

**Final Report
of the
Wright State University
Athletics Council
2017-2018**

Submitted by
Marie Bashaw, DNP
Chair, Athletics Council
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Executive Summary

The constitution and bylaws of the Wright State University Athletics Council dictates that the Council carries out duties delegated to it in Section IV of the Bylaws, and implements policy decisions of the University President or the President's designees. Athletics Council, consisting of faculty and other constituencies (e.g., staff, retirees, students, and athletes), ensures that the academic interests of all student athletes are met at the same time that it encourages and promotes excellence in all other matters related to Wright State University Intercollegiate Athletics.

The full Athletic Council met seven times during the 2017-18 academic year. The Steering Committee met the week prior to every Council meeting to set agenda and discuss the current state of WSU Athletics. Five additional standing committees of the Council met as needed throughout the year. The Council's work is summarized here with detailed annual committee reports following.

Student Athlete Academic Progress and Performance

The University should take pride that WSU athletes excel in the classroom. The five-year graduation rate for WSU athletes is 88%, which is far superior to the graduation rate for the university. The average GPA of student-athletes was 3.252 vs 3.036 for all WSU students. This marks the 43rd consecutive academic term where the average GPA of student-athletes was higher than the student body's. The Council accepted the recommendations of the Athletics Department to award grants to seven eligible student-athletes at an approximate total cost of \$30,000 to the University's General Scholarship Fund.

Athletic Teams Performance in the Horizon League

Though not reflected in the Council meeting minutes because they are public record, WSU teams competed in six Horizon League Championship games winning two (Men's Basketball and Men's Baseball). The Men's Basketball went to the NCAA tournament. Every team WSU fielded was competitive and WSU Athletics were represented very well on many Horizon League all-sport and all-academic teams.

Student Welfare

From a student's perspective, the Athletics Department runs an excellent program. Students are achieving in the classroom and in competition and appear to have a good sense of community within the University and the Dayton region. Students were able to participate in sixteen different Life Skills workshops. Topics ranged from managing individual finances, hazing, mental health awareness, and diversity discussions. Exit surveys and mid-career surveys indicate that an overwhelming majority of student-athletes are happy with their experiences at WSU.

The Diversity Student Athlete Advocacy Committee has reviewed the progress in its 2014-19 five-year plan. Data provided by WSU's Office of Equity and inclusion details the Athletic Departments success.

Student's receive excellent medical care although there are serious concerns that budget cuts reducing the size of the training staff will result in an inability to cover all 17 sports adequately creating potential liability for the university when a student is injured.

Student Athlete Community Outreach and Service

The Student-Athlete Advisory Committee (SAAC) reports that student-athletics collectively donated over 3,061 hours of time and effort to the Dayton community and region at 82 separate events, opportunities for giving, and charities. This year, SAAC's focus of philanthropy was to the Special Olympics, similar to previous years' charities of Habitat for Humanity and Alex's Lemonade Stand (for cancer survivors). A comprehensive list of activities is delineated in the final report of the Academic Affairs Committee. The Athletics Department and the University should publicize the good works of WSU student-athletes.

Financial Assessment

The Gender Equity Committee, the Steering Committee, and the Financial Oversight Committees examined the finances of the athletics program from two separate perspectives: (i) ensuring expenditures were handled equitably with respect to gender as defined by Title IX, and (ii) examining overall department finances. The University and the Athletics Department are tasked with a difficult balancing act because NCAA and Title IX regulations often conflict with each other. In this light, WSU athletics has done an admirable job. That said, issues that need to be addressed include:

- an imbalance in the distribution of financial aid between genders;
- inequities in compensation for coaches of women's teams; and
- a need for a comprehensive marketing plan for women's sports.

In order to achieve Title IX compliance with accommodating women's interests and abilities, Wright State decided over two decades ago to offer women's indoor and outdoor track on a limited budget. The University still has not built a track for the team to use for training and competition. The Committee urged that construction of a track, one that would benefit the entire university community (for health and wellness for students, staff, and faculty) as well as achieve a long-established gender equity goal—beginning as soon as feasible. However, because of the university fiscal status no track is being considered at this time.

The committee found that Athletic Department expenses increased steadily from FY10 through FY16 at approximately 3.9%/year (\$9,860,186 to \$12,279,662). Revenues generated during FY09-17 have largely remained flat although there are areas where growth may be expected. One source of revenue frequently overlooked by the WSU community is \$1.8M in revenue the 280-300 athletes generate through tuition and State Share of Income (SSI). Most student-athletes receive limited financial assistance if any. The amount of institutional support increased from the \$7.1M provided in FY09 to \$8,564,000 in FY17. Despite these subsidies, the Athletics Department has consistently reported deficits from FY09 through FY17, costs that ultimately have been covered at the discretion of the WSU President. At face, this practice gives the

appearance that WSU athletics has budgetary *carte blanche*, which is detrimental to the reputation of the Athletics Department in the University community. As the Council, as it did in 2017, recommends this practice must stop immediately.

A comparison of the finances with universities either supported by the state of Ohio or other members of the Horizon League suggests that WSU Athletics Department runs a comparatively lean and efficient program. In FY17, WSU athletics accounted for 3.05% of the University expenses. This ranked 8th out of 10 Horizon League schools and 8th out of 11 Ohio Division I schools (excluding finances associated with football). In absolute dollar amounts (again excluding football), the cost of WSU athletics ranked 8th in the Horizon League and 10th in Ohio. In normal times, the Athletics Department should be lauded for running a quality program in a relatively cost efficient manner. Given that this is not a normal time for the University; the Administration should first clearly define the role athletics plays for WSU so that it can then openly justify the budget assigned to Athletics to the university community. The Athletics Department should receive a reasonable, manageable budget and be expected to adhere to it.

In the future, the Financial Oversight Committee should look deeper in the financial relationship between the University, Department of Athletics and the Nutter Center. They should also attempt to quantify the value of less obvious contributions provided by Division I Athletics. This includes but is not limited to tuition generation, sponsorships, creation of long-term relationships to donors, community relations and other university contracts where athletics is affected.

