

ISU Athletics and Equity

Intercollegiate athletics' compliance with
gender equity, diversity and Title IX

11/13/06

Checks and Balances

- Senior Associate Athletics Director/SWA
- Equity Subcommittee of Athletics Council
- EADA Report
- NCAA Certification Program
- Subcommittee of UCW
- Big 12 Board of Senior Woman Administrators

Areas of Emphasis

- Participation Rates
- Operating Expenses
- Recruiting Expenses
- Scholarships
- Coaching Salaries
- Coaching Opportunities for Women
- Staff and Student-Athlete Diversity
- Facilities

2005-06 Status Report*

*Data is from 2004-05 EADA Report

Participation

Female to male athlete ratio has been within 5% of student body population for the past four years



In 2004-05, women made up 43.8% of student body and 40.2% of athlete population for a difference of 3.6%

Participation Goals

- Monitor student population trends
- Implement roster management initiatives
- Maintain equity and diversity compliance
- Improve participation rate ratio
- Evaluate opportunity to bring back sports



Operating Expenses

The ratio of monies allocated for game day expenses* for women have been within the 5% target (athlete to student population) for the past 5 years

39% of operating expenses are dedicated to women's sports; 43.9% of the student body are women.

*includes lodging, meals, transportation, uniforms, equipment and other expenses related to home and away competition

Recruiting Expenses

- Institutions sponsoring Division I-A football spend more to recruit football players than any other NCAA-sponsored sport
- In total recruiting dollars spent, ISU's men rank #17 and its women rank #38 out of 118 Division I-A programs
- Iowa State spends 74% of its recruiting dollars on men's sports vs. 26% for its women's sports; these figures are similar to the rest of the Big 12 Conference in relative distance to target number

Big 12 Conference Recruiting Expenses

	2004-05	
	Men	Women
Baylor	66.1%	33.9%
Colorado	65.2%	34.8%
Iowa State	74.2%	25.8%
Kansas	64.6%	35.4%
Kansas State	69.8%	30.2%
Missouri	63.6%	36.4%
Nebraska	76.1%	23.9%
Oklahoma	71.0%	29.0%
Oklahoma State	79.0%	21.0%
Texas	64.5%	35.5%
Texas A&M	72.1%	27.9%
Texas Tech	66.4%	33.6%

Scholarships

- The allocation of scholarship dollars during the past six-year period has favored female athletes; women's sports programs received 45.1% of scholarship monies (target is 40.2%)
- ISU added 2 full scholarships in women's soccer during 2006-07, the first year it was permissible after the passage of NCAA legislation. NOTE: this data will not be reflected in the EADA report for nearly 2 years

Coaching Salaries

- Two of ISU's men's sport coaches are paid higher than the average of all other Division I-A athletics programs (football and wrestling)
- Seven of ISU's women's sport coaches are paid higher than the Division I-A average
- Head coaches of women's programs at ISU are paid higher relative to the national average for all head women's coaches
- Assistant coaches for both men and women compare favorably to the national average

Coaching Opportunities for Women

- As coaching vacancies occur, ISU uses affirmative action processes to recruit qualified females
- Two of last 3 head coaching vacancies for women's sports were filled by women; the 3rd coach hired a woman of color for his assistant coach position
- A full time assistant was added to the women's swimming program in 2006; plans are underway to add a full-time assistant tennis coach
- The gymnastics program added a "director of operations" position to its staff



Staff and Student-Athlete Diversity

- The non-white population in the P&S campus system is 6.5%; the athletics department employs 11.4% of non-whites on its staff
- The percentage of non-white student-athletes (22.3%) exceeds that of the student population (16.5%) by 5.8%
- The 2 most recent additions to the senior staff management team were a female and a male of color

Facility Improvements

- The volleyball team moved into its newly remodeled locker room in Hilton this fall
- The soccer team added a “team room” to its home locker facility
- Lights were added to the soccer stadium



- Enhancements to the volleyball home event setup makes ISU a viable host site for NCAA competition
- Significant upgrades were made to the softball facility including new bleacher seating and netting backstop

In progress....

- The tennis courts are being resurfaced this year
- Plans are underway for practice gyms for volleyball and women's basketball as well as new office space for coaching staff
- Proposal has been submitted to Provost to retain space at Beyer Hall for enhancement of office and locker facilities for two women's sports programs



Equity Subcommittee of Athletics Council

“The committee’s review concluded that the athletics department performs at or above expectations in gender equity areas including participation, operating expenses, and student aid. All areas, particularly recruiting, will continue to be tracked and monitored closely for compliance.”