

COMMITMENT TO ACHIEVING GENDER EQUITY

WESTERN ILLINOIS UNIVERSITY DEPARTMENT OF INTERCOLLEGIATE ATHLETICS

**Updated and Revised Plan of Action
Summary 2012-2013
Updated November 2013**

**Tommy Bell
Director Intercollegiate Athletics**

***Matt Tanney*
Associate Director of Athletics**

***Lisa Melz-Jennings*
Assistant Director of Athletics/Senior Woman Administrator**

***Michael Jones*
Assistant Director of Athletics/Development**

***Patrick Osterman*
Assistant Director of Athletics/Media Services**

***Nancy K. Sprout*
Assistant Director of Athletics/Business Operations**

***Andrea Henderson*
Office of Equal Opportunity and Access and Title IX Coordinator**

INTRODUCTION

This update and revised plan of action summarizes all progress to date relative to the institution's continuing commitment to achieve gender equity and a gender neutral environment in intercollegiate athletics at Western Illinois University. Also included is information regarding the state of the University's compliance with Title IX. Initiatives and revisions to the plan since 2001 are in **blue print** and those within the past three years (2010-11, 2011-12, 2012-2013)(per EADA data) are reflected in **bold type**.

At the end of the 2003-04 academic year, a broad-based campus committee finalized the first working draft of Western Illinois University's Strategic Plan, Higher Values in Higher Education. Since the offering of the first draft, the philosophy and expected outcomes of the strategic plan have been the cornerstone in the decision making processes throughout the University. The introductory paragraph to the Strategic Plan clearly defines the University's goals, expectations, and four core values.

In an emerging global community, universities must educate students so that they uphold standards of civility and civic responsibility and continue learning after graduation. Western Illinois University will prepare its students and graduates to contribute to the global community as it grows and changes. The preparation will be rooted in the values that our university embraces: academic excellence, educational opportunity, social responsibility, and personal growth.

The Department of Intercollegiate Athletics functions cooperatively within the campus and is clearly an integral part of the University's vision and mission. Further, the Department's stated mission and its operating structure are fully embedded within the fabric of the University's strategic plan. *Higher Values in Higher Education* identifies eight areas of primary focus, and within each of the eight sections more clearly defined objectives, goals and priorities are highlighted. One of these objectives is a commitment to Campus Life, with an identified goal "To create a campus environment that supports a wide range of student interests and provides opportunities for leadership development and personal growth." Intercollegiate Athletics has a profound impact on the lives of students and the campus atmosphere and the learning environment. *Higher Values in Higher Education* addresses this essential priority to campus life stating that Western Illinois University will "Support an NCAA Division I varsity intercollegiate athletics program that is committed to broad-base participation opportunities, promotes academic achievement, maintains financial stability, and demonstrates strict adherence to the NCAA operating principles related to governance and rules compliance, academic integrity, equity and student-athlete welfare."

In support of the University's strategic plan and in cooperation with the NCAA, during the 2004-05 academic year, the Department of Intercollegiate Athletics conducted its second cycle NCAA Division I Certification Self-Study. This study provided an opportunity for an in-depth review of the institution's commitment to NCAA Division I standards and expectations, in addition to reviewing the continuing commitment to its Gender Equity plan. The self-study report was submitted in Spring of 2005. After a review by the NCAA

Division I Committee on Athletics Certification in May 2005, the NCAA Committee reaffirmed the University's second-cycle certification with a status of Certified.

The full text of Western Illinois University's Strategic Plan is available on line at: http://www.wiu.edu/university_planning/strategicplan.php

Beginning with the 2005-06 academic year, the Department of Intercollegiate Athletics was moved into the Division of Student Services, with direct reporting to the Vice-President for Student Services. The organizational shift was a conscious and thoughtful process. The expected outcome of the realignment emphasizes student success. The Division of Student Services is clearly well positioned to support intercollegiate athletics and provide the necessary resources and structure to ensure a continuation of providing the very best possible student-athlete experience.

HISTORICAL PERSPECTIVE

The focus on gender equity issues intensified in the Spring of 1992 when the NCAA Gender Equity Task Force was formed in response to growing gender equity concerns amplified by the 1992 NCAA Gender Equity Study. Utilizing a series of self-studies and interest assessments, institutional plans were developed, reviewed and modified to assist universities across the country in examining the issue of gender equity and seeking realistic solutions.

During the 1992-1993 academic year, the first Western Illinois University Gender Equity in Athletics Committee was formed. The Committee was charged to review all facets of the intercollegiate athletics program and to conduct a self-study in accordance with Title IX and the Gender Equity Principle of the NCAA. The process included a comprehensive assessment of the University's accommodation of students' interests and abilities, athletics financial assistance and all other components related to the operation of athletics. The committee included representation from the men's and women's coaching staffs, athletics administration, Admissions, Faculty Senate, Deans' Council, Student Services, Student Government Association and the Office of Affirmative Action. The committee's analysis resulted in the initial recommendations designed to enhance gender equity within athletics at Western Illinois University.

In the Fall of 1994, as a follow-up to this initial review and plan of action, Western Illinois University conducted a second internal review, which provided a status report and a description of the corrective action taken to date.

In early 1995, the University surveyed 2,000 currently enrolled undergraduate students to assess student interest and ability in intercollegiate athletics and other sports programs. The information obtained from the survey has been useful in developing strategies to more fully and effectively accommodate the interests and abilities of the under-represented sex. The feasibility of increasing opportunities through expansion of existing programs and the addition of women's soccer grew out of this review.

In July of 1995, Illinois Public Act 89-166 was signed into law. The bill authorized Western Illinois University and other Illinois public universities to issue tuition waivers for the purpose of attaining gender equity in intercollegiate athletics. In conjunction with this action, an updated

plan for achieving gender equity in intercollegiate athletics at Western Illinois University was submitted to the Illinois Board of Higher Education. The information in this plan outlined actions taken to address gender equity in the athletics program. These actions were presented in relation to the thirteen program components addressed by the U.S. Department of Education, Office for Civil Rights (OCR) when evaluating progress toward compliance with Title IX.

During the 1996-97 academic year, Western Illinois University conducted a comprehensive examination of the University's athletic program as part of the NCAA Division I athletics certification program, and in response to a request from the Board of Higher Education, to involve its campus constituency in an examination of the place of intercollegiate athletics in carrying out its mission. This self-study included an in-depth look at progress toward achieving gender equity in the athletics program. Several corrective actions based on self-study recommendations were implemented.

In May of 1997, the Vice President for Advancement and Public Services, Director of Athletics, and Director of Affirmative Action/ADA Compliance attended the NCAA Title IX Seminar in Kansas City, Missouri.

In July 1997, Good Sports Inc., Title IX, and Gender Equity Specialists, was contracted to assist the University with the evaluation of its current status and the development of strategies to address equity issues and compliance with Title IX of the Education Amendments of 1972. The *Title IX Intercollegiate Athletics Review* report from Good Sports, Inc. has been a valuable planning tool in the development of Western Illinois University's Gender Equity Plan.

Since Fall of 1997, a Gender Equity Committee consisting of the Vice President for Advancement and Public Services (Vice President for Student Services beginning July 1, 2005), Director of Athletics, Associate Director of Athletics for Student-Athlete Services, Senior Woman Administrator, and the Director of Affirmative Action/ADA Compliance/Title IX Coordinator (Office of Equal Opportunity and Access) has been meeting on a regular basis, four times per year, to discuss strategies and evaluate progress in addressing gender equity issues in athletics.