In summary, WSU Athletics appears to be efficiently run for the funds it receives. There are WSU points of pride on the athletic field, in the classroom, and in the community. Its administrative costs are not unreasonable and the department generates positive recognition for WSU through its appearance in national newspapers, TV, and radio. As the Athletics Council mentioned in our 2017 report, the University should decide what the mission of the Athletics Department is, educate the University community with the rationale for that decision, and provide an adequate level of funding to support that mission.

Bylaws

The current bylaws have been confirmed to be current and effective.

Steering Committee

Committee members: Marie Bashaw (Council Chair), Marty Emmert (Vice Chair), Mill Miller (Immediate Past Chair), Lawrence Prochaska (Retired Faculty) Stephen Fortson (NCAA Faculty Athletics Representative), and Bob Grant, (Athletics Director, ex-officio).

The Steering Committee set agendas and invited guests for monthly Council meetings from August to April, inclusive. Invited guests include: Men's soccer coach Bryan Davis, Women's Soccer coach Pat Ferguson, Men's basketball coach Scott Nagy, women's basketball coach Katrina Merriweather, Men's baseball coach Jeff Mercer, Women's softball coach Laura Matthews, Associate Athletics Director for External Operations -Jeff Giles, Marketing Coordinator Sam Armstrong and Director of External Engagement Deanna Terrelli, Associate Athletic Director/Administration/Senior Woman Administrator Joy Lynn Brown .

The committee was informed of the elimination of the Swimming and Diving programs in response to the fiscal challenges and necessary cost reduction in all units including athletics at WSU. The concerns brought forth by the swimming and diving teams were discussed as issues arose throughout the year. No Council action was warranted.

Bylaws Committee

The Constitution and Bylaws Committee shall periodically review the Council's Constitution and Bylaws and make recommendations to the Athletics Council for changes if appropriate.

The committee met and reviewed the bylaws. A bylaws change was moved by the committee to reduce the number of Senate Appointed Faculty members to zero. This decision was based on the fact that every college is represented on the Athletics Council now. The Faculty Senate voted to remove all councils and while the Athletics committee serves at the pleasure of the president in accordance with Title IX and never reported up through Faculty Senate it was felt that the Faculty Senate does not need to have representation in addition to already serving college faculty member. Much discussion was held at the March meeting and the motion was tabled until the April Meeting. The motion was not brought forward at the April meeting due to illness and absence of the bylaws committee members and will be presented at the September meeting in the fall of 2018.

Respectfully submitted,

Marie Bashaw, DNP, RN, NEA-BC
Assistant Professor
Chairperson Athletics Council
Bylaws Committee Member
Athletics Council

Academic Affairs Committee

Executive Summary:

- AAC reviewed 5th year applications: recommended award of seven scholarships at the same percentage rate they received as athletes (total = ~\$30,000).
- AAC recommends professors/instructors continue to make use of and improve both *Early Academic Alert functions in Wings Express* and new *Academic Alert functions available in the university "RAPS" system*.
- The majority of student athletes are in the *School of Business and Education* (70 and 64 respectively).
- For fall 2017 the average student athlete GPA was 3.252 vs. 3.036 for the university at large.
- The NCAA graduation success rate over the last two years was 87% and 88% respectively (new highs).
- We should all be very proud of our student athletes!

2017-2018 Report:

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 GPA performance of student athletes individually, by team and by sport, and monitor and report on fifth-year scholarship extensions, in the 2017-2018 academic year the Committee continued to review utilization of the Early Academic Alert function in Wings Express, as well as the new Academic Alert function available in the university "RAPS" system, as a way to monitor in real-time individual student academic performance. Read-only access to Pilot grade pages is a valuable tool to monitor grades for those classes who utilize the Pilot system.

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 7 student athletes who met the criteria, for an approximate total cost of \$30,000. The Committee noted that the funds for fifth year grants, which come out of the Athletics budget, may be limited, but if funds are indeed available we recommended funding these students. Approved athletes will receive aid toward tuition in proportion to the aid received during the previous two years athletic aid award. For example, if an athlete was on 20% of a full ride scholarship the previous two years, the athlete would qualify for, if the funds are available, 20% of their tuition costs paid during their fifth year, provided they meet the guidelines.

An analysis of majors was conducted as well. The college with the most student athletes housed is the Raj Sooin College of Business with 70 athletes, followed by College of Education and

Human Services with 64 athletes, College of Science and Math with 45, College of Liberal Arts with 34, the College of Engineering and Computer Science with 30 and the College of Nursing and Health with 11. The individual majors with the most student athlete declared are Sports Science BSED, Organizational Leadership BS, Biological Sciences BS and Psychology BS. The Engineering major with the most athletes is Biomedical Engineering, followed by Mechanical Engineering. The Business majors with the most athletes are Management, followed by Marketing, Accountancy and Finance. There are five athletes attending graduate school.

The Committee heard regular reports from Assistant Athletics Director Judy Chivers regarding student athlete academic performance. Notably, the Fall 2017 overall cumulative grade point average for student athletes was 3.252 and the university student grade point average was 3.036. The NCAA Graduation Success Rate for the previous two years was 87% and 88%, new highs for the department.

Student Welfare Committee

2017-18

From: Student Welfare Committee (Report completed by Chair Stephen Fortson)

To: Athletic Council Subject: 2017-2018

Year-end report Committee members: Stephen Fortson (Chair), Jason Franklin, Judy Chivers, Andrew Voss, Misty Cox, 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 Representative (FAR) participated in additional welfare meetings with Athletics personnel and teams. The FAR also participated in the Kick-off All Staff Meeting held on September 6, 2017 at Hill and Dales Park in Kettering, Ohio. That meeting covered important information on sports medicine (which included concussion protocol) and drug testing, Counseling and Wellness services, and Diversity and Sensitivity training for the entire staff. The training was conducted by Matt Boaz, Chief Diversity Officer.

