

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

**2014-2015**

Submitted by  
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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 the Bylaws, and implements policy decisions of the university president or his designees. In the 2014-'15 academic year a steering committee, five standing committees and an ad-hoc subcommittee did the work of the Council. That work is summarized here, with detailed discussion following.

The **Steering Committee** organized eight Council meetings during the academic year. In addition, committee members Stephen Fortson and Bob Grant surveyed Horizon League institutions and found that WSU's Athletics Council is larger than equivalent groups at all other league institutions. Under a charge by the Faculty Senate, an ad hoc Financial Review Committee examined budget data from other Horizon League schools and other Ohio public universities, and recommended that the administration provide the Athletics Department with a hard budget and that the Athletics Department live within that budget.

The **Academic Affairs Committee** examined Pilot's Early Academic Alert function in order to monitor in real-time individual student academic performance, found that more instructors are utilizing this program, and presented data on the program to the Faculty Senate Executive Committee. In addition, the committee recommended fifth-year grants for 10 student athletes. Assistant Athletics Director Judy Chivers reported the Fall 2014 overall cumulative GPA for student athletes was 3.146 and the university student GPA was 3.096.

With no AC member volunteers for the **Constitution and Bylaws Committee**, Council chairman Jeff John took responsibility for it after a need for some reform of Council functions became apparent. Proposed Constitution and bylaw revisions were put to a ballot in the March meeting; voters approved proposals to reduce faculty membership by one, to create a Financial Review Committee, and to create a Recording Secretary position.

The **Gender Equity Committee** observed that although both men's and women's teams meet the minimum contest and participant requirements, in 2014 female athletes received 55.3% of total financial aid but constituted 48.3% of the athlete population, while male athletes received 44.7% of aid and constituted 51.7% of the athlete population. The committee concluded it's not that women are over-rewarded, but that men are not rewarded enough, and it urged the institution to take remedial action to rectify this ongoing problem, which has existed since 2003. On the other hand, the Committee found more funds going toward recruitment of male than female athletes. The Committee suggests a budget enhancement to help the Athletics Department achieve goals of both compliance in athletic financial aid and construction within the next two years of a track, which would benefit the entire university community as well as help achieve gender equity by offering facility equivalency. A major task for next year's committee will be creation of a new Five-Year Plan.

The **Student Welfare Committee** discussed student athlete exit interviews and reviewed sports medicine and life skills programming. March through May, 2014, satisfaction levels of student athlete were measured, with an overall response rate of 59 percent. Eight life skills programs were offered for student athletes during the year, and as of mid-March, 2015, student athletes had 317 physician visits.

The **Diverse Student Athlete Advocacy Committee** continued to monitor the Five-year Minorities Opportunity Plan. Teams participated in numerous opportunities for community outreach, and met goals of both a diverse athlete graduation rate at least equal to the overall student athlete graduation rate, and maintaining a retention rate that is equal to or higher than the overall student athlete retention rate. However, the institution did not meet goals for a level of academic ineligibility no higher than the nondiverse student athlete's level, nor the goal of attaining a GPA equal to or higher than the overall student athlete GPA, nor the goal that diverse student athletes' GPA would exceed that of the diverse students in the general student population.

## I. Report of the Steering Committee

Committee members: Jeffrey Alan John (Council chair), Lawrence Prochaska, (immediate past chair), Mill Miller, (chair-elect), Marie Bashaw (at-large), Stephen Fortson (NCAA Faculty Athletics Representative), Bob Grant, (Athletics Director, ex-officio)

The Steering Committee began preparing agendas for the Athletics Council in August, and organized a total of eight Council meetings during the academic year. Guests who appeared before the Athletics Council upon invitation by the Steering Committee included the university president, the vice president for student affairs, men's and women's basketball coaches, the baseball coach, the softball coach, the marketing director on use of social media, the sports information director and the director of compliance.

In order to compare the functions of groups equivalent to the WSU Athletics Council, Steering Committee members Stephen Fortson and Bob Grant surveyed all other Horizon League institutions. Results indicated WSU's Athletics Council is considerably larger and appears to be more active than other similar HL groups.

### **Financial Oversight Committee (ad hoc)**

In December, 2014, the Faculty Senate charged the Athletics Council with formation of a Financial Review ad hoc committee. Council members Larry Prochaska, Bill Wood, and Mill Miller, and Athletics Director Bob Grant agreed to serve on the committee. The committee examined budget data from other Horizon League schools and other Ohio public universities (excluding Ohio State and University of Cincinnati) and found that although the WSU Athletics Department consistently overruns its budget, the WSU Athletics budget plus cost overruns falls within the range of expenditure at the other institutions, and WSU's athletics budget falls below one standard deviation of budgets at the other Ohio public universities. In its conclusion, the committee recommends that the administration provide the Athletics Department with a hard budget for its mission in the university and that the Athletics Department live within that budget. Results of that committee's work were distributed to the Faculty Senate, senior administrators, and all members of the Athletics Council.

## II. Report of the Academic Affairs Committee

Committee Members: Marie Bashaw (chair), Thomas Fortener, Bill Wood, Judy Chivers

The overarching mandate of the Academic Affairs Committee (AAC) is to recommend to the Athletics Council policies or position statements regarding student athlete academic eligibility; to review and recommend 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 Grade Point Average performance of student athletes individually, by team and by sport, and monitor and report on fifth-year scholarship extensions, in the 2014-2015 academic year the Committee continued pursuit of implementation of the Early Academic Alert function of Pilot learning management system as a way to monitor in real-time individual student academic performance.

Through the implementation of the Early Academic Alert system in Pilot professors now have the ability to notify advisors in any area, not just athletics, of students who are

struggling in their courses. They can also notify advisors, as in the case of Athletics, regarding students who are doing fine as well. This year there was an increase in professor utilization of this program, with 54 professors responding with 187 updates of which 25 were alerts, and 162 were 'no alert', indicating the student was progressing adequately in the course.

The next phase of enhancing this program was a presentation to Faculty Senate Executive Committee at its April meeting to encourage more wide spread use of this functionality. The Faculty Senate Executive Committee thought this was a good idea and asked that a presentation be made at the beginning of the fall semester, and perhaps even taping the presentation so it could be viewed by faculty at any time. Additionally, they would like a mechanism added so that the loop is closed to faculty who are sending progress updates on their students to know what the advisors are doing with the information. The Senate does NOT expect the Athletics Council to implement this additional request but would like it looked at by all advisors.

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 ten student athletes who met the criteria, for an approximate total cost of \$54,749. The Committee noted that the number of fifth year grants are trending downwards and that the total cost is lower than last years as well.

The Committee heard regular reports from Assistant Athletics Director Judy Chivers regarding student athlete academic performance. Notably, the Fall 2014 overall cumulative GPA for student athletes was 3.146 and the university student grade point average was 3.096.

### **III. Report of the Constitution and Bylaws Committee**

Membership: Jeff John

The Constitution and Bylaws committee had no members to begin the year, but as of the January meeting Council chairman Jeff John took responsibility for it, after Faculty Athletics Representative Stephen Fortson and Athletics Director Bob Grant provided results of a survey of Horizon League athletics councils.

Results of their survey prompted recommendations to alter the Constitution and Bylaws regarding membership of the WSU Athletics Council. Recommendations were that the Council become smaller by reducing the representation of the Classified Staff from two voting members to one; reduce representation of the Unclassified Staff from two voting members to one; and to reduce Faculty Senate representation from two voting members to one. In addition, recommendations were presented to re-create a standing Financial Oversight Committee, and to create the position of Recording Secretary.

These recommendations were debated in the February Council meetings and put to a vote by ballot in the March meeting. Proposals to reduce classified and unclassified membership failed to receive the required two-third vote, but the proposals to reduce faculty membership, to create a Financial Oversight Committee and to create a Recording Secretary position were approved.

## IV. Report of the Gender Equity Committee

Committee Members: Mary Kenton, Wright State University Retirees Association (chair); Lawrence Prochaska, Professor, Biochemistry and Molecular Biology; Sheila Nahrgang, Associate Director, Special Programs, Student Union; Joylynn Brown, Assistant Director, Athletics, Ex-Officio; Matt Boaz, Director of Equity and Inclusion, ExOfficio; Mill Miller, Professor, Biological Sciences, Athletics Council Vice Chair; Drew Corbett, Associate Director, Campus Recreation

The Gender Equity subcommittee 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:

- 2008-14 Gender Equity Committee Year End Reports
- 2010-15 Gender Equity Five-Year Plan
- 2014 Equity Athletics Disclosure Act (EADA) Reports (actual participation, revenues & expenses)

### 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 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 2000 – 2014**

Year	Undergraduate % <sup>a</sup>		Duplicated Student-athletes % <sup>b</sup>	
	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 <sup>c</sup>	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 <sup>d</sup>	47.4	52.6	43.3	56.7
2014	<b>48.6</b>	<b>51.4</b>	<b>45.9</b>	<b>54.1</b>

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 2014 the unduplicated headcount is 150 men and 140 women.

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 2014 females constituted **51.4%** of undergraduates and **54.1%** of athletic participants while males constituted **48.6%** of undergraduates and **45.9%** of athletic participants. These proportions include allowable duplicated headcounts and walk-ons.

Table I shows that women’s rate of participation (54.1%) is 2.7% percentage points higher than their rate of enrollment (51.4%). Though OCR has declined to define “substantially proportionate” in concrete numbers, this difference in favor of women is within the 1 to 3% safe harbor range sometimes cited in the legal literature. Wright State is definitely edging closer to compliance in participation.

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 maintain 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).

**Table II. Athletic Financial Aid Trends 2002–14.**

Year	Student-Athlete %, Unduplicated <sup>a</sup>		Financial Aid to Student-Athletes % <sup>b</sup>	
	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 <sup>c</sup>	49.1	50.9	44.7	55.2
2014	<b>51.7</b>	<b>48.3</b>	<b>44.7</b>	<b>55.3</b>

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

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

c.) In 2014, there were 150 unduplicated male athletes and 140 unduplicated female athletes. Athletic financial aid to teams totaled \$2,677,202 with \$1,196,237 awarded to males and \$1,480,965 awarded to females. Based on these figures, the average amounts of financial assistance are \$7975 per unduplicated male and \$10,578 per unduplicated female, resulting in females receiving a total amount of \$284,728 more than males.

In **2014** female athletes received **55.3%** of the total Financial Aid and constituted **48.3%** of the unduplicated head count; male athletes received **44.7%** of the and constituted **51.7%** of the unduplicated head count.

Seven percentage points in favor of female student athletes is unacceptably outside the safe harbor of plus or minus 1%.

*Recommendation:* The institution needs to take remedial action to rectify this ongoing problem.

### 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 –14.**

Year	\$ Male		\$ Female		Total	Proportion	
	Budget <sup>a</sup>	Actual <sup>b</sup>	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
<b>2014</b>	<b>105,500</b>	<b>135,882</b>	<b>89,839</b>	<b>133,222</b>	<b>269,104</b>	<b>50.5</b>	<b>49.5</b>

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

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

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 two years. Continue to monitor closely to maintain the gains achieved.

#### **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 to maintain compliance.

### 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

**Table IV. Expenditures on Men's and Women's Team Travel: Trends 2002 – 2014.**

Year	\$ Male		\$ Female		Total	Proportion	
	Budget <sup>a</sup>	Actual <sup>b</sup>	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
<b>2014</b>	<b>381,450</b>	<b>639,873</b>	<b>381,200</b>	<b>521,575</b>	<b>1,161,448</b>	<b>55.1</b>	<b>44.9</b>

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

b.) Item 25 Team Travel from the EADA Report.

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 continues to create 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. A close look at a trip to Milwaukee by the men's and women's basketball teams showed comparable expenses for transportation, but considerable differences between hotel bills and meals. The men's team travelled 29 people, spending \$81.80 per person for rooms and \$150 per person

for food. The women's travel party was 22, spending \$61.45 per person for rooms and \$77 per person for food. A trip by both teams to Youngstown State showed very similar expenses for hotels and closer per person expenditures for food: \$92.34 per person for the men's team and \$77.72 for the women. On the Oakland trip, the women's team outspent the men slightly on rooms and outspent them \$58 to \$40 per person on food. It's hard to draw solid conclusions from such data.

*Recommendation:* Continue the practice of monitoring all non-conference travel and spot-checking conference trips by gender. Enforce budgetary restraints. Continue to monitor special opportunity travel to ensure gender equity over time.

#### **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 20 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. The gender gap in compensation has closed. In **2014** coaches of women's teams received **50%** 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%** of the total compensation pool compared to 50% in 2014. The Athletics Department needs to continue a strong, proactive stance in advertising, recruiting, and increasing the percentage of female coaches coaching women's teams. Only 20% of the total coaching pool is women.

#### **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)

*Recommendation:* Continue to explore possibilities for implementing the five-year plan recommendation for a track. Volleyball now has 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 Group: Wright State Orthopedic and Sports Medicine (Miami Valley Hospital). Three physicians are at the core of student-athlete care. There is a group of ten 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 female OB/GYN is also included in this consultant group.

2. Wright State University employs 5 full-time trainers—3 men and 2 women plus 3 female graduate assistants. Two men make up the Strength and Conditioning staff. Training facilities are well equipped and well staffed and available on a gender-neutral basis. Student athletes receive appropriate insurance coverage.

## **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**

Three factors are reviewed for compliance: 1) quality and availability of sports information personnel; 2) access to other publicity resources for men's and women's programs; and 3) quantity and quality of publications and other promotional devices featuring women's and men's programs.

Wright State issues press releases and prints schedule cards and team posters on a gender-neutral basis. Other promotions for women's teams include events like Education and Hoops Day and Girl Scout Cookie Day. Women's programs are also covered on social media. The staging of home basketball games for the women's team has improved dramatically over the years. The last women's home game of the year featured the pep band, a full complement of cheerleaders and the dance team.

Of the \$276,541 that Wright State spends on fundraising, marketing and promotions, \$127,369 (46%) goes to men's basketball and \$23,016 (8%) goes to women's basketball. Other sports receive 15% (\$42,583) of the total and the remaining \$83,573 is non-program specific. No women's team is publicized and promoted on the same scale as men's basketball. The department spent \$26,629 advertising men's basketball and \$2,878 advertising the women's games. Other notable men's expenses include \$20,000 for t-shirt promotions, \$18,698 for radio broadcasts, and \$28,796 for Platinum and Raider Lounges. No funds were reported spent on women in those categories, though some of the t-shirts were distributed at women's events.

Spending is not the only indicator of equity, but it is significant. Institutions generally budget for the goals they want to achieve. Women's teams have experienced some growth in attendance over the last four years: basketball has gone from an average of 337 in 2010-11 to 672 for the current season; softball from 130 to 238 for 2013-14. These are encouraging numbers, for they show that effort yields results even without a large advertising budget. But we can and should do better. Many of the promotions for women's basketball are linked to efforts to promote the men's team, though many commentators note that the audiences for the two sports are often quite different. Perhaps it is time to develop separate strategies and budgets for promoting the two teams.

*Recommendation:* Develop a comprehensive marketing plan for women's sports, one that highlights women's basketball. This is an item to be considered for inclusion in the next Five-Year Plan.

### **J. Support Services**

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

Table V. Support Services Expenditures 2006-2014 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	<b>13</b>	<b>6</b>	81
2007	149,202	126,079	1,605,377	<b>8</b>	<b>7</b>	85
2008	141,303	97,029	1,843,709	<b>8</b>	<b>5</b>	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 <sup>a</sup>	159,993	116,711	1,749,762	8	6	86
2014	<b>233,923</b>	<b>154,137</b>	<b>1,806,956</b>	<b>11</b>	<b>7</b>	<b>82</b>

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

*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.

### **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. Expenditures for Recruiting: Trends 2000 – 2014

Year	\$ Male		\$ Female		Total Actual	Proportion	
	Budget <sup>a</sup>	Actual <sup>b</sup>	Budget	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
<b>2014</b>	<b>93,848</b>	<b>134,230</b>	<b>88,100</b>	<b>86,069</b>	<b>220,299</b>	<b>61</b>	<b>39</b>

Notes: a.) In 2006 the Gender Equity Committee began requesting the Athletic Department budget.  
b.) EADA, Item 24 Recruiting.

Table VI shows in **2013**, that 61% of recruiting dollars were spent for recruiting male student athletes and 39% 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

An examination of the current student athlete population shows that 84% (up from 77% in 2013) of women athletes are Ohio natives. The comparable statistic for men is 59% (56% in 2013). Whether that data alone is enough to explain the discrepancy in spending is not clear.

*Recommendation:* Attempts to explore or explain the persistent discrepancy have not been 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 2013-2014: Strengths and Weaknesses**

### **Title IX and Budgeting**

Complying with Title IX is theoretically budget-neutral for educational institutions. Athletics departments' budgets, however large or small, must be spent equitably on men's and women's teams. In practice, however, Wright State and most other institutions have elected to spend more to enhance women's teams rather than redistribute funds away from men's teams. Since the advent of the Gender Equity Committee in the early 90s, the Wright State Athletics Department has received several modest budget enhancements to help achieve and maintain compliance with Title IX. As a result no male team has been downgraded or eliminated to comply with Title IX, and women have experienced greatly enhanced participation and scholarship opportunities.

**The Gender Equity Committee believes it is time for the University to consider another budget enhancement** to help achieve two important goals. The need to achieve compliance in Athletic Financial Assistance is detailed below. The second goal has been listed in the institution's Five-Year Plans for 10 years now: the construction of a track. In order to achieve compliance with accommodating women's interests and abilities, Wright State decided in the mid-90s to offer women's indoor and outdoor track on a shoestring budget. Twenty years later, we still haven't built a track for the team to use for training and competition. The Committee urges that construction of a track--one that would benefit the entire university community as well as achieve a long-established gender equity goal--begin within the next two years. As with lights on the softball field, we'll all marvel that such a basic requirement took so long.

### **Participation and Scholarships**

Maintaining compliance in terms of providing appropriate athletic participation opportunities can be tricky because of the difficulty of predicting male/female enrollment from year to year. Wright State regained compliance in this important area in 2014, but we cannot rest on our laurels. Efforts to monitor enrollment patterns and to manage rosters must continue if we are to maintain equilibrium.

Unfortunately, the institution is clearly out of balance with Athletic Financial Assistance. The compliance standard requires that scholarships be distributed equally between men and women based on their unduplicated headcount. That is, if 50% of athletes are males, then they should receive 50% (within plus or minus 1%) of the scholarships awarded. Wright State has not met this standard since 2003. We are consistently out of balance in favor of female student athletes. Much of this disparity can be linked to decisions made by the NCAA to assist football schools by increasing the number of scholarships allowable in women's sports. By following NCAA recommendations, Wright State inadvertently established a pattern of non-compliance in scholarships.

Efforts to rebalance awards have not been successful, primarily because it would prove so disruptive to teams. After years of struggling with this issue, the committee concludes that it's not that women are over-rewarded, but that men are not rewarded enough. Several men's (and women's) teams are well below the maximum number of scholarships allowed. Without institutional help, the Athletics Department does not have the resources to address this serious compliance problem. The Gender Equity Committee respectfully requests that the institution consider a budget increase of approximately \$250,00 to be used exclusively to bring scholarships for men into compliance with Title IX. Care would need to be taken to ensure that additional scholarship funding would not lead to additional male athletes. It would not do to solve the scholarship problem by reintroducing a participation problem.

### **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 especially, recruiting. Steady progress has been made on equalizing spending on equipment and supplies, so much so that in 2014 a 50.5% to 49.5 split was achieved. Travel expenses sometime seem hard to predict and to explain. Perhaps it's time for the Department to review its travel processes and to institute some new planning and reporting requirements. The Five-Year Plan contains several suggestions for

dealing more effectively with recruiting. The committee must be more proactive.

This year the committee took a closer look at how the department spends money to promote its athletic teams. As detailed in the body of the report, it's time for Wright State to develop a comprehensive plan to advertise and promote the women's basketball team.

### 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.

A major task for next year's committee will be the construction of a new Five-Year Plan.

## Section Two: 2010-15 Gender Equity Five-Year Plan

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
<b>1. Reestablish rates of participation proportional to full-time undergraduate enrollment</b>	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
Proportionality substantially achieved in 2014. Monitor closely to maintain balance.				



Issue	Goal	Steps	Responsible	Timetable
<b>2. Reestablish scholarship awards to within 1% of unduplicated headcount for male and female athletes</b>	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
<b>3. Maintain funding for track scholarships once target for 08-09 (\$100,000 annually) is achieved.</b>	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

For 2012, scholarships fell to \$76, 599, from \$89,833 in 2011. In 2013 the total fell further to \$71,787. Though the department budgeted \$100,000 only \$81,518 was spent. The department ensures that the entire \$100,000 will be awarded in 2015.

Issue	Goal	Steps	Responsible	Timetable
<b>4. Maintain proportional spending for equipment and supplies</b>	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

Careful monitoring of departmental policies has achieved parity in spending. Continue to monitor closely.

Issue	Goal	Steps	Responsible	Timetable
<b>5. Reestablish equitable arrangements for scheduling of games and practice times</b>	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
<b>6. Continue gender equitable travel and per diem regulations</b>	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
<b>7. Meet student need and demand for academic support on gender neutral basis</b>	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
<b>8. All student athletes should experience gender equitable coaching appropriate for their sport.</b>	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
<b>9. Achieving an appropriate proportion of female coaches for female athletes</b>	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 nine other women assistants. Though women constitute roughly half of all student athletes, women coaches are only 20% of the total coaching staff.

Issue	Goal	Steps	Responsible	Timetable
<b>10. Move towards more equitable facilities</b>	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
<b>11. Maintain gender equitable medical and training services</b>	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
<b>12. Continue gender equitable policies with regard to housing and dining services</b>	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

This goal continues to be met.

Issue	Goal	Steps	Responsible	Timetable
<b>13. Sports are publicized on an equitable basis</b>	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
<b>14. Support services are to be provided on an equitable basis</b>	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
<b>15. Recruiting expenditures need to reflect proportion of male to female student athletes</b>	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 2015-16.				

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

Year	Undergrad Student Body <sup>1</sup>		Student-athlete Participation		Unduplicated Athletes <sup>2</sup>		Financial Aid		Recruiting		Travel		Equipment, Uniforms, Supplies	
	Men	Wmn	Men	Wmn	Men	Wmn	Men	Wmn	Men	Wmn	Men	Wmn	Men	Wmn
20003	43.04	57	42	58					56	44				
2001	44.4	55.6	42.5	57.5			47.9	52.1	59.9	40.1				
2002	43.8	56.2	41	59	46.5	53.5	44.8	55.2	62.5	37.6	47.5	52.6	47.7	52.3
2003	43	57	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	57	41.4	58.6	47.7	52.3	44.8	55.2	64.8	35.2	57.1	43	63	37
2005	43	57	43.9	56.1	50	50	47	53	63.5	36.5	56	44	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	43
2007	43.6	56.4	45.7	54.3	48.8	51.2	45.8	54.2	55.4	44.6	56	44	56.6	43.5
2008	44.9	55.1	50.8	49.2	58.7	41.3	45.4	54.6	57	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	34	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	43	47.4	52.6	52	48
2012	45.7	54.3	42.3	57.7	47.6	52.4	43.3	56.7	57	43	55.8	44.2	61	39
2013	47.4	52.6	43.3	56.7	49.1	50.9	44.7	55.2	56	44	56	44	53.5	46.5
2014	48.6	51.4	45.9	54.1	51.7	48.3	44.7	55.3	61	39	55.1	44.9	50.5	49.5

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.

## **Gender Equity Committee**

### **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 was scheduled 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.

## **V. Report of the Student Welfare Committee**

Committee members: Stephen Fortson (Chair), Jason Franklin, Judy Chivers, Rod Perry, Corey Ellis, Robert Rando, Maigan Larsen

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:

1) Student Athlete Exit Interviews 2) Sports Medicine review 3) Life Skills programming

### **A. Student Athlete Exit Interviews**

The GDI MAX Survey was distributed to student athletes from March through May 2014. The overall response rate to this survey was 59%. The goal of this survey was to establish a "voice" for each Wright State University student athlete to offer individual views, insights, and recommendations regarding their experience at the university, and access the needs, expectations and satisfaction of the student athlete community.

The overall results are attached as Appendix A of this report.

### **B. Sports Medicine Review**

Athletics has contracted with a local counseling practice to provide student athletes with more accesses to clinical mental health services. Currently, a licensed professional counselor comes in once a week to meet with student athletes. Athletics has also retained the assistance of a Nutritionist who comes in once a month and meets with anyone who needs help.

As of March 11, 2015, student athletes have made approximately 317 physician visits. Final data on medical treatments, physician visits and drug testing will be submitted at the end of spring semester. A revised report will be released at that time.

### **C. Life Skills Programming: Reporting year 2014-2015**

1. Jason Franklin, Dr. Joseph Keferl and Samantha Sanderson, September 8, 2014

- Topic: Wright State University Athletic Training Services, Drinking and Driving, Concussions

- Audience: Freshmen, Sophomores, Juniors, Seniors

- Attendance: 250

- The Assistant Athletics Director for Sports Health, Jason Franklin, and his staff spoke to the student-athletes about the services that Athletic Training offers at Wright State University. Dr. Keferl serves as the Substance Abuse Coordinator and he spoke to the student-athletes about drug and alcohol issues. Jason Franklin also brought in Samantha Sanderson who is the CoFounder of Concussion Connection to speak about concussions and share her personal story.

2. Aaron Cooksey, October 5, 2014

- Topic: Drinking & Driving

- Audience: Freshmen, Sophomores, Juniors, Seniors

- Attendance: 278 student-athletes

- Aaron Cooksey's friend lost her life because he made the choice to drive after drinking. His program does not educate on the science of alcohol, or cram statistical data into the 45-50

minute program. Aaron simply relives the nightmare which he created for so many people on July 29, 2001. Aaron emphasizes the impact it has on the victim's family and friends. How just one decision, one choice, resulted in one life lost and hundreds of lives affected. The backbone of the Drop Your Pride program is simple: Your actions have consequences, both good and bad. Nobody is perfect, and we all make mistakes. The important thing however, is to minimize all unnecessary risk. To Drop your Pride has symbolic meaning: Pride represents each person's keys after drinking alcohol.

### 3. Spencer Wood, October 20, 2014

- Topic: Mental Toughness
- Audience: Sophomores and Juniors
- Attendance: 77 student-athletes
- Spencer Wood's Mental Toughness Workshop is a dynamic, fun, and informative presentation that is perfect for athletes of all sports. Spencer Wood is an internationally renowned mental toughness author, speaker, and trainer. His leading workshop helps athletes to perform at their best when it counts the most, teaching skills that are critical to both athletic success and academic excellence. Spencer teaches the following skills during his presentation:

- Developing a Mental Skills & Toughness Training Plan of Action
- The Keys to Big Game Confidence
- Focus, Intensity & Elite Practice Habits
- Adversity: Bouncing Back with Poise & Toughness
- Developing the Keys to Performance Consistency
- Poise Under Pressure

### 4. Karn Singh, Talent Acquisition and Sales Development with Lexis Nexis, November 18, 2014

- Topic: Resume, Interview Preparation, Career Search Process Advice
- Audience: Seniors
- Attendance: 23 student-athletes
- Program: LexisNexis brought their Talent Acquisition team to meet with student-athletes in the Berry Room at the Nutter Center on Tuesday. November 18 from 6:30-8:00 p.m. They offered tips for building a resume, interview prep and advice on how to avoid deal killers in the career search process. They were also there to recruit student-athletes.

### 5. Kevin Svarda, Aflac Regional Manager, February 19, 2015

- Topic: LinkedIn Workshop
- Audience: Juniors and Seniors
- Attendance: 31 student-athletes

Wright State University welcomed Kevin Svarda from Aflac for an educational workshop on LinkedIn. The workshop was an overview of LinkedIn and its benefits to a person's online professional presence, as well as an opportunity to customize and enhance a person's own LinkedIn account. Students were allowed to bring their computer so they could create/update their LinkedIn account along with Kevin. The three main objectives were as follows:

- Learn how to develop and customize individual LinkedIn profiles.
- Learn tips on how to effectively use a LinkedIn account to network with professional colleagues, groups, and organizations.
- Learn how LinkedIn can be effective for networking and job searching.



6. David Coleman, Coleman Productions, Thursday, March 12, 2015

- Topic: Making Relationships Matter
- Audience: Freshmen, Sophomores, Juniors, Seniors
- Attendance: 157 student-athletes

David Coleman is known worldwide as The Dating Doctor. The 11-Time National Campus Speaker of the Year, David Coleman, in a humorous, yet challenging manner, explained to student-athletes how to form and mend healthy relationships. He covered: Who controls relationships and why, why pick-up lines fail, subtle signs we exhibit when romantically interested in someone, profound differences between men and women, The ABC's of Initial Interest, the live stages of relationships, the characteristics of healthy relationships, taking a break, breaking up, longdistance relationships and much more.

David also incorporated another one of his programs designed specifically for student-athletes. This program covered three distinct areas: Making Character Matter, Making Relationships Matter and Making Teammates Matter. He discussed the ability and importance of choosing a positive attitude every day as well as living a life of integrity and character. Student-athletes learned what it means to be a "True and Loyal Teammate" as well as what it means to make relationships matter.

7. Weekly Newsletter, Mindful Mondays

- Topic: Career Development, Personal Development, Community Service
- Audience: Freshmen, Sophomores, juniors, Seniors
- Weekly newsletters are sent to student-athletes every Monday so they can be proactive during the week in regards to career development, personal development, and community service. The information will vary from week to week but the subjects will remain the same.

8. Al Riddick, April 9, 2015

- Topic: Unleash Your Millionaire Mind
- Audience: Freshmen, Sophomores, juniors, Seniors

Unleash Your Millionaire Mind (one hour) - This interactive and educational presentation will help students understand their money MAP (motivations, attitudes, and perceptions), discover the truth about commonly believed money myths, and expose them to the mindset required for becoming a habitual saver. Each participant leaves this workshop knowing why living below your means, not within your means, is the best kept secret for financial success. By the workshop's conclusion, students will have learned why giving money purpose and direction can unleash the millionaire within.

Potential Workshops for next year:

1. Self-Defense Class
2. Lean In Circle (For Women)
3. Leadership (Student Organizations)
4. Career Development
5. Healthy Living
6. Interviewing
7. Networking
8. Graduate School Preparation
9. Etiquette

## Participant Feedback

### 1. February 19 Speaker

- a. The juniors and seniors really seemed to enjoy Kevin and the information he provided them.
- b. Some of the student-athletes had brought their computer and were creating/editing their LinkedIn profiles as Kevin presented.
- c. The student-athletes enjoyed that Kevin was a former student-athlete.

### 2. March 12 Speaker

- a. "This is the best LifeSkills event we've ever had"-Student-Athlete about the March 12th, 2015 speaker.
- b. The student-athletes not only engaged with the speaker, but they engaged with their peers.
- c. They really enjoyed David's honesty and humor. They also enjoyed that he was a former student-athlete.
- d. Student-athletes asked many hard questions and this showed their interest in the speaker and the value that he brought to the topic.

**Student Welfare Committee**  
**Appendix A**  
**WSU 2014 Student-Athlete Survey**

*MAX Survey Overview:*

There are primary areas of consideration based on the resulting statistics and trends. The conclusions and trends point to critical topics of discussion revolving around the survey results. None of these topics are considered negative or positive, simply trends in the results. These are as follows:

- Why student-athletes chose WSU for their collegiate experience
- Athletic and academic importance
- The Life Skills Program at WSU 1

*Total Student-Athlete Overview:*

The student-athletes who responded to the survey exhibited a strong interest and commitment to Wright State University, their teams, and their academic and athletic success. This was consistent with 2013 results.

- **Overall response rate** - The overall response rate was strong at 59%, based on the two separate releases of the survey invitation. Consistent communication to the student-athletes occurred through the mutual efforts of GDI, WSLJ Athletic Department, and the coaches. Every team is represented in the results. \*For the 2014 survey, the survey was released to the entire student-athlete population (254) which included seniors.
- **Student-athlete status** - Respondent representation includes the following: Freshman-level athletes from 13 of the 15 teams, Sophomore-level athletes from 14 of the 15 teams, Junior-level athletes from 13 of the 15 teams, Senior-level athletes from 12 of 15 teams, and 5th-year senior athletes from 4 of 15 teams.
- **Primary reason for selecting WSU--First-year student-athletes:** In comparison to 2013, results for 2014 exhibit a slight increase of 1st year student-athletes identifying being recruited as the primary reason for selecting WSU (28% vs 24%) and a slight decrease (22% vs 27%) of respondents identifying receiving an athletic scholarship as the primary reason for selecting WSU (question 11). Regarding whether WSU was their first choice (question 9), 69% identified yes in P comparison to 84% of 1st year respondents in 2013. 15 comments were provided noting various reasons including transferred to WSU.
- **Life Skills Program** - Similar to the 2013 results, the Life Skills Program received the most overall neutral measurable results (questions 50-54). Although not considered a negative measurement, the results exhibit a higher percentage than other areas assessed of "neither agree nor disagree" (29-36%) by student-athletes regarding this program. GDI recommends this topic as a discussions point for future development or consideration.
- **WSU Athletics Department effectively communicates changes and information** - Respondents' assessment of this area continues to be rated strong with 86% of respondents agreeing or strongly agreeing (question 18) in comparison to 2013, with 86% of student-athletes agreeing or strongly agreeing. This may be an area of continued focus by the Athletic Department to assure communication continues to occur.

- **WSU athletics department has a balanced perspective with academics.** - Results exhibit 86% of respondents agreeing or strongly agreeing (question 19) in comparison to 2013 with 91% of student-athletes agreeing or strongly agreeing.
- **Coaching staff has a strong interest in my success both as a student and an athlete** - Rating for this area has decreased to 81% of respondent's agreeing or strongly agreeing (question 25) in comparison to 2013 results with 88% of respondents agreeing or strongly agreeing. While this area continues to have a strong rating, it may be an area for coach's consideration.
- **Quality of equipment** - In comparison to 2013, rating for this area increased. 85% of respondents agree or strongly agree the quality of equipment provided supported their athletic performance (question 33) in comparison to 2013 where 74% agreed or strongly agreed.
- **Equipment room service & support** - Rating for this area is strong with 88% of respondent's agreeing or strongly agreeing the service and support meets their sports requirements (question 34) in comparison to 2013 results with 84% of respondents agreeing or strongly agreeing.
- **Overall academic & athletic experience** - Respondents assessment of this area remains strong with 82% (consistent with 82% in 2013) of respondents agreeing or strongly agreeing their academic and athletic experience meets their expectations (question 42). Regarding their overall satisfaction as a student-athlete at WSU, 88% of respondents rate satisfaction as strong to excellent (question 57) in comparison to 82% of respondents.

## VI. Report of the Diverse Student Advocacy Committee

Committee members: Stephen Fortson, Robert Rando, Linda Ramey, Brittney Whiteside

The Diverse Student Athlete Advocacy Committee met twice during the academic year. The Committee spent the majority of its time discussing the 5-year Minorities Opportunity Plan (*Appendix A*) and Diversity Committee's five recommendations for diverse student athletes. The committee also discussed the social gathering for Diverse Student Athletes that took place April 21, 2015. This report will review data collected for the Minority Opportunities Plan and review the results of the five recommendations the Athletics Council has endorse 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.

*2012-2014 hiring data is attached to this report as Appendix B*

*WSU Athletic Department demographics is attached to this report as Appendix C*

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 2014-2015 academic year.

### ***1. Wright State Athletics Community Service Activities 2014-2015***

#### **Baseball**

Title: Bob Mill's Synergy Halloween Party

Date: October 25", 2014

Duration: 8 hours

Number of student athletes that participated: 33

Explanation: Assisted with parking, monitoring bouncy house, passed out candy

Title: Habitat for Humanity

Date: September 2014

Duration: 6 hours

Number of student athletes that participated: 33

Explanation: Helped build the frame of a house

Title: Halloween Hoopla

Date: October 28th 2014

Duration: 4 hours

Number of student athletes that participated: 33

Explanation: Passed out candy

Title: Helped in Library at Shaw Elementary Date: October 6<sup>th</sup>, 2014 Duration: 2 hours/day

Number of student athletes that participated: 18 Explanation: Helped out in the library teaching kids how to use the library system, read to kids

Title: Dayton Children's Hospital

Date: September 24, 2014

Duration: 3 hours

Number of student athletes that participated: 10

Explanation: Visited kids at the hospital, gave out WSU gear/posters, signed autographs

### **Men's Basketball**

Title of the Community Service Project: Jr Raider Cheerleaders

Date: January 12, 2015

Duration: 1.5 hour

Number of student athletes that participated: 16

Explanation: Team Building Exercises with Junior Cheerleaders

Title of the Community Service Project: Beavercreek Church of the Nazarene Clinic

Date: January 12, 2015

Duration: 2 hours

Number of student athletes that participated: 8

Explanation: Put On a Basketball Clinic for the Kids at Beavercreek Church of the Nazarene

### **Women's Basketball**

Title: Beavercreek Church of the Nazarene Date: January 19<sup>th</sup>, 2015 Duration: 2 hours

Number of student athletes that participated: 12 Explanation: Basketball clinic ran for girls at the church, put on by our Admin. Assistant Amber Gray along with the players in teaching, Games, warmup drills, and practice drills.

Title: Jr Raiders Appearance

Date: November 23, 2014

Duration: 1.5 hours

Number of student athletes that participated: 15

Explanation: Player Introductions, Interactions team building games and basketball drills shown to the Jr Raiders

Title: Habitat for Humanity Date: September 20, 2014

Duration: 4 hours

Number of student athletes that participated: 15

Explanation: Players and community members worked together to build a home for a family in need

Title: Back to School Parade (Dayton)

Date: August 2<sup>nd</sup> 2014

Duration: 3 hours Number of student athletes that participated: 15

Explanation: Student athletes participated in basketball games and drills with the Dayton Police and community members.

Title: Springboro Youth Basketball Try Outs

Date: September 28 and October 5, 2014

Duration: 7 hours

Number of student athletes that participated: 6

Explanation: Players help evaluate youth basketball tryouts

Title: Harrison Heroes 10K

Date: May 31, 2014 Duration: 3 hours

Number of student athletes that participated: 15

Explanation: Student Athletes helped at different water stations, and encourage runners that pass through each station

### **Golf**

Title: Mentor Matters and 1st Tee

Date: Summer of 2014 and coming summer 2015

Duration: one day a week over three months for 2 hours

Number of student athletes that participated: 4

Explanation: Mentor Matters and 1st Tee, Both programs teach life lessons and life skills through golf.

### **Student Athlete Advisory Committee (SAAC)**

Title: Dayton Food bank

Date: February 23 , 2015

Duration: 3 hours

Number of student athletes that participated: 8

Explanation: GoodtoGo Backpacks. Created packs full of food to be given to schools and agencies, who in turn, give them to children they see have a hunger need.

Title: Horizon Science Academy Dayton Elementary Reading

Date: April,, 2015

Duration: 2 hours

Number of student athletes: TBD

Explanation: Student Athletes read their favorite book and talked about why reading is important. Everyone needs to read and have an education even athletes and stars!

### **Men's Soccer**

Title: Free Youth Soccer Clinic

Date: April 2014

Duration: 1.5 hours

Number of student athletes that participated: 40

Explanation: Free youth soccer clinic for age 5-13

Title: Light the Night Walk, Dayton

Date: October 2, 2014

Place: Fraze Pavilion (695 Lincoln Park Boulevard, Dayton, OH)

Duration: 2.5 hours

Number of student athletes that participated: 20

Explanation: During The Light The Night Walk, thousands of participants walk two miles while carrying illuminated balloons, showing their relationship to cancer. White for survivors, red for supporters, and gold in memory of loved ones lost to cancer.

### **Women's Soccer**

Title: Halloween Event

Date: October 28, 2014

Duration: 2 Hours

Number of student athletes that participated: 23

Explanation: Passed out candy and interacted with kids

Title: Habitat for Humanity

Date: November 23, 2014

Duration: 6 Hours

Number of student athletes that participated: 1

Explanation: Habitat for Humanity/Building Houses

Title: Volunteered at Homeless Shelter

Date: February 3, 2014

Duration: 3 hours

Number of student athletes that participated: 1

Explanation: Served food at homeless shelter for sugar tree ministries

Title: Volunteered at Homeless Shelter

Date: March 3, 2014

Duration: 3 hours

Number of student athletes that participated: 2

Explanation: Served food at homeless shelter for sugar tree ministries

Title: Take Your Daughters and Sons to Work Day

Date: April 2nd 2015

Duration: 1 hour

Number of student athletes that participated: 4

Explanation: Talked to children about the job of a collegiate soccer coach. Played and taught soccer skills to the children.

### **Softball**

Title: Reds Rookie Success League

Date: June 9, July 11, 2014

Duration: 2 days a week 4 hours a day

Number of student athletes that participated: 1; Staff Members, 3

Explanation: Coached at risk youth

Title: Habitat for Humanity

Date: September 6, 2014

Duration: 6 hours

Number of student athletes that participated: 20 Staff: 3

Explanation: Helped build frames for two houses with members of the community at Stillwater Church.



Title: WSU 5K Hydration Station

Date: September 19, 2014 Duration: 2 hours 45 mm Number of student athletes that participated: 19 Explanation: Handed out water to runners.

Title: Rowdy 500

Date: October 5, 2014

Duration: Alumni Game

Number of student athletes that participated: 20 Staff: 3

Explanation: Collected more than 500 cans for the Raider 500 Food bank. We were recognized by the Board of Trustees for our contribution.

Title: Halloween Hoopla

Date: October 28, 2014

Duration: 1.5 hours

Number of student athletes that participated: 16 Staff: 3

Explanation: Handed out Halloween candy to kids in the Nutter Center.

Title: Special Wish Holiday Open House

Date: November **21st**, 2014

Duration 2 hours Number of student athletes that participated: 19 Explanation: Visited children and helped them with crafts. In May, we will be once again raising money for Julie Brittingham's Alpha1 medical bills.

### **Spirit Squads**

Title: Freshman Move In Day (Annual Event)

Date: August 21, 2014

Duration: 3 Hours

Number of student athletes that participated: 25

Explanation: Assisted parents and freshman students to Wright State University move into residence housing.

Title: Rock the Test VIP Party @ Baker Middle School

Date: August 22, 2014

Duration: 1.5 Hours

Number of student athletes that participated: 15

Explanation: Meet, greet, and congratulate the students on their academic success for passing or showing a year's growth on the Ohio Achievement Assessment. Baker MS promotes a going to college culture and having WSU present at this event aligns with their College Readiness Initiative. The cheerleaders put on a small pep rally before the speakers and recognition of the students took place by performing their Game Day routine and the WSU fight song. Photos were also taken.

Title: "Turning Up the Heat on Breast Cancer" Charity Fundraiser

Date: September 7, 2014

Duration: 1 Hour

Number of student athletes that participated: 6

Explanation: The cheerleaders and Rowdy have been requested to make an appearance at the "Turning up the Heat on Breast Cancer" softball game to create an energizing pep rally like atmosphere. The Fairborn Firefighters Local 1235 is hosting a charity softball game between

the firefighters and the police of Fairborn and Wright State University. All the proceeds raised will be donated to their charity, The Pink Ribbon Girls.

Title: Wiseman Wild 5K Run (Rowdy) (Annual Event)

Date: September 13, 2014

Duration: 2 Hours

Number of student athletes that participated: 1

Explanation: 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.

Title: USAF Marathon (Annual Event)

Date: September 20, 2014

Duration: 6 Hours

Number of student athletes that participated: 26

Explanation: The cheerleaders, dancers and Rowdy supported the USAF Marathon by manning a water station with the College of Nursing students by the old soccer field. They distributed water, Gatorade, bananas, and cheered on the runners. NOTE: Rowdy has made an appearance at the USAF 5K Race on September 19 to cheer on runners as they finished the race.

Title: Ronald McDonald House Charities Penny Shake Down (Annual Event)

Date: September 25, 2014

Duration: 1 Hour

Number of student athletes that participated: 8

Explanation: Supported the Ronald McDonald House Charities (RMIHC) by making a small donation and an appearance at the Mix 107.7 Raidathon. The money collected goes to support the Dayton Ronald McDonald House program that provides a temporary "home away from home" for the families of seriously ill children being treated at nearby hospitals. Rowdy was on hand to meet and greet the visitors to the house.

Title: Dayton Walk to End Alzheimer's (Rowdy)

Date: October 11, 2014

Duration: 2 Hours

Number of student athletes that participated: 1

Explanation: Participated in the Walk to End Alzheimer event by meeting and greeting the walkers in the plaza before the opening ceremonies as well as cheer on and give high "5s" to the walkers as they pass by his location on the route.

Title: American Cancer Society's Coaches vs. Cancer TipOff Reception

Date: October 16, 2014

Duration: 1.5 Hours (Spirit Squads); 3.5 Hours (Rowdy)

Number of student athletes that participated: 16

Explanation: The Spirit Squads and Rowdy supported the American Cancer Society by making an appearance at the Coaches vs Cancer TipOff Reception. They contributed to the pep rally atmosphere with other cheerleaders from Xavier, Dayton, Northern Kentucky, UC, etc.

Title: American Cancer Society Strides Against Breast Cancer Walk (Annual Event)

Date: October 18, 2014

Duration: 4 Hours

Number of student athletes that participated: 35

Explanation: Cheerleaders participated in the Breast Cancer walk by manning a water station within Island Metro Park, providing directions, and cheering on the walkers. Rowdy was there to encourage the walkers by high Living them and being available for photos. The dance team walked the route.

Title: Raiderthon (Rowdy)

Date: November 15, 2014

Duration: 2 Hours

Number of student athletes that participated: 1

Explanation: Participated in the Raiderthon, by meeting and greeting the families and participants of the 15 hour dance marathon which is dedicated to raising money for Dayton Children's Hospital. Rowdy was also available for photos.

Title: Samaritan's Purse Operation Christmas Child (Annual Event)

Date: November 24, 2014

Duration: November 123 (2.5 Hours Putting boxes together)

Number of student athletes that participated: 10

Explanation: Several members of the Spirit Squads joined the Jr. Raider cheerleaders in wrapping and filling 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 third year the Spirit Unit and Jr. Raider cheerleaders have participated in this project. They wrapped and filled 47 shoe boxes exceeding their goal three years in a row! NOTE: Two hours were spent wrapping and filling the shoes boxes and 30 minutes to deliver and unload the boxes at a local church. The majority of the month was collecting the supplies.

Title: Fairborn Primary Family Literacy Night (Rowdy)

Date: December 11, 2014

Duration: 2 Hours

Number of student athletes that participated: 1

Explanation: Participated in activities to promote academics and be available for photos.

Title: Dayton Food Bank (Annual Event)

Date: December 12, 2014

Duration: 3 Hours

Number of student athletes that participated: 15

Description: Supported the Dayton Food Bank by unloading numerous barrels and repacking can goods into boxes. The students packed approximate 240 boxes that will be distributed to residents in Montgomery, Greene, and Preble counties.

Title: Heartland of Beavercreek Nursing Home (Annual Event)

Date: December 20, 2014

Duration: 2.5 Hours (1 Hour Ornaments; 1.5 Hours Appearance)

Number of student athletes that participated: 25

Explanation: 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 JIRs make ornaments at the December 13 clinic for an hour  
 Title: Beavercreek Church of Nazarene "Free" Cheer Clinic

Title: Free Cheer Clinic Annual Event

Date: January 12, 2015

Duration: 2 Hours

Number of student athletes that participated: 20

Explanation: Cheerleaders provided instruction to 40-45 girls ages Kindergarten through 3rd grade on basic cheer skills like jumps, motions and chants. Reinforced technique through games. Passed out ribbons for the best jumps and motion technique. Also gave each participant gym sacks. Rowdy participated by greeting the boys and girls for the cheer clinic as well as the men and women's basketball clinics held at the church. Rowdy was also available for photos.

Title: National Salute to Veterans Event Dayton VA Medical Center (Rowdy)

Date: February 12, 2015

Duration: 2 Hours

Number of student athletes that participated: 1

Explanation: Visit the inpatient Veteran rooms in the long term care unit. Meet and greet the patients. Be available for photos.

Title: Pennies for Patients Leukemia and Lymphoma Society (LLS) (Annual Event)

Date: February 1

Duration: February 1 March 1 (NOTE: The time spent collecting donations at the basketball games was approximately 4.5 hours.)

Number of student athletes that participated: 20

Explanation: 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 \$934.98. The goal was \$1,000. In 2014, \$780.08 was raised for LLS.

Title: Crossroads Hospice Volunteer Appreciation Event (Rowdy) Date: April 16, 2015

Duration: 5:00-7:00 PM Number of student athletes that participated: 1 Explanation: Meet and greet the volunteers and congratulate them during the awards ceremony. Be available for photos. This organization has several WSU students as interns from social work and nursing.

## **Swimming & Diving**

Title: Special Olympics

Date: October 10, 2014

Duration: 3 preceding Saturdays for 1 hour of practice plus the 3 hour swim meet.

Number of student athletes that participated: 39 plus Coaches

Title: Halloween Hoopla Date: October 3 JS1 2014

Duration: 1 Hour

Number of student athletes that participated: Approximately 10

Title: Wright State Raiderthon  
Date: November 15<sup>th</sup>, 2014  
Duration: 15 Hours  
Number of student athletes that participated: Approximately 20

Title: Gunnar Listerman Memorial 5k for Duchertne  
Date: November 22<sup>nd</sup>, 2014  
Duration: 1 Hour  
Number of student athletes that participated: 39 plus Coaches

Title: Family Literacy Night at Fairborn Primary  
Date: December 9<sup>th</sup>, 2014  
Duration: 3 Hours  
Number of student athletes that participated: Approximately 20

Title: Relay for Life  
Date: April 11, 2014  
Duration: 24 Hours  
Number of student athletes that participated: Approximately 20

### **Tennis**

Title: BuddyUp Tennis  
Date: Three weeks in October and November, 2014  
Duration: 9 hours  
Number of student athletes that participated: 22  
Explanation: BuddyUp Tennis is a weekly, highenergy 90minute program focused on adaptive tennis, fitness, and fun for children and adults with Down Syndrome

### **Track & Field/Cross Country**

Title: US Air Force 5k  
Date: September 18, 2014  
Where: WSU  
What: course Marshall  
Number of student athletes that participated: 40

Title: Dayton Children's hospital 5k  
Date: October 2<sup>nd</sup>, 2014  
Where: Eastwood Park  
What: course Marshal  
Number of student athletes that participated: 20

Title: Project Jericho 50 miles  
Date: November 16<sup>th</sup>, 2014  
Where: Eastwood Park  
What: Running mate  
Number of student athletes that participated: 10

Title: MidEast  
 Date: November 25, 2014  
 Where: WSU  
 What: Course Marshall  
 Number of student athletes that participated: 40

### **Volleyball**

Title: Team Impact Date: Since 2013 and ongoing Duration: Varies Number of student athletes that participated: 13 Explanation: Sponsor Leah as an honorary team member.

Title: Leukemia Lymphoma Society  
 Date: September 23<sup>rd</sup>, 2014  
 Duration: 4 hours  
 Number of student athletes that participated: 13  
 Explanation: Participate in annual walk to raise awareness and money

Title: Block Blood Cancer  
 Date: September 2014  
 Duration: 3 hours  
 Number of student athletes that participated: 13  
 Explanation: Match to help raise awareness and sell T-shirts at the game to help support the LLS

Title: Dig Pink Match  
 Date: October 2014  
 Duration: 3 hours  
 Number of student athletes that participated: 13  
 Explanation: Wore pink jerseys and honored those who have had breast cancers as well as raised money to go towards the cause.

C. The **third** goal on the Minorities Plan is to develop more programs dealing with cultural awareness for administrators and coaches. Due to staff turnover in Athletics this item was not addressed this year.

Objectives 4 and 5 on the Minority Plan are addressed in the following section.

### **1. Results of five recommendations:**

**First Recommendation:** Diverse student athletes should strive for a graduation rate equal to or higher than the overall studentathlete graduation rate:

The 2014 NCAA Graduation Success Rates Report data based on the 2007/2008 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 2007/2008 and graduated at Wright State.

40/51 (78.43%) nondiverse student athletes graduated from Wright State 9/12 (75%) diverse student athletes graduated from Wright State 5/5 (100%) nonresident alien student athletes graduated from Wright State.

*Recommendation Met*

The 2013 NCAA Graduation Success Rates Report 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%) nondiverse student athletes graduated from Wright State  
10/12 (83.33%) diverse student athletes graduated from Wright State  
5/5 (100%) nonresident alien student athletes graduated from Wright State.

The 2012 NCAA Graduation Success Rates Report 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%) nondiverse student athletes graduated from Wright State  
5/12 (42%) diverse student athletes graduated from Wright State  
6/7 (86%) nonresident alien student athletes graduated from Wright State.  
*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%) nondiverse student athletes graduated  
3 of 20 (65%) diverse student athletes graduated  
1 of 1 (100%) nonresident alien (international students) student athletes graduated.

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

35 of 50 (70%) nondiverse student athletes graduated  
7 of 9 (77.7%) diverse student athletes graduated  
1 of 1 (100%) nonresident 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%) nonminority student athletes graduated  
3 of 4 (75%) diverse student athletes graduated  
1 of 2 (50%) nonresident 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 251 athletes on aid, including 67 diverse and 184 nondiverse.

*Data from APR report for 2013/2014 and includes athletes on academic aid.*

63/67 (94.0%) Diverse student athletes retained.  
4/67 (6.0%) Diverse student athletes not retained  
167/184 (90.7%) NonDiverse student athletes retained.  
171/184 (9.3%) not retained

*Recommendation Met*

*Data 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%) NonDiverse student athletes retained.  
 17/177 (9.6%) not retained

*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%) NonDiverse 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%) NonDiverse student athletes retained.  
 13/174 (8%) not retained

**Third Recommendation:** The level of academic ineligibility should be no higher than the nondiverse studentathlete's level of academic ineligibility.

For Fall 2014, there are 267 total athletes: 72 diverse and 195 nondiverse.

Ineligible after Fall semester, 2014

2/195 = 1.03% NonDiverse Student Athletes

4/72 5.56% Diverse Student Athletes

*Recommendation not met*

For Fall 2013, there are 276 total athletes: 69 diverse and 207 nondiverse.

Ineligible after Fall semester, 2013

3/207 = 1.45% NonDiverse Student Athletes

2/69 = 2.89% Diverse Student Athletes

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

Ineligible after Fall semester, 2012

7/208 = 3.37% NonDiverse Student Athletes

2/52 = 3.84% Diverse Student Athletes

Total Ineligible after Fall and Winter quarter, 2011/2012 4/181 = 2.2% NonDiverse 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 studentathlete grade point average: Overall

StudentAthlete CPA Fall 2014 Cumulative 3.145 Term 3.095

StudentAthlete GPA minus Diverse Student Athletes Fall 2014 Cumulative 3.247 Term 3.215

Diverse StudentAthlete GPA Fall 2014 Cumulative 2.871 Term 2.722

University Diverse Student GPA Fall 2014 Cumulative 2.630 Term 2.352

*Recommendation not met (it is noted that diverse student athlete's GPA is substantially higher than the university diverse student population).*



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 StudentAthlete GPA Fall 2013

Cumulative 2.895

Term 2.817

University Diverse Student GPA Fall 2013

Cumulative 2.622

Term 2.370

Overall StudentAthlete GPA Fall 2012

Cumulative 3.115

Term 3.038

Student-Athlete GPA minus Diverse Student Athletes Cumulative 3.149 Term 3.085

Diverse StudentAthlete GPA Fall 2012

Cumulative 2.961 Term 2.837

University Diverse Student GPA Fall 2012

## Diverse Student Athlete Advocacy Committee

### Appendix A

**Wright State University  
Five year Minority Opportunity Plan  
2014-2019**

<b>Issues in the Self Study</b>	<b>Measurable Goals</b>	<b>Steps to Achieve Goals</b>	<b>Individuals/ Officers Responsible for Implementation</b>	<b>Specific Timetable for Completing the Work</b>
Maintain and expand when possible diversity in Athletics Dept. Personnel	Percentage of minorities in Athletics Dept. (i.e., coaches and administration)	Candidate pools should strive have at least one qualified minority; follow minority hiring plan	Director of Athletics; Central Administration (i.e., VP for Student Affairs, Provost, President)	To be reviewed with each position opening and annually (Office of Inclusion will provide data)
Attract and involve underrepresented groups in athletics	Number of outreach efforts carried out by each team	Each coach will be responsible for at least one outreach efforts a year	Director of Athletics; Sr. Assoc. Athletic Director; Coaches	Reviewed annually
To develop more programs dealing with cultural awareness for administrators and coaches.	Number of programs held each year that deal with cultural awareness.	Athletics Department will plan and coordinate one program a year	Chair Minority Opportunities Committee; Faculty Athletic Rep.; Life Skills Coordinator	Reviewed annually
The percentage of diverse student athletes should not fall below the percentage of diverse students at WSU	Proportional participation	Recruitment and roster management required	Director of Athletics; Coaches	Continuously monitored
Increase the retention and graduation of diverse student athletes.	Retention and graduation equal or greater than that of all student athletes	Early intervention with "at risk" diverse student athletes; monitor progress towards graduation; 5 <sup>th</sup> year assistance for those close (less than 45 credit hours) to graduating	Assoc. Athletics Director for Academics; Senior Women's Administrator; Coaches; Director of Athletics; Faculty Athletic Rep.; Life Skills Coordinator	Reviewed annually
To involve diverse student athletes in governance and decision making process of the Athletics Dept.	Representation equal or greater than the percentage of diverse student athletes in program	Encourage diverse student athletes to participate in SAAC	Assoc. Athletic Director for Compliance; Coaches; Life Skills Coordinator	Annual review

## Diverse Student Athlete Advocacy Committee, Appendix B

Interviewed Candidate(s)		Sex		Race / Ethnicity							Gender of Coach	
		Female	Male	Not Disclosed	Hispanic / Latino	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Other Pacific Islander	White	Not Disclosed	
Special Assistant to the Athletics Director	12P172	1	1					1		1		Female Black
Assistant Director, Marketing and Promotions	13P047	1	3							4		Male White
Accountant II	13P055	1	2					1		1	1	Male White
Coordinator, Athletic Training	13P148	3	2							5		Male White
Assistant Women's Soccer Coach	13P163	1	2					1		2		Female White
Assistant Men's and Women's Swimming and Diving Coach	13P205	1	4	1						5	1	Male White
Assistant Baseball Coach	13P217		3							3		Male White
Assistant Baseball Coach / Recruiting Coordinator	13P218		3							3		Male White
Assistant Strength and Conditioning Coach	14P029		3	1				1		2	1	Male White

[illegible]

The National Collegiate Athletic Association  
Sports Sponsorship and Demographics Forms  
Wright State University

[illegible]