Following are specific initiatives taken since 1987 to address gender equity in athletics at Western Illinois University (items in bold are specific to the three year period addressed in this report, **(2010-11, 2011-12, 2012-2013)**(per **EADA data**).

- Design and construction of a women's athletic locker room in Brophy Hall (1987).
- Design and construction of a women's athletic team room in Brophy Hall -- for team meetings, chalk talks, video sessions (1987).
- Design and construction of a women's athletic weight room in Brophy Hall (1988).
- Improvement to the softball facility beginning with upgrading the infield and outfield, fencing the field, adding a new scoreboard, and constructing dugouts (1988).

- The women's and men's athletic programs were combined under one athletics administrator and all personnel moved into one facility -- Western Hall (1990).
- Changes in staffing have provided assistant coaching to women's teams equivalent to that provided men's teams; and progress has been made toward providing equivalent length of contracts for the head coaches of men's and women's sports (ongoing):
 - Assistant women's basketball - move from one graduate assistant to two full-time assistants on 10-month contracts (1990-1993)
 - Head women's basketball - 10-month to 12-month position (1992).
 - Head women's volleyball - 10-month to 12-month position (1999).
 - Assistant softball - move from graduate assistant to full-time (with advising responsibilities) (1993-1996); increased from 10-month to 12-month contract (1999)(no advising responsibilities).
 - Assistant volleyball - move from graduate assistant to 70% time (with advising responsibilities)(1993-1996); moved to a 12-month contract for coaching only (1999)(no advising responsibilities).
- Women's basketball competition site was moved from Brophy Hall to Western Hall, a more suitable and equitable location for the visibility and marketing of the women's basketball program (1994).
- Two graduate assistantships for marketing and promotions were added to the staff to help promote women's athletics (1995).
- Athletic marketing/advertising packets included all sports (1995).
- Radio broadcasting of women's and men's basketball games, on the road and at home (1995).
- Creation of a women's basketball locker room in Western Hall (1995).
- Publications/schedule cards are printed for all sports (completed 1996).
- Sports information personnel support both men's and women's basketball at away contests (1995); and with volleyball and softball on selected road trips (1997).
- Development and marketing of a new common logo and mascot for athletics. The design work was completed in January 1997 and is used extensively to market the athletics program.
- The opening of the University's student recreation center in 1997 allowed the University to reassign office space, which reduced overcrowding in the football office, and created new departmental meeting space. More importantly, practice areas and practice times previously reserved for/by campus recreation, were allocated to intercollegiate athletics,

specifically enhancing opportunities for men's and women's basketball, volleyball, and men's and women's track and field. (1997-1998).

- The addition of women's soccer in the Fall of 1997 provided increased opportunities for women student-athletes to participate in intercollegiate athletics. Women's soccer began with a limited schedule in 1997 and has been increased to a full competitive schedule. A coach and an assistant coach were hired for the purpose of developing the program. The program began as an outgrowth of the women's soccer club on campus with 20 student-athletes and has expanded to a team of 25 student-athletes in 2002-2003.
- More than \$130,000 in private resources was expended to enhance the women's softball facility for practice and home contests, including the installation of permanent seating and a press box. The complex was dedicated in the spring of 1998.
- Women's volleyball practices and competitions were moved from Brophy Hall to Western Hall, a more suitable and equitable location for the visibility and marketing of the women's volleyball program (1998).
- Construction of a new soccer facility, beginning with the re-grading and re-seeding of the old field, fencing of the field, and the addition of a new scoreboard (1997). Further enhancements, including the installation of a public address/speaker system and installation of windscreens were completed in 1998.
- Improvements to the Western Hall arena area enhanced the competitive venue for the men's and the women's basketball and women's volleyball programs. The installation of end-zone bleachers and a complete reconditioning and painting of the competitive court area were completed in 1998-99.
- A new 1,100 square foot Hall of Fame Room and member display was opened in 1998-99 in Western Hall. The new facility promotes the University's intercollegiate athletics program for men and women and provides an attractive and functional area to meet with student athletes, prospective student-athletes, parents, donors, and advisory groups.
- A full-time Athletic Academic Coordinator was hired in 1999. Historically, the responsibilities were assigned to the assistant track coach as 50% of his assignment with assistance from two other assistant coaches -- volleyball and softball.
- During the summer of 1999, a full-time assistant sports information director was added to the staff. This individual was given responsibilities to develop and maintain the web-site for athletics in addition to other important duties for the department. The addition of one person to the sports information staff fosters greater media coverage of all sports programs and provides greater service capabilities for women's sports in particular.
- In Summer 1999, a new football locker room complex was completed, which also houses a large weight room (3,000 sq. ft.) for all athletic teams - men and women. Additionally,

the weight room (1,600 sq.ft.) located in Brophy Hall is now more utilized by both men's and women's programs under the direction of the Strength and Conditioning Coach.

- Two certified trainers have been added to the athletic staff since 1999-2000 to give better coverage of all 20 sports. An expanded and newly renovated athletic training facility for men and women athletes is being planned as part of a renovation of an existing locker room area in Western Hall. The Director of Athletics, Associate Athletic Director for Development, and the Vice President for Advancement and Public Services are coordinating the project.
- New south balcony seating was installed in Summer of 2001, which further enhanced the Western Hall arena area as the competitive venue for men's and women's basketball and women's volleyball.
- In July 2001, the University Golf Course dedicated an additional new nine holes. The new nine, in addition to upgrades in the "old" nine, completed a full 18-hole championship caliber golf course, including a driving range and teaching area. The University golf course, renamed the Harry Mussatto Golf Course, is home to the men's and women's intercollegiate golf teams.
- Summer 2001, hired a female as head coach of the men's and women's swimming/diving teams. Female coach replaced a male head coach.
- The Athletics Department administration negotiated with Adidas America, a nationally recognized shoe and apparel company, to develop a department wide apparel contract. This multi-year contractual arrangement provides all intercollegiate varsity sport programs with the same brand of uniforms, shoes, practice gear, travel gear, etc. Men's and women's sport programs benefit equally.
- In Fall 2001, a courtesy car was secured and provided to the head coach of the softball program.
- Additional resources were made available to increase marketing, promotion and development of women's sports and to help subsidize the cost of achieving equity. Beginning in Fall 2001, new marketing and promotional efforts have been developed. These include a gender neutral marketing philosophy which is highlighted by an equal number of four-color promotional posters and an equal number of four-color schedule cards for men's and women's sport programs. Additionally, the creative component of these promotional pieces, including media guides, is equal and consistent for both men's and women's programs. Sponsorships and partnerships have been established with local media outlets to provide consistent and comparable impressions in terms of media advertisements and promotions for men's and women's programs.
- An expanded Athletics web site has also served to increase the marketing of women's athletics.