The committee discussed the following topics throughout the year:

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

I) Student Athlete Exit Interviews

The yearly survey of student athletes takes place every spring semester. **Growth Dynamics**, a local company known more for their work on assisting sales companies in improving their performance has partnered with the Athletics Department to administer the survey and create a comprehensive report detailing its findings. In the spring of 2017, Wright State University student athletes from 14 different teams (Swimming and Diving were not surveyed due to their termination as a sport at Wright State- the FAR was informed of this decision) were surveyed about their experiences at Wright State. This satisfaction survey looked at a number of areas that include: academics, welfare, coaching, facilities, life skills programming, the athletics administration, sports medicine, and discrimination and hazing. This survey is made available to all student athlete participants and the following data reflect the number of invitations sent out versus the number of surveys completed. 2017 survey had a completion rate of 67%. Respondent representation includes 29% freshman, 27% sophomore, 24% junior, and 16% senior. Student athletes taking the survey have the opportunity to request a follow up interview with the Faculty Athletic Representative (FAR). In 2017, none of the students who requested a meeting, actually followed through with the FAR's personal invitation to meet. The 2018 yearly survey process is currently underway. Survey invitations for fall and winter sports began in March. Spring sports invitations will be sent out the first week in May. Results from the 2018 yearly survey are typically available to the FAR in August. However, the FAR is contacted immediately by Growth Dynamics if a student athlete requests a face-to-face meeting. To date, 3 student athletes have requested individual meetings in 2018, two men's Cross Country student athletes and one women's Soccer player. The concerns of these three student athletes were similar. All felt like their sport's resources were inferior when compared to both basketballs and volleyball. There

were some additional concerns about equipment, the Women's Soccer locker room security (there is no place to secure personal belongings), no practice facility for the Cross Country (the team has to practice at Fairborn HS), the loss of the assistant coach for Cross Country, and the Cross Country coach being required to coach track and field athletes that is out of their area of expertise. A full summary of these student's concerns has been shared with the Athletics Director and will be also shared with the President.

II) Sports Medicine Review

Sports medicine review involves looking at how well Wright State University student athletes are served by the Athletic Department's team of athletic trainers and contracted medical staff. The fall Student Welfare Meeting was held at the Physicians Building and hosted by Head Athletic Trainer Jason Franklin. Currently there are 5 full-time athletic trainers serving 14 sports teams (approx.. 260 student athletes). Mr. Franklin reported that there are two athletic trainer positions waiting to be filled, but to date have not been posted. As long as those 2 positions are filled, 2018-2019 coverage should be sufficient. If those positions are not filled it will create significant liability for the university because 5 trainers cannot cover all the teams across all the physically separated venues. This will leave the university vulnerable and possibly liable should a student athlete not receive appropriate medical care. Additionally, trainer coverage for off-season practices and off-season games will not be possible with just 5 full time trainers. The NCAA recommends 8.1 trainers for a school like Wright State with 14 teams and over 260 student athletes. Mr. Franklin also reported on compliance with the concussion protocol (topic covered at the Coaches and Staff All Sports meeting in September), and said that coaches are cooperating with the process and abiding by the advice of the medical staff. In regard to drug testing, Mr. Franklin reported that the number of drug tests conducted this year was down, due to budgetary constraints. The Sports Medicine report follows:

Sports Medicine Update

Reporting year: 2017-2018
Injuries treated by Sport Medicine Staff by semester:
Fall Semester: 2017
Athletic Training Visits: 281
Injuries: 3223
Physician Visits: 120
Spring Semester: 2018 (to date)
Athletic Training Visits: 167
Injuries: 1776
Physician Visits: 93

Drug Testing Update

Number of Athletes tested and outcome:
Fall Semester: 2017
Tested by WSU: 31

Tested by NCAA: 0
Safe Harbor: 0
Positives tests #: 0
Spring Semester: 2018
Tested by WSU: 13
Tested by NCAA: 0
Safe Harbor: 0
Positives tests #: 0

III) Life Skills Programming:

1. All Student-Athlete Meeting

Summary: On Sunday, August 27th, 2017, at 6:00 p.m., the Assistant Athletics Director for Sports Health, Jason Franklin, and the Wright State Sports Medicine Department spoke in Oelman Hall, Room 109 to all student-athletes. Allison Newlin, the counselor that works with the student-athletes introduced herself and explained her role in the department to the student-athletes. Student Legal Services had a short presentation for the student-athletes about the services that they provide and advising them to utilize them if necessary. Athletics Director, Bob Grant, also attended the meeting and spoke with the student-athletes about the PSA culture of the department. Finally, the Student-Athlete Advisory Committee (SAAC) Representatives stood up in front of their peers and introduced themselves and explained what their purpose and leadership role on SAAC meant to the student-athlete experience. Overall, the presentation focused on five key areas:

- Athletic Training
 - Mental Health
 - Drugs & Alcohol
 - Concussions
 - Student Legal Services
 - PSA Culture
 - SAAC
- Audience: Freshmen, Sophomores, Juniors, Seniors
 - Attendance: 224
 - Mandatory

2. Respect Your Wallet Finance Workshop

Summary: On Tuesday, September 19th, 2017, at 5:00 p.m., WSU Athletics welcomed Ivy Williams in Nutter Center, Room 240. Ivy works at Wright-Patt Credit Union and spoke to the Volleyball team and Men's and Women's Basketball teams about "respecting your wallet". Through the workshop Ivy taught the men and women about individually setting and prioritizing financial goals. She showed the men and women how to develop and maintain a healthy budget/spending plan, and strategies to keep them on track of their finances now and into the future.

- Audience: Volleyball team, Men's Basketball team, and Women's Basketball team
- Attendance: 36
- Mandatory

3. The Power of Social Media

Summary: On Sunday, October 8th, 2017, at 6:00 p.m., WSU Athletics welcomed Emily Austen in 109 Oelman Hall. Emily Austen is a nationally known sports multimedia journalist and passionate public speaker. Her drive toward excellence led her to network sideline reporting for the Tampa Bay Rays and the Orlando Magic with FOX Sports. Previously, Emily reported for the Boston Celtics and also worked in production at Golf Channel. In 2016, Emily's brief appearance on a sports oriented podcast forever changed her life. Today she is driven to make a difference by sharing her passions to serve and the lessons learned the hard way about social media.

Emily speaks to collegiate athletic departments, non-profits and corporations about the power of social media. The message resonates extremely well with student-athletes and staff across the country and leaves an indelible impression because of her ability to tell a story, her very personal story...

- Audience: Freshmen, Sophomores, Juniors, Seniors
- Attendance: 212
- Mandatory

4. Lean In Circle

• **Summary:** The book Lean In by Sheryl Sandberg was written after she gave an inspirational speech during a TED Talk. The book is packed with practical advice for women on how to believe in themselves, pursue any goal and take a seat at any table. The Athletics Lean In Circle was a voluntary group that met to encourage and educate one another about leading. We asked a powerful female leader from our community attend the circle and serve as the facilitator so the student-athletes could learn from her and hear about her experiences. This also served as a great networking opportunity with a powerful female leader.

The guest facilitator on Sunday, October 22nd, 2017 was Dayton Mayor, Nan Whaley. Mayor Whaley spoke about harnessing the power of framing to turn a challenging situation into a learning opportunity. The group learned about understanding and accepting our fears (reducing their power over us) and ultimately to shift the underlying mindsets and behaviors that have created those fears and our responses to them.

- Audience: Freshmen, Sophomores, Juniors, and Seniors
- Attendance: 9
- Voluntary

5. Emotional Wellness

Summary: On Sunday, November 19th, 2017, at 6:00 p.m., WSU Athletics welcomed Allison Newlin in 109 Oelman Hall. Allison Newlin is a licensed Professional Clinical Counselor who has been partnering with WSU Athletics for the past two years. As a staff therapist at Counseling and Wellness Services and a previous D1 athlete, Allison understands the balance needed to address the mental health barriers of WSU student athletes. As athletes, our skill set in taking care of our physical body is strong, however, unfortunately the care of our mental well-being can often be ignored or sacrificed. During this Life Skills presentation, Allison took a pro-active

approach to ensuring that our mental health is as strong and balanced as our physical health. Student-athletes were given the opportunity to reflect on their overall wellness, and learned techniques and practices to strengthen their emotional wellness as needed.

- Audience: Freshmen, Sophomores, Juniors, Seniors
- Attendance: 177
- Mandatory

6. Career Development Education

Summary: On Wednesday, January 17th, 2018, at 7:00 p.m., WSU Athletics welcomed the Director of Wright State's Career Center, Cheryl Stuart, and her staff in the Student Success Center, Room 014. The workshop was an overview of Career Center services and a demonstration of student-athletes' career portal accounts. This workshop was a great introduction to career exploration and the Career Center as the freshmen class geared up for their first spring semester!

- Audience: Freshmen
- Attendance: 43
- Mandatory

Summary: On Monday, January 22nd, 2018 at 7:00 p.m., WSU Athletics welcomed the Director of Wright State's Career Center, Cheryl Stuart, and her staff in the Student Success Center, Room 014. The workshop was an overview of Career Center services and a demonstration of student-athletes' career portal accounts. Student-athletes were asked to bring a draft of their current resume for the purpose of loading it to their personal career portal account, but not for sharing with other students or employers. This workshop was a next step in their career development journey as they geared up for the spring semester!

- Audience: Sophomores
- Attendance: 29
- Mandatory

7. Senior Student-Athlete Career Fair

Summary: On Monday, January 29th, 2018, at 7:00 p.m., WSU Athletics hosted the third annual Student-Athlete Career Fair, which won the N4A Model Practices Award in 2017 for Student-Athlete Development Programming. This event was a great opportunity for student-athletes to further develop their career plans, meet with career counselors one-on-one, experience one-on-one and group interviews, and network with professionals who may become their potential employers or may have great connections with other organizations/industries. This event provides the opportunity for student-athletes to be active and stay up-to-date with their career development and mapping. This Career Development event is mandatory for all Seniors, Juniors, and Redshirt Sophomores.

- Event Timeline:
 - o Career Employer Panel: Representatives from the companies provided career advice and tips to student-athletes as they begin applying for jobs/internships and undergo interviews. The panel was facilitated by the Director of the Career Center, Cheryl Stuart. Student-Athletes also had the opportunity to ask the panel questions.

- o Group Rotation: Small groups of student-athletes spent 5 to 10 minutes per table with employers learning about the company and networking. Employers had their own set table in the room and student-athletes moved from table to table under the direction of the Special Assistant to the Athletics Director. The Career Center also had a table during the rotation.
- o One-on-One Rotations: Student-athletes were asked to continue to visiting companies on their own for one-on-one interviewing. Student-athletes were allowed to choose which three additional companies they wanted to meet with.

The goal of the career fair was to provide a venue for student-athletes to network with employers from organizations who have an interest in hiring student-athletes from NCAA member schools. Student-athletes had the opportunity to meet with professionals and gather company and career information. Student-athletes also received a Student-Athlete Career Fair information packet with helpful career tips and information.

- Audience: Juniors, Seniors, and Redshirt Sophomores
- Attendance: 52

8. Coping with the Winter Blues Workshop

Summary: The Coping with the Winter Blues Workshop was scheduled for Wednesday, January 31st, 2018, at 7:00 p.m. This workshop was canceled the day of however due to no RSVPs. In the workshop, Allison Newlin from the Office of Counseling and Wellness, was going to be identifying signs and symptoms that are experienced by some during these dark and gloomy months. Feeling tired, unmotivated, “down”, and generally “not like yourself” are some indications that one might be experiencing “the winter blues”. Allison was going to discuss the reasoning behind this experience and the normalcy behind how our body and mind responds to these months. Allison was also going to discuss ways to intervene and challenge ourselves through specific methods to decrease these feelings.

- Audience: Freshmen, Sophomores, Junior, Seniors
- Attendance: 0
- Voluntary

9. Conversation on Hazing

Summary: On Sunday, February 11th, 2018, at 6:00 p.m., WSU Athletics welcomed Gina Keucher in Oelman Hall, Room 109. Gina is an alumna who works in Wright State’s Student Activities Office, and serves as the Assistant Director of Fraternity and Sorority Life. Gina is passionate about preventing hazing from taking place on all college campuses. She has spoken with Wright State student-athletes in the past on the topic of hazing prevention and has a wonderful presentation that connects with students.

- Audience: Freshmen and Transfer Student-Athletes as of the 2017-2018 school year.
- Attendance: 39
- Mandatory

10. Conversation on Hazing—Make Up Session

Summary: On Friday, March 16th, 2018, at 5:00 p.m., WSU Athletics welcomed Gina Keucher in Oelman Hall, Room 109. Gina is an alumna who works in Wright State’s Student Activities

Office, and serves as the Assistant Director of Fraternity and Sorority Life. Gina is passionate about preventing hazing from taking place on all college campuses. She has spoken with Wright State studentathletes in the past on the topic of hazing prevention and has a wonderful presentation that connects with students.

- Audience: Freshmen and Transfer Student-Athletes as of the 2017-2018 school year.
- Attendance: 19
- Mandatory

11. Investment and Retirement Workshop

Summary: On Tuesday, February 13th, 2018, at 5:00 p.m., WSU Athletics welcomed Courtney Osting and Peggy Collins from Northwestern Mutual in room 236 of the Nutter Center. Northwestern Mutual conducted a workshop titled, “What I Wish I Would Have Known”, where they spoke to student-athletes about the following topics:

- o Student Loans—How Do I Manage Them?
- o What Does Your Paycheck Really Mean?
- o Budgeting—Where Do I Begin?
- o Planning for Retirement Now vs. Later
- Audience: Freshmen, Sophomores, Juniors, Seniors
- Attendance: 8
- Voluntary

12. Nutritional Wellness

Summary: On Sunday, February 18th, 2018, at 6:00 p.m., WSU Athletics welcomed Cole Pittsford and Carlie Meyer in Room 109 Oelman Hall. Wright State University’s Director of Sports Performance, Cole Pittsford, and Athletic Trainer, Carlie Meyer, educated Wright State student-athletes about nutritional wellness. Nutritional wellness is the science that looks at the relationship between our diet and our health. A person’s body is a highly complex machine with its efficiency dependent on the ingredients taken in. As athletes, it is important to eat well to ensure that one can compete at the highest levels possible. Remember the old saying, “You are what you eat”? Well you are. Nutritional wellness is a reflection of what you eat. During this Life Skills presentation, Cole and Carlie spoke with student-athletes about taking in the proper nutrients from the various food groups in the proper levels through your diet in order to achieve nutritional wellness.

- Audience: Freshmen, Sophomores, Juniors, Seniors
- Attendance: 136
- Mandatory

13. One Love Workshop

Summary: On Sunday, March 18th, 2018, at 6:00 p.m., WSU Athletics conducted the One Love Escalation Workshop for freshmen in Oelman Hall 109. The One Love Foundation was created in 2010 in honor of Yeardeley Reynolds Love, a UVA senior lacrosse player who was beaten to death by her ex-boyfriend (also a UVA senior lacrosse player) just weeks short of graduation. Today, One Love’s ambitious goal is to end relationship abuse by educating, empowering and activating young people in a movement for social change. The Escalation Workshop is the

catalyst for Team One Love, educating young people about relationship abuse and empowering them to make a change in their community. The workshop is 90 minutes long and consists of a feature film, Escalation, followed by a guided discussion that engages students in a meaningful conversation about what they learned from the film and how it relates to their life. The freshmen student-athletes watched the movie together in Medical Sciences 120 and then broke off into separate rooms for the 30 minute discussion with an assigned facilitator from the Counseling & Wellness Office.

- Audience: Freshmen
- Attendance: 43
- Mandatory

14. Respect Your Wallet—Finance Workshop

Summary: On Tuesday, March 20th, 2018, at 5:00 p.m., Wright Patt Credit Union’s Ivy Glover was scheduled to speak in Room 240 of the Nutter Center. This workshop was cancelled however due to zero RSVPs. The Athletics Administration wants to provide student-athletes with financial education as a part of their personal development at Wright State. The workshop is called “Respect Your Wallet”! Through this workshop student-athletes are able to learn how to set and prioritize financial goals that work for them; how to develop and maintain a healthy budget/spending plan, and strategies to help get them on track toward a bright financial future!

- Audience: Freshmen, Sophomores, Juniors, Seniors
- Attendance: 0
- Voluntary

15. Test Anxiety & Stress Management Workshop

Summary: On Wednesday, April 11th, 2018, at 7:00 p.m., WSU Athletics welcomed Allison Newlin from the Office of Counseling and Wellness in Millett Hall (Room 286). By attending this workshop, student-athletes had the opportunity to learn how to identify test anxiety as well as gain a better understanding of why it happens in the first place. Most importantly Allison reviewed techniques, routines and other activities that can be helpful to decrease discomfort stemming from stress and/or test anxiety.

- Audience: Freshmen, Sophomores, Juniors, Seniors
- Attendance: 1
- Voluntary

16. Diversity Panel

Summary: On Sunday, April 15th, 2018, at 6:00 p.m., WSU Athletics hosted a Diversity Panel with eight distinguished panelists in Oelman Hall 109. Learning about diversity is important because our world, country, workplaces, and schools consist of diverse individuals. We can learn from one another, but first we must have a level of understanding about each other in order to facilitate collaboration and cooperation. Each individual is unique, and it is important for people to reflect, acknowledge, and celebrate individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, or other ideologies. Wright State University’s Chief Diversity Officer, Matt Boaz, facilitated the Diversity Panel which included the following eight distinguished panelists:

1. Dr. Julianne Weinzimmer (Associate Professor and Interim Director of Women, Gender, and Sexuality Studies at Wright State University)
2. Dr. Christa Agiro (Associate Professor and Co-Director for the Language Arts Program at Wright State University)
3. Gerald Yearwood (Former Senior Administrative Director in the Officer of Diversity Affairs at Miami University)
4. Faith English (Associate Director of Enforcement at the NCAA)
5. Petey Peterson (Director of LGBTQA Affairs at Wright State University)
6. Daniel Juday (Director of the Indiana Diversity Council & Ohio Diversity Council)
7. Marian Langley (Regional Sales Manager at LexisNexis)
8. Jose Figueroa (Vice President of Corporate Legal Markets at LexisNexis)

Event Agenda:

1. Panelist and Facilitator Introductions
2. Purpose and Importance of this Panel
3. Questions for the Panelists
4. Audience Q&A

Learning Outcomes:

Understanding why this topic of diversity matters.

Understanding your own implicit biases.

Understanding your own privileged identities and oppressed identities.

- Audience: Freshmen, Sophomores, Juniors, Seniors
- Attendance: 140
- Mandatory

Diverse Student Athlete Advocacy Committee

2017-2018 Year End Report

From: Stephen B. Fortson

To: Athletic Council

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 Equity and Inclusion details the Athletic Departments success in following the “diverse hiring best practices” which states Wright State University should:

Diverse Student Athlete Advocacy Committee 2017-2018 Year End Report

From: Stephen B. Fortson

To: Athletic Council

Members: Steve Fortson (Chair), Judy Chivers, Maigan Larsen, Misty Cox, Andrew Voss

The Diverse Student Athlete Advocacy Committee met two times during the academic year. The following issues were discussed:

1. Five-Year Diversity Plan
2. The Diversity Committee’s five recommendations for diverse student athletes

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

Issues in the Self Study	Measurable Goals	Steps to Achieve Goals	Individuals/ Officers Responsible for Implementation	Specific Timetable for Completing the Work
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 th 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

Faculty Athletic Representative

University President

The following are the results for Wright State University’s performance on the Five year Diversity Plan

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 Equity and Inclusion details the Athletic Departments success in following the “diverse hiring best practices” which states Wright State University should:

Employee Recruitment and Retention Plan

Wright State University Athletics is committed to recruiting and retaining a diverse and well-qualified staff. To support this, the following efforts will be implemented:

1. When a staff position is vacated...
 - a. Review the various options for filling a vacancy and request to move forward with the most appropriate for the specific situation
 - i. If requesting to conduct an external search, create a posting in PeopleAdmin.
 - ii. If requesting to proceed with a search waiver, promotion or transfer, contact Office of Equity and Inclusion and Human Resources and provide appropriate supporting documentation (If HR and OEI support proceeding with the requested method, then enter the request into PeopleAdmin.)
 1. Supporting documentation includes the following
 - a. Updated resume for recommended individual
 - b. Memo outlining what makes the recommended individual exceptionally well-qualified for the position (education, experience, etc.)
 - c. Job description including minimum qualifications
 - iii. If an external search is conducted
 1. Contact organizations designed to assist with recruiting individuals from historically underrepresented groups
 - a. National Association of Collegiate Women Athletic Administrators: <https://www.nacwaa.org/>
 - b. NCAA Minority Opportunities and Interests Committee: <http://www.ncaa.org/governance/committees/minority-opportunities-and-interests-committee>
 - c. NCAA Committee on Women's Athletics: <http://www.ncaa.org/governance/committees/committee-womens-athletics>
 - d. Advocates for Athletic Equity: <http://aaesports.org>
 - e. NACDA Minority Opportunities Athletic Association: <http://www.nacda.com/moaa/nacda-moaa.html>
 - f. Women's Sports Foundation: <https://www.womenssportsfoundation.org/index>
 2. Advertise with position-specific organizations and resources
 - a. National Association for Athletics Compliance: <http://www.nacda.com/naacc/nacda-naacc.html>
 - b. National Association of Athletic Development Directors: <http://www.nacda.com/naadd/nacda-naadd.html>
 - c. Collegiate Athletic Business Managers Association: <http://www.nacda.com/cabma/nacda-cabma.html>
 - d. Collegiate Event and Facility Management Association: <http://www.nacda.com/cefma/nacda-cefma.html>
 - e. National Association of Academic Advisors for Athletics:

2. National Soccer Coaches of America: <https://www.nscaa.com>
 3. National Association of Basketball Coaches: <http://www.nabc.com>
 4. U.S. Track & Field and Cross Country Coaches Association: <http://www.ustfccca.org>
 5. Golf Coaches Association of America: <http://collegiategolf.com>
 6. Intercollegiate Tennis Association: <http://www.itatennis.com>
 7. National Fastpitch Coaches Association: <https://nfca.org>
 8. American Swimming Coaches Association: <https://swimmingcoach.org>
 9. American Baseball Coaches Association: <http://www.abca.org>
 - v. Ask the Office of Equity and Inclusion to evaluate the diversity of the applicant pool prior to conducting interviews to ensure a diverse applicant pool.
 - vi. Share information about Wright State and surrounding communities with potential applicants: <http://www.wright.edu/equity-and-inclusion/employment-and-recruitment/ws-u-and-dayton-area-resources>
3. Looking towards the future...
- a. Network even when there are no vacancies.
 - i. Connect with organizations and individuals who can assist with recruiting diverse staff and coaches.
 1. NCAA Minority Opportunities and Interests Committee: <http://www.ncaa.org/governance/committees/minority-opportunities-and-interests-committee>
 2. NCAA Committee on Women's Athletics: <http://www.ncaa.org/governance/committees/committee-womens-athletics>
 3. The Institute for Diversity and Ethics in Sport: <http://www.tidesport.org/>
 4. Inclusive Sports Initiative: <http://www.humancentereddesign.org/about-us/people/eli-wolff>
 5. Annual NCAA Inclusion Forums
 - ii. Connect with conferences that primarily include schools serving historically under-represented groups.
 1. Southwestern Athletic Conference: http://www.swac.org/ViewArticle.dbml?DB_OEM_ID=27400&ATCLID=205246237
 2. Mid-Eastern Athletic Conference: http://www.meacsports.com/ViewArticle.dbml?DB_OEM_ID=20800&ATCLID=1504482&DB_OEM_ID=20800
 3. Central Intercollegiate Athletic Association: <http://www.theciaa.com/information/staff/directory>
 4. Southern Intercollegiate Athletic Conference: <http://www.thesiac.com/staff.aspx>
 - b. Ask for volunteers who would be willing to serve on search committees when vacancies occur.
 - i. Invite members of the Athletic Council, Gender-Equity Committee,

Student-Athlete Well-Being Committee and Student-Athlete Advisory Committee to serve

- c. Job Descriptions
 - i. Add commitment to diversity and inclusion as required qualifications
 - 4. Additional Resources
 - a. Resources for New and Prospective Employees: <https://www.wright.edu/equity-and-inclusion/employment-and-recruitment/new-and-prospective-employee-resources>
 - b. Americans with Disabilities Act Accommodations for Applicants, Faculty and Staff: <http://www.wright.edu/equity-and-inclusion/americans-with-disabilities-act>
 - c. General Recruitment Resources and Ideas: <http://www.wright.edu/equity-and-inclusion/employment-and-recruitment/recruitment-resources>
 - d. Interview Considerations and Best Practices: <https://www.wright.edu/equity-and-inclusion/employment-and-recruitment/interview-considerations-and-best-practices>
 - e. Search Committee Training Sign Up: <https://www.wright.edu/equity-and-inclusion/employment-and-recruitment/search-committee-training>
 - 5. Resources from Human Resources:
 - a. Hiring Toolkit: <https://www.wright.edu/human-resources/policies-and-resources/hiring-toolkit>
 - b. Competency Based Interview Questions: <https://www.wright.edu/human-resources/policies-and-resources/competency-based-interview-questions>
 - c. Value Based Interview Questions: <https://www.wright.edu/human-resources/policies-and-resources/value-based-interview-questions>
 - d. Background Check & Education Verifications FAQs: <http://www.wright.edu/sites/www.wright.edu/files/page/attachements/background-checkfaqs4.pdf>
- HR Business Partners: <http://www.wright.edu/human-resources/policies-and-resources/business-partners>

Athletics hiring from 2014 through 2017 is detailed below:

Wright State Department of Intercollegiate Athletics: 2014 - Present Completed S

Search Information

Female Applicants

Title	Search Type	Hispanic or Latino	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Other Pacific Islander	White	2 M R
Academic Resource Center Monitor	WSU employees only				1		1	
Assistant Men's and Women's Tennis Coach	external						3	
Assistant Men's Soccer Coach	external							
Dance Team Coach	external				1		4	
Assistant Athletic Director - Internal Operations	external				3		6	
Assistant Athletic Director - Facilities/Operations	external			1	3		5	
Assistant Softball Coach	external	1		1			12	
Women's Basketball Administrative Assistant	external	1			11		8	
Athletics Ticket Sales Account Representative	external						1	
Interim Head Men's and Women's Tennis Coach	external	1					1	
Sales Manager, Assistant Director of Marketing and Promotions	internal to department							
Marketing and Promotions Assistant	external	1	1		1		9	
Special Assistant to the Athletics Director	external	2		1	11		32	

Director of Development, Athletics	external	1			1		5	
Assistant Men's and Women's Diving Coach	external		1					
Learning Specialist	external	1			2		5	
Assistant Men's Basketball Coach	external							
Head Men's and Women's Tennis Coach	external				1		3	
Assistant Men's and Women's Tennis Coach	external						5	
Assistant Men's Basketball Coach	external				1		1	
Assistant Men's Golf Coach	external							
Men's Basketball Administrative Assistant	external				1		2	
Academic Advisor/Learning Specialist	external				5		16	
Athletics Ticket Sales Account Associate	external	1			1		1	
Athletics Marketing Program Director	external						2	
Assistant Women's Track and Field Coach / Assistant Men's and Women's Cross Country Coach	external				1			
Marketing and Promotions Coordinator	external	2		1	1		5	
Associate Athletics Director - Administration and Senior Woman Administrator	non-competitive promotion						1	

Associate Athletics Director - Internal Operations	non-competitive promotion							
Assistant Athletics Director for Compliance	external				1			2
Assistant Women's Soccer Coach	external	1						6
Head Men's Basketball Coach	search firm utilized - only have information on two finalists							
Assistant Men's Basketball Coach - 1st Assistant	search waiver							
Assistant Men's Basketball Coach - 3rd Assistant	search waiver							
Director of Men's Basketball Operations	search waiver							
Assistant Men's Basketball Coach - 2nd Assistant	external							
Head Women's Basketball Coach	non-competitive promotion				1			
Men's Basketball Administrative Assistant	external				1			1
Associate Head Women's Basketball Coach	non-competitive promotion							

Assistant Women's Basketball Coach - Recruiting	external				3			
Assistant Women's Basketball Coach	external			1	19		7	
Coordinator, Athletic Training	external	1		1				
Athletic Trainer	non-competitive promotion							
Head Women's Track and Field / Head Men's and Women's Cross Country Coach	non-competitive promotion							
Assistant Men's and Women's Tennis Coach	external							
Head Men's Baseball Coach	non-competitive promotion							
Women's Basketball Administrative Assistant	external			1	2		5	
Assistant Baseball Coach - Pitching	external							
Assistant Baseball Coach - Recruiting	external							
Head Softball Coach	external			1			13	
Director of External Engagement	external						6	
Associate Athletics Director - External Operations	non-competitive promotion							
Assistant Softball Coach	external						3	

Director of Strength and Conditioning	external						1
Athletic Equipment Manager	external				1		5
Office Assistant 2	external	2			7		27
Assistant Strength and Conditioning Coach	external						

The **second objective** on the Minority plan is: *Attract and involve underrepresented groups in athletics.*

Community Outreach efforts are detailed at the end of the report.

The 3rd objective on the Minorities Plan is: To develop more programs dealing with cultural awareness for administrators and coaches. The training took place on September 6, 2017. Matt Boaz, WSU Chief Diversity Officer provided the training to the entire Athletics staff, which included administrators and coaches.

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

Diverse Student-Athlete Advocacy Committee –Results of five Recommendations

Diverse Student-Athlete Advocacy Committee – data for 2017/2018 year-end report

1st Recommendation – Diverse student-athletes should strive for a graduation rate equal to or higher than the overall student-athlete graduation rate:

The 2017 NCAA Graduation Success Rates Report data based on the 2010/2011 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 2010/2011 and graduated at Wright State.

**25/37(67%) – non-diverse student-athletes graduated from Wright State
(Of the 12 non-diverse athletes who did not graduate: 9 left eligible, 3 left ineligible)**

**13/20 (65%) – diverse student-athletes graduated from Wright State
(Of the 7 diverse athletes who did not graduate: 5 left eligible, 2 left ineligible)**

**1/2 (50%) – non-resident alien student-athletes graduated from Wright State.
(Of the 1 non-resident alien student-athlete who did not graduate: 1 left eligible)**

The 2016 NCAA Graduation Success Rates Report data based on the 2009/2010 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 2009/2010 and graduated at Wright State.

24/31 (77%) – non-diverse student-athletes graduated from Wright State
(Of the 7 non-diverse athletes who did not graduate: 2 left eligible, 5 left ineligible)

6/13 (46%) – diverse student-athletes graduated from Wright State
(Of the 7 diverse athletes who did not graduate: 7 left eligible, 0 left ineligible)

5/6 (83%) – non-resident alien student-athletes graduated from Wright State.
(Of the 1 non-resident alien student-athlete who did not graduate: 1 left eligible)

The 2015 NCAA Graduation Success Rates Report data based on the 2008/2009 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 2008/2009 and graduated at Wright State.

26/40 (65%) – non-diverse student-athletes graduated from Wright State
7/15 (46%) – diverse student-athletes graduated from Wright State
11/14 (78%) – non-resident alien student-athletes graduated from Wright State

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%) – non-diverse student-athletes graduated from Wright State
9/12 (75%) – diverse student-athletes graduated from Wright State
5/5 (100%) – non-resident alien student-athletes graduated from Wright State.

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%) – non-diverse student-athletes graduated from Wright State
10/12 (83.33%) – diverse student-athletes graduated from Wright State
5/5 (100%) – non-resident 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%) – non-diverse student-athletes graduated from Wright State

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

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

The 2011 NCAA Graduation Success Rates Report data based on the 2004/2005 Cohort of student-athletes at Wright State

The data below reflects the number of student-athletes in each category who were a freshman or a transfer at Wright State in 2004/2005 and graduated at Wright State.

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

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

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

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

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

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

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

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

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

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

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

2nd 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 232 athletes on aid, including 56 diverse and 176 non-diverse.

Data from APR report for 2016/2017 and only includes athletes on academic aid.

49/56 (89%) Diverse student-athletes retained. 7/56 (11%) Diverse student-athletes not retained. Of the 7 not retained: 6 left eligible, 1 left ineligible.

161/176 (91%) Non-Diverse student-athletes retained. 15/176 (9%) Non-Diverse student-athletes not retained.

Of those 15 not retained: 14 left eligible, 1 left ineligible.

Data from APR report for 2015/2016 and includes athletes on academic aid.

49/60 (82%) Diverse student-athletes retained. 11/60 (18%) Diverse student-athletes not retained. Of the 11 not retained: 8 left eligible, 3 left ineligible.

169/188 (90%) Non-Diverse student-athletes retained. 19/188 (10%) Non-Diverse student-athletes not retained.

Of those 19 not retained: 15 left eligible, 4 left ineligible.

Data from APR report for 2014/2015 and includes athletes on academic aid.

58/63 (92.0%) Diverse student-athletes retained. 5/63 (8.0%) Diverse student athletes not retained

161/171(94.2%) Non-Diverse student-athletes retained. 10/171 (5.8%) not retained

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%) Non-Diverse student-athletes retained. 17/184 (9.3%) not retained

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%) Non-Diverse 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%) Non-Diverse student-athletes retained. 13/165 (7.8%) not retained

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

47/54 (87%) Diverse student-athletes retained. 7/54 (13%) Diverse student athletes not retained

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

3rd Recommendation: The level of academic ineligibility should be no higher than the non-diverse student-athlete's level of academic ineligibility.

For Fall 2017, there are 264 total athletes: 58 diverse and 206 non-diverse.

Ineligible after Fall semester, 2017

1/206 = 0.5% Non-Diverse Student-Athletes

1/58 = 1.7% Diverse Student-Athletes

For Fall 2016, there are 268 total athletes: 61 diverse and 207 non-diverse.

Ineligible after Fall semester, 2016

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

0/61 = 0% Diverse Student-Athletes

For Fall 2015, there are 277 total athletes: 70 diverse and 207 non-diverse.

Ineligible after Fall semester, 2015

3/207 = 1.4% Non-Diverse Student-Athletes

3/70 = 4.2% Diverse Student-Athletes

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

Ineligible after Fall semester, 2014

2/195 = 1.03% Non-Diverse Student-Athletes

4/72 = 5.56% Diverse Student-Athletes

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

Ineligible after Fall semester, 2013

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

2/69 = 2.89% Diverse Student-Athletes

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

Ineligible after Fall semester, 2012

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

2/52 = 3.84% Diverse Student-Athletes

4th Recommendation: Diverse student-athletes as a group should strive for a grade point average that is equal to or higher than the overall student-athlete grade point average:

Overall Student-Athlete GPA Fall 2017

Cumulative – 3.252

Term – 3.249

Student-Athlete GPA minus Diverse Student-Athletes Fall

Cumulative – 3.317

Term – 3.298

Diverse Student-Athlete GPA Fall

Cumulative – 3.013

Term – 3.066

University Diverse Student GPA Fall

Cumulative – 2.735

Term – 2.449

Overall University Student GPA Fall 2017

Cumulative – 3.036

Term – 2.930

Overall Student-Athlete GPA Fall 2016

Cumulative – 3.228

Term – 3.206

Student-Athlete GPA minus Diverse Student-Athletes Fall 2016

Cumulative – 3.330

Term – 3.321

Diverse Student-Athlete GPA Fall 2016

Cumulative – 2.889

Term – 2.811

University Diverse Student GPA Fall 2016

Cumulative – 2.712

Term – 2.461

Overall Student GPA Fall 2016

Cumulative – 2.999

Term – 2.878

Overall Student-Athlete GPA Fall 2015

Cumulative – 3.133

Term – 3.094

Student-Athlete GPA minus Diverse Student-Athletes Fall 2015

Cumulative – 3.201

Term – 3.187

Diverse Student-Athlete GPA Fall 2015

Cumulative – 2.860
Term – 2.766

University Diverse Student GPA Fall 2015
Cumulative – 2.656
Term – 2.415

Overall Student GPA Fall 2015
Cumulative – 2.965
Term – 2.844

Overall Student-Athlete GPA Fall 2014

Cumulative – 3.145
Term – 3.095

Student-Athlete GPA minus Diverse Student-Athletes Fall 2014
Cumulative – 3.247
Term – 3.215

Diverse Student-Athlete GPA Fall 2014
Cumulative – 2.871
Term – 2.722

University Diverse Student GPA Fall 2014
Cumulative – 2.630
Term – 2.352

Overall Student-Athlete GPA Fall 2013

Cumulative – 3.137
Term – 3.138

Overall Student-Athlete GPA Fall 2013
Cumulative – 3.137
Term – 3.138

Student-Athlete GPA minus Diverse Student-Athletes Fall 2013
Cumulative – 3.206
Term – 3.242

Diverse Student-Athlete GPA Fall 2013
Cumulative – 2.895
Term – 2.817

University Diverse Student GPA Fall 2013
Cumulative – