

**Final Report
of the
Wright State University
Athletics Council**

2013-2014

Submitted by
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Chair, Athletics Council

May, 2014

2013-2014 Athletics Council Committees:

Steering Committee

Jeffrey Alan John, Chair

Lawrence Prochaska

Mill Miller

Steve Fortson

Marie Bashaw

Bob Grant

Athletics Department members

Bob Grant, Athletics Director

Rod Perry

Maureen Cooper

Judy Chivers

Brittney Whiteside

Gender Equity

Mary Kenton, Chair

Maureen Cooper

Mill Miller

Marty Emmert

Marie Bashaw

Robert Rando

Larry Prochaska

Sheila Nahrgang

Student Welfare

Steve Forston, Chair

Marty Emmert

Robert Rando

Tom Fortender

Scott Wilson

Dan Krane

Pregame Lecture

Dan Krane, Chair

Marie Bashaw

Bob Grote

Mark Gazdik

Jordan A. Young

Constitution/Bylaws

Marie Bashaw, Chair

Marty Emmert

David Finnie

Academic Affairs

Bill Wood, Chair

Marty Emmert

Judy Chivers

Diverse Student Advocacy

Steve Fortson, Chair

Mill Miller

Linda Ramey

Sheila Nahrgang

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Executive Summary

According to its constitution and bylaws, the Wright State University Athletics Council carries out duties delegated to it in Section IV of its Bylaws, and implements policy decisions of University President or his designees. In the 2013-'14 academic year the activities of the Council were carried out by a five standing committees, a steering committee and an ad-hoc subcommittee. Activities of the committees are summarized here, with detailed discussion following.

Following an invitation by the **Steering Committee**, President David Hopkins addressed the Council about change in the National Collegiate Athletics Association (NCAA). The Committee also organized a presentation by Head Trainer Jason Franklin, who spoke about treatment of athletes' injuries, with special emphasis on concussions and about issues of nutrition for student athletes. In addition, the committee often discussed the legally required open status of Council meetings, which the **Constitution and Bylaws Committee** addressed by updating the Bylaws.

In 2013-'14 the **Academic Affairs Committee** looked into more efficient ways to monitor real-time individual student academic performance. Assistant Athletics Director Judy Chivers reported that the overall cumulative GPA for student athletes of 3.137 continues to exceed the University average.

The **Diverse Students Athletes Advisory Committee** oversaw its Five-year Minorities Opportunity Plan and five goals and recommendations for diverse student athletes. The committee reported that the university met goals of increased graduation rates for diverse student athletes and of adequate diversity in the student athlete population, but did not meet goals related to retention, eligibility and improved diverse student-athlete GPA.

The **Gender Equity Committee** reported that WSU meets contest and participant NCAA requirements. However, in 2013 female athletes received 55% of the total financial aid and constituted 51% of the head count while male athletes received 45% of the total aid and constituted 49% of the head count; thus, the institution continues to be in violation of the standard. Travel parties for some men's teams are significantly larger than for comparable women's teams, creating greater expenses for housing and meals, and 56% of recruiting dollars were spent for recruiting male student athletes and 44% for recruiting female athletes, continuing a consistently gender-inequitable historical pattern. The data show great care in establishing similar budgets for female athletics and male athletics, although the data show also that these budgets are exceeded by substantial amounts, and that the amounts spent on male athletics consistently exceed the amounts spent on female athletics. On most miscellaneous "Laundry List" items, Wright State does a commendable job of maintaining high-level, gender-equitable services.

The **Student Welfare Committee** organized more efficient Student Athlete Exit Interviews, and reviewed sports medicine activities and Life Skills programming.

The Athletics Council hosted two **Pre-game Lectures** during Men's Basketball season. Dr. Labib Rouhana of the Biological Sciences Department delivered the November lecture, and Dr. Scott Peterson of the Department of Communication presented the February lecture.

I. Steering Committee

The Steering Committee of the Athletics Council is charged with setting the agenda for the entire Athletics Council, and organizing our monthly meetings. Perhaps the most notable activity of the Steering Committee for the year was our invitation to President David Hopkins, who spoke to the Council at our November meeting about the status of change in the National Collegiate Athletics Association (NCAA).

On a monthly basis the Steering Committee invites coaches or relevant Athletics Department personnel to report on their activities in a session we call Coach's Corner. This year we arranged to hear from baseball coach Greg Lovelady, men's basketball coach Billy Donlon, women's basketball coach Mike Bradbury, corporate marketing director Jackie Schetter, and softball coach Lynn Corylo. In December, Head Trainer Jason Franklin spoke at length with us about treatment of athletes' injuries, with special emphasis on concussions, and about issues of nutrition for student athletes.

In addition, the committee arranged for the Council's annual reception in the president's box, this year during a basketball double-header men's and women's games January 12.

The Athletics Council Steering Committee began the year by proposing creation of a finance committee, a proposal that did not pass in the full Council. Throughout the year the Steering Committee held lively discussions about the legally required open status of meetings on campus, the presence of a Guardian reporter at Athletics Council meetings, and press coverage of Wright State athletics in general.

II. Constitution and Bylaws Committee

The Athletics Council Constitution and Bylaws were reviewed during academic year 2013-2014. One recommendation was made to update Section III. A., to incorporate admission of the public to attend Council meetings. Per the recommendation of the Committee, the Athletics Council Constitution and Bylaws were updated by a majority vote at the Council's April, 2014, meeting.

III. Academic Affairs Committee

The overriding charge to the Academic Affairs Committee (AAC) is to recommend to the Athletics Council policies or positions regarding student athlete academic eligibility; to review and recommending policies for awarding grants-in-aid; to approve fifth-year scholarships and periodically review eligibility of students participating in intercollegiate athletics as reported by the Athletics Director.

In addition to the Committee's ongoing responsibilities to monitor and report on GPA performance of student athletes individually, by team and by sport, and monitor and report on fifth-year scholarship extensions, in the 2013-'14 academic year the Committee looked into new, more efficient ways to monitor real-time throughout the academic year individual student academic performance.

The Committee heard regular reports from Assistant Athletics Director Judy Chivers regarding student athlete academic performance. Notably, Fall 2013 overall cumulative GPA for student athletes was 3.137, compared to the University average GPA of 2.932. In total, the overall GPA of WSU student athletes has exceeded the University average since at least 2001.

The Committee reviewed the applications for fifth-year grants for students who have exhausted their competition eligibility but not yet completed their academic degree requirements. The Committee accepted the recommendations of the Athletics Department to award grants to 12 student athletes who met the criteria, for an approximate total cost of \$ 88,000. The Committee noted that the number of fifth-year grants was down from previous year and that the total cost was also down from previous years. The Committee's discussion theorized the reduced numbers of students stemmed from the semester conversion process, through which students loaded up on summer classes during the transition in order to avoid additional classes or scheduling issues associated with the transition to semesters. Additional factors include the number of athletes with a fifth year of eligibility remaining, and the initial number of freshmen in the cohort.

Early in the Committee's term, Assistant Athletics Director Chivers presented the need for a better way to monitor individual students with an eye on providing more timely intervention to academically at-risk athletes. The current system to monitor student academic performance on an ongoing basis throughout the academic year is based in colored cards send through the campus mail to professors who have student athletes in their classes. The professors must then handwrite performance information and other recommendations on the card and return via the same campus mail system. Past analysis has shown that this system is slow and inefficient with at best 50 percent of cards returned with meaningful information.

Assistant Athletics Director Chivers found some modest success in getting professors to grant her anonymous access to the Pilot account of specific classes such that when grades are posted to Pilot, she would be able to see grades, etc. by student by class. The drawback to this method of monitoring is that not all professors use Pilot and not all professors update Pilot regularly throughout the semester. This method is very helpful for monitoring progress in on-line classes, as progress in these classes are the most likely to be maintained in Pilot.

In the Fall of 2013, Assistant Athletics Director Chivers began discussion with CATS to determine the feasibility of an online monitoring system whereby, for example, a professor might receive an email on a regular basis with a link to a monitoring site that listed the appropriate students in their classes and asking for academic performance information and feedback. The professor would access the site through the link, provide the information and submit the information real time online.

As discussions developed with CATS it was appreciated the other groups/organizations/ departments on campus would find benefit in such a system. As a result, the proposed new system's reach was expanded and efforts were made by CATS to accommodate the unique needs of various potential users.

The new system will have a "soft" rollout in the summer of 2014 with an anticipated full implementation for the Fall semester of 2014.

IV. Diverse Student Athlete Advocacy Committee

The Diverse Student Athlete Advocacy Committee met twice during the academic year. The committee spent the majority of its time discussing the Five-year Minorities Opportunity Plan and Diversity Committee's five goals and recommendations for diverse student athletes. The committee also discussed the social gathering for Diverse Student Athletes that took place March 14, 2014. This report will review data collected for the Minority Opportunities Plan and review the results of the five recommendations the Athletic Council has endorsed for Diverse Student Athletes.

A. The first goal of the Minority plan is: Maintain and expand when possible diversity in Athletics Department Personnel. Data collected from the Wright State University Office of Affirmative Action details the Athletic Departments success in following the "minority hiring plan" which states Wright State University will:

1. Follow an action plan which will increase the recruitment and hiring of minorities in senior administrative and coaching positions.
2. Follow an action plan to attract and involve more underrepresented populations in the metropolitan Dayton community in athletics.
3. Develop more programs and become more sensitive in dealings with racial issues.
4. Increase its efforts to attract minorities to the traditionally underrepresented sports such as swimming, golf and tennis.
5. Insure that the numbers of minority participants in intercollegiate athletics not fall below the percentage of minority students enrolled at the university.

WSU ATHLETIC DEPARTMENT DEMOGRAPHICS

Gender	Amount	Percentage	Race	Amount	Percentage
Male	41	64%	Caucasian	56	88%
Female	23	36%	African American	8	12%
Total	64		Total	64	

B. The second goal of the Minority plan is: Attract and involve underrepresented groups in athletics. The following is a summary of team outreach efforts for the 2013-2014 academic year.:

BASEBALL:

Bob Mill's Synergy Halloween Party, October 26, 2013. Players and coaching staff assisted with parking, monitoring bouncy house for kids, passing out candy and oversaw the hay ride.

Halloween Hoops, Oct 29 2013. Passed out candy to trick or treaters.

Baseball vs Cancer , Feb.1, 2013-May 10, 2014 , Community fundraising effort to raise money and awareness for cancer in kids. Team will shave heads on May 10 to promote efforts.

CHEER/JAZZ:

Freshman Move-in Day, August 21, 2013 . Assisted parents and freshman students to Wright State University move into residence housing.

Wiseman Wild 5K Run, September 14, 2013. The Wiseman Wild Run is a 5K event to raise money for a scholarship fund in honor of Brad Wiseman, a former teacher at Parkwood Elementary. This event is requested annually by Dr. Corey Ellis.

USAF Marathon, September 21, 2013. Volunteered to work at hydration station D passing out Gatorade, water, and fruit to the runners as well as cheering them on.

Ronald McDonald House Charities – Penny Shake Down, September 26, 2013. Participated in a program called “Penny Shake Down” that benefits the Ronald McDonald House Charities (RMHC). The Spirit Unit raised \$91 for RMHC and made an appearance at the Mix 107.7 Raiderthon on September 26. The Spirit Unit also participated in the collection of pull tabs that benefits RMHC.

American Cancer Society - Strides Against Breast Cancer Walk, October 19, 2013. The cheerleaders provided directions within Island Metro Park and cheered on the walkers while the dancers walked the event.

Breast Cancer Fundraiser - Alpha Delta Mu (Rowdy), October 28, 2013. Participated in a breast cancer awareness event for the Alpha Delta Mu sorority where Rowdy was placed in a jail cell and students were asked to donate money towards his “bail”.

Cigarette Cleanup Day (Rowdy), October 30, 2013 . Participated in the Cigarette Cleanup Day sponsored by the Community Health students from the KNH program to bring awareness to the health hazards and social burden of smoking/tobacco use.

Westwood Community Pride Day (Rowdy), November 2, 2013. Assist students and community volunteers pick up trash, rake and bag leaves, and complete other basic cleanup tasks at the school, Wesley community Center, seniors' yards and the yards of vacant houses in the neighborhood.

Samaritan's Purse - Operation Christmas Child, November 23, 2013. The Spirit Squads joined the Jr. Raider cheerleaders in wrapping and filling 30 or more shoe boxes with toys, school supplies, clothing, hard candy, hygiene products, etc. to be delivered to millions of children around the world by Christmas.

Worked with a local church to deliver the gifts and share the good news of Jesus Christ. This is the second year the Spirit Unit and Jr. Raider cheerleaders have participated in this project. Wrapped and filled 35 shoe boxes exceeding their goal two years in a row! NOTE: Two hours were spent wrapping and filling the shoe boxes and 30 minutes to deliver and unload the boxes at a local church. The majority of the month was collecting the supplies.

Dayton Food Bank, December 13, 2013. Members of the Spirit Squads volunteered their time at the Dayton Food Bank. Their responsibilities included re-package canned goods from 250 barrels that were collected from November-December.

Heartland of Beavercreek Nursing Home, December 14, 2013. The Spirit Squads joined the Jr. Raider cheerleaders by performing, visiting with, and passing out Christmas ornaments to the residents of the Heartland of Beavercreek nursing home. Several Spirit Squad members helped the JRs make ornaments at the December 7 clinic for an hour.

Beavercreek Church of Nazarene – “Free” Cheer Clinic, January 13, 2014. Provided instruction to girls ages kindergarten through third grade on basic cheer skills like jumps, motions and chants.

Eco-Raiders Kick Off Event (Rowdy) , January 30, 2014. Assisted the Custodial Services and Energy Management department by promoting the importance of recycling and conservation through kickoff of the Recyclemania and Campus Conservation National events.

Pennies for Patients - Leukemia and Lymphoma Society (LLS), March 23 . The Spirit Squads joined the Jr. Raiders in their quest to raise awareness and funds in the fight against blood cancers (i.e. Leukemia, Lymphoma) by participating in a program called Pennies for Patients. Donations were collected at several men and women’s basketball games as well as individually. The Jr. Raider cheerleaders along with the Spirit Squads raised \$780.08. The goal was \$400. In 2013, \$620 was raised for LLS.

WSU Army ROTC Annual Spring Cleanup Day (Rowdy), April 23, 2014. Assisted the Army ROTC, Wright State’s clubs and organizations in picking up trash around campus to promote the spring cleanup day.

CROSS COUNTRY AND TRACK:

US Air Force 5km race, September 29. The team volunteered as course marshals.

Mini U Literacy Program, 2013-2014 academic year. One member of the team reads to the kids for one hour each visit to promote literacy.

Mid-East Meet of Champions, November 16. The team participated as course marshals

GOLF:

Dayton First Tee & Dayton Mentors Matters, June-Aug 2013. Provide outlet, structure, instruction, and guidance to at risk youth

MEN'S SOCCER:

Ally's army and Caulins crew, September 28. All proceeds of fundraiser game were given to Ally's army and Caulins crew. Over \$3,000 raised between gate and 50/50 drawings

Lighted night walk with Caulins and Ally, September 28. The team walked with kids for a good cause and to raise awareness.

Hosted practice with Ally and Caulin, September 28. Prior to the light the night walk the team hosted Ally and Caulin in a team practice.

Fall Fundraiser Breast cancer awareness. October 26. All proceeds from gate and 50/50 were donated to breast cancer. Over \$1,500 rose.

Spring fundraiser game for employee family member battling cancer, April 5. The team partnered with the American Cancer Society and campus student organizations to raise \$1,000 at game.

Youth Aids Awareness Game, October 22 . All game proceeds and 50/50 were donated to youth aids awareness

Men's soccer fee camps, September 9 & March 31. Free skills clinic for 250 local kids.

Metro soccer club, April 19. The team members coach youth teams of a local club for community outreach.

Youth soccer night , September 6. Free access to all community players and pre mini clinic following game

SOFTBALL:

Reds Rookie Success League, June 3, 4, 10, 11, 17, 18, 24, 25, July 1, 2. Inner-city Dayton children are taught character through the sport of baseball. Coach Curylo, Coach Brittingham, and Coach DeLong all volunteered their time over the summer in this program.

Water Station for Airforce 5 k, September 20. Cancelled due to weather. All members of the team present. The girls were going to cheer on the runners and handed out water to the runners at their water station.

Habitat for Humanity, September 14. The team helped build the frame for the house of the Cotton Family.

Rowdy 500 Friendship Food Pantry Drive, October 13. We helped collect can goods for the Wright State food pantry. The women's softball alumni game collected 277 or 30% of the overall items collected.

Joe Nuxhall Celebrity Game for the Butler County Miracle League, July 27 . Coach Curylo, Brittingham, and DeLong participated in the game to help raise funds for their special needs league.

Raiderthon , November 16 . The entire team participated in this fundraiser for the Dayton's Children's Hospital. Our group started at. The girls were on their feet dancing and enjoying themselves while also being able to see the families that were going to be directly affected by the contributions made from each team. Our team raised a total of \$250.00.

Special Wish Foundation, November 22. A few of our girls served food and participated in activities with deserving families.

https://www.youtube.com/watch?v=NrWYo_7M5wQ&desktop_uri=%2Fwatch%3Fv%3DNrWYo_7M5wQ&app=desktop

Autograph Session at Faculty Staff Night, Jan 17. A few of the girls hung out in McIn Gym for the faculty night from. and gave autographs to whoever wanted them.

Halloween Hoopla, October 28. The entire team was present and passed out candy to the kids who were trick-or-treating on the Concourse.

Fairborn Community Softball Umpiring, summer. The girls umpired 16 games throughout the summer

Raider Rookies, season. Younger teams come out to our game and get introduced with each player. The Raider Rookie runs out to the position with our player and stands next to her during the National Anthem.

MENS BASKETBALL:

Light the Night Walk, Oct. 3. The team walked with Ally's Army and Caulin's Crew

Beavercreek Church of the Nazarene Clinic, Jan. 13 . The team conducted a skills clinic for attendees

5k Run at Beavercreek HS, May 31. Reading at Kemp Middle School, March 3 . The team read books to school age kids in literacy program

SWIMMING AND DIVING:

Special Olympics, Oct 18. We host the area Special Olympics meet. Prior to the meet we provide skill instruction to special Olympic athletes from the Dayton community. On the day of the meet our entire team runs the support and timing for all the competitors.

Halloween Hoops,- October 29. The team passed out candy to trick-or-treaters.

Gunner Listerman walk for Muscular Dystrophy, Nov. 23. 5k walk/run that we participated in to help raise funds and awareness for muscular dystrophy.

Raider-Thon, November 16- Team members committed to participating in the Raider-Thon on campus for cancer research.

Relay for Life, April 11. Team registered for the WSU relay for life held April 12th.

TENNIS:

Dayton Children's Hospital, February 27. The team visited patients in the hospital and interacted with many different children in their care.

Fairborn Primary Literacy night, November 6 & 13. Team volunteered time at Fairborn Primary Elementary in the 3rd grade with Amanda Grimm on two occasions. They helped lead activities, in class games and spoke to the class about college athletics.

VOLLEYBALL:

Team Impact, ongoing. The team made Leah an honorary member of our team. She attends games and will come to practice occasionally. The team has planned activities with Leah ranging from going to the movies, having her attend team study tables, and attending some of her volleyball games.

Leukemia & Lymphoma Society, October. The team participated in the annual walk and raised money for the LLS. We sponsored a "Block Blood Cancer" match as well to help raise money and awareness.

YMCA Clinic, October. The team held a clinic for local YMCA teams after one of our home matches.

Relay for Life, April. The team collected donations at a baseball game and are attending a Relay for Life Event in support of our Team Impact team member Leah.

WOMENS BASKETBALL:

Jr. Raider Appearance, Nov 23. The team was paired up with jr. raiders and played games and answered questions. Signed autographs and took pictures.

Springboro Youth Basketball Tryouts, Sept 29 & Oct 6. The team participated in evaluating youth girls' basketball team tryouts.

Harrison's Heroes 5k/10k, June 1, 2013. The team participated in 5k race by volunteering time to run hydration station.

C. The third goal of the Minority plan is: To develop more programs dealing with cultural awareness for administrators and coaches.

This objective will be addressed again in 2014-2015.

D. The fourth goal of the Minority Plan is: Attract more diverse student athletes to participate in underrepresented sports. *The fifth goal is:* retention and graduation rates among diverse student athletes equal to the entire student-athlete population. The fourth and fifth goals are covered in the next section.

E. The sixth goal of the Minority Plan is: To involve diverse student athletes in governance and decision making process of the Athletics Department. The main vehicle for student athlete participation in governance is the Student Athlete Advisory Council (SAAC). In 2013-2014 SAAC did have members from diverse cultural backgrounds.

Results of five recommendations:

First Recommendation – Diverse student-athletes should strive for a graduation rate equal to or higher than the overall student-athlete graduation rate

The 2013 NCAA Graduation Success Rates reports data based on the 2006/2007 cohort of student-athletes at Wright State. The data below reflects the number of student-athletes in each category who were a freshman or a transfer at Wright State in 2006/2007 and graduated at Wright State.

27/35 (77.14%) – non-diverse student-athletes graduated from Wright State

10/12 (83.33%) – diverse student-athletes graduated from Wright State (Goal MET)

5/5 (100%) – non-resident alien student-athletes graduated from WSU.

The 2012 NCAA Graduation Success Rates reports data based on the 2005/2006 Cohort of student-athletes at Wright State. The data below reflects the number of student athletes in each category who were a freshman or a transfer at Wright State in 2005/2006 and graduated at Wright State.

19/36 (53%) – non-diverse student-athletes graduated from Wright State

5/12 (42%) – diverse student-athletes graduated from Wright State

6/7 (86%) – non-resident alien student-athletes graduated from Wright State.

The 2011 NCAA Graduation Success Rates Report data based on the 2004/2005 Cohort of student-athletes at Wright State. The data below reflects the number of student-athletes in each category who were a freshman or a transfer at Wright State in 2004/2005 and graduated at Wright State.

36 of 46 (78%) – non-diverse student-athletes graduated

13 of 20 (65%) – diverse student-athletes graduated

1 of 1 (100%) – non-resident alien (international students) student-athletes graduated.

The 2010 NCAA Graduation Success Rates Report data based on the 2003/2004 Cohort of student-athletes at Wright State.

35 of 50 (70%) – non-diverse student-athletes graduated

7 of 9 (77.7%) – diverse student-athletes graduated

1 of 1 (100%) – non-resident alien (international students) student-athletes graduated

The 2009 NCAA Graduation Success Rates Report data based on the 2002/2003 Cohort of student-athletes at Wright State

29 of 38 (76.3%) – non-minority student-athletes graduated

3 of 4 (75%) – diverse student-athletes graduated

1 of 2 (50%) – non-resident alien (international students) student-athletes graduated

Second Recommendation: Diverse student-athletes should strive for a retention rate that is equal to or higher than the overall student-athlete retention rate (this variable looks at scholarship student athletes only.) There were a total of 229 athletes on aid, including 52 diverse and 177 non-diverse.

Data is from APR report for 2012/2013 and includes athletes on academic aid.

45/52 (86.5%) Diverse student-athletes retained. 7/52 (13.5%) Diverse student athletes not retained
160/177 (90.4%) Non-Diverse student-athletes retained. 17/177 (9.6%) not retained

(Goal not met)

Data from APR report for 2011/2012 and includes athletes on academic aid.

41/50 (82%) Diverse student-athletes retained. 9/50 (18%) Diverse student athletes not retained
 152/165 (92.1%) Non-Diverse student-athletes retained. 13/165 (7.8%) not retained

Data from APR report for 2010/2011 and includes athletes on academic aid.

47/54 (87%) Diverse student-athletes retained. 7/54 (13%) Diverse student athletes not retained
 161/174 (92%) Non-Diverse student-athletes retained. 13/174 (8%) not retained

Third Recommendation: The level of academic ineligibility should be no higher than the non-diverse student-athlete's level of academic ineligibility. For Fall 2013, there are 276 total athletes: 69 diverse and 207 non-diverse.

Ineligible after Fall semester, 2013

$3/207 = 1.45\%$ Non-Diverse Student-Athletes

$2/69 = 2.89\%$ Diverse Student-Athletes

(Goal not met)

For Fall 2012, there are 260 total athletes: 50 diverse and 210 non-diverse.

Ineligible after Fall semester, 2012

$7/208 = 3.37\%$ Non-Diverse Student-Athletes

$2/52 = 3.84\%$ Diverse Student-Athletes

Total Ineligible after Fall and Winter quarter, 2011/2012

$4/181 = 2.2\%$ Non-Diverse Student-Athletes

$1/54 = 1.85\%$ Diverse Student-Athletes

Fourth Recommendation: Diverse student-athletes as a group should strive for a grade point average that is equal to or higher than the overall student-athlete grade point average:

Overall Student-Athlete GPA Fall 2013

Cumulative – 3.137

Term – 3.138

Student-Athlete GPA minus Diverse Student-Athletes Fall 2013

Cumulative – 3.206

Term – 3.242

Diverse Student-Athlete GPA Fall 2013

Cumulative – 2.895

Term – 2.817

University Diverse Student GPA Fall 2013

Cumulative – 2.622

Term – 2.370

(Goal not met)

Overall Student-Athlete GPA Fall 2012

Cumulative – 3.115

Term – 3.038

Student-Athlete GPA minus Diverse Student-Athletes

Cumulative - 3.149

Term – 3.085

Diverse Student-Athlete GPA

Cumulative – 2.961

Term – 2.837

University Diverse Student GPA Fall 2012

Cumulative – 2.556

Term – 2.178

Overall Student-Athlete GPA Winter 2012

Cumulative – 3.051

Term – 3.053

Student-Athlete GPA minus diverse student-athletes

Cumulative – 3.097

Term – 3.128

Diverse Student-Athlete GPA

Cumulative – 2.873

Term – 2.784

University Diverse Student GPA Winter 2012

Cumulative – 2.587

Term – 2.335

The Grade Point Average of the Diverse Student-Athlete at Wright State is generally trending in the positive direction, and has increased from 2.764 in 2009 to 2.895 presently.

Fifth Recommendation: The Athletics Department will insure that the number of diverse participants in intercollegiate athletes will not fall below the percentage of diverse students at the university.

Fall 2013:

The percentage of diverse student-athletes is $69/276 = 25\%$

The percentage of diverse students at Wright State is 17%

(Student Fact Book, Fall 2013)

(Goal MET)

Fall 2012:

The percentage of diverse student-athletes is $52/260 = 20\%$

The percentage of diverse students at Wright State is 18%

(Student Fact Book, Fall 2012)

V. Gender Equity Committee

The Gender Equity Committee of Athletics Council met during the Fall and Spring Semesters to assess Wright State University's Compliance with Title IX and Gender Equity Five-Year Plans (2004-09 and 2010-15) which contains additional elements beyond Title IX.

Documents used for the analyses and conclusions presented in this report were:

- 2008-13 Gender Equity Committee Year End Reports
- 2010-15 Gender Equity Five-Year Plan
- 2013 Equity Athletics Disclosure Act (EADA) Reports (actual participation, revenues & expense
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SECTION ONE: TITLE IX COMPLIANCE

The 1979 Intercollegiate Athletics Policy Interpretation divides athletics issues into three major categories to be analyzed for Title IX compliance in sports offerings: I. Accommodation of Athletic Interests and Abilities, II. Athletic Financial Assistance and III. Eleven Other Program Areas.

I. Accommodation of Athletic Interests and Abilities

Compliance Standards:

A. Participation Opportunities - *Need compliance in one of these areas:*

1. Participation is proportionate to full-time undergraduate enrollment.
2. Demonstrate a history and continuing practice of program expansion that is responsive to developing interest and abilities of the underrepresented sex.
3. Fully and effectively accommodate the interests and abilities of the underrepresented sex.

B. Levels of Competition - *Need compliance in one of these areas:*

1. Provide proportionally similar numbers of male and female athletes equivalently advanced competitive opportunities.

2. Demonstrate a history and continuing practice of upgrading the competitive opportunities available to the disadvantaged sex (NCAA Achieving Gender Equity, 2000; pp. II-6 through II-8).

Table I. Athletic Participation Trends at Wright State, 2000 – 2013

Year	Undergraduate % ^a		Duplicated Student-athletes % ^b	
	Male	Female	Male	Female
2000	43	57	42	58
2001	44.44	55.6	42.5	57.5
2002	43.8	56.2	41	59
2003	43	57	41.3	58.7
2004	43	57	41.4	58.6
2005	43	57	43.9	56.1
2006	42.6	57.4	44.9	55.1
2007	43.6	56.4	45.7	54.3
2008	44.9	55.1	50.8	49.2
2009 ^c	44.6	55.4	47.2	52.8
2010	45.5	54.5	44.6	55.4
2011	45.3	54.7	44.8	55.2
2012	45.7	54.3	42.3	57.7
2013 ^d	47.4	52.6	43.3	56.7

Notes: a.) EADA, Percent of male and female undergraduates, p. 1.

b.) EADA, Item 50, Athletics Participation, total participants (“duplicated” headcount).

c.) In 2009 the corrected duplicated headcount included 144 males and 161 females.

d.) In 2013 the duplicated head count was 141 males and 185 females.

To determine compliance with the Participation Opportunities standard, Wright State University has always elected to use Test 1: *Participation is proportionate to full-time undergraduate enrollment*. The committee applied the Office of Civil Rights', United States Department of Education (OCR's) 1996 *Clarification of Intercollegiate Athletics Policy Guidance: The Three-Part Test* guidelines regarding "substantial proportionality" for Test 1.

In 2013 females constituted **52.6%** of undergraduates and **56.7%** of athletic participants while males constituted **47.4%** of undergraduates and **43.3%** of athletic participants. These proportions include allowable duplicated headcounts and walk-ons.

Table I shows that women's rate of participation (56.7%) is 4.1 percentage points higher than their rate of enrollment (52.6%). Though OCR has declined to define "substantially proportionate" in concrete numbers, this difference in favor of women is slightly larger than the 1 to 3% safe harbor range often cited in the legal literature.

Wright State University meets Test I of the **Levels of Competition** standard. Both men's and women's teams compete in Division I-AAA and all teams meet the minimum contest and participant requirements outlined in NCAA Bylaw 20.9.4.3. Both men's and women's teams have the opportunity to participate in league championships and in preseason tournaments.

Recommendation: Continue to monitor enrollment patterns and adjust rosters and squad sizes to achieve closer proportionality.

II. Athletic Financial Assistance

Compliance Standard: Proportional spending within 1% of the proportion of unduplicated headcount of participants by gender (NCAA Achieving Gender Equity, 2000, p. II-9).

In **2013** female athletes received **55%** of the total Financial Aid and constituted 51% of the unduplicated head count; male athletes received **45%** of the Total Aid and constituted 49% of the unduplicated head count.

As shown in Table II, the numbers are slowly trending in the right direction, though the institution is still clearly in violation of the standard.

Recommendation: Continue to monitor closely and make all possible adjustments to reach the standard as quickly as possible.

Table II. Athletic Financial Aid Trends 2002–13.

Year	Student-Athlete %, Unduplicated ^a		Financial Aid to Student-Athletes % ^b	
	Male	Female	Male	Female
2002	46.5	53.5	44.8	55.2
2003	45.3	54.7	46.7	53.3
2004	47.7	52.3	44.8	55.2
2005	50	50	47	53
2006	50.8	49.2	45.5	54.5
2007	48.8	51.2	45.8	54.2
2008	58.7	41.3	45.4	54.6
2009	51.2	48.8	44.2	55.8
2010	50.5	49.5	45.3	54.7
2011	50.4	49.6	42.4	57.6
2012	47.6	52.4	43.3	56.7
2013 ^c	49.1	50.9	44.7	55.2

Notes: a.) EADA, Item 50 Athletic Participants, Unduplicated Count of Participants.

b.) EADA, Item 17 Total Athletic Student Aid.

c.) In 2013, there were 141 unduplicated male athletes and 146 unduplicated female athletes. Athletic financial aid totaled \$2,617,499 with \$1,167,855 awarded to males and \$1,440,645 awarded to females. Based on these figures, the average amounts of financial assistance are \$7,999 per unduplicated male and \$10,217 per unduplicated female, resulting in females receiving a total amount of \$272,790 more than males.

III. Other Program Areas

Compliance Standard: Equity in all areas.

The NCAA offers guidance on compliance on each of the 11 other program areas, sometimes referred to as the laundry list. Money often plays a significant role in determining equity on laundry list items;

however, total dollars spent are not the sole factor in determining compliance in these areas. Year to year fluctuations are allowable if reasonable explanations can be offered. Gender Equity Committees do not examine each of these 11 areas in detail every year. We have generally looked to expenditures to guide our explorations. That is, if spending on equipment and supplies favored men's teams by a significant percentage, we would ask for additional budgetary detail and explanation.

A. Equipment, Uniforms and Supplies

Five areas of compliance are: 1) Quality; 2) Suitability; 3) Amount; 4) Availability; 5) Maintenance

Table III. Equipment, Uniforms & Supplies Trends 2002 –13.

Year	\$ Male		\$ Female		Total	Proportion	
	Budget ^a	Actual ^b	Budget	Actual	Actual	Male	Female
2002		73,015		80,058	153,073	47.7	52.3
2003		90,890		66,834	157,724	57.6	42.4
2004		130,559		76,632	207,191	63	37
2005		114,871		103,213	218,084	52.7	47.3
2006	67,966	108,900	60,586	82,164	191,064	57	43
2007	71,390	121,491	70,032	93,343	214,834	56.6	43.4
2008	71,390	94,244	70,032	86,060	180,304	52.3	47.7
2009	69,950	96,605	69,950	90,030	186,635	51.8	48.2
2010	69,950	104,272	69,950	78,442	182,714	57.1	42.9
2011	104,875	132,138	89,600	121,857	253,995	52.0	48.0
2012	106,344	157,968	90,625	102,432	260,400	61.0	39.0
2013	104,875	149,244	89,669	129,835	279,079	53.5	46.5

Notes: a.) In 2006 the Gender Equity Committee began requesting the Athletic Department budget.

b.) EADA, Item 26 Equipment, Uniforms and Supplies.

c.) The actual amount per (duplicated) student athlete in 2013 was \$1,058 for males, which was

7% greater than the \$701 for females. This is based on 141 males and 185 females (Table

I, Note d).

Though spending is not the only criterion, it is the strongest indicator of balance in a non-personnel category like equipment and supplies. The ordering procedures implemented in 2013 seem to have improved the situation over last year.

Recommendation: Continue to monitor closely.

B. Scheduling of Games and Practice Times

Seven areas of compliance are: 1) Number of Competitive Events; 2) Practice Opportunities; 3) Time of Day Conference Schedules; 4) Time of Day of Practice; 5) Preseason Competition; 6) Postseason Competition; 7) Season of Sport and Length of Season.

Recommendation: Continue to monitor yearly.

C. Team Travel and Per Diem Allowance

Compliance includes: 1) Modes of Transportation; 2) Housing furnished during travel; 3) Length of Stay Before and After Competitive Events; 4) Per Diem Allowances; 5) Dining Arrangements

Non-conference travel by various teams is largely centered in the Eastern United States, with many non-conference games occurring in Ohio. Butler's departure from the Horizon League has created travel difficulties, particularly in terms of necessitating more trips and longer stays.

Travel parties for some men's teams, particularly basketball, are significantly larger than for comparable women's teams, creating greater expenses for housing and meals.

Recommendation: Continue the practice of looking at all non-conference travel and spot-checking conference trips by gender. Continue to monitor special opportunity travel to ensure gender equity over time.

Table IV. Expenditures on Men's and Women's Team Travel: Trends 2002 – 2013.

	\$ Male		\$ Female		Total	Proportion	
Year	Budget ^a	Actual ^b	Budget	Actual	Actual	Male	Female
2002		227,186		251,573	478,759	47.5	52.6
2003		265,003		249,192	514,195	51.5	48.5
2004		419,840		316,097	735,937	57.1	42.9
2005		386,206		302,921	689,127	56	44
2006	266,168	374,141	273,873	379,066	753,207	49.7	50.3
2007	277,629	497,300	284,614	391,449	888,749	56	44
2008	273,129	463,028	284,614	468,857	931,885	49.7	50.3
2009	274,400	539,804	219,300	477,282	1,017,086	53.1	46.9
2010	274,400	451,779	219,300	394,581	846,360	53.4	46.6
2011	381,450	391,683	381,200	434,333	826,016	47.4	52.6
2012	381,450	598,296	381,200	473,811	1,072,107	55.8	44.2
2013	417,300	539,167	414,850	424,163	963,330	56.0	44.0

Notes: a.) In 2006 the Gender Equity Committee began requesting the Athletic Department budget.

b.) EADA, Item 25 Team Travel.

D. Tutors

Tutoring and academic support are appropriately offered on a gender-neutral basis. No problems were identified.

E. Coaches

Three criteria for compliance: 1) Availability; 2) Assignment (qualifications); 3) Compensation

1) Availability: Men's teams have 7 head coaches and 17 assistant coaches. Women's teams have 7 head coaches and 16 assistant coaches

2) Assignment: Recent job postings for coaches that were examined show a pattern of very similar requirements and responsibilities for coaches of men's and women's teams.

3) Compensation. There continues to be a gender gap in compensation. In 2013 coaches of women's teams received 49.1% of the total compensation pool.

Recommendations: Significant improvement has been made in the area of compensation. In 2012 coaches of women's teams received only **43.5%** compared to 49.1% in 2013 reporting of the total compensation pool. The Athletics Department needs to continue a strong, proactive stance in advertising, recruiting, increasing the percentage of female coaches coaching women's teams.

F. Locker Rooms, Practice and Competitive Facilities

Compliance Standard for Locker Rooms: "Usually, compliance is achieved when the same number of women's and men's teams have locker rooms of the same quality" (NCAA Achieving Gender Equity, 2000, p. II-16). *Compliance Standard for Practice and Compliance Facilities:* "Compliance may be achieved when roughly equivalent percentages of female and male athletes have facilities of equivalent quality exclusively for their use" (p. II-16).

The committee did a facilities tour in the fall, including the Rinzler Complex, noting only minor variations between facilities provided for men and women.

Recommendation: Continue to explore possibilities for implementing the five-year plan recommendation for a track. Volleyball is soon to have an exclusive use locker room.

G. Medical and Training Facilities and Services

Four criteria for compliance: 1) Availability of medical personnel; 2) Availability and qualifications of trainers; 3) Availability and quality of training rooms, weight rooms, and conditioning facilities; 4) Health, accident and injury insurance coverage

1. Medical personnel: Wright State Orthopedic and Sports Medicine (Miami Valley Hospital). Three (3) male physicians are at the core of student-athlete care. There is a group of ten (10) additional physicians (with various specialties) who work as consultants to the Wright State Orthopedic and Sports Medicine group and will see student-athletes as needed. One (1) female OB/GYN is also included in this consultant group.

2. Trainers: Wright State University Athletic Training Staff consists of five women and two men. Two of the women are paid .5 FTE through the Athletics Department and .5 FTE through Health, Physical Education and Recreation. One man is paid entirely through Athletics and one partially through Miami Valley Hospital. Two female and one male graduate assistant trainers receive a stipend through HPR.

3 & 4. No identifiable discrepancies in these areas.

H. Housing and Dining Facilities and Services

Criteria for *Compliance*: 1) Housing; 2) Dining; 3) Housing and Dining During School Breaks.

Equitable arrangements are in place for housing and dining benefits available during the regular academic year, the provision of pre-game and post-game meals, as well as when classes were not in session. No gender-specific problems identified.

I. Publicity

The committee reviewed samples of publications including game programs, schedule cards, posters, press releases in an effort to identify quality and quantity. Based on the information and samples provided, it appears that publicity is provided in a gender neutral manner. Additionally, it was established that all home sporting were staffed similarly from a marketing and promotions standpoint.

Recommendation: Continue to monitor yearly.

J. Support Services

Criteria for *Compliance*: 1) Administrative Support; 2) Secretarial Support 3) Office Space and Equipment; 4) Other Support Staff

Recommendation: The committee has noted some anomalies in benefits made available to staff and continues recommend that the department propose solutions that could be monitored by the committee. As personnel changes are made, the committee needs to monitor the emerging situation to ensure equity.

Table V. Support Services Expenditures 2006-2013 Men's and Women's Athletics at WSU.

	\$ Males	\$ Females	\$ Not Allocated by Gender	% Males	% Females	% NABG
2006	210,125	100,218	1,310,768	13	6	81
2007	149,202	126,079	1,605,377	8	7	85
2008	141,303	97,029	1,843,709	8	5	87
2009	122,454	85,144	1,736,842	6	4	90
2010	146,528	109,633	1,734,000	7	6	87
2011	110,529	99,041	1,588,668	6	6	88
2012	156,008	115,458	1,650,325	8	6	86
2013 ^a	159,993	116,711	1,749,762	8	6	86

Notes: a.) Total expenditure was \$2,026,466, which includes a 2% administrative raise and funding for one new strength and conditioning employee.

K. Recruitment of Student Athletes

Criteria for *Compliance*: 1) Opportunity to Recruit; 2) Financial and Other Resources; 3) Treatment of Prospective Student-Athletes.

Table VI shows in **2013**, that 56% of recruiting dollars were spent for recruiting male student athletes and 44% for recruiting female athletes. The historical trend shows a consistently gender-inequitable pattern, with more of the total dollars going towards the recruitment of male athletes

The data in Table VI are remarkably similar to the data in Table III. Both of the tables show great care in establishing similar budgets for female athletics and male athletics. Both tables show also that these budgets are exceeded by substantial amounts, and that the amounts spent on male athletics consistently exceed the amounts spent on female athletics.

Table VI. Expenditures for Recruiting: Trends 2000 – 2012.

	\$ Male		\$ Female		Total	Proportion	
Year	Budget ^a	Actual ^b	Budget	Actual	Actual	Male	Female
2000						56	44
2001		60,873		40,671	101,544	59.9	40.1
2002		69,844		41,890	111,734	62.5	37.5
2003		91,231		59,130	150,361	60.7	39.3
2004		124,898		67,963	192,861	64.8	35.2
2005		95,693		54,984	150,677	63.5	36.5
2006	62,600	94,861	54,520	59,274	154,135	61.5	38.5
2007	62,400	109,220	62,700	88,053	197,273	55.4	44.6
2008	62,400	101,865	62,700	77,014	178,879	57	43
2009	62,400	96,540	62,700	77,177	173,717	55.6	44.4
2010	53,500	123,846	50,300	63,949	187,795	66	34
2011	93,848	115,117	88,100	86,863	201,980	57	43
2012	93,848	117,550	88,100	87,540	205,090	57	43
2013	93,848	117,836	88,100	91,200	209,036	56	44

Notes: a.) In 2006 the Gender Equity Committee began requesting the Athletic Department budget.

b.) EADA, Item 24 Recruiting.

An examination of the current student athlete population shows that 77% of women athletes are Ohio natives. The comparable statistic for men is 56%. Whether that data alone is enough to explain the discrepancy in spending is not clear.

Recommendation: Attempts to explore or explain the persistent discrepancy were not entirely successful. The committee should make a renewed effort next year to get semester-by-semester reports and to survey/interview the coaching staff. Getting adequate data on this item should be a top priority.

Title IX Compliance Summary for 2012-2013: Strengths and Weaknesses:

Participation and Scholarships

In terms of Title IX, Wright State does a good job of providing participation opportunities and scholarships for female athletes, so much so, in fact, that male athletes are underrepresented and undercompensated in those two important categories in 2013.

Solving the participation issue should be relatively simple by more carefully managing roster sizes. The institution also needs to keep close watch on enrollment patterns and take appropriate action as needed. The committee noticed a 2% increase in male enrollment over the last two years, which could impact roster decisions. The scholarship situation has presented problems for several years now, but the institution has a clear goal of compliance and is moving steadily in the right direction.

The Laundry List

Eleven other items are considered, and on most of these Wright State does a commendable job of maintaining high-level, gender-equitable services.

The items where sometimes significant disparities in spending have been identified over the years are equipment and supplies, travel, and, most especially, recruiting. In each case, the committee has endeavored to work with the department to institute reporting practices that would make monitoring these areas more productive. Success has been mixed, though the department usually makes a strong effort to provide timely information.

General Recommendations

The committee continues to work to routinize its handling of the annual Title IX audit. The practice of an annual late spring meeting between the committee and the senior staff of the department to review the committee's recommendations and plan for responding in the coming year will continue to be valuable. This results in the department having, well in advance, a written request for data and a schedule for delivering it to the committee.

This data request would be in addition to the annual reports on support services and publicity recommended in the Five-Year Plan. Title IX questions have been incorporated into the department's annual student athlete survey. The committee will continue to conduct an annual facilities tour. We believe that these practices will continue to help the committee produce a consistent and valuable record of the institution's ongoing performance on Title IX.

SECTION TWO: 2010-15 GENDER EQUITY FIVE-YEAR PLAN

This goal continues to be met.

Issues for consideration	Measurable Goals	Steps to Achieve Goals	Individuals/Officers Responsible for Implementation	Specific Timetable for Completing the Work
Issue	Goal	Steps	Responsible	Timetable
1. Reestablish rates of participation proportional to full-time undergraduate enrollment	Proportional Participation will be maintained.	Establish recruitment goals and manage team rosters as required. An impact study and report to the Gender Equity Comm. will be required prior to all future team additions or deletions.	Director of Athletics, Senior Woman Administrator, Coaches	Achieve proportionality by fall 2010; continuously monitor thereafter
For 2013 women are slightly over represented; make necessary roster changes to correct.				
Issue	Goal	Steps	Responsible	Timetable
2. Reestablish scholarship awards to within 1% of unduplicated headcount for male and female athletes	Establish and maintain scholarship awards within allowable range.	Establish range for each sport based on relevant participation rates. All new awards will be within established range. Monitor quarterly to ensure appropriate progress.	Director of Athletics Assoc. Dirs. of Athletics, Coaches	Annual progress toward goal until it is reached by Fall 2012; maintain continuously thereafter
Continue stringent remedial strategies until compliance is achieved.				
Issue	Goal	Steps	Responsible	Timetable

3. Maintain funding for track scholarships once target for 08-09 (\$100,000 annually) is achieved.	Funding for track is comparable to other teams with similar number of athletes.	Add scholarship dollars until goal is achieved.	Director of Athletics Assoc. Dirs. of Athletics	Achieve goal by 2011-12, annual review thereafter
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For 2012, scholarships fell to \$76, 599, from \$89,833 in 2011. In 2013 the total fell further to \$71,787. This trend needs to be reversed in 2014.

Issue	Goal	Steps	Responsible	Timetable
4. Maintain proportional spending for equipment and supplies	All teams are equipped and supplied in an equitable manner.	Maintain appropriate budgets and audit EADA annually to ensure equitable spending.	Business Manager, Coaches, Assoc. A-Ds	Annual review

Spending continues to be disproportional in this category. Continue to enforce departmental approval policies stringently.

Issue	Goal	Steps	Responsible	Timetable
5. Reestablish equitable arrangements for scheduling of games and practice times	Teams have access to facilities on a gender equitable basis.	In conjunction with the Nutter Center, establish a master planning schedule that is accessible to all relevant parties. Invite input from coaches and student athletes.	Director of Athletics, SWA, facilities manager, coaches	Quarterly review, with special attention going to events that might disrupt basketball schedules

This goal continues to be met.

Issue	Goal	Steps	Responsible	Timetable
6. Continue gender equitable travel and per diem regulations	Team travel and per diem are arranged according to written policies that are gender neutral.	Ensure adequate budget to meet written guidelines.	Director of Athletics, Assoc. Dirs., Business Manager	Annual review

Goal is largely met for conference play, but special opportunity trips need to be carefully planned to ensure equity over time.

Issue	Goal	Steps	Responsible	Timetable
7. Meet student need and demand for academic support on gender neutral basis	All athletes have open access to needed academic assistance, resources and equipment.	Ensure adequate budget and facilities to meet student demand.	Director of Athletics, Assoc. Dir., SWA/Asst. Dir.	Annual review

This goal continues to be met.

Issue	Goal	Steps	Responsible	Timetable
8. All student athletes should experience gender equitable coaching appropriate for their sport.	Women's teams will experience coaching of the same overall quality as men's teams. The institution shall allocate sufficient resources to provide male and female athletes with equally available and equally qualified coaches (i.e. number, duties, quality, compensation, expectations for success, length of contract will be gender neutral.)	As vacancies occur, the institution will take appropriate steps to ensure the ability to hire and retain coaches of comparable quality for women's and men's teams. The Athletics Department will review current contracts and make necessary adjustments as opportunities arise.	Vice President for Student Affairs, Director of Athletics, Assoc. ADs, SWA	Achieve results by 2011, continuously monitor thereafter
Currently on target with this goal.				
Issue	Goal	Steps	Responsible	Timetable
9. Achieving an appropriate proportion of female coaches for female athletes	Maintain and increase as possible the number of female coaches.	Actively recruit qualified female candidates as vacancies are anticipated and occur.	Director of Athletics, Affirmative Action Dir., SWA	Ongoing and continuously monitored by the SWA

Currently, only two women's teams have women as head coaches: volleyball and softball. A review of the Athletics Department web site revealed five other women assistants: two in basketball, one in softball, and two in volleyball. Though women constitute roughly half of all student athletes, women coaches are less than 25% of the total coaching staff.

Issue	Goal	Steps	Responsible	Timetable
10. Move towards more equitable facilities	1. Construct concession and restroom facility with limited locker space to serve soccer and track. 2. Continue improvements to the softball facility, culminating in lights. 3. Construct track for use by cross country and outdoor women's track.	Conduct site studies and commission preliminary architectural plans. Establish fundraising plan to raise money for necessary construction.	Vice President for Student Affairs, Director of Athletics, Assoc. ADs	Completion of concession and toilets by 2011, softball lights by 2013, and track by 2014

The softball field is lighted and team space has been created for soccer. Concession and restroom facilities are in place to serve softball, soccer and club sports. Little progress has been made on the track.

Issue	Goal	Steps	Responsible	Timetable
11. Maintain gender equitable medical and training services	Continue to provide high quality services to all students, taking particular care that students have full access to gender specific medical services.	Keep an OB-GYN specialist on call, evaluate services on an annual basis.	Director of Athletics, Head Athletic Trainer, SWA	Continuously monitor
This goal continues to be met.				
Issue	Goal	Steps	Responsible	Timetable
12. Continue gender equitable policies with regard to housing and dining services	Ensure that male and female athletes receive comparable benefits.	Survey student athletes and monitor budgets to ensure equity.	Director of Athletics, SWA, Assoc. ADs	Annual review
Issue	Goal	Steps	Responsible	Timetable
13. Sports are publicized on an equitable basis	Publicity produced by the university will be equitable in all respects—quality, size, quantity, etc.	Sports Information Director and Marketing Director will analyze and report.	Director of Athletics, SID, Marketing Dir., SWA	Annual review
Need to continue to implement annual report by SID and Marketing Director				
Issue	Goal	Steps	Responsible	Timetable
14. Support services are to be provided on an equitable basis	There will be no gender differences in terms of clerical support, office space, or support for summer camps.	Annual report will be produced by department.	Director of Athletics and sports supervisors	Annual review

Continue to require annual report				
Issue	Goal	Steps	Responsible	Timetable
15. Recruiting expenditures need to reflect proportion of male to female student athletes	Budgets and expenditures for recruiting will reflect proportionality.	Coaches will be strongly urged to spend monies budgeted for recruiting. Sports supervisors will monitor and intervene as necessary. In addition, the A.D. will report quarterly to the Gender Equity Committee on expenditures made to recruit student athletes for each sport, including the year-to-date total for each sport until proportional spending is achieved.	Director of Athletics	Achieve goal in 2012, continuously monitor thereafter
No real progress made to date. Need to monitor coaches more closely. Assessing this situation more thoroughly should remain a priority for the GE Committee in 2014-2015.				

**FYI Summary: Participation, Financial Aid, Recruiting, Travel, and Equipment Expenditures: Trends
2000 – 2013.**

Year	Undergrad Student Body ¹		Student-athlete Participation		Unduplicated Athletes ²		Financial Aid		Recruiting		Travel		Equipment, Uniforms, Supplies	
	Men	Wmn	Men	Wmn	Men	Wmn	Men	Wmn	Men	Wmn	Men	Wmn	Men	Wmn
2000 ³	43.0 ⁴	57.0	42.0	58.0					56.0	44.0				
2001	44.4	55.6	42.5	57.5			47.9	52.1	59.9	40.1				
2002	43.8	56.2	41.0	59.0	46.5	53.5	44.8	55.2	62.5	37.6	47.5	52.6	47.7	52.3
2003	43.0	57.0	41.3	58.7	45.3	54.7	46.7	53.3	60.7	39.3	51.5	48.5	57.6	42.4
2004	43.0	57.0	41.4	58.6	47.7	52.3	44.8	55.2	64.8	35.2	57.1	43.0	63.0	37.0
2005	43.0	57.0	43.9	56.1	50.0	50.0	47.0	53.0	63.5	36.5	56.0	44.0	52.7	47.3
2006	42.6	57.4	44.9	55.1	50.8	49.2	45.5	54.5	61.5	38.5	49.7	50.3	57.0	43.0
2007	43.6	56.4	45.7	54.3	48.8	51.2	45.8	54.2	55.4	44.6	56.0	44.0	56.6	43.5
2008	44.9	55.1	50.8	49.2	58.7	41.3	45.4	54.6	57.0	43.1	49.7	50.3	52.3	47.7
2009	44.6	55.4	47.2	52.8	51.2	48.8	44.2	55.8	55.6	44.4	53.1	46.9	51.8	48.2
2010	45.5	54.5	44.6	55.4	50.5	49.5	45.3	54.7	66.0	34.0	54.3	46.6	57.1	42.9
2011	45.3	54.7	44.8	55.2	50.4	49.6	42.4	57.6	57.0	43.0	47.4	52.6	52.0	48.0
	Index for Comparison = $\pm 1\% \rightarrow$		2010 difference $\pm .9$ points.		Index for Comparison = Equity \rightarrow		2010 difference ± 5.2 points.		2010 difference ± 15.5 points.		2010 difference ± 2.9 points.		2010 difference ± 6.6 points.	
			2011 difference $\pm .5$ points.				2011 difference ± 8 points.		2011 difference \pm points.		2011 difference \pm points.		2011 difference \pm points.	

Notes:

1. Student-athlete Participation proportions should be within one percent (1%) of Undergraduate Student Body gender proportions; i.e. Prong One of the Three Part Test for meeting Title IX gender equity requirements (NCAA *Gender Equity Planning*, p. 5).
2. Financial Aid; Recruiting; Travel; and Equipment, Uniforms & Supplies should be within one percent (1%) of the Unduplicated Student-Athlete gender proportions (NCAA *Gender Equity Planning*, p. 9).
3. Reporting year runs from July 1 – June 30. Date represents year at end of cycle, i.e. as of June 30.
4. Proportions calculated from actual expenditures reported on the Equity in Athletics Disclosure Act (EADA) form.

Appendix A: Track Construction

Wright State University

Gender Equity Five Year Plan

Equitable Facilities (Item 10)

Track Construction

According to Associate Vice President, Facilities Planning and Development (Vicki Davidson), "There is no site on campus large enough to accommodate a 1/4 mile track. The footprint of such a facility would require the amount of land that is currently allocated to both the Alumni Soccer field and the planned student recreation soccer field, from the 444 land to the lot 20 pavement. (Athletics) would need \$500,000 to install a track if the land were available." There is currently not a track included for the University Community in the Master Plan.

Director of Athletics Bob Grant met with Tony Liz to discuss an attempt to have the University's Health Care providers install a track. The University does not spend enough dollars with group to warrant \$500,000 expenditure.

Director of Athletics Bob Grant met with Art Neff to discuss the inclusion of a track in the medical/training facility at the Nutter Center.

Director of Athletics Bob Grant has scheduled meetings and discussions with Athletes in Action to discuss use of their facilities in an effort to establish quality facilities for WSU student-athletes to utilize.

Director of Athletics Bob Grant and the Associate Vice President, Public Affairs have scheduled a meeting/discussion with the Wright Patt Air Force Base Commander to discuss the potential collaboration of building track at WSU.

Senior Associate Athletic Director Maureen Cooper had plans to meet with WSU ROTC to discuss possible collaboration of track construction on campus.

Department of Athletic Administration must identify potential individual donors to assist in funding project.

Director of Athletics Bob Grant met with the Director of the Greater Dayton YMCA on 4/13/11, to discuss possible collaboration that would result in the construction of a track on the WSU campus. The project would entail closing the Fairborn YMCA and building a "sports center" on WSU campus to be used by YMCA primarily in summer months. The Director indicated that there is not enough interest that would justify dollars spent on a track.

VI. Student Welfare Committee

The Student Welfare Committee met two times this academic year. Chair Stephen Fortson, who also serves as Wright State University's Faculty Athletic Representatives participated in additional welfare meetings with Athletics personnel.

The committee discussed the following topics throughout the year: Student Athlete Exit Interviews, Sports Medicine review, Life Skills programming.

A. Student Athlete Exit Interviews

After reviewing two years of data from the surveys distributed by Growth Dynamics for both exiting seniors and returning student athletes, it was determined by Senior Athletics Administration, the University Faculty Representative and Growth Dynamics staff that one survey for all student athletes would be sufficient instead of two.

Exiting seniors will now be surveyed along with returning student athletes. The data can be broken down by a number of variables including academic class, so determining the exiting seniors responses from returning student athletes will still be possible.

To date, student athletes competing on fall and winter teams have been invited to complete survey. Both men's and women's basketball teams have over 85% response and all the other teams are over 40% response with the exception of men's swimming & diving, 19% and volleyball, 33%. Overall, this is a strong 57% response rate so far. Analysis of the data will take place in late spring, early summer.

B. Sports Medicine Review

1. Athletic Trainer Coverage

The Welfare Committee decided to move its second meeting to the new Physicians Building to tour the facilities and get the sports medicine report. This was my first time in the building and I was thoroughly impressed with all the technology and rehabilitation equipment available to trainers and doctors. Some of this equipment includes a state of the art MRI machine, aquatic lap pool with underwater observation windows, a complete pharmacy, several classrooms, as well as many other essential amenities. Head Athletic Trainer, Jason Franklin compared the facilities to much larger schools he has worked and said Wright State is very comparable. In addition to cutting edge facilities, the university has providing funding for additional athletic training staff this academic year. Mr. Franklin now feels he has all the staff

required to service over 300 student athletes. The following is the sports medicine update report for 2013-2014:

2. Medical treatment

Reporting year: 2013-2014

Injuries treated by Sport Medicine Staff by semester:

Fall Semester:

Injury treatments: 315

Physician Visits: 71

Spring Semester:

Injury treatments: 262

Physician Visits: 89

3. Drug Testing Update

Number of Athletes tested and outcome:

Fall Semester:

Number Tested by WSU: 50

Number Tested by NCAA: 0

Number in Safe Harbor: 2

Positives tests: 3

Spring Semester:

Number Tested by WSU: 40

Number Tested by NCAA: 10

Number in Safe Harbor: 0

Positives tests: 1

C. Life Skills Update

CHAMPS/Life Skills Program Year-end Report

Jason Franklin, Dr. Keferl and nutritionist- September 8, 2013

Head athletic trainer Jason Franklin and staff reviewed policy and procedures in the new facility, drug and alcohol policy, nutrition, counseling and wellness, insurance procedures, and concussions. The nutritionist also introduced herself to student-athletes and provided her information.

Dave Westol- September 19, 2013

National speaker Dave Westol presented on the dangers of Hazing and ways to prevent hazing on campus. Dave has made over 6,000 presentations regarding hazing, risk management, motivation, values, ideals, and leadership on over 400 campuses around the country.

Bobby Petrocelli- October 10, 2013

Bobby Petrocelli's story is one of personal triumph and hope following a devastating tragedy in his life. One night he went to bed in suburban America, a happy man with a loving wife. But when he woke up dazed in his kitchen, his wife was dead and his life forever changed. The pickup truck that crashed through his bedroom wall was driven by a man who was more than twice legally drunk.

He is the author of several books, including 10 seconds Will Change Your Life Forever. He is now a motivational speaker who shares with people of all ages about the power of their decisions and how to build a strong foundation for their lives.

Hudson Taylor- November 20, 2013

As an athlete in high school and college, Hudson Taylor often observed the use of homophobic language and demeaning humor, especially in sports. Soon after enrolling at the University of Maryland, he befriended LGBT students in his theatre classes and became increasingly aware of the pain caused by homophobic behavior.

Hudson, who is not gay, felt it was imperative he confront the reality sports often marginalize LGBT athletes, coaches and others through systemic homophobia and transphobia. He decided to take action as a straight ally to change athletic culture for the better.

To stand in solidarity with the LGBT community, Hudson wore an LGBT equality sticker from the Human Rights Campaign on his wrestling headgear. Though he encountered criticism from his peers, but received positive attention from the media, and received thousands of emails from parents and closeted athletes, expressing thanks and sharing their own experiences of

homophobia and transphobia in sports. This experience inspired Hudson to launch Athlete Ally. Athlete Ally also provides public awareness campaigns, educational programming and tools and resources to foster inclusive sports communities.

Stephanie Allen & Dr. Keith Edwards- November 4, 2013

Student legal services managing attorney presented on the services offered and the importance of electing student legal services when registering for classes. Directly following her presentation Dr. Keith Edwards spoke on ending rape and on sexual assault awareness.

Dominic Jones- January 26, 2014

Dominic Jones was born and raised in Columbus, Ohio, and is a graduate of Brookhaven High school where he helped lead the school to state championships in both football and basketball. For Dominic the road to success hasn't always been an easy one! While a freshman at the University of Minnesota, he was ranked the 11th best defensive back in the nation and named an All-American. As a honor student and true NFL hopeful Jones had a bright future ahead. But, after a long night of partying and a 10 second decision, he found himself at the center of media frenzy and facing criminal charges. In an instant everything Dominic worked so hard for slipped away. Sentenced to a year in prison, Jones was forced to face extreme adversity and confront the consequences of his actions head on.

Today Dominic is a sought after motivational speaker, business man, philanthropist and professional athlete. He is passionate about improving the lives of others by sharing his story of how "10 seconds can change the next 10 years of your life!"

Kathleen O'Brien- Career Services- Smart start workshop

The workshop teaches a young woman how to determine what employers are paying for the job she wants when she graduates and how to negotiate to be paid what she is worth doing that job. This workshop aims to equip the student with the real-world information and tools needed for salary negotiation in the workforce.

VII. Pre-game Lecture Subcommittee

The Athletics Council hosted two pre-game lectures on November 16, 2013, and February 25, 2014, during the 2013-2014 Men's Basketball season. The pre-game lectures were held in the Nutter Center's Berry Room and publicized through announcements to season ticket holders, direct invitations to student athletes through Academic Advising in Athletics, campus-wide emailing and by being listed in the University President's weekly email address. Student athletes from the College of Science and Math were specifically invited and recognized prior to the November 16 talk and student athletes from the College of Liberal Arts were specifically invited and recognized prior to the February 25 talk.

The speaker at the November 16 pre-game lecture was Dr. Labib Rouhana from the Biological Sciences Department. Dr. Rouhana's talk was titled "Research from the planarian regeneration laboratory at WSU: Learning about human development and reproduction from planarian flatworms" and was attended by approximately 100 individuals.

The speaker at the February 25 pre-game lecture was Dr. Scott Peterson from the Department of Communication. Dr. Peterson's talk was titled "The development of baseball journalism" and was attended by approximately 40 individuals.

The transition to semesters has helped Athletics Council pre-game lectures in the sense that more students are on campus during the Men's basketball season. Factors that seem to increase the likelihood of drawing large numbers of attendees to the talks are: inviting and recognizing student athletes from the colleges of which the speakers come, having speakers that teach large classes themselves, and being able to advertise the starting times for the talks well in advance (e.g. games that do not have set starting times at the start of the season are not good candidates for pre-game lectures). Reserving space in the Berry Room immediately after the Men's basketball schedule is finalized is important as that space is often quickly reserved for other purposes.