- In Fall 2001, the Western Illinois University Intercollegiate Athletics Department developed and implemented an aggressive facility improvement initiative. This facility plan is titled, *Target: Western Forward, Western Illinois University's Facility Initiative*. This facilities campaign identifies sixteen specific facility improvement objectives. Of the sixteen (16) facility improvements identified, thirteen (13) are specific to women's sport programs or are facilities shared equally by men's and women's sport programs.
- In Fall 2001, the Athletics Department added women's golf to its roster of sport sponsorship. The addition of women's golf has leveled the number of men's and women's sports at ten each (20 total intercollegiate varsity sport programs) and increased the number of participant opportunities for women. Hired a female coach, replacing a male coach who also coached the men's golf team.
- In Fall 2001, the Senior Woman Administrator and the Academic Services Coordinator designed and produced a Student-Athlete Planner/Calendar. These planners are distributed to all student-athletes with the intended purpose of being an aid in scheduling, time management, and daily/class preparation.
- In Fall 2001, a full time Strength and Conditioning Coach intern position was created. The strength and conditioning coach continues to work with all sport programs and all student-athletes, except football.
- Tennis courts utilized by both men's and women's tennis programs were reconstructed. Sub-base, drainage work and a new playing surface were completed Spring 2002.
- In Spring 2002, a courtesy car was secured and provided to the head coach of the volleyball program.
- In Summer 2002, renovation and resurfacing of the outdoor track facility was completed. The total cost of the project including equipment exceeded \$600,000. Funding was secured from private contributions and a grant from the Illinois Department of Commerce and Community Affairs Used Tire Recovery Program. While the men's and women's track/cross country teams are the primary beneficiaries of this project, it is expected that all 20 intercollegiate varsity sport programs will utilize and benefit from this renovation project.
- In August 2002, a new volleyball competition and practice net system was purchased and installed in Western Hall, providing three new practice nets and a new competition net-system.
- Extensive renovation of the women's basketball locker room was completed in Fall 2002. Work included new custom made lockers, new carpet, new wall coverings, new leather furniture, upgrade restroom facilities, new video equipment and an upgraded student-athlete lounge area.

- In Fall 2002, a new women's volleyball locker room was constructed in Western Hall. Work included new custom made lockers, new carpet, new wall coverings, new leather furniture, upgraded restroom facilities, new video equipment and an upgraded student-athlete lounge area.
- In Fall 2002, a courtesy car was secured and provided to the assistant women's basketball coach. (The men's and women's basketball coaching staffs have equal access to University provided vehicles or through stipend program---3 each).
- In Fall 2002, new broadcast-quality lights were installed at Hanson Field, which improved and enhanced the University's game day experience for football and provided the men's and women's track teams the opportunity to conduct twilight and night practices and competitions.
- In Spring 2003, a new throwing cage was purchased and erected adjacent to the track as a component of and complement to the men's and women's track programs.
- In Fall 2003, a major financial agreement was secured to renovate and upgrade the athletic training facilities in Western Hall, which will further enhance the student-athlete experience for all student-athletes.
- In Fall 2003, a women's staff locker room space was secured. A funding source and construction will be forthcoming.
- In Fall 2003, a Women's Basketball Office Suite location was identified and secured.
- During the NCAA Division I Certification Self-Study (FY '05), the Athletics Department and the University committed to an increase in scholarships for Women's Tennis, Women's Soccer, Women's Golf and Women's Track. These scholarship increases became effective during the 2005-06 academic year and will continue into future years. Also, in this Equity Plan, an additional scholarship has been allocated to the Women's Swimming/Diving Team for the 2006-07 academic year.
- Beginning with the 2004-05 academic year, the Vice-President for Student Services earmarked an additional \$10,000 to assist women's sport coaches in the recruitment of prospective female student-athletes. This allocation was also committed during the 2005-06 and the 2006-07 academic years.
- In Summer 2004, Western Illinois Athletics renegotiated with WJEQ Radio, Flagship Station of the Western Sports Network to broadcast all women's basketball games, home and away, exhibition, non-conference, and conference during the 2004-05 season.
- In Spring of 2004, a full-time certified strength and conditioning coaching position was approved. This is the first time in the history of intercollegiate athletics at Western Illinois University there has been full-time strength and conditioning coach position. A certified strength and conditioning coach was hired beginning with the 2004-05 academic

year, who has provided strength and conditioning coaching to all student-athletes, offering more access and more opportunities for female student-athletes.

- In Spring 2004, the Athletics Department administration re-negotiated with Adidas America, a nationally recognized shoe and apparel company, to develop a department-wide apparel contract. This multi-year contractual arrangement provides all intercollegiate varsity sport programs with the same brand of uniforms, shoes, practice gear, travel gear, etc. Men's and women's sport programs benefit equally and is gender neutral.
- In the Spring of 2004, the first ever full-time female Athletics Business manager was hired.
- In Spring/Summer of 2004, the salary of the Head Women's basketball coach was increased.
- In Spring/Summer of 2004, the salaries of both assistant Women's basketball coaches were increased.
- In Fall 2004, new baskets were installed in Western Hall, which has improved the quality of the practice and competition site for men's and women's basketball.
- In Spring of 2005, major renovation to the Kinesiology Department created additional space to the Athletics auxiliary weight room. New space was created, new weight equipment was purchased, new carpet was installed and new wall treatments were applied. This renovated space created more access and improved facilities for all student-athletes.
- In Summer 2005, the Athletics Department negotiated a broadcasting partnership with WIUS, 88.3 FM Radio, to broadcast all women's basketball games, exhibition, and conference, non-conference, home and away.
- In Summer 2005, the Head Women's Basketball Coach received an extended multi-year agreement.
- In Summer 2005, the Head Volleyball Coach received an extended multi-year agreement.
- In the Summer of 2005, an additional practice soccer field was created, allowing additional practice space for both the men's and women's soccer teams.
- In Fall of 2005, a full-time graduate assistant position was added to the strength and conditioning staff, which has provided strength and conditioning coaching to all student-athletes and provided more access and more opportunities for female student-athletes.

- In Fall of 2005, the softball locker room was relocated and renovated. With the \$50,000 renovation, the softball team now has a private locker room area, new lockers, new carpeting, new leather furniture, new wall treatments and a private toilet and shower area.
- In Fall of 2005, a dedicated locker room space was secured for the Women's Soccer Team. Additional construction and renovations are forthcoming.
- In Fall of 2005, a dedicated locker room space was secured for the Women's Swimming and Diving Team. Additional construction and renovations are forthcoming.
- In Fall of 2005, a 30-second television commercial spot was created for the Volleyball Team. The commercial was aired frequently on the University and Community local cable channel during the 2005 season and the 2006 season.
- In Fall of 2005, a dedicated locker room space was secured for the Women's Tennis Team. Additional construction and renovations are forthcoming.
- Beginning in FY '06, the length of contract for the first assistant women's basketball coach was increased from 10 months to 12 months (equal to men's first assistant coach).
- Effective June 2006, each of the full-time women's basketball coaches (Head Coach, two full-time assistant coaches) were provided with either a University provided courtesy car or a University provided stipend.
- Beginning in FY '07, the length of contract for the second assistant women's basketball was increased from 10 months to 12 months (equal to men's second assistant coach).
- In Fall of 2006, a funding source for the Women's Basketball Office Suite was secured. Construction slated to begin during the 2006-07 academic year, with completion in Fall 2007, total cost was approximately \$120,000.
- Beginning with the 2005-06 academic year, the Athletics Department reached an agreement with the University Band office whereby a 30 person pep-band would play at all home women's basketball games (when classes are in session) during the 2005-06 season. This agreement was re-negotiated and confirmed again for the 2006-07, 2007-08, 2008-09, 2009-2010, and 2010-11, 2011-2012, 2012-2013 seasons.
- Beginning with the 2005-06 academic year, the Athletics Department reached an agreement with the University Band office whereby a 30 person pep-band would play at select home Volleyball matches during the 2005 season. This agreement was re-negotiated and confirmed again for the 2006, 2007, 2008, 2009, 2010 and 2011 seasons.
- During the 2006-07 academic year, a funding source was secured to renovate and construct a new backstop at the softball stadium. Construction was completed prior to the 2009 season with a cost of approximately \$90,000.

