`cZ`h\]g`aUb]g`W`c`f`j`b`W`b`]`g`m`h`b`b`U`a`m`h`
XYUfh\`cZ`6`UW_`\YUX`WcUW\Yg`Uh`6G`gW\cc`g#d
`][\h`cb`h\]g`h]aY`m`UbX`g`Z`f`U`a`Z`k`WU`b`h`h`g`g`Y`li`d`U`m`
\]gh`c`U`W`W`U`c`Z`6`U`W`h`\`Y`G`X`"H`W`c`U`W`Y`U`g`cb`k`m`k`Y`\Uj`Y`
cif`UbU`mg]g`cb`6G`]g`VYWUi`gYž`Zcf`U``]bhYb
h\Y`d]bbUW`Y`E`Z`m`W`c`f`U`Y`c`Z`Z`c`&`\$`\$`U`f`"a`H`\]g`]g`\][\`
h\Y`[UfbYfYX`aYX]U`UhhYbh]cbž`Wca`aYfW]U`]nUh
WcadY`h]`h`g`b`b`b`Ua]b[`U`Z`"Y`k`k`g`h`c`Y`W`c`b`h`G`f`]Y`b`i`[h]`b`b`X`[Y`f`h`c`h`
k]`h`V`Y`!`W]U`g`h`Y`g`m`g`h`Y`a`U`f`G`U`X`[]`Y`g`a`W`g`h`g`]c`b`h`c`Z`Y`h`Y`Wi`f`f`
UZ`Z`U]fžg`X]bg`Wi`G`G]cb`cZ`fY`Yj`Ubh`kcf`_g`WcbWYfb]b
h\YcfYh]WU`ZfUaYk`cf`_`UbX`fYWca`aYbXUh]cbg`"

Caste System

5`WUghY`gmg`h`U`f`][g`XX`g`Z`W]U`X`"U`g`m`g`h`Y`a`]b`k`\]W\
aU]bhU]bYX`[YbYfUh]cb`UZ`hYf`[YbYfUhk]\c]bW\U`bUX`U`
dYfgcb`]g`Vcfb`l`fl6c[UfXž`];`VYfh`5`b`>]c`b`Y`g`ž`f`U]XU
WcadcbYbh`cZ`aUbm`WUghY`gmg`h`Y`a`g`]g`fc`chYX`]b`
jUfz`b`h`Y`Dcfhi[iYgY`kcfX`Zcf`WUghYž`fYZYfg`hc`
WcbeiYfYX`UbX`h\Y]f`WcbeiYfcfg`fl6c[UfX`Yh`U`"
\][\Yf`WUghYgž`h\cgY`Wca]b[Zfca`ckYf`WUghYg
X]ZZYfYbg`]U`h`]W`b`d`f`b`flJ`U`f`b`U`ž`&\$\$-Ł`"
b`UbW]Ybh!`g`_`X]b]U`5`f`m`W]b]g`YkfYfY`UZZcfXYX`acfY`
XUf`_`Yf`g`_]bb`U`k`b`U`&`\$`\$`-`Ł`["]b`U`\`c`g`i`[fl]`h`\]g`W`U`g`g`]Z]WU`h`
k]h\`h\Y`=bX]Ub`ghfi`WhifY`cZ`gcW]U`ghfUh]Z]W`
ai`h]d`Y`gcW]Yh]Yg`h`f`ci[\`ci`h`5`Z`f]WU`UbX`5`g]U`
Ug`5`Z`f]WU`g`c`gh`hf]VYž`h\Y`GcaU`]6`Ubhi`kYfY`
HUb`n`Ub]U`V`m`5`f`U`V`g`Uj`Y`g`\]dg`UbX`Vfci[\`h`hc`G`
Ybg`Uj`YX`V`mb`M`X`U`^`c`f][h`m`Y`W`W`U`d]f`g`Y`c`Z`h`h\]Yf`g`_]bž`h\`

5[mY a Ub [/ 8Y` c f aY

k Y f Y` g i V b d W Y U X g U h d h` h f Y U h a Y b h M Y f l a G Y k b U E f d p g 5 _ \ & X S U \$ a` t Z` U W X
g] a]` U f` W] f W i a g h U b W Y g /` k] h \` h \ Y] b f c b X Y g Y W Y l a X U U] h b g
M Y a Y b D g` U V c f] f l k] h b k] " b] b f Y k g U V f] h] b b & \$ \$) t "` H c` Z i f h \ Y f
B U h] c b g` 7 \]` X f Y b f i g` : i b X` f l I B = 7 9 : t` Y g h] a U h Y g` &)
V Y W U i g Y` h \ Y m` k Y f Y` V c f b`] b h c` U` W U g h Y` c Z` ` c k Y f`
9 a d` c m] b [` h \ Y` W U X g f h U Y k` g U h g h Y b a h] g c Y h i h d c` k h] \ Y` V U f f]
W c U W \ Y g` Z U W Y` U h g` : h d G`] Z t g h] c h k i] h] [c b g Y " W h] c b` k]` ` ` X Y
f Y` Y [U h Y X` h c` h \ Y` ` c k Y f` W U g h Y` U f Y` h c c` c Z h Y b` b c
W c U W \` W c f i b W Y] f j d U` f h g`

Contextualizing the State of Affairs

K \ U h` a U _ Y g` h \ Y` i b X Y f f Y d f Y g Y b h U h] c b` c Z` 6` U V
V Y k]` X Y f] b [`] g` h \ Y` c j Y f f Y d f Y g Y b h U h] c b` c Z` 6` U W
F Y d f Y g Y b h] b [` U d d f c l] a U h Y` m`) \$ i` c Z` d U f h] W] d U b h
h \ Y g Y`] b X] j] X i U` g` k c i` X` Y U g]` m` h f U b g] h] c b`] b h
\ c k Y j Y f z` h \] g` \ U = g b` Z Z U] W h z X` h c Y g Y` h \ U W _ W U U h Y` ` Y h Y g`
f Y j i Y b [Y b Y f U h] c b` c Z` h \ Y g Y`] b g h] h i h] c b g` " : c f`] b
a Y f W \ U b X] g Y` b g c h c` f \ U g] "] b 8 [Y g h d \] Y h] Y f` b U a Y g` c b` h \ Y` V U W _
k Y U f g` h \ U h` d U f h] W i` U f` ^ Y f g Y m` c b` g [W a g Y h U X U h h g] " ` K c
c Z` h \ Y` h c h z U` U b d X U f z i] f W] d U f h] U f b Y` U V` Y` h c` U g g] g h`] b
V Y` X Y Y a Y X`] b W U d U V` Y` c Z` g U Y h b X U g] b U] b a [Y g \ g Y U U [X Y` W c \ U W W \] 6 b
Y b c i [\` h c` d c W W W` " V i h` b c h` h c` W

: i f h \ Y Y W c h Y z m Y U f g` \ U j Y` X Y a c b g h f U h Y X` a i` h] d
W c U W \ Y g z i U] h] z h] W U X d] c b g z` \ U j Y` V Y Y b` g] X Y g h Y d d Y X z
K \] h Y` \ Y U X` W c U W \ Y = g b` h & c \$ \$ f` Y a k U] Y b z` " h b W Y W a W b] X j] Y g f a g] g h g m` X
\ Y U X` W c U W \] W Y z` Y h \ Y` h \ c i [f i U h g` d k] U f g] b c m` 6 j` Y u g o h] Y f X Y W V X c` d W
\] f Y X` Z c f` h \ Y` d c g] h] c b` " a e e e a Y \ U X f] h Y b W W f M X U b h
W U b X z] X W b X` k U g` h \ c i [V` h Y` h U c d z V c Y f W U b Y Y` a` c c g h` " j =] b U g h Y U X z
5` U V U a U` X Y W Y X Y X` G c i` U` f l U` K \] h Y` W c U W \ t z` h \ i g` X]
f l K U X Y z` " & \$ \$ (

H \ Y` b i a V Y f` c Z` 6` U W _` U g g] g h U b h` W c U W \ Y g z` f Y c
d` Y b h] Z i` ` k \ Y b` W c a d U f Y X` h c` h \ Y` b i a V Y f` c Z` \ Y U X
X Y g] f Y` h c` V Y W d a f Y` b Y c U h X` c W d W W b Y] d p [` h W U g Y d g g k] h] c b g`
Y l Y a z h \] Y z` b Y` X f U k` b m] k U h \ W W X i W h z h f b \ W g h h e` Y m \ Y g h z
g h f i W h i " f Y : c] f b` : b 6 G h b b W y z` D g z g W f] b] b o h z] & c \$ \$ + U g` 5 / A`
l b] j Y k f U g g] h h Y m] a] h h b Y Z] b X] b [f j U] Y k] d b [U W Y l a Y h c b Y m` W U b h
G \ Y f a f U 7 b Y g g b 5 X X] & \$ \$ c t U` ` m z A] h g g Y] d d] d p d] f g f l i G g m Y c` b A] g
B i h m k c` X U m g` U Z h Y f` Z] f] b [` h \ Y` d f 9] W Y b X`] a b c [f` z W c f U Y W W Y z b
5 i V i f b` l b] j Y f g] h m` \] f Y X` ; Y b Y` 7 \] n] _ z` U` K \] h Y`
c Z %) ! U h` = c k U` G h U h Y` i` b c] j Y Y f` g h] h Y m` " H] i f a V] g m` 6 e] U W W` X W U a Y X
W i f f Y b h` \ Y U X` W c U W \` W h c` ? b Y b g V Y g h b V h] Y j X c f z g] Z h g h] h m D g`
Z c c h V U` U Z b Y a [f d a g` X] g U d < d] c g] b h h Y f U a W Y Y g U X U g z c z W g U a b Y` , !)`
g Y U g c b` k \ Y f Y` h \ Y m` i d g Y h` d f Y j g a c Y f g] W U b` b X c b z Z Y U h Y b X
f l A 5 7 t` W \ U a d] c b g \] d W U a t X` Y h \ 5 Y i` V Z i c f f b Y` Z] f b c W] h X` Y] b b h` d U f h` V

6Ufmž`YZcfaYf`5iVifb`VUg_YhVU`ghUbXcihž`Wf]h]
6Uf`Ym`UfY]ZVc`UbX]b[
=h\]b`fUWY`kUg`h\Y`Bc`%`ZUWhcf`ÅMci`WUb`
WcadUfY`h\Y`hk`cO`7f\]gni]a_fQg`XUYbgXhfgjUYmXWcHUWY`Y`gc`V`
h\Ym`]bhYfj]YkYXž`7\]n]_`dfcVUV`m`\UX`h\Y`

5iVifb`UbX`h\Y`dfYj]cfiYg`imWhaU]UWY`c`UW`X]WgUb]X]YXU
hcc`cZ`UhgYb`]h`Yh`WY`6G`H\Y`gci`fWY`cZ`gi`W`fY`i\
:cf`]bghUbWYž`h\Y`\]f]b[`cZ`\YUX`ZcchVU`WcU
ghU`Y`c`XYfg`#dckYf`Vfc`_Yfg`fl]"Y`XadXq`fUg`#U`iag
Wcaai`b]hm`YUXYfgž`UbX`hY]YgWiZ`Y]Ujg`Y`Vg`Y`U`h`W`Y`g`Z]f]d`g
bch]cbg`Y`X`Vm`UZWYf`a`YBYj;Ycfjh\YfYb`cYfg`gK`U`h\Y`UWh]cbg
ghU`Y`Y`c`X`Y`h]f`h`U`h`Y`f`Y`[Uf`X`Z`c`f`c`f`[Ub]nUh]cbg`gi`W
fl675k`l`k`cgY`df]aUfm`difdcgY`]g`h`h`d]ZVc`g`h`Y`b`c`f`h`h`Y
U`c`Z`j`g`d`g`f`h`g`V`ch`\`b`U`h]f]l`a`U`f`f`g`\$`U`h`X`]H`h`Y`f`U`h`h]c`d`h
cZ`6G`dfc[fUag`UbX`h\Y`YI]ghYbWY`cZ`cf[Ub]nU
X]gWi`gg]cbg`cZ`[fYf`a`U`h]b`Y`b`h`\]f`g`d`W`f`h`j`Y`M`U`g`U`h]c`b`

Report Cards on Collegiate Demographics and Hiring Practices

Black Coaches & Administrators' (BCA) Hiring Report Card

<]g`h`c`f`m`

=b`Yi`cZ`h\Y`\]ghcf]WU`dfUWh]WY`cZ`6G`
Zfca`cVhU]b]b[\YUX`WcUW\]b[dcg]h]cbgž`h\Y`6
hfUbg]h]cb]bhc`\YUX`WcUW\]b[dcg]h]cbg`Vm`dU
bUaY`m]hg`UbbiU`X]]fg]gY[a]FbU`d`c]f`h`Y`V`g]f`h`X`m`Y`f`c`Z`f`77k`Y`b`h`f
FcVYgcb`FYg]YgU`f`W`m`W`cb`ah`d`Y`c`Y`b`Y`d`b`h`c`]d`h`Z`g`d`c`g`Y`g`Y`a`Y`b`h]cbYX`
675Dg`a]gg]cb`ghUhYaYb`h`W`Z]Z`b`c`f`W`c`b`W`Y`f`b`g`g`d`f`h`l
YXiWUh]cbU`UbX`dfcZ`Ygg]cbU`XYj`Y`c`d`a`Y`b`h`d`f`c`[
WUfY`Y`f`g`]b`Uh`\`Y`h]Wgž`UbX`Ugh`m`hc`gi`dd`m`mc
]bhYfUWh`k]h`\`&`\$`\$`-`675`fl<Uff]gcbž

K\Uh`]h`AYUg`i`f`Y`g`

=b`cfXYf`hc`UWWcad`]g`\]hg`difdcgY`UbX`a]g
dUfh]W]dUh]b[]bgh]hih]cbg`cb`Z]jY`WUhY[cf]Yg
h]aY`ZfUaYž`UbX`UZ`Z`\$`\$`a`U`h]j`h`Y`Y`U`W`h]f`d`h]W]d`W`h`f]j`b`g`c`h]ž
fYgdc`b`X`hc`eiYgh]cbg`k]Y`h`U`h`Y`U`W`h`c`g`W`Y`g`Y`Z`Y`W`Y]j`W`U
gWcfYž`UhYf`hc`VY`hi`f`b`Y`X`]bhc`U`Y`h`h`Y`f`[f`U`X`Y
UfY`hc`VY`[]j`Y`b`h`k`c`U`X`X]h]cbU`dc]bhg`hc`h\Y]

F Y d e f h \ `] & \$ \$ h g & \$ \$ -

G] b WY` h \ Y`] b U i [i f U` ` f Y d c f h` W U f X`] b` & \$ \$ ' ž` < \] f] b [` d e U W M I W Y g b g 0] M i h] c b g " ` G d U b b] b [î h \ Y` g] I [f U X Y " ` H \ Y` \] c [Z \ Y` g h g h d Y h f i W Y k c h b g V o a a Y V]] h] Y b X [` U f b 5 E g 5 î U b U X b f Y d f Y g Y b h Y X` * \$ i / ` \ c k Y j Y f ž` & , i` [U f b Y 5 f g Y k c \ Z U` g W c f ` U h Y g h`] b g h U` ` a Y b h` c Z` h \ Y` m Y U f` m` < F 7 ž`] h g` g] I ` Y j Y` " ` C j Y f U` ` [f U X Y g` Z c f` h \ Y` : 6 G` k Y f Y` h \ Y` Z c í 8 Đ g í ž` U b X` Z c i f` B h Đ g Ľ Y m h k U g Y g i g Z a ž g & \$ \$ b ž " h \ Y f Y` U X X] h] c f b X U] g` W i] g f g Y g X X Y a d h Y g h V f c U h X Y X X` V o n t h a h X g Y Y] b / Y h` c k` fl g H U V` Y` = Ł " ` = b` U b m` W U g Y ž` < U f f] g c b` f l & \$ \$ - Ł` W c b W` i \] f] b [` W c U W h X g` d Z` c W W Y g g f] g` W c b h] b i U` ` m`] b` b Y Y X h \ Y` X Y W f Y U g Y`] b` d Y f W Y b h U [Y` c Z` d Y c d` Y` c Z` W c` c f W U b X] X U h Y g` U g` W c a d U f Y X` h c` h \ Y` d f Y j] c i g` < F 7 g " `

H U V ! C u r r e n t F B S H e a d C o a c h e s

Coach	Institution
F U b X m` G \ U	I b] j Y f g] h m` c ž
Joker Phillips	University of Kentucky
Turner Gill	Kansas University
Charlie Strong	University of Louisville
A] _ Y` @ c b X	I b] j Y f g] h m` c ž
Larry Porter	University of Memphis
? Y j] b` G i a	I b] j Y f < g c] i h g m h` c c b ž
8 Y K U m b Y` K	B Y k` A Y I] W c` G h I b] j Y f g] h m`
A] _ Y` @ c W _	I b] j Y f g] h m` c ž
F c b` 9 b [`]	9 U g h Y f b` A] W \]
A] _ Y` < U m k	A] U a]` f l C < Ł

2008 Racial and Gender Report Card: College Sport

G] b WY` h \ Y` Y U f` m` % - - \$ g ž` 8 f " ` F] W \ U f X` @ U d W \] W X] g h f] V i h Y X` U b b i U` ` F U W] U` ` U b X` ; Y b X Y f` F Y d c f h` 7 h \ Y` B 7 5 5 ž` B 6 7 5 i ž f` f U Y b b X h` B m ž @ " h \ Y g Y` f Y d c f h g` U f Y` [Y b Y f : ` c f] X U Đ g` 8 Y J c g` G d c f h` 6 i g] b Y g g` A U b U [Y a Y b h` D f c k Y V g] h Y ž` í H \ Y` F ; F 7`] g` h \ Y` X Y Z] b] h] j Y` U g g Y g g a Y W c` c f`] b` a c g h` c Z` h \ Y` ` Y U X] b [` d f c Z Y g g] c b U` ` U b X I b] h Y X` G h U h Y g í` f l k k k " i W Z " Y X i Ł " ` = b` c f X Y f` h c` d f c h \ Y g Y` f Y d c f h g` f Y W U d` U b X` Y j U` i U h Y` h \ Y` d Y f W Y b h U d f Y g] X Y b h g ž` W c U W \ Y g h ž \ Y U f b a X c` f U Y h ž \ ` h \ h Y Y g g Y Ł` f] Y b d` c g f d h c g f` h] " " " c b` h \ Y` d U f h` c Z` Y X i W U h c f g` h c` Y` i W] X U h Y` f U W] U` ` U b X` U a U h Y i f` g d c f h` V m` a Y U g i f] b [` h \ Y` k X f W Y b h U [Y] b X] j] X i U` g` U h` U` j U f] Y h m` c Z` ^ c V` d c g] h] c b g` f l] "

H\Y`acgh`fYWYbh`F;F7`Zcf`Wc``Y[Y`gdcfh`kUg
h\Y`fUW]U`XYac[fUd\]Wg`cZ`jUf]ci g`Wc``Y[Y`gd
dfYg]WcYbZhgYfZ`bWY`Wc a a]gg]cbYfgz`\YUX`WcUW\Ygž`U
[fUXYg`VUgYX`cb`dYfWYbhU[Yg`cZ`K\]hY`jYfgi g`b
Wc``Y[Y`gdcfh`fYWY]jYX`U`[fUXY`cZh]lc:blgžZ`dfh\`fUW
X]fYWhcfž`gdcfhg`]bZcfaUh]cb`X]fYWhcfž` : 6G`Wc
dfYg]XYbh`fl@UdW\]W_ž`&\$\$-ł`H\Y`Zc``ck]b[`hUV
ghU`Y\c`XYf`dcg]h]cbg`k]h\]b`Wc``Y[Y`gdcfh`

HUV`College RGRC 2008 Highlights`

Dcg]`h]`cb	i`cZ`K\ Dcg]`h]	i`cZ`6` Dcg]`h]	F;F7` ;`f
: 6G`<YUX`: 7cU`W\	- () "" %	:`
5h\`Yh]`Wg`	- \$	+ "" &	:`
Gdcfhg` = bZ 8]fYWhcfłł	-)	\$ "" -	:`
: 6G`7cbZYf 7caa]gg]cb	Yf` %\$`\$	\$`	:`
: 6G`Ib]jYf DfYg]XYbh	- &")	&")	:`

łł 8]j]g]cb` =` fl: 6Gž: 7Gł`

BYjYfh\Y`Yggž`UWb]c`Ug`[h\c`fY]h`mV`n`]X`[W]Ugg`d]b`f`]ibg
6`UW_` \YUX`WcUW\Yg`UfY`fY`Y[UhYX`":hcf`h\Y]`g`i`f`Yg`U`g
h\Y`gYa]bU`kcf`_g`Vm`h\Y`_]`_Yg`cZ`<Uff]gcb`Ub
gdcfhgž`dUfh]Wi`Uf`m`]b`h\Y` : 6G`" `H\YgY`hkc`kc
h\Y`ch\Yf`h\Y`ci`hWcaY`fl]"`Y`" `@UdW\]W_łž`Xc`Ub`
ci`hWcaYg`cZ`h\Y` : 6G`UbX`ckh\Y`f`ci]`h`hg`if`Wc`k`df[]`g`h`Y
h\Y`Z`Ukg`k]h\]b`h\Y`gmghYaž`a`Ub`n`gc`ZY`j]h\`XY`b]`W`Y`g`Xi`
Vm`h\Y`fYWY`b`h`Y`]&f`\$`\$`-`ž`U`g`U`bc`XZ`Y`U`f`m`&`\$`%`\$`ž`]`h`Wc`i`X`
]bZ`i`Ybh]U`kcf`_g`UfY`]b`XY`Y`X`f`V`Y]]b[``U`Z`ZY`W`h]U`f`Y`]
V`ch\`fYWY]jYX`\YUX`WcUW\]b[``^`c`V`g`Uh`f`Y`di`h`UV`Y`

Epistemological Frameworks

7f]h]WU`fl`7`E`WY`b`Xh`g`Y`cc`W]mU`` `R`G`8`U`h`b`U`b`U`W`Y`d`f`h`Y`d`f`g]f`U`g`h`]`b`
cfXYf`hb\Y`WU`a`U`b`Y`h`ci`g`a`U`b`Y`Y`f`h`g]`b`W`W`i`f`h`c`b`[`U`W`_` :`&`
WcUW\Y`f`h`c`Wi`g`Y`g`cb`h\Y`]bZ`i`Y`b`WY`UbX`d`Y`f`j`U`g]j`Y`b`
Ub]X`g`i`h`]`n`Y`X`h`c`V`Y`h`h`Y`f`Y`I`d`U]b`UbX`Y`U`X`Y`Z`g`c`h`U`W`U`
WcUW`G`8`h`"U`h`h`Y`a`d`h`g`h`c`Y`I`d`U]b`\]Y`f`U`f`W\]Y`g`Y`I]`g`h`
U`g`_]b[``k`\m`Wc`a`a`i`b]h]Y`g`h`Y`b`X`h`c`V`Y`g`Y`d`U`f`U`h`Y`X`]
df]a`U`f`m`[c`U`_]g`h`c`Y`I`d`U`b`X`ci`f`Wc`b`W`Y`d`h]cb`c`Z`d`
@Yj]bž`&\$\$`(/`G]X`U`b]i`g`ž`8Y`j`Y`f`Y`i`l`ž`/`D`f`U`h`h`c`ž`&`\$`
i`b`X`Y`f`g`h`U`b`X`h\Y`\]Y`f`U`f`W\]WU``U`g`g`h`U`W`d`Y`g`h`U`d`b`g`X`h`c`

h\Y`dfc[fYgg`cZ`Ugd]f]b[UW]UW_YndUfUKH UZ dg hFXiUWh i f
 cZ`Xca]bhUgWVY g UfUWb g]YbXY`ei]hm`YbXi f YX`Vm`h\Y`]bX
 WfYU`hY]eU`Y`gYh`cZ`6\iUfVX`YVg`UZW\FY`gUhg dX]Uff]`bX[I]`aZ`f Y`Y`bWY
 K\]hY`McYUfW\ZYcgf"Yž`h\Y`hchU`]hm`cZ`7FH`WY`YU`Zj`c]fYYkaYYXb`h
 Ug`U`giVWcadcbYbh`cZ`G8H`Zcf`h\Y`difdcgYg`cZ`
 7FH`]g`U`gYh`cZ`hYbYhg`dYfhU]bZ`b`c`ah`h`h`Y`U`WY`
 ghfi[[`Yg`UggcW]UhYX`k]h\`h\Y`7]j]`F][`hg`Ac`
 hc`aUhhYfg`cZ``Uk`Vm`gW\c`Ufg`h`Uh`kYf]Y`bZ`f`i`g`h`
 5aYf]WU`b`flg`UW]`&`h`n`%-`-`>`h`Y`C`Y`g`cZ`Z`h`X`F`H`Z`]g`b`X`U`W]`g`a`
 bUhi fU`]b`5aYf]WU`b`gcW]Yhm`UbX`]g`fYdfcXiWYX
 h\Uh`h\Y`ghUhi g`UbX`dckYf`X]ZZYfYbh]U`g`VYhkY
 UbX`gi ghU]bYX`fl6fc k b ž`&\$`\$`<`" `K\Uh`Wci`X`VY`]a
 cZ`gdcfh`]g`]bW`iXYX`k]h\]b`h\Y`Wc bZ]bYg`cZ`5
 fYUW\`cZ`fUW]ga`" `H\Y`g[hYfW]h]f]Uz]WU]h]`c`bh`f`U`b`f`g`a`]Z`g`g]a`c`
 U`aYUbg`]b`k\]W\`h\Y`bY[Uh]jY`ghYfYchmdYg`Ugg
 UV]`]hm`Wci`d`YX`k]`h`Wc`X]`a]`b]`g`X`X`X]`]b`h`Y`h`N`Y`r`W`h`g`g`V`\`Y`
 Vch\`6`UW_`UbX`K\]hY`" `6Y`UaW`U`g`iYfUXX`Wg`h`U`W`d`g`gh`h`d`d`j`b`
]bUddfcd`f]UhY`UbX`ibZ`ci`bXYX``UVY`g`cZ`]bZYf]c
 dfYjYbh]b[h\Y]f`UgWYbg]cb`hc`h\Y`fUb`_`cZ`YU
 5`gYWcbX`hYbYh`cZ`7FH`[Yfa`Uk\Y]`h`Y`c`b`Y`h`g]`g`V`YX]]`bg`W
 XYg]fUV`Y`UbX`jU`iUV`Y`WcaacX]hm`]b`5aYf]WU`b`
 Wi`hi fU``i`VUf`i`hc`k\]W\`U``ch\Yf`f`UWY`g`k]`
 K\]hY`]XYU`g`U`b`X``U`k`b`]U`f`Y`h`]W`W``Y`h`i`V`h`l`8`Y`j`b`d`g`h`U`b`X``6`U`b`a`Y`
 K\]hY`3I`ž`h\Y`Ui`h`c`f`g`g`c`i`[\`h`hc`XYhYfa]bY`]Z`
 K\]hY`" `Hc`Xc`gcž`h\Ym`WcbXiWhYX`g]l`ghiX]Yg`h`
 flY`["`5g]Ubž`5Zf]WU`bž`UbX`K\]hY`<`UfY``]b`_`Y`X`h`
 XfUkb`cb`h\Y`VUg]g`cZ`h\Y`g]l`ghiX]Yg`dfYgYbh
 K\]hY`i`fld`" `(*`<`" `H\Y]f`Z]bX]b[g`Vc`ghYf`h\Y`]
 5aYf]WU`b`g`b`W]`M`k`h`h`U`b`X`U`W_`W]h]nYbg`UfY`ZcfYjYf`
]adYfaYUV`Y`V`ci`b`X`U`f]Yg`cZ`h\Y`W`d`W`U`f`g`h`Z`h\Y]f`
 YghUV`]g\Yg`fUW]g`c`Z`l`g`Y`f`U]`W`U`c`f`a`g`U`h`W]]`j`Y`h`k`g`h`g`f`a`V`U`W`h`f]`Y`b`g`h`
 h\Y`XU`]`m`K`\]]`h`Y`g`z`V`c]`j`h`n`d`c`f`b`g]`XYg`XYdh\`]b`i`b`X`Y`f`g`h`U`
 d`U`W`Y`X`V`Y`Z`c`f`Y`U`g`d]f]b[`6`U`W_`Y`U`X`W`c`U`W\`Y`g`V`m`
 dYfaYUhYX`]b`k`m`Y`h`c`b`&`\$`\$`Z`L`g`k`d]`Z`f`h`b`f`c`k`d`f`c`j]`XY`Ub
 cZ`G8H`]b`cfXYf`hc`]V`U`g`YaX]`bgYh`fhi\Wh`i`f]Yg`UffW\["`" `B`7`5`
 k\]W\`gYfjY`hc`Zi`fh\Yf`Wcadci`bX`h\Y`fUW]U`]nY`
 Vm`h\Y`hYbYhg`cZ`7FH`
 G]XUb]ig`UbX`DfUh`hc`fl`%-`-`-`<`XYg][bYX`U`h\Y`c
 í`h`U`h`U``i`a`U`b`gc`W]Yh]Y`group-based social hierarchies`gl`h`f`i`Wh`i`f`
 `%`ž`Yad\Ug]g`]b`cf][`]bU`<`" `H\Y`Ui`h`c`f`g`g`W`c`b`h]b`
 W\UfUWhYf]nYX`Vm`]hg`d`c`g`g`Y`g`g`p`b`l`i`c`k`Z`v`a`l`u`e`Z`X`d`f`g`d`f`c`d`c`
 h\cgY`aUhYf]U`UbX`gmaVc`fl`b`W`h`%]b[Y`g`d`Z`d`g]k\]]W\`c`
 WUgY`cZ`5aYf]WU`b`f`U`W]g`a`Y`ž`d`h`f`c`Y`d`Y`d`f`c`h`g`h`hc]Zj`YK`g]chW]buY`g`g`
 X]ggY`b]b`h`k`&]hYbY`c`p`Y`U`c`Z`V`h]\`b`[`a`c`X`g`h`U]`b`h`f]`[`i]`b[`W`
 hf]acfd\]W`g`h`U`g`W`k`i`g`&`W`h`h`U`h`f`g`k`g`U`f`V`g]`m`g`UfY`Vfc`_`Y`
 h`f`Y`Y`g`mg`h`Y`a`g`W`U`h`Z`[`W`f`U`g`d]`h`Z]c`W`U`h]b`c`W`#`X]b[h\Y`U[Y`

8ckb`cUX\YhXh`dL`f`#`c`#`W`g`f`f`[

UfV]!ghYUfghmgYhYUa["Y`UbX`[YbXf`g`bmg`h`d`f`m`z`Uf`VY`g`Uf`V]h
\ckYjYf`]g`dfYX]WUhyX`idcb`ÍUb`ibigiU`m`\][\
XYhYf\ay]baYY`Uhb`g`]b`k\]W\`]b![fci`d`g`b`U`b`Z`c`h`k`Y`[`á`b`b`d`
\iaUb`XYg`][bYX`UbX`gcW]U`m`fWc]bgghf`fi`g`m`h`g`Yh`XY`aWc]bgWYf`
DYf`Udg`VYWU!i`g`Yh`hg`mg`Uf`a/]hg`UW`mb`gh`f`U`W`k`Y`X`Y`b`X`Y`k`i`a`U`
gmghYagž`]h`í]g`U`gcž`Vm`ZUfž`UggcW]UhYX`k]h\
cddfYgg]cbÍ`fld`"(k`"

5`gc`WfiW]U`hc`G8H`]g`h\Y`]bW`ig]cb`cZ`YW
fY`UhYg`hc`XYZ]b]U`g`U`X`g`d`Wf`U`X`k`k`U`b`f`W`k`f`U`g`Z`Y`
g`i`f`d`i`g`]g`Wf]h]WU`hc`ibXYfghUbX]b[\ck`cbY`
5aYf]WUk`WUb`Xca]bUhY`Ubch\Yf`[fci`d`fLY"[`6`U`
WcaYg`dXc`kkY]fh\Ubd`ckYf`WcaYg`Wcb`h`f`c`U`f`Y`H`k`k`U`h`"`á`b`b`W`n`
h\cgY`Uh`h\Y`UdYI`cZ`h\Y`gcW]U`m`\]YfUfW\m`hc`
ghYfY`Uhm`d`Y`d`g`h\]Z`m`f`d`Y`h`f`U`X`á`]bUh]cb`"

G]XUb]ig`UbX`DfUhhc`fl%-`-`-`k`YgdcigY`h\YfY`]
YWc`bca]W`g`i`f`d`i`g`aU]bhYbUb`g`Y`h`U`g`X`g`h`X`á`g`]d`h`f`c`X`U`W`
gmghYag`k]`VY`Wk`Y`h`Y`X`Wc`b`c`a`V`W`c`g`d`U`d`]á`g`b`f`i`d`"*`
YUad`Y`cZ`U`h`h`g`]g`U`h`Y`f`W`g`n`k`g`h`Y`h`a`Y`]g`U`j`a`Y`f`c]k`W`U`Y`f`k`g`Y`k`f`
fYUd`a`U`g`g]j`Y`YZW`c`b`a`c`a`h]W`g`z`i`f`U`d`W`_`i`g`U`V`g`h`f`Y`g`Z`U`j`Y`c`k`b`Y`f`
UV`Y`hc`[YbYfUhY`Ybc`f`a`c`i`g`k`YU`h`k\]W\]b`h`i`f`
bch`cb`m`6`UW_`iaUb`VY]b[gž`Vi`f`Y`U`b`f`X`Y`á`]d`j`Y`f`
5aYf]WUb`gcW]Yhm"=b`ch\Yf`kcfXgž`h\Ym`kYfY`U`
gcW]U`m`\]YfUfW\m`U`Y`á`U`b`h`c`b`m`c`Z`á`b`Y`W`U`h`h`j`á`d`g`h`U`b`X`c`
h\]g`f`U`W]U`m`\]á`Y`f`U]f`W`U`h`W`i`h`g`W`U`á`d`U`d`Y`k`Y`f`Y`Z`c`f`W`Y`
UV]V`X`m`k]h\ci`h`f`Y`g]g`h`U`b`W`Y`d`f]g`h`Y`X`h`j]W`U`á`Y`f`W`Z`h`Y`m`g`U`
\]YfUfW\m`XY`g`[b`g`X`h`]b`"jh`X`f`m`%g`\$`a`Y`gh`f`i`W`h`i`f`Y`h\U`
fl:YU[]bž`&\$*\$k`"

9`]hY`XYg]!V`b`g`X`X`g`f`m`g`h`h`á`g`f`m`Z`YI`W`ig]cb`Vcfb`
UfY`aU]bhU]bYX`hc`h\]g`XUm`Uf[Y`m`VYWUi`gY`cZ`
dckYf`X]ZZYfYbh]U`g`Wci`d`YX`k]h`h\Y`dYfjUg]j`
h\cgY`Uh`h\Y`hcd`cZ`h\Y`fUW]U`m`\]YfUfW\m`^i`gh`
mYUfg`CjYf`h\Y`Ugd]Z`V`k`W`c`b`h`c`b`g`Y`g`U`h`Y`Y`g`g`h`g`W`Y`f`
UbX`6`UW_`Ug`]bZYf]cf`YgdYW]U`m`k]h`f`Y[UfX`
WcUW\Yg`]b`U`dfYWUf]ci`g`dcg]h!]c`b`Y`U`g`l`h`g`Y`m`b`W`h`h`Y`
VYWU]g`h`c`f]WU`m`h\YgY`aYb`\UjY`dfYXca]bUhY`m`
dcg]h]cbg`cZ`XYW]g]cb!aU_]b[Ui`h\cf]hm`"

7FH`UbX`G8H`UfY`ih`]nYX`Ug`XcjYhU`]b[`Zf`
`YjY`g`K]h`h\Y`kcf`X`á`Z`Y`g`d`U`f`c`Z`g`5`á`W]W`U`b`c`g`c`W`
hc`h\Y`g`UaY`f`UW]U`m`ach]jUhYX`dfUWh]WYg`UbX`
6`UW_`5aYf]WUb`g`G]bWY`6`UW_`YUX`ZcchVU`m`Wc`
dfc[fUagž`bc`c`a`U`b`U`h`W]X`X`W`b`h`U`"]b`h`Y`X`c`g`]h`h`Y`c`b`g`U`c`Z`g`d`c`k`Y`
fLY"[`YUX`WcUW\ž`Uh`\`Yh]ž`W`h`X]Yf`Y6`W`h`U`c`f`ž`W`c`b`X`Z`Y`Z`f`c`Y`c`h`
]bXiV]hUV`m`gi`W`m`Y`W`Z`Y`X`U`W`g`l`a`\`U`g`b`X`f`W`U`g`h`U`á`V`g`h`h`h`U`f`h`
cih`]bYX`Vm`G8H`H`i`g`ž`WcaV]b]b[h\YgY`hkc`Zf`
X]gWfYdUbW]Yg`h\Uh`dYfg]gh`VYhkYyb`h\Y`\]f]b[
ZcchVU`m`WcUW\Yg`Uh`6G`dfc[fUag`"

Discussion

CbY`cZ`h\`c`a`b`h`g`z`z`Wb\`]g`a`U`b`i`g`W`f`]d`h`k`U`g`h`c`X`f`U`
Wc`U`W\`Y`g`]b`:`6`G`U`b`X`]b`X`]j`]X`W`U`g`h`g`W`W`]a`M`g`]h`Y`f`c`a``c`
WU`g`h`Y`g`m`g`z`Y`a`Y`g`W`U`d`d`]b`X`k`]h`\`h`\`Y`Y`a`d`Z`c`i`n`f`a`h`b`h`f`c`Z`
]b`g`]g`\`h`]j`Y`b`h`W`c`a`b`]W`W`f`h`g`]b`Y`b`[`Y`g`W`c`b`Z`f`c`b`h`Y`X`V`m`6`U`W`
V`Y`W`c`a`Y`\`Y`U`X`W`c`U`W\`Y`g`c`U`k`h`z`h`k`\`Y`X`]g`G`W`i`g`g`Y`h`\`Y`f`Y`U`h`]c`
d`f`Y`j`]c`i`g`m`X`]g`W`i`g`g`Y`X`W`U`g`h`Y`g`m`g`h`Y`a`U`b`X`h`\`Y`c`f`]Y`
`=`b`U`b`h`U`c`h`h`Y`a`d`i`Y`a`]W`]Y`f`W`i`a`g`h`U`b`W`Y`g`Z`U`W`Y`X`V`m`d`c`h`Y`b`
h`\`]g`a`U`b`i`g`W`f`]d`h`i`h`]`]n`]a`U`Y`W`U`g`h`Y`W`c`b`h`g`h`W`W`U`g`W`c`b`=`b`X`
Wc`U`W\`Y`g`U`b`X`]b`X`]j`]X`i`U`g`W`c`a`d`f`]g`]b`[`V`g`]k`g`Y`f`"f`U`b`_`
6`c`[`U`f`X`Y`h`U`"fl`%`-`-`+`k`Y`l`d`U`]b`Y`X`Z`U`W`X`]f`Y`g`h`U`]W`h`b`c`
c`W`W`i`d`U`h`]c`b`U`b`X`d`Y`f`g`c`b`U`W`c`b`h`U`W`h`k`]h`\`a`Y`a`V`Y`f`g`
Z`U`W`Y`a`U`b`m`c`Z`g`h`k`Y`g`h`]g`b`g`Y`k`Y`f`Y`U`h`b`X`]j`]X`g`i`U`Z`g`h`X`Y`f`m`b`
W`U`g`h`Y`g`z`6`U`W`f`[`W`c`U`W\`Y`g`h`d`f`U`W`e`i`]f`Y`h`U`Y`g`Y`a`d`Z`c`m`a`Y`b`
X`U`f`_`Y`f`g`_]b`h`c`b`Y`"
K`\`Y`6`a`U`W`W`m`W`c`U`W\`W`g`Y`[`]U`h`Y`m`z`g`c`a`Y`h`]a`Y`g`d`f`
V`U`W`_`U`g`U`g`g`]g`h`U`b`h`W`c`U`W\`Y`g`c`b`m`h`c`V`Y`g`i`b`b`Y`X`
]g`\`U`f`]Y`G`h`f`c`b`[`z`f`Y`W`Y`b`h`m`\`]f`Y`X`\`Y`U`X`k`z`g`h`V`U`
Z`c`f`a`Y`h`\`Y`m`X`Y`Z`Y`b`g`]j`Y`W`c`c`f`X`]b`U`b`c`g`h`Z`c`Y`a`Y`b`Y`a`U`X`Y`]X`i`U`
U`g`g`]g`h`U`b`h`W`c`U`W\`]b`[`X`U`z`m`G`h`g`f`h`c`U`h`[`Y`X`U`W`Y`h`k`]Y`g`f`g`]a`h`b`U`c`Z`
Z`U`W`h`c`f`f`Y`a`c`j`]b`[`\`]a`Z`f`c`a`\`Y`U`X`W`c`U`W\`W`c`b`g`]X`Y`f`U`
f`l`5`g`g`c`W`]U`h`Y`X`D`f`Y`g`g`z`&`\$`\$`-`V`k`"7`Y`f`h`U`]b`m`U`g`Y`h`c`Z`
f`Y`U`]h`m`c`Z`c`d`d`f`Y`g`g`]m`c`b`G`]g`b`g`h`]h`c`i`k`h`]X`c`b`g`c`h`U`X`f`U`h`c`b`Y`h`
U`V`c`j`Y`a`Y`b`h`]c`b`Y`X`g`h`U`_`Y`\`c`X`Y`f`g`f`l`]"d`Y`c`j`U`X`Y`Y`g`h`]a`W`X`U`f`
W`]f`W`i`a`g`h`U`b`W`Y`g`Z`c`f`6`U`W`_`W`c`U`W\`Y`g`V`Y`W`U`i`g`Y`h`\`Y`m`
W`i`f`f`Y`b`h`U`b`X`U`g`d`]f`h`\`Y`[`f`k`\`]Y`h`c`Z`W`d`U`W\`]g`d`U`W`_`U`W`c`U`W`Y`i`g`d`
U`f`Y`c`i`h`g`]b`X`z`h`Z`]c`g`"f`h`Y`Y`a`h`c`k`]U`g`g`U`f`g`h`z`U`b`h`W`c`U`W\`]b`[`^`c`
^`c`V`g`U`h`<`]g`h`c`f`]W`U`m`6`U`W`_`7`c`Y`[`Y`g`U`b`X`i`b`]j`Y`
6`Y`W`U`i`g`Y`W`c`Y`[`Y`Z`c`c`h`V`U`_`_`U`g`_`]g`h`c`f`]W`U`m`
W`c`U`W`G`Y`g`Y`f`j`Y`g`U`g`m`h`]d`W`g`Y`Z`h`c`"U`b`U`i`a`]b`Y`c`b`h`\`Y`g`h`U`h`Y`
f`Y`U`h`Y`g`h`c`W`U`g`h`Y`g`m`g`h`Y`a`g`"Y`m`W`c`b`W`Y`d`h`g`g`i`W`\`U`
U`b`X`X`]g`W`f`]a`]b`U`h`]c`b`U`W`c`]b`W`]X`Y`k`]h`\`h`\`Y`c`W`W`i`
:`i`f`h`b`Y`f`h`\`Y`W`U`g`G`8`H`g`m`g`k`g`a`i`g`Y`h`c`d`U`Z`W`W`c`h`i`b`Y`h`g`h`i`U`W`^`Y`i`[`]U`b`h`
X`]g`W`f`]a`]b`U`h`Y`d`f`U`W`h`]W`Y`g`c`b`h`\`Y`d`U`f`h`c`Z`g`i`d`d`f`Y`g`
5`g`k`Y`\`U`j`Y`X`]g`W`i`g`g`Y`X`z`h`\`Y`:`6`G`\`U`g`W`f`Y`U`h`Y`X`
Y`]h`Y`g`c`W`W`i`d`m`c`b`Y`W`U`g`h`Y`k`\`Y`6`U`W`_`W`c`U`W\`Y`g`W`
c`Z`6`U`W`_`\`Y`U`X`W`c`U`W\`Y`g`z`h`\`Y`f`Y`g`Y`Y`a`g`h`c`V`Y`a`]b`
H`\`Y`g`Y`i`b`Z`c`f`h`i`b`U`h`Y`W`]f`W`i`a`g`h`U`b`W`Y`g`[`]j`Y`W`f`Y`X`Y`b`W`Y`
U`b`]b`!`[`f`c`i`d`#`c`i`h`!`[`f`c`i`d`f`Y`U`h`]c`b`g`\`]d`f`l`G`]X`U`b`]i`g`z`
]!b`[`f`c`i`d`z`c`i`h`!`[`f`c`i`d`f`Y`U`h`]c`b`g`\`]d`z`G`]X`U`b`]i`g`Y`h`U`
d`c`g`g`]V`Y`a`c`j`Y`a`Y`b`h`U`W`f`c`g`g`[`f`c`Y`a`Y`b`h`G`h`h`]g`U`W`Y`h`g`h`a`Y`g`
]b`h`\`U`h`W`U`g`h`Y`g`f`c`g`W`]]Y`b`h`]Y`g`U`g`c`Z`U`W`Y`f`Y`g`h`f`]W`h`]c`b`g`
f`l`6`c`[`U`f`X`Y`h`U`"fl`%`-`-`+`k`"

FY`UhYX`hc`h\Y`dc]bhgX`hV`U`g`Y`W`Xh`WY`U]gbY!`[hfcc`iYdI`#]
kYfY`bch`Zcf`]bX]j]XiU`g`k`c`UfY`gYh`]b`h\Y]f
\UjY`]bghfiWhYX`h\Ya`hc`di`WU`g`b`WcY`U`g`g`U`W`h`W`W`h`]c`b`b`
hc`Wc`bh]biY`hc`Zi`bWh]cbž`K\]hY`Uh`\`Yh]W`X]fY`W
h\Ya`h\Y`gUaY`dfUWh]WY`g`dfYj]ci`g`U`g`h`Y`g`d`Y`K`Y`f`h`Y
h\cgY`h`cY`W`c`g`h`Y`b`Z]Yh`h`h`Y`h`W`U`c`f`W`Y`m`g`c`b`"Y`Z`h`Y`b`b`W`Y`Z`i`h`h`Y`a`Wr
aU_]b[`]h`]bWfYUg]b[`]m`X]ZZ]Wi`h`Zcf`6`UW_]`Y
KY`U`gc`g]hiUhYX`h\]g`aUbi`gWf]dh`k]h\]b`h\
YId`UbUhc`f`m`XYj]WY`dY`f`a]gh`c]Zbb[K`U`g`W`W`U`W]`g`l`a`f`g]bh`cg`c]W]jY
:ifh\Y`f`a`h`c`U`g`Y`Z]b`h`F`c`H`U`W`W`c`i`b`h`h\Y`f`c`Y`c`Z`]b`g`h]hi`h]
dYfgdYWh]jYg`cZ`h\cgY`[f`c`i`d`g`U`Z`Z`Y`Wh`Y`X`V`m`f`U`W]
YgdYW]U`m`dY`f`h]bY`b`h`X`Y`f`c`f`Y`c`i`f`f`Y`g`Y`I`b`U`h`U]h]l`c`h]`c`c`Z`c`6`Z`U`h`X`
\]gh`c`f]WU`g`c`W]U`W`c`b`g`h`f`i`Wh]c`b`c`Z`f`U`W`Y`U`b`X`h\
&ł`]\`]\`]\`h]b[`]h\Y`YI]ghYbWY`cZ`K\]hY`Xca]bU
BchUV`Y`]bX]j]XiU`g`]bj`c`j`Y`X`]b`Wc`Y[Y`Z`c
VY`Ub`]ggiY`]b`h\Y`\]f]b[`]c`Z`6`UW_]`Y`U`X`Wc`U`W\
Wca`a`Y`b`h`g`a`U`X`Y`V`m`7`U`f`]Y`G`h`f`c`b[`]U`b`X`7`U`f`Y`g`6
]bZ`i`Y`b`h]U`Z`U`W`h`f`f`b`b`U`b`X`U`c`U`h`g`Y`f`b]U`g`G`h`f`f`f`b][`6`UW_
cVhU]b`Y`U`X`Wc`U`W\]b[`]c`V`g`f`l`5`g`g`c`W]UhYX`DfYggž`
YUf`]Yf`k`U`g`\`c`k`DU`h`c`f`X`Y`f`l`U`K\]hY`a`U`b`ł`g`h`U`h`Y
I`g`i`h`c`i`h`I`k`Y`b`]h`W`c`a`Y`g`h`c`\]f]b[`]6`UW_]`Y`U`X`
`b]Y`k]h\`7`F`H`g`i`b`X`U`f`W`g`Y`a`f]g[`]d`f`Y`b`Y`h`Y`h`h]g]b`W`c`f`a`f`Y`c`f]c`W`U
KY`gh`D`g`f`W`%`b`h`Y`b`h]c`b`h\U`h`I`f`U`W`Y`h`a`W`c`h`W`Y`f`g`I`k`d`f`h\]g`k`g`
g`c`i`X`V`Y`]b`h`Y`f`Y`g`h`Y`X`"
KY`V`Y`]Y`j`Y`h\Y`W`Y`b`h`f`U`h`Y`b`Y`h`c`Z`7`F`H`ž`b`U`a`Y`
gh`U`b`X`g`U`c`b`Y`]b`d`f`c`j]X]b[`]bg][\`h`U`b`X`Y`I`d`U`b`U
Wc`U`W\`Y`g`U`h`c`k`G`j`d`Y`f`f`c`[`f`K`U`a]g`"Y`b`<`Y`g`g`U`b`X`K\]hY`]X`Y`c`c`
h`Y`b`Y`h`g`]b`7`F`H`ž`U`f`Y`j]Y`k`Y`X`]b`h\]g`X]g`W`i`g`g]c`b`
Z`f`U`a`Y`k`c`f`_`g`c`Z`7`F`H`U`b`X`G`8`H`]b`h`c`U`i`b]Z]Y`X`c`b`Y`"
U`g`W`f`h]U`b`Y`X`5`a`Y`f]W`U`b`g`c`W]Y`h`m`Z`i`Y`g`h\Y`f`U`W]U`X]j]
g`m`g`h`Y`a`g`c`i`h`]b`Y`X`V`m`G`8`H`"=Z`K\]h`Y`b`Y`g`g`k`U`g`b`c`h`
g`h`f`i`W`h`i`f`Y`g`Y`a`V`Y`X`X`Y`X`k]h\]b`5`a`Y`f]W`U`b`g`b`W]h`h`m`ž`
H\]g`h\Y`b`k`c`i`X`U`h`Y`f`h\Y`f`U`W]U`U`b`X`g`W`U`d`Y`ž`U`
g`c`W]Y`h`m`"=Z`h\Y`d`Y`f`j`U`g]j`Y`b`Y`g`g`c`Z`K\]h`Y`b`Y`g`g`U`b`
U`f`V]!`h`g`f`Y`h`f`m`g`m`g`h`Y`a`g`ž`6`U`W_]`W`c`U`W`X`f`Y`g`U`W`W`Y`g`g`h`d`_`Y`Y`h`X`V`
^`c`V`g`U`h`c`6`G`d`f`c[`f`U`a`g`"
H\Y`f`Y`k`U`g`c`b`W`Y`U`h]a`Y`]b`k\]W\`6`U`W_]`U`h\`Y`
]b`g`h]h`i`h]c`b`g`c`Z`\][\`Y`f`Y`X`i`W`U`h]c`b`f`l`D`K`=<`9`ł`":`c`f`
X]X`b`c`h`\U`j`Y`U`6`U`W_]`Z`c`c`h`V`U`d`U`m`Y`f`i`b`h]`%`-`
f`l`5`g`g`c`W]U`h`Y`X`D`f`Y`g`g`ž`&`\$`\$,`V`ł`"B`c`k`U`X`U`m`g`ž`]h`]g`W`c`
]b`W`c`b`h`Y`g`h`g`ž`Y`e`i`U`h]b[`]h`c`b`Y`U`f`m`Z]Z`h`m`d`Y`f`W`Y`b`h`
G`c`a`Y`k`c`i`X`U`f[`i`Y`h\]g`g`h`U`h]g`h]W`h`c`V`Y`]b`X]W`U`h`
g`d`c`f`h`"7`F`H`ž`\`c`k`Y`j`Y`f`ž`k`c`i`X`U`f[`i`Y`g`i]W`h`Y`U`f`Y`g`g`Y`h`f`h`c]Z`
h\Y`X`c`a]b`U`b`h`ž`\Y[Y`a`U`b]W`M`[`K`Y`f`h`Y`g`d`Z`c`h`Y`W`g`h`Y`g`!`k]`
U`c`k`Z`c`f`g`c`W`U`Y`X`I`d`f`c[`f`Y`g`g`I`c`b`m`k`Y`b`h\Y`m`
g`d`c`_`Y`c`b`h\]g`a`U`h`h`Y`f`k`Y`b`\Y`U`i`X`Y`X`h`c`h\Y`g`

d U f h] W] d U h Y '] b ' k U] h h \ ' Y h \] W h W g " a d H \ Y] h g ' c W c b W Y g g] c b ' k U
Y I h f U ' f Y j Y b i Y ' h \ U h ' W c i ` X ' V Y ' [Y b Y f U h Y X ' V m ' h \ Y '

Recommendations

6 Y ` k M Z U j Y ' `] g f h Y W c a J a Z B X U h c c b g Y] W c e W h X g h U b W Y g
h \ Y ' : Y g Y ' h "] g ' i b X Y f g h c c X ' b c '] g g i h Y] a] Y g z d U a Y Y] h c] X c f U h Y
f U h \ Y f '] b ' g a U ` `] b k W U h a Y] b g h U d f c g h c g Y g X U h c ' c k U _ b Y '] h g
f Y W c a a Y b X U h] c b g k \ d] f h c Y d ' c d g f Y] X Y d U X Y X f k Y z c g : ' 6 G Y g g c b g ' Z f c a
` Y U [c i Z Y Z g Y W c] U b W \] b [' Z Y ` ` c k g \] d g z ' d c g g] V ` Y ' [c j Y f b a
U g d] f] b [' 6 ` U W _ ' W c U W \ Y g "

White Privilege

H \ f c i [\ ' h \ k g \ U a j U b] i ' g] W h Y U X a z h ' V X c Y] U b [' k] h \ ' [f c i d g
g i V ^ Y W h Y d f] h j c] ` Y [Y X ' X c a] b U b h '] h ! \ [Y f g c Y i ' d Z " f B U f a b Y ' k W c f b _ g i
A U f h] b ' @ i h \ Y f ' ?] b [z ' > f " ' f l % - * (k ' d k f f] c j h] Y ' z Y [I @ U a [Y f b d i
g Y ` X c a ' [] j Y ' i d ' h \ Y] f ' d f] j] / Y ? Y g [j U b z i h d h \$ f g ` m i " `
Y b X z ' 6 ` i a ' f l & \$ \$, k ' d f c b c i b W Y X ' h \ Y f Y ' a i g h Y W Y ' U ' Z
g c W] Y b U i g h] W Y g " ' 5 g ' k 9 h 7 X b j h Y f z n z f k W d f X Y] f g U h] Y c b g % W
h \ Y ' f Y U `] h m ' Z U W] b [' 6 ` U W _ ' W c U W \ Y g ' a i g h ' W c a Y ' h c
c W W i f f Y b W Y g b g h U b W Y z ' h \ Y ' U Z c f Y a Y b h] c b Y X ' g h U _ Y \
d f Y g] X Y b h z ' a Y X U X Y f g v z a d b X] h m Y W i h] j Y ' g Y U f W \ Z] f
W c b j Y f g U h] c b g ' V Y W U i g Y '] b ' a c g h ' W U g Y g z ' h \ Y g Y ' U f
W \ c c g] b [' h \ Y ' b Y I h ' \ Y U X ' Z c c h V U h c ' W c l a g Y U W Y Y U W \]
W c b j Y f g U h] c b g U f h ' h c ' h \ Y ' d f c W Y g h Y g z ' W a b j Y c g U h] k
W c i ` X ' h U _ Y ' d ` U W Y ' U h ' h \ Y ' U b b i U ` B 7 5 5 ' W c b j Y b h] c
5 7 7 z ' U b X ' 6] [' 9 U g h k " ' G d Y U _ Y f g ' Y X i W U h Y X ' c b ' h \] g
] b] h] U g Y ' h \ U Y ' g _ Y g " m Y U f ` m ' a Y Y h] b [g ' i g i U ` ` m ' [U h \ Y f
i b] j Y f g] h] Y g ' U ` ` c j Y f ' h \ Y ' W c i b h f m " ' H \] g ' d f c j]
V Y h k Y Y b ' h \ Y g Y ' g h U _ Y \ c ` X Y f g ' W U b ' V Y [] b "

A W = b h c g h U % Y X \$ d f] j] ` Y [Y g ' U f Y ' `] c z d Y W b U] b j]
d f c j] g] c b g z ' U g g i f U b W Y g z ' h c c ` g z ' a U d g z ' [i] X Y g z '
Y a Y f [Y b W m ' [Y U f z ' U b X ' V ` U b _ ' W \ Y W _ g I ' f l d " ' (k " ' 6 ` i
g Y b g] h] j Y Y b U h d] j Y D g g d g] U h i U b] c c h \ Y f ' k c f X g z ' h \ c g Y '] b X
h \ Y g Y ' d f] j] ` Y [Y g ' f l K \] h Y g k \ X i U b i g Y U h c h X] g V U b K '
G i W \] b W] X Y b W Y g ' c Z : K \] h Y ' d f] j] ` Y [Y ' U f Y ' d f Y j U '
: 6 G " : c f '] b g h U b W Y z ' h U _ Y ' H m f c b Y ' K] ` `] b [\ U a ' f l 6 `
U f Y ' Z c f a Y f ' B c h f Y ' 8 U a Y ' \ Y U X ' Z c c h V U d ' d ' c W d h U W \] h g m ' h
W c U W \ ' Z] j f l Y 9 G g D Y B U g B c Y b k g g ' 6 Y K]] a W Y f b h \ \ Y U \$ Z \$] - f k g h ' 6 ` U W _ ' W c
U h ' B c h f k Y U ' g 8 U c a b Y k m ' [f U b h Y X ' U f l 9 G D B f B Y k g ' 6 X f Y Y Z U g V b z
K] ` `] b [\ U a ' k U g ' h \ Y ' c b ` m ' W c U W \ Z ' c] f b Y ' B h c \ h Y f] Y f ' 8 W c a b Y h f \ U
f l 9 G D B ' B Y k g ' G Y = f z j] c W Y g z i U S \$ \$ c h " g f h W c f X g b c Z \ U h \ Y] g g Y ' h
] b h Y f Y h g H U] h b [K Y]] g g ' W c a d] ` Y X ' ` U c g k g c f f g Y W c h f \ X f ' W W c a g d Y U f g Y c X b
K] ` `] b [\ U a g ' z ' 8 K Y g] d g] g h Y k U h g] d Y f a] h h Y X ' h c ' W c b h] b i Y "

The Professional Model

= b`dUfh`VYWUigY`h\Y`Wc``Y[]UhK Y g U b [y g h b j c`
h\Ymc`_`hc`dfcZYgg]cbU``YU[iYg`hc`aBc7X5Z`h\Yag
U`cb[h\kY]Z:\Gci`X`k]hbYgg`h\Y`dfc[fYgg`aUXY`]b
kY``Ug`AU^cf`@YU[iY`6Ug]YfV]Ub[``af]Ab@cfL`hUng`]Yd XY]ajd]`X
WcUW\Yg`fih@G U W U g y k " `AU^cf`@YU[iY`6Ug[YcV`U``]ad
fYeih`Y`U`g`hc`cVf`YeU`hU`W`U`U`b`Y`X`g]hhmkW`U`W`X`]X`U`Y`ng`a`i`g`h`]`h
Zcf`Yj`Yfm`a`UbU[Yf`cf`[YbYfU``a`U`W`U`c`[Z`Y`Y`]gd`cdgc`h]]V`cnbZ
a]bcf]hm`a`UbU[Yfg`UbX`[YbYfU``a`UbU[Yfg`]b`V`U`g
g]bWY`h\Y`dc`]Wm`k`U`g`di`h`]bhc`cdYfUh]cb`fIKc`j`
5bch\Yf`]``i`ghfUh]cb`WUfbY`&Y]`c`f]Y[U`b]`]nbU`hh`\cYb`gB`:
]bhYfj]Yk`U`aZ]cbfcYfU`X`m`W`c`W`U`W`X`]c`d`U`h`b`Y`]b`[`g`f`I`K`c`j`Y`f`h`c`b`Z`
]bhc`YZ`U`Y`W`b`W`X`i`&`Z`h`6`U`W`U`g`U`W`U`X`h`U`c`U`W`W`Y`g`h`]cb`" `H`Y`
VY`hc`b`c`h`c`]d`h`]`Z`c`g`g`d`g`h`d`]`f`h`b`[`6`U`W`U`_`Y`U`X`W`c`U`W`U`Y`g`
6`U`W`U`_`U`X`W`c`U`W`W`U`g`X`Y`Y`h`h`U`g`h`F`U`W`]U``U`b`X`];Y`b`X`Y`f`F`Y`d`
g]l`ci`h`c`Z`U`/`d`h`g`h`g`h`Y`c`f`&i`[h\Y`U`a`g`%`-`i`f`l`@`U`d`W`U`]W`_`z`&
5`g`c`k`c`f`h`b`c`h`]b`[`]`g`g`h`b`c`h`d`h`c`]W`m`U`g`V`Y`Y`[`g`Y`b`]`h`]`U`h`
h`Y`U`a`g`a`i`g`h`]\`f`Y`U`6`U`W`_`W`c`U`W`U`V`i`h`hc`f`U`h`Y`f`W`
W`U`b`V`Y`g`Y`Y`b`]b`A`]_`Y`G`h`b`Y``G`b`b`f`m`f`d`b`W`Y`g`W`c`@`f`Y`5`h`g`W`
b`c`h`f`Y`W`Y`]j`]b`[`U`b`h`&`Z`Z`Y`Y`k`g`Z`h`&`f`h`X`U`X`Y`W`c`U`W`U`]b`[`d`c`
G]b`[`Y`h`U`f`m`Z]b`U``m`Y`U`X`f`U`Y`X`B`h`@`Y`h`Y`U`d`h`X`K`h`m`b`]`g`m`U`h`h`d`Y`
g`i`W`W`Y`g`g`Z`i``h`Y`]c`f`Z`Y`f`g`b`h`]X`Y`h`U`f`c`X`b`X`]a`c`k`&`f`j`Y`h`b`X`
]g`k`]h`c`g`]d`h`Y`Z`Y`Y`Y`a`Y`d`h`g`j`]W`h`h`Y`f`j`f`Y`l`g`h`k`c`g`W`U``c`k`
`U`b`X`]\`g`Z]f`g`h`Y`U`X`W`c`U`W`U`]b`[`^`c`V`" `: `i`f`h`Y`f`z`d`c`
U`g`d`]f`]b`[`6`U`W`_`Y`U`X`W`c`U`W`U`Y`g`g`c`X`b`i`f`B]:`b`@``c`h`k`b`Y`f`]g`b`h`U`b`f`X`
]b`W`f`Y`U`g`Y`h`Y``]_`Y`]\`c`c`X`c`Z`6`U`W`_`W`U`b`X`]X`U`h`Y`g`V`

Coaching Fellowships

5 b c h Z \ Y U f g] b`h`Y`c`b`Z`c`f`h`h`Y`Y` :`&`G`X`Y`g`" `h`Z`" `B` :`c`@`" `c`k`" ` `c`
Wc U W Z `c`U`f`h`X`f`IG`h`]U`j`b`Z`f`g`U`X`h`Z`W`c`U`W`U`W`" `K`W`" `g`" `a`a`Y`h`h`]c`d`f`Y`X`
d`f`c`a`]b`Y`b`h`U`b`X`b`c`h`Y`k`c`f`h`m`Y`U`X`W`c`U`W`U`Y`g`]b`W`i`X`]
U`b`X`H`m`f`c`b`Y`K`]` `]b`[`U`a`h`f`Y`h`Y`U`W`U`]b`b`Z`[`&`Z`\$`\$`+`k`" `k`g`H`]\`f`d`c`g`i`z`[
h`Y`g`Y`]b`X`]j`]X`i`U`g`]b`d`c`g`]h`]c`b`g`f`l`Y`K`[Y`f`Y`c`Z`h`Y`b`r`g`]j`
k`c`i`X`[U]b`h`Y`b`&`b`d`f`h`&`h`m`Y`b`X`W`U`W`U`h`M`Y`g`Y`k`Y`f`Y`
c`Z`Z`Y`b`g`]j`Y`U`b`X`X`M`Z`Y`b`g`U`h`Y`g`W`c`f`U`W`]U`U`h`d`h`X`6`";U`W`U`X`g`Y`f`F`Y`
W`c`a`d`f`]g`Y`X`&`" `," `i`c`Z`U`g`g`f`g`h`U`b`h`W`c`U`W`U`Y`g`f`l`@`U`d`W`U`]W`
9`a`d`c`m`]b`[`h`Y`g`Y`W`c`U`W`U`]b`[`Z`Y``c`k`g`]d`g`W`c`i`X`
6`U`W`_`U`g`d`]h`f`c`h`W`g`W`c`a`Y`Z`Y`W`X`d`f`W`c`W`U`W`U`Y`g`]b`]`h`]U`h`Y`X`Y`h`Y`g`
h`Y`]f`W`h`f`Y`g`d`Y`b`g`h`]h`i`h`]c`b`g`" `7`Y`f`h`U`]b`m`z`h`Y`f`Y`Y`I`]g`
W`c`b`g`]X`Y`f`]b`[`h`Y`m`f`Y`d`f`8`g`Y`b`g`]c`c`h`d`U`f`c`l`]a`d`W`f`h`]W`]d`W`b`Z`
&`\$`\$`-`k`" `H`i`g`z`h`Y`f`Y`Y`I`]g`h`g`U`a`d`Y`c`d`d`c`f`h`i`b`]h`]Y`g`
Y`U`X`W`c`U`W`U`Y`g`U`f`Y`i`b`k`]` `]b`[`h`c`d`f`c`j`]X`Y`c`d`d`c`f`h`i`
Y`U`X`W`c`U`W`U`Y`g`z`h`Y`" `g`]h`i`U`h`]c`b`k`]` ` `Y`I`U`W`Y`f`V`U`h`Y`"

Caution

8 c k b ` c U X \ Y h X h d Z f # c # a W g f c f [
¥ & % \$ c ` ` Y [Y ` G d c f h ` F Y g Y U f W \ ` = b g h] h i h Y " ` 5 ` ` ` f] [\ h ` g ` f Y g Y f j

5[mYaUb[/ 8Y` cfaY

(,

Ci`fUgh` fYWcaam b x g h] 6 b U W g ` Wc U W \ Y g ` c d d c f h i b Y ` Wc U W \] b [` ^ c V " ` <] g h U W m ` Wc U W \ Y g ` U g j Y U b V Y g Y c a i Y \ W f Y X ` ` Y h U Z h Y f ` X] g a U ` ` g Y U g c h g Y g Y " [b X G j m] X Y g h g f \ W g f c a e " X ` h \ Y ` b U h i f Y Y c Z c W h V U ` `] b ` h \] g ` U [Y `] g ` i b `] _ Y ` X Y Y I h Y b X Y X ` d " Y f H \ c Y X m ` c \ Z U j h Y] a h Y c ` U g _ ` h \ Y a g Y ` j Y g `] Z ` h \ Y h \ Y] f ` d c g] h] c b ` c f ` X U a U [Y `] h " ` 7 g \ h U W f h ` Y Y X g ` \ 6] U g f ` _ Z Y Y m] h c k U f X g ` h \ Y ` f Y c W W i f f] b [`] b g h U b W Y .

A m V] [[Y g h ` d f c V ` Y a ` k] h \ ` h \ Y ` V ` U W _ ` Wc U W \ Y g `] g [Y h h] b [` O Y I d ` Y h] j Y Q ` ^ c V g ` k \ Y b ` h \ Y m ` U f Y ` \] f H \ Y m f i f Y ` b c h ` [Y h h] b [` ^ c V g U k f i g f f \ m \ ≠ m k U W b h Y X Y I h c ` [Y h ` h \ Y ` 5 i V i f b ` ^ c V " ` < Y ` W c i ` X ` k] b ` W c b g] g W c b g] g h Y b h ` m ` U h ` B Y k ` A Y I] Wc " ` M c i ` W U b f i h ` k] b ` \ U j Y ` k c b ` U h ` 5 i V i f b ` f i G W \ ` U V U W \ ž ` & \$ \$, Ł " `

; Y b Y f U ` ` m ž ` k \ Y b ` 6 ` U W _ ` Wc U W \ Y g ` U f Y ` V Y g h c k Y X ` h \ h \ Y ` h Y U a ` k \] W \ ` h \ Y m ` U f X] g h U d d d b h c] b f a m U W f f m g k Z Y I Wc U W \ ` i d ` Z c f ` Z U] ` i f Y ` f i 5 g g c W] U h U X Y D f W U g ž Y & \$ \$ h c Z] f] b [h h Y a b h W \ c U ` U b X ` j] [] Y X b W m ` h \ Y g h Y V U g Y] f a b [] ž ` = Z `] h ` g c ` \ U W W Y b g h i c a h m c X c h b Y c m ` U f Y ` Y I d Y W h Y X ` h c ` > h Y b i f Y ` U g ` W c a d U f Y X ` h c ` U ` K \] h Y ` Wc U W \ `] b ` h \ Y ` g U Y I Y a d `] Z] Y X b m i n c b Y X ` g Z V c h m f k k Y] b j c \ U W b Y b X g "

Conclusion

Implications

H \] g ` U f h] W W Y g ` i k R G] 8 Z H] U Y g X U b ` Y d] g h Y a c ` c [] W U ` ` Z f i b X Y f g h U b X ` W b X f] Y b h i ` a W Y b Y h] U g b o d W g ` W c c U W \ ` i U X h Y f f Y d f h \ Y ` : 6 G " 9 Y b Y ` 8 i ` 6 c] g ` c b W Y ` g h U h Y X `] b ` % - \$ ` ` Wc ` c I b] h Y X ` G h U h Y g b h] i b f ` m \ f Y 9] & \$ U W \] h \ ` g ? h Y U b [X U m o z h i & \$ \$ \$ * \ U f ` g \ f Y U `] h] Y g ` g i W \ ` U g ` c j Y f h ` X] g W f] h \ Y U h Y] b c h i ` f U n b X \ U g m i k] h b Y g g Y X ` Wc b h] b i c i g ` X] g W f] a] b U h] Y b [U W W c U] d a h [g f U g & \$ \$) Ł " `

H \ Y ` h f i Y ` U V] `] h m ` c Z] Y f ` U W _ ` i b Y X U X f ` g W c c U W \ ` U g b X k] U d g U a Y ` f U W] U `] n Y X ` Z Y U h g ` U f Y ` a U] b h U] b Y X " ` 5 ` ` c k] b U V ` Y ` h c \ Y] g f g Y W U d U V] `] b f] Y g d f U Z X W g Y Y h h] Y m \ U h c X `] b [d c g] h] c b g " ` : Y k ` \ U j Y ` V Y Y b ` [] = j Z Y h \ h \] W g ` f W \ U b h W Y g h W h Wc b h] b i Y g ` h c ` h f U b g d] f Y ž ` h \ Y ` Y Z Z Y W h g : € b a U g d] f] W i f f Y b h ` 6 ` W c W _ W \ U g g] h c h U b b H U W _ ` g h i X Y b h ! U h \ ` Y h Y g ž ` h g i g h U] b Y X ` f U W] U ` ` g h f i W h i f] b [`] b ` : 6 G ` Wc i ` X ` V Y ` h c ` Wc a Y m m d Z U b V i Y h] Y a c f Y ` K c Z] h Y b ` Wc \ U W \ ` Y b g c H U ž g g i a Y ` h \ Y ` U g ` a c f Y ` 6 ` U W _ ` \ Y U X " W c U W \ ` Y c g [U f X Y Y d U g U g Y X Y d j h Y f] b ` h \ i ` h] a W c h a Y h X m Y g Y `] b X] j] X i U ` g ` h c ` g h c d ` g Y Y _] b [` h \ Y g

Future Considerations

: i h i f Y ` f Y g Y U f W \ ` W c b W Y f b] b [` h \] g ` d \ Z f Z H] W b Y b h `
 H] h ` Y ` J = = ` U b X ` c h \ Y f ` [c j Y f b a Y b h U ` `] b] h] U h] j Y g `
 6 ` U W _ ` \ Y U X ` W c U W \ Y g ` U h ` h \ Y ` : 6 G] Z Y h X Y " W] f W Y a b g h W
 h \ Y ` : 6 G ` ` Y j Y ` ` U f Y ` b c h ` f Y a Y X] Y X `] b ` U ` h] a Y ` m ` Z U
 & \$ \$ + z ` F Y j Y f Y b X ` > Y g g Y ` > U W _ g c b ` U j c k Y X ` h \ Y ` h] a Y `
 W c U W \ Y g ` k \ U h ` H] h ` Y ` = L ` X] X ` Z c f ` k c a Y b D g ` g d c f h g `
 [c j Y f b a Y b h ` d U f h] W] d U h] c b z ` : ` c m X ` ? Y] h \ z ` 6 7 5 ` 9 I
 h \ U h `] b ` c f X Y f ` Z c f ` U b m ` g] [b] Z] W U b h ` d f c [f Y g g ` h c
 \ U g ` V Y Y b ` Z h c \ f Y ` W X U h b U ` Y m ` g h f l 5 g g c W] U h Y X ` D f Y g g z ` & \$ \$ + k `
 U f Y ` V f] b [] b [` h c ` h \ Y ` Z c f Y Z f c b h ` 6 c k ` ` 7 \ U a d] c b g \
 & \$ \$ - U k z ` c b Y ` k c i ` X ` h \] b _ ` h \ Y ` d c h Y b h] U b X Z c f ` U W h
 \ c d Y Z i ` ` m ` `] _ Y ` m " `

: i f h \ Y f Y g i c f [b Y X g] k j]] X i U `] g b h Y c f j _]] Y k ` ` 6 ` c W d W _ X i W W H U ` W \ Y g
 Y a d] f] W U ` ` e i W c i] h X U h f] h U b g b h f X c] Y Z g i f h \ Y f ` X Y a c b g h f U h
 : 6 G ` g i Z Z Y f g ` Z f c a U a U] g b ` Y h 7 f b h U j] b c z X ` [Y] U f Y `] j Y c f] Z W Y ` h c `]
 U f Y ` g] ` Y b W Y X ` V m ` Y a d ` c m] b [` g h c f m h Y ` `] b [` U b X ` b U
 _ b c k ` M X Y Y h Y g h] a c b] Y g ` [W c j i Y X a W m i U g W X W b U h f V f U h m] j Y g g z `
] ` ` i g h f U h] b [` h \ Y ` W c b h] b i Y X ` " g m g h Y g a i] a Z ` d h a W m h] W g h U
 d Y f W c b g] f a ` \ c k ` g U W g] b y l 5 g Y f f U W U g a U g d W] c Y h m U b X ` h \ Y
 d U f h] " W Y g U f Y a n d Y c e m] U b [] h U h] k j] Y ` `] b e Y i] U f X m Y h \ h Y c ` g [i c f Z W U W Y
 ` Y j Y ` z ` Y b U V `] b [` h \ Y a ` h c ` [U] b ` U ` Z i f h \ Y f ` i b X Y f g
 W c b h f] V i h Y ` h c ` h \ Y ` Z] Y ` X `] b ` k \] W \ ` f Y ` U h] j Y ` m `
 5 ` g c ` i h] `] n] b [` e i U `] h U h] j Y Y [` Y] a b c e b i]] W ` m [z f ` c] i b d h z Y f f] Y
 W c U W \ Y g z ` K \] h Y ` U h \ ` Y h] W ` X] f Y W h c f g k z ` W U b ` V Y ` Y a
] g g i Y / ` z ` g h Y] b g] W c i ` m X ` V Y ` i h] `] n Y X ` h c ` W c b Z f c b h ` K \
 d c k Y f `] b ` h \] g ` X] W \ c h c a c i g ` g] h i U h] c b " ` 5 W W c f X] b
 Y a d] f] W U ` ` g h i X h Y g \ X h U g Y m X k U Z d Y a h Y g o g c] b U m ` V Y `
 W c b g W] c i g ` c Z ` h \ Y ` W] f W i a g h U b W Y g ` g i f f c i b X] b [` h \
 h c `] W \ W] b h = Y b " c f X Y f ` Z c f ` h \] g ` W \ U b [Y ` h c ` c W W i f z ` V c h
 \ c ` X] b [` d c g] h] c b g ` a i g h ` V Y ` U V ` Y h h d ` g W k d Y h \ h d [c Y h \
 U f h] W ` Y ` W \ U ` ` Y b [Y g `] b X] j] X i U ` g ` Z f c a ` h \ Y g Y ` [f c
 X] U ` c [i Y " `

References

fl & \$ \$) ž ` B c j Y a V Y f ` % Ł " ` M9 A 9 B . ` 5 _ \ X U a R I N d Y f d h Y] g i j Z X
 Z f c a ` \ h h d . # # k k k "] f] b b Y k g " c f [# F Y d c f h " U g d l 3 F

5 ` U V U a U ` 8 Y Z U 5 f h W Y b j h Y g ` / *The 1969 Inaugural Address of Governor
 George C. Wallace* ` A c b h [c a Y f m ž ` 5 @ " `

5 ` ` Y b ž ` H " *The Invention of the White Race. Vol. 2 of 2: The Origin of Racial
 Oppression in Anglo-America* ` B Y k ` M c f _ . ` J Y f g c "

5 g g c W] U h Y X Ł *Dofus committee quiz \$ \$ swojbrd* ` F Y h f] Y j Y X ` Z f c a ž `
 \ h h d . # # g d c f h g " Y g d b " [c " W c a # b W Z # b Y k g # g h c f m 3]

5 g g c W] U h Y X Ł *Calvin's Story told by his wife has been impediment* ` F Y h f] Y j Y X `
 Z f c a ž ` \ h h d . # # g d c f h g " Y g d b " [c " W c a # b W Z # b Y k g # g

5 g g c W] U h Y X Ł *Whites only: Blacks & \$ely shut out of head coaching jobs* `
 F Y h f] Y j Y X ` Z f c a ž ` \ h h d . # # g d c f h g " Y g d b " [c " W c a #

5 g g c W] U h Y X ` *First black player in 46 \$ paved way for equality* ` F Y h f] Y j Y X ` Z f c
 \ h h d . # # k k k " g d c f h Z] d c [h W U k g " # A B C # # W X] U g Y U B S W W
 d U j ! K U M e i U `] h m

5 g g c W] U h Y X ` *Lack of black college \$ \$ \$ \$ \$ laments* ` F Y h f] Y j Y X `
 Z f c a ž ` \ h h d . # # b V W g d c f h g " a g b V W " W c a #] X # % + ' , + '

6 U f _ Y f ž ` > " ` fl & \$ \$ + Ł " ` A @ 6 . ` A] b c f] h] Y g ` a i g h ` V Y ` W c
 \ h h d . # # V W U g d c f h g " W g h j " W c a # [Y b f Y ` # \$ * & % \$ + U U Z

6 ` i a ž ` @ " ` fl & \$ \$, Ł " ` K \] h *Theory and Research in Education* ž K] ` X ` 7 f] h
 fl ' Ł ž ` ' \$ - ! ' & % "

6 c [U f X ž ` A " ž ` ;] ` V Y f h ž ` @ " ž ` > c b Y g ž ` A " ž ` B] X U ž ` 6 " ž
 7 U g h Y ` G m g h Y a " ` F Y h f] Y j Y X ` > U b i U f m ` + ž ` & \$ \$ \$ ž ` Z
 X k] ` `] U a # g - + #] b X] U # W U g h Y " \ h a

6 f c c _ g ž ` 8 " ` / ` 5 ` 15 Z f i] g W U ž ` 15 " a Y f f & \$ \$ \$ ` A U H X f g W c U W A d [g f
 V i h ` A 3 ` = b . ` 8 " ` 6 f c Ł _ 5 U X W] 5 a ` \$ b h W c i g Y [M 9 X g \ ` Y
 5 a Y f] W U b ` U h \ ` Y h Y D g ` Y l d Y f] Y b W Y ` fl & b X ` Y X b Ł ` fl A
 H Y W \ b c ` c [m ž ` = b W Ł ž ` ,) E % % + " `

6 f c k b ž ` H " B " ` fl & \$ \$ ' Ł " ` 7 h \] h] g W U W] c f Ł W Y m ` h c V Z Y c a f Y h g U d Y U A
 d f c V ` Y a g ` d f c X i W Y X *Journal of Health and Social Behavior* ž Z [(W U h] c b
 & - & ! ' \$ % "

7 Y g g b U ž ` F c V Y f h " ` fl & \$ \$ + Ł " ` 6 7 5 ` i d g Y h ` c j Y f ` G \ Y f a U
 Z c c h V U ` ` # 6 7 5 i d f g] Y h [c j Y f G \ Y f a U b \]

7 \ U X] \ U ž ` > " ` fl & \$ \$, Ł " ` G] b [` Y h U f m ` f Y U X m ` Z c f ` b Y l h
 ` \ h h d . # # g d c f h g " Y g d b " [c " W c a # b Z ` # W c ` i a b g # g h c f

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9GDB`BYkg`GYfj]WY *Saying & feeling short, No time to waste* YfY%Ł]YjYX`Zf
` \hhd. ##gdcfhg"Ygdb"[c"Wca#bWZ#bYkg#gghcfm3]

9GDB`BYkg`GYfj]WY *AD fits & lack of on-field progress* YfY%Ł]YjYX`Zf
` \hhd. ##gdcfhg"Ygdb"[c"Wca#bWZ#bYkg#gghcfm3]

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5[YbXU`Ub *Political Psychology*ž` &) fl* Łž` , ()! , , \$ ")

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Hierarchy and Oppression"* `7UaVf]X[Yž`A5.`7UaVf]X[Y`Ib]j`Y`
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K U X Y ž ' 8 " *Sylvester & Erson's gift from the Tide* " ' F Y h f] Y j Y X ' G Y d h Y a V Y f ' % ' Z f c a ' \ h h d . # # Z Y X g " Z c l g d c f h g " Wc a # g h c f m # & * * -

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