- During the 2005-06 academic year, the Head Softball Coach's contract was reviewed and discussed. Beginning July 1, 2006, the Head Softball Coach received an extended multi-year agreement.
- In Fall of 2007, a second full-time graduate assistant position was added to the strength and conditioning staff, which has provided strength and conditioning coaching to all student-athletes and provided more access and more opportunities for female student-athletes. Strength staff consists of one 12 month full-time certified coach and two full-time graduate assistants.
- In August 2008, an additional full-time staff person was hired to assist with academic support services. This position also assists with the Champs Life Skills program. A female was hired for this position.
- In October 2008, the Head Women's Basketball Coach agreed to and signed a 6-year contract extension and was given a salary increase (approximately \$10,000), making her one of the highest paid women's basketball coaches in the conference.
- Fall of 2008, purchased and installed new competition surface for volleyball, \$30,000.
- **On July 1, 2009, the Intercollegiate Athletics Department began competition with one identity and one nickname. The unification of the University's nickname and identity continues the effort to create a gender neutral athletics environment.**
- **In July 2009, a female Certified Athletic Trainer was hired to replace a male certified athletic trainer. This position is allocated as the head trainer for men's basketball. Three of the four (75%) full-time Certified Athletic Trainers are female.**
- **In July 2009, the first ever Director of Compliance position was approved. A female was hired for this position.**
- **In July 2009, the Athletics Department developed a comprehensive broadcasting partnership with the University's Broadcasting Department, which included radio, web-casts, live-stats, etc. for Volleyball, Football, Men's Soccer, Women's Soccer, Men's Basketball, Women's Basketball, Baseball and Softball. Women's sport programs received more radio broadcasting exposures than any time in Western's history of intercollegiate athletics.**
- **In August 2009, a location was secured in Western Hall to create a Women's History Exhibit. This exhibit will chronicle, highlight, and celebrate the many successes of Women's sport programs during the almost century long history of Women's Sports at Western Illinois University.**
- **In March 2010, a \$40,000 lighting upgrade was completed in Western Hall. The new lighting improved the practice and competition environment for women's**

basketball, volleyball, men's basketball and several other male/female sport programs.

- In April 2010, construction/renovation on a new Academic Services Office was completed. All student-athletes (male and female) have access to private tutoring and improved access to computers. The Academic Services staff have private offices to provide academic guidance and counseling to male and female student-athletes.
- In May 2010, the parents of a current football student-athlete donated an English Bulldog puppy to the University to serve as the official mascot of the Fighting Leathernecks. For the first time in history, Western will have a single mascot (Bulldog is the mascot of the United States Marine Corps, and the nickname of the Marine Corps is the Fighting Leathernecks) to represent all 20 intercollegiate athletics sport programs, which continues the effort to create a gender neutral athletics environment.
- Summer 2010, hired female assistant track/field coach, replacing a male assistant coach.
- Fall 2010, head softball coach was offered/signed new three year contract extension.
- December 2010, hired female assistant softball coach.
- In Fall 2010, the Athletics Department reached an agreement with a local commercial radio station to broadcast men's and women's basketball games. The agreement is in conjunction with the broadcasting partnership already in place with the Western Illinois Broadcasting Department.
- In December 2010, approximately \$15,000 of improvements and renovations were completed within Brophy Hall (location for home contests for volleyball). Renovations included two upgraded scoreboards and permanent graphic signage and displays.
- In January 2011, approximately \$40,000 of new weight room equipment was purchased and installed. New equipment included four new lifting stations and new upgraded weight plates. These upgrades will enhance the student-athlete experience, will be much safer, and will be available for all male and female student-athletes.
- In March 2011, approximately \$20,000 of improvements and renovations were completed in the softball stadium including; new dirt infield, new permanent graphic signage, upgraded drainage system, and new sound system.
- In April, a new women's basketball coaching staff was hired. All the coaches on the staff are paid at a rate higher than The Summit League average (FY '11) for their respective positions.

- In May 2011, a permanent, chronological and historical display of the History of Women's Athletics at Western Illinois University was erected in Western Hall. This display begins with the first women's basketball team in 1903 up through the present day, featuring historical moments, significant female leaders, administrators, and coaches.
- In May 2011, a third assistant coach (female) was offered a position with Women's Basketball Coaching staff, (new position); with a July 1, 2011 start date. Salary is above the Summit League average for this position (FY '11).
- In June 2011, an architect was selected to design plans for a new wood practice floor in Brophy Hall. This floor will be used by men's and women's basketball, volleyball, kinesiology, and other various community/outside events. All sport programs benefitted. Project completed in January, 2012.
- In July 2011, construction began on the installation of artificial turf at Hanson Field. Artificial turf will provide year-round practice/conditioning opportunities for all 20 sport programs, male and female student-athletes. With this construction, the track/field facility will also be relocated and improved, creating a designated "throws" and "jumps" area. This construction project will benefit all male and all female student-athletes.
- With the completion of the artificial turf project in August 2011, the women's soccer program received a practice field for a total of two practice fields, equal to the men's program. Both men's and women's soccer will continue to share the same game/competition field.
- In July 2011, a female assistant volleyball coach was hired, replacing a male coach. Salary is above the Summit League average for this position (FY '11).
- In January 2012, the Strength and Conditioning Center received a \$75,000 upgrade, including a new office for staff and \$50,000 of new weight equipment. All 20 sport programs will benefit from this enhancement and male and female student-athletes will equally benefit.
- In March 2012, hired female as new Head Volleyball Coach.
- In April 2012, hired female as new Director of Marketing/Promotions. Replaced a male.
- In May 2012, hired female as Assistant Director of Academic Services.
- In August 2012, a new Women's Soccer Locker Room was completed.

- **In November 2013, construction on a new Women’s Staff Locker Room was completed with minor enhancements to continue to take place.**

PRINCIPLES AND ASSUMPTIONS

Our approach to achieving gender equity at Western Illinois University has been guided by the following principles and assumptions:

- As an integral part of the educational experience and within the context of the University's mission, the intercollegiate athletics program strives to attract a diverse group of highly qualified student-athletes and staff; and to provide those students with premier academic and athletic experiences. Through coaching, competitions, mentoring activities, and specialized student athletic support services, the program encourages participants to achieve at the highest possible level on the courts, fields, and in the classroom; and seeks to build a sense of pride in representing the University in athletic competition.
- Western Illinois University is fully committed to the advancement of a gender neutral environment in juxtaposition with the fair and equitable treatment of male and female student athletes.
- The University is committed to maintaining a gender neutral and broad-based program for men and women at the NCAA Division I level (NCAA FCS). Therefore, to the extent possible it is our goal that achieving gender equity will not be predicated on the elimination of men's sports.
- To the extent possible, funding needed to achieve gender equity in athletics will be based on newly generated revenues and private giving.
- In light of limited state resources for athletic facilities improvements, construction of new or renovated facilities must be funded from private contributions and non-state and non-institutional resources. *The Target: Western Forward Facilities Initiative* addresses this principle. Within the past ten (10) years, approximately \$13 million in athletics facilities improvements will have been realized. The facility improvements are equally beneficial to both male and female student-athletes, coaches and staff.
- To the extent possible, Western supports all sports at a level to be competitive with the stronger programs in The Summit League. When possible, Western provides additional support to the football, men’s basketball and women’s basketball, volleyball and softball teams so they have the potential to be competitive with the strongest programs in their respective leagues, thus allowing potential success at the regional and/or even national levels. Since 2009-2010, Western Illinois University has designated two women’s sport teams (volleyball and softball) as “core sports” to The Summit League beyond the League requirement of men’s basketball and women’s basketball being “signature sports,” which means that they have the full complement of scholarships allowed by the NCAA.

- In the fall 2013 at the request of The Summit League, Western Illinois University certified volleyball, softball, baseball and men's and women's soccer as core-sports.

STATE OF WESTERN ILLINOIS UNIVERSITY'S COMPLIANCE WITH TITLE IX OF THE HIGHER EDUCATION ACT OF 1972

To describe the state of Western Illinois University's compliance in intercollegiate athletics programs with the gender equity requirements of Title IX of the Higher Education Act, the following section of the report addresses each of the 13 Title IX program areas. The 13 program areas are:

1. Athletic financial assistance (Scholarships)
2. Accommodation of student interests and abilities (Sports Offerings)
3. Provision of equipment and supplies
4. Scheduling of games and practice times
5. Travel and per diem allowance
6. Tutoring
7. Coaching
8. Provision of locker rooms, practice and competitive facilities
9. Provision of medical and training facilities and services
10. Provision of housing and dining facilities and services
11. Publicity
12. Support Services
13. Recruitment of student athletes

Under each of the program areas compliance is determined by weighing several factors. In the following sections addressing each of the 13 program components, these factors have been condensed to simplify explanations.

1. ATHLETIC FINANCIAL ASSISTANCE (Scholarships)

Scholarship dollars are to be awarded to women and men at the same proportion as their respective rate of participation in the intercollegiate athletics program.

As noted in the Western Illinois University NCAA Equity in Athletics Disclosure Act reports for (2009-10, 2010-11, 2011-12, 2012-2013), the total scholarship dollars awarded have remained in proportion to the rate of participation of women student-athletes. **In fact, during the past four year period, Western has provided a consistent level of scholarships to female student-athletes compared to the rate of participation.**

Percent of athletic related student aid: FY '13--41%; FY '12--40%; FY '11--40%, FY '10--42%

Rate of Participation: FY '13—35%, FY '12--35%, FY '11--40%, and FY '10--42%

THE USE OF TUITION WAIVERS FOR ATTAINING GENDER EQUITY IN

INTERCOLLEGIATE SPORTS AT WESTERN ILLINOIS UNIVERSITY

The University began utilizing tuition waivers under Illinois Public Act 89-166 in the 1996-97 academic year to fund increased female participation efforts.

The number and distribution of waivers under Public Act 89-166 continues to enhance efforts to increase participation opportunities for female student-athletes. In addition, the availability of these waivers has allowed the department to reallocate resources to provide more equitable and adequate budget support for women's sport programs in accordance with Title IX while providing non-discriminatory opportunities for both sexes.

The additional tuition waivers have allowed Western Illinois University to add women's soccer in the Fall of 1997 and women's golf in the Fall of 2001.

In addition, the tuition waivers have enabled Western Illinois University to reallocate resources in the following areas, all of which address equity issues:

- More adequate operating budget support has been provided for both women's and men's teams.
- **Additional resources have continued to be allocated to increase marketing, promotion and development of women's sports.**
- Scholarship opportunities were maintained, and in some cases enhanced, for both women's and men's teams.
- The institution has continued to provide participation opportunities for men at the current level of sports offerings. Every effort has been made to achieve gender equity without the elimination of men's sports. **However, though not fully enforced, roster management has become a fluid strategy in our effort to achieve gender equity in terms of participation opportunities.**

2. ACCOMMODATIONS OF INTERESTS AND ABILITIES

The accommodation of interests and abilities is the regulatory language addressing what sports an institution offers. Compliance is analyzed by means of a three-part test for participation opportunities and a two-part test for levels of competition. Compliance problems under the two-part test for levels of competition are unusual because institutions generally have both women's and men's teams competing at the same division level. However, the three-part test for participation opportunities is the analysis that focuses on the most serious, and one of the most common, of compliance problems.

Participation opportunities are, in effect, the number of students actually participating in the program. A participant is someone who is on the squad list and on the team as of the first date of competition. This includes walk-ons. An athlete who competes for more than one team is counted for every team for which he or she competes. That is, the athlete who competes on cross country, indoor track and outdoor track should be counted three times. This is a different count

than that used for athletics scholarships where athletes are counted only once even when they compete on more than one team.

Although there are three ways to comply, an institution need only meet one of these three methods. An institution may provide participation opportunities for women and men that are substantially proportionate to their respective rates of enrollment as full time undergraduate students; or demonstrate a history and continuing practice of program expansion for the under-represented sex; or fully and effectively accommodate the interests and abilities of the under-represented sex.

Western Illinois University does not currently meet the first test for compliance in regard to participation opportunities that are substantially proportionate to the rate of enrollment. Women are underrepresented in the intercollegiate athletics program when compared to their enrollment as full-time undergraduate students. In order to meet test one, WIU could add opportunities for women, decrease or discontinue opportunities for men, or effect a combination of both. Participation rates have improved slightly with the addition of women’s soccer and the addition of women’s golf in 2001. **Further, beyond the addition of women’s soccer and women’s golf in 2001, female participation rates during the past three year period shows female participation continues to fluctuate. However, though not fully enforced, roster management has become one of the strategies in our efforts to achieve gender equity in terms of participation.**

Student-Athlete Participation (From EADA Reports, last four years)

<u>2012-13</u>			<u>2011-12</u>		
Males	=274	65%	Males	=252	65%
Females	=148	35%	Females	=138	35%
<u>2010-11</u>			<u>2009-10</u>		
Males	=262	64%	Males	=248	62%
Females	=149	36%	Females	=154	38%

Western Illinois University continues to encourage coaches of women’s sports programs to increase participation opportunities for women by recruiting and allowing more walk-on student-athletes (non-scholarship) to participate during the off-season, non-competitive seasons **and during the traditional competitive season.** Additionally, coaches of women’s sport programs are continually encouraged to **provide as many legitimate participation opportunities for women as appropriate.**

In order to meet the second method for compliance, the University would have to demonstrate a history and continuing practice of program expansion for women. The University has not added a sport since women’s golf in 2001. The University and Athletics Department continues its interest in engaging the interests and abilities of women on campus, and along with possible and available competition of certain sports may at some point in the future consider the feasibility of

adding sports, which reinforces that the institution has a history, interest and continuing practice of program expansion for women.

Under OCR guidance, a school is considered to be in compliance with part three unless a sport exists for the underrepresented gender in which all three of the following conditions are met: (a) unmet interest in a particular sport; (b) sufficient ability to sustain a team in that sport; and (c) a reasonable expectation of competition for a team in that sport. OCR evaluates potential unmet athletic interests under a detailed eight-factor test. OCR examines ability by considering students' athletic experience and accomplishments in interscholastic, club, or intramural competition, and reviewing the opinions of coaches, administrators, and athletes regarding ability and potential ability. Determining available competition involves a review of sports offered by institutions against which an institution now competes, and those sports offered by other institutions in its normal competitive region.

Results of the 1995 survey conducted by intercollegiate athletics at WIU revealed that the factors of interest, ability, and competition were apparent for the sports of women's soccer and women's golf. In 1997, the University added women's soccer as a varsity sport and added women's golf for Fall 2001.

The addition of women's soccer in the Fall of 1997 has provided increased opportunities for women student-athletes to participate in intercollegiate athletics. Women's soccer began with a limited schedule in 1997 and has been increased to a full competitive schedule. A coach and a graduate assistant coach were hired for the purpose of developing the program. The program began as an outgrowth of the women's soccer club on campus with 20 student-athletes.

Women's golf was added as an intercollegiate varsity sport program with competition beginning in Fall, 2001. A full-time coach was hired in the summer of 2001 to lead the program. Women's golf has developed to the point of providing up to twelve intercollegiate varsity sport participation opportunities for women, [with an expectation there will a roster size equal to that of participants in the men's program.](#)

The institution will maintain an aggressive approach to identify interest, ability and available competition of the under-represented sex.

[Western Illinois University is effectively accommodating the athletic interests and abilities of its male and female students to the extent necessary to provide them with an equal opportunity to participate in intercollegiate athletics in accordance with the plan Western had developed for complying with this area of Title IX. Western Illinois concluded during the 2010-11, 2011-2012 and 2012-2013 school years that it was meeting the interests and abilities of its students through its current offerings under OCR guidelines. The Gender Equity Committee under the guidance of the Office of Equal Opportunity and Access will continue to monitor students' athletic interests.](#)

3. EQUIPMENT AND SUPPLIES

Determining compliance for the provision of equipment and supplies involves evaluating quality and suitability, quantity and availability, and maintenance and replacement. Equipment and

supplies includes everything worn by athletes from helmets to undergarments, sport-specific equipment such as baseball bats, hockey sticks, golf clubs, tennis balls, and general equipment such as travel bags, travel sweats, video equipment, water bottles, and ankle and wrist weights.

The goal is to provide services and equipment of similar quantity, quality, and suitability for men's and women's teams. A uniform policy which covers the inventory, maintenance and regulation of equipment was established for use by all sports prior to the 1995-96 year. This policy is published in the athletic staff handbook. Monitoring is ongoing and responsibility rests with the Director of Athletics, the Assistant Athletic Director for Business Operations and the Sports Equipment Supervisor.

In Spring of 2005, the Athletics Department re-negotiated a multi-year partnership with adidas America, a nationally recognized shoe and apparel company. As a result, the men's and women's sports programs are equally equipped and equally outfitted. This is a direct reflection on Western's commitment to a gender-neutral athletics environment. **This contract has been renewed for an additional three-year period beginning in FY '11.**

4. SCHEDULING OF GAMES AND PRACTICE TIME

This program area includes the number of competitive events; the time of day of competitive events; the number, length and time of day of practices; preseason and postseason competition; the season a sport is scheduled, and the length of that season.

Intercollegiate athletics will **continue to** provide equitable access to facilities for scheduling of games and practice times. To insure equity in the scheduling of games and practices, the Director of Athletics with the Senior Management Team continually monitors usage priorities. The number of competitive events for men's and women's teams is equitable. Practice times are scheduled for men's and women's basketball, volleyball and indoor track in the Western Hall facility each day. With the opening of the new student recreation center in 1997, extended hours have been made available for athletic team practices, allowing men's and women's basketball, volleyball and track to have more practice time in Western Hall each day.

In Fall 2001 and continuing each year, up to and including the 2011-12 academic year, a practice scheduling policy was developed which focused on in-season sports having priority facility practice opportunities. Additionally, volleyball, women's basketball and men's basketball practice times are scheduled on a rotating basis, each having equal access to prime practice time slots during their respective competitive seasons. In June 2011, an architect was selected to design plans for a new wood practice floor in Brophy Hall. **This floor will be used by men's and women's basketball, volleyball, kinesiology, and other various community/outside events. This project was completed in January, 2012.**

5. TRAVEL AND PER DIEM ALLOWANCE

The compliance determination involves a review of the modes of transportation; housing furnished during travel; length of stay before and after competitive events; per diem allowances; and dining arrangements.

The goal is to provide equitable per diem allowances and travel arrangements of similar quality. During the 1996-97 academic year, the Vice President for Advancement and Public Services and the Director of Athletics reviewed a travel policy for all teams to ensure equity in accommodations, mode of travel and per diem. Minimum standards for meal allowances and room assignments were clarified.

A revised policy was developed and was made available to all coaches and staff members. The policy is published in the Athletic Staff Handbook.

Men's and women's teams stay in hotels of similar quality when traveling for competitions away from campus. Overall per diem and dining arrangements are comparable and any differences are negligible.

In terms of room assignments when traveling, it is department policy that each student-athlete must have his/her own bed. Roll-Aways are acceptable. **Western Illinois University Athletics has a policy whereas no more than three student-athletes may share a standard hotel room. Further, full-time coaches and full-time administrative staff do not share rooms with student-athletes, and graduate assistants do not share rooms with student-athletes. When in travel mode, to the extent possible, each full-time staff member must have his/her own room.**

During the NCAA Self-Study Certification process, the travel/per diem issue was addressed. The identifiable actions to achieve equity include annually reviewing department policies with head coaches and providing a standard per diem for similar sport programs.

6. TUTORING

Compliance is assessed for tutor availability, tutor qualifications and experience, rates of pay and employment conditions. This program area need not be reviewed if there is no academic advisor for athletics and no separate tutoring program for athletes.

The employment of a full-time Athletic Academic Coordinator in 1998 has enabled Western Illinois University to offer a comprehensive student support service for all student-athletes, including counseling, academic and career advisement, health and wellness education, academic enhancement programming, and academic assistance, in addition to tutoring.

Increased hours for academic advising within the Athletics Department have been made available. Tutoring services are available to any athlete upon request. The same tutors are provided to male and female athletes. There are no differences on the basis of sex in the opportunity to receive tutoring and the assignment and compensation of tutors. **In August 2008, an additional full-time staff person was hired to assist with academic support services. This position also assists with the Champs Life Skills program and provides equal academic support services to both male and female student-athletes.**

7. OPPORTUNITIES FOR ACCESS TO COACHING AND COMPENSATION OF COACHES

Compliance is determined by analyzing availability, assignment, and compensation of coaches. The goal is to provide full-time coaches for the women's programs who meet the very highest standards with regard to training, experience and other professional qualifications.

All head coaches for women's sports are full-time employees of the University. The assistant coaches of basketball, volleyball, and softball are full-time employees who are available to the female student-athletes on a full-time basis. In order to equate the contract lengths of men's and women's coaches, the contracts for women's softball assistant coach, head women's volleyball coach, and assistant women's volleyball coach were increased to 12 months and during budget planning process in the Spring of 2006, beginning with the 2006-07 academic year, the second assistant women's basketball coach is also on a 12 month contract.

Beginning with the 2004-05 academic year, the number of women's sport coaching positions with 12 month contracts has again increased beyond those of the men's programs (7.5 for women sport programs and 6.5 for men's sport programs). In terms of head coaching contracts, the number of head coaching positions of women's sport programs having 12 month contracts favors the women's programs (4.5 for women and 3.5 for men).

With the 2004-05 academic year, the Department of Intercollegiate Athletics increased the salaries of the entire women's basketball staff (Head Coach and two assistants). As a result, the Western Illinois University Head Women's Basketball Coach became the second highest paid head coach in the Mid-Continent Conference (now Summit League). Additionally, the first assistant became the highest paid assistant in the conference while the second assistant's salary was a few thousand dollars above the average for assistant coaches in the conference.

As contract lengths of select female sport programs increases, the department maintains a firm commitment to access to coaches for all student-athletes, male and female. While the commitment to increase coaches' contract length and coaching access to females is essential, it is also critical that the welfare of male student-athletes is considered and that male student-athletes are not denied access to their coaches simply to achieve a numerical coaching balance and philosophical satisfactions.

Beginning with the 2003-04 academic year, the assistant track coaching position was increased from a 10 month salary position to an 11 month salary position. This position serves both male and female student-athletes.

Changes in staffing have provided greater access to strength and conditioning activity for women student-athletes. In Fall, 2004 a full time Strength and Conditioning Coaching position was created. Additionally, a full-time graduate assistant position was created. The strength and conditioning coaching staff works directly with all sport programs and serves all student-athletes, male and female.

During the 2005-06 academic year, Western Illinois University engaged in a campus-wide Market Equity Salary Adjustment Program. The program, which supports the goals and priorities of the University's Strategic Plan, *Higher Values in Higher Education*, was expected to provide salaries that meet or exceed the mean salaries of Athletics Department employees at peer

institutions (Mid-Continent Conference and Gateway Football Conference schools). Each individual Athletics Department employee's (head coach, assistant coach, administrative staff, support staff, male, female), salary was evaluated and adjusted according to the market equity plan. Western Illinois University committed a reallocation of institutional funds to support the market equity salary adjustment program. In the absence of a performance based-salary adjustment policy, the Western Illinois University Department of Intercollegiate Athletics provided salary increases in juxtaposition to the University's Market Equity Salary Adjustment Program. Annual salary increases will also be provided to intercollegiate athletics employees according to the University's annual percentage increases according to the State of Illinois' budget allocation to higher education. Salary adjustments from the 2005-06 Market Equity Adjustment Program became effective May 1, 2006. These base-salary increases remain in effect.

Included in the University's Market Equity Salary Adjustment Program, the Intercollegiate Athletics Department established base salary minimums for the head coach and assistant coaches of Western's core sport programs (volleyball and softball)(\$40,000 for head coaches and \$30,000 for assistant coaches).

In April 2011, a third assistant coach position for both men's and women's basketball was approved. The women's third assistant coach salary was established at level which is above the Summit League average. A female was hired to serve as the third assistant on the women's basketball staff, beginning July 1, 2011.

Beginning in FY '12 all head coaches will be on a 12 month contract, except M/W Tennis and M/W Swim/Dive. Both the men's head coach FTE's and the head women's coach FTE's are equal at 6.5. Through the end of June 2012, the men's and women's soccer coaches are on 12 month contracts, with teaching responsibilities in Kinesiology. Men's and women's head golf coaches have dual appointment with the University golf course.

Approved in Spring 2012, beginning FY '13, the Head Men's Soccer Coach and the Head Women's Soccer Coach will be 100% full-time, 12 month employees of the Athletics Department, with no duties/teaching responsibilities in the Department of Kinesiology.

An annual review of salaries and contract length with regard to gender equity principles is conducted by the Director of Athletics and the Vice-President for Student Services. WIU concludes that its policies and practices related to coaches' compensation do not deny male and female student-athletes access to coaching of equivalent quality nature or availability.

When vacancies occur in the coaching staff or other athletics personnel, affirmative action efforts focus on increasing female and minority representation within the athletics staff. The Director of Athletics in cooperation with the Office of Equal Opportunity and Access target advertising and make special efforts to include women and minorities in all applicant pools.

8. LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES

All facilities are reviewed for availability, quality and exclusivity of use. Practice and competitive facilities also are reviewed for preparation and maintenance, and maintenance of

locker rooms is considered when it affects quality. The goal is to provide locker rooms, practice and competitive facilities of similar quality and suitability.

Several facility initiatives have been implemented to provide optimum practice and competition conditions, in addition to increased visibility for women's teams and improved recruiting. Practice and competitive facilities for men's and women's teams are of similar quality and suitability. The *Target: Western Forward Facilities Initiative* has addressed this principle. Since 2001, there have been 17 major athletics facilities renovations (approximately \$13 million) and only three (3) of these facility improvements have been specific to men's programs (Baseball Stadium, Men's Soccer Locker Room, Men's Basketball Locker Room). All other facility enhancements have been specific to women and women's sport programs or facilities shared equally by both women and men. Further, all past and future athletic facility enhancements will remain consistent with our efforts to become a completely gender neutral athletics department.

In July 2011, construction began on the installation of artificial turf at Hanson Field. Artificial turf will provide year-round practice/conditioning opportunities for all 20 sport programs. With this construction, the track/field facility will be relocated and improved, creating a designated "throws" and "jumps" area. This construction project will benefit all student-athletes.

In June 2012, Western Illinois University began construction on a new women's soccer locker room, with a completion date in August 2012. Western Illinois University now has equitable access to locker space for its men's and women's teams. A women's staff locker is in the planning/design phase. Estimated cost is approximately \$100,000 for each project. Each of these projects has been included in the commitment to equity component of the upcoming NCAA Certification.

9. MEDICAL AND TRAINING FACILITIES AND SERVICES

Determining compliance involves evaluating the availability of medical personnel; availability and qualifications of trainers; availability and quality of training facilities; availability and quality of weight and conditioning facilities; and health, accident, and injury insurance coverage.

The provision of services and assignment of certified athletic trainers is equivalent for male and female student-athletes at Western Illinois University. Certified athletic trainers are available to women's teams' practices and home and away competitions equivalent to that provided men's teams. Both men and women student-athletes have equal access to the services of three training rooms with four full time and six certified athletic trainers, as well as to the weight and conditioning facilities.

In Spring 2003, another full-time certified athletic trainer was hired. As a result, the athletics training staff now has three full-time certified athletic trainers providing medical and training services to all student-athletes.

In Fall 2003, a major financial agreement was secured to renovate and upgrade the athletic training facilities in Western Hall, which will further enhance the student-athlete experience.

In Spring of 2004, a full-time certified strength and conditioning coaching position was approved. This is the first time in the history of intercollegiate athletics at Western Illinois University there has been full-time strength and conditioning coach position. A certified strength and conditioning coach was hired beginning with the 2004-05 academic year, and has provided strength and conditioning coaching to all student-athletes, offering more access and more opportunities for female student-athletes.

In Fall of 2005, a full-time graduate assistant position was added to the strength and conditioning staff, which has provided strength and conditioning coaching to all student-athletes and provided more access and more opportunities for female student-athletes. Strength staff includes: one full-time, 12 month, certified coach and two full-time graduate assistants.

The NCAA Certification Self-Study recommended the hiring of an additional certified athletics trainer beginning with the 2006-07 academic year. A full-time certified athletics trainer was added in the 2006-2007 academic year, increasing the number of full-time certified athletic trainers at Western Illinois University to four, with three of these four positions held by females (75%).

10. HOUSING AND DINING FACILITIES AND SERVICES

Determining compliance requires analyzing housing and dining benefits available during the regular academic year, the provision of pregame and postgame meals, and housing and dining services provided when classes are not in session.

Housing and dining benefits during the regular academic year are equitable. Equivalent percentages of male and female athletes are provided with pregame and postgame meals.

In cooperation with University Housing and Dining Services, temporary housing arrangements have been made available to all newly hired coaches and staff.

In the immediate six year period (2003-04, 2004-05, 2005-06, 2006-07, 2007-08, 2008-09), the Division of Student Services has provided each head coach and each assistant coach (male and female) with complimentary meal cards valued at \$250. This meal card was originally provided to only the football coaches. Now, all coaches receive this meal card, with an intended purpose of closer interaction with the general student population in the campus dining centers. Beginning in FY '09, this benefit was discontinued as a cost saving measure for UHDS.

Beginning in Fall 2010, a training table was provided for football, men's basketball, and women's basketball student-athletes. The training table is the result of a partnership between athletics, dietetics, and dining services. The menu was determined by dietetics and prepared by dining services. Two meals were provided weekly during FY '11. In Fall 2011, volleyball student-athletes will be included, with plans to include softball student-athletes in the Spring. A three meal per-week menu is planned during FY '12.

Housing assignments are determined by University policy regardless of a students' status as a student-athlete. Western Illinois University does not have "athletic residence halls".

11. PUBLICITY

Three factors are reviewed for compliance: availability and quality of sports information personnel; access to other publicity resources for men's and women's programs; and quantity and quality of publications and other promotional devices featuring women's and men's programs.

Visibility for women's programs through increased marketing and promotions efforts and the provision of additional sports information services to all teams provide equality to men's and women's sports in the area of publicity.

Beginning in Fall 2001 and continuing each academic year since, all media guides, schedule cards and promotional posters are comparable and consistent in creative design, which maintains a consistent marketing message and maintains the effort for a gender neutral environment. Aside from the sport specific information, each media guide contains a department/University section that is exactly equal in design, length, and information. Media services personnel are equally assigned to cover both men's and women's home and away games.

Marketing and promotions expenses have fluctuated (FY' 08--\$59,671; FY '09--\$62,135; FY '10--\$50,000; FY '11--\$56,500; FY '12--\$58,525). Generally, these expenses are split between promotions and marketing efforts for all 20 intercollegiate varsity sport programs (newspaper ads, radio ads, banners, etc.), with primary emphasis on the five core sports. Additionally, the income generated from sponsorships in this same period has increased from \$8,183 in FY '04 to \$70,212 in FY '06 to \$75,547 in FY '10 to \$80,017 in FY '11 and in FY '12 to \$81,000.

Beginning in Fall 2009, a partnership was formed with the University's Broadcasting Department, whereas all football, men's basketball, women's basketball, softball and selected volleyball games (other sports broadcast per student availability) would be broadcast on the radio WIUS FM, 88.3. Additionally, all home football games, all home men's and all home women's basketball games and select home softball and select home volleyball games would be broadcast on television. Radio and television broadcasts are also available on-line via webcast.

Beginning with the 2010-11 academic year, all media guides will be available on-line. All media guides, promotional posters and schedule cards will continue to maintain uniformity and creative consistency reinforcing the effort towards a gender neutral environment.

12. SUPPORT SERVICES

Compliance is determined by analyzing administrative support, clerical and secretarial support, office space, equipment and supplies, and availability of other support staff.

Support services and clerical staff are provided to both men's and women's teams on an equitable basis. Office space is assigned to the coaches of men's and women's teams as equitably as possible within the space available. With the addition of the new student recreation center in the

Fall of 1997, additional office space and meeting space has been made available in Western Hall and eased somewhat the crowded conditions for many of the coaches.

The NCAA Certification Self-Study recommended the hiring of an additional certified athletics trainer beginning with the 2006-07 academic year. A full-time certified athletics trainer was added in the 2006-2007 academic year, increasing the number of full-time certified athletic trainers at Western Illinois University to four, with three of these four positions held by females (75%).

Following a NCAA APR academic and compliance review, a full-time academic advisor was hired (female). This staff member provides academic services and coordinates the Champs Life Skills program, serving all student-athletes, male and female. The Academic Services unit is staffed by two full-time employees (both female).

13. RECRUITMENT OF STUDENT-ATHLETES

Determining compliance involves a review of: opportunities for coaches or other personnel to recruit; whether financial and other resources are equivalently adequate; and the treatment of prospective student-athletes.

Coaches in the women's and men's programs are provided opportunities to recruit. Financial resources for recruitment are proportionate to men's and women's rate of participation. The numbers of fully and partially subsidized visits provided to male and female prospective athletes are generally proportionate to men's and women's current rate of participation. Similar treatment is provided to prospective athletes in regard to transportation, housing, dining and entertainment.

Beginning with the 2004-05 academic year, the Vice-President for Student Services earmarked an additional \$10,000 to assist women's sport coaches in the recruitment of prospective female student-athletes. This allocation was also committed during the 2005-06 and the 2006-07 academic years. This allocation was eliminated due to budget constraints in following years. **Currently, all coaches are provided equitable opportunities and resources to recruit prospective student-athletes.**

COMPLIANCE WITH THE GENDER EQUITY REQUIREMENTS OF TITLE IX OF THE HIGHER EDUCATION ACT.

Good Sports, Inc., Title IX, and Gender Equity Specialists, were retained by Western Illinois University July-October 1997 to review the intercollegiate athletics program and identify potential concerns in complying with Title IX of the Education Amendments of 1972.

Good Sports, Inc., conducted a full program review of WIU's intercollegiate athletics program. Questionnaires addressing each of the 13 Title IX areas were completed by the head coaches.

Additionally, specific staff completed questionnaires addressing those Title IX program areas pertinent to their positions. Assistant coaches completed questionnaires about their individual coaching qualifications. Other information necessary for identifying compliance concerns was requested. Locker rooms, practice and competitive facilities, equipment room, weight and

training rooms, and coaches' offices were reviewed. The on-site portion of the review was conducted June 29 to July 3, 1997.

The compliance concerns identified during the course of the review were not uncommon. Western Illinois University's intercollegiate athletics program has the same concerns as many other institutions and may, in fact, have fewer compliance concerns than most institutions.

The concern identified regarding the accommodation of interests and abilities was the only area within Title IX which was identified as a major disparity. Apart from the accommodation of interests and abilities issue, Western Illinois University had only three minor concerns in the other program areas which are not, by themselves, violations. These three minor concerns were further mitigated because they offset each other in part; one concern (scheduling) favored the women's program, while the other two minor concerns (publicity and support services) favored the men's program. These offsetting benefits are unusual at the Division I level. No disparity was found in the areas of athletic financial assistance; provision of equipment and supplies; travel and per diem benefits; tutoring; coaching; locker rooms, practice and competitive facilities; medical and training facilities and services; housing and dining facilities and services; and recruitment of student athletes.

In the opinion of *Good Sports, Inc.*, the three concerns - scheduling, publicity, and support services - even when viewed collectively, as they would be in an official review, would not have constituted a violation. Consequently, the resolution of the interests and abilities concern would place Western Illinois University in substantial compliance with the athletic provisions of Title IX.

The 1997 review by *Good Sports, Inc.* confirmed Western Illinois University's commitment to equity and provided a valuable planning tool and impetus to the many initiatives put in place since 1997.

The Vice President for Advancement and Public Services, Director of Athletics and Director of Affirmative Action/ADA Compliance attended the 1999 NCAA Title IX Seminar (May 1999) in Chicago, IL, at which time they received updated information regarding Title IX compliance and the Equity in Athletics Disclosure Act (EADA) Report. From September 2000 to May 2003, *Good Sports Inc.* published a newsletter entitled Title IX Athletics Q & A. This publication has been very helpful in understanding the complexities of Title IX and other important issues related to Gender Equity in Athletics.

Western Illinois University has charged its Gender Equity Committee to continue to monitor the athletic interests and abilities of all students, using the eight factors outlined in OCR's 2010 guidance. In Fall 2011, Western Illinois University conducted a third student interests survey to monitor its compliance with all components of Title IX legislation. Results of the survey and other information collected under OCR's eight-factor test still indicate that WIU is currently meeting students' interests and abilities in athletics, but should continue to monitor interests and ability in bowling. **Further detail is available from the Office of Equal Opportunity and Access.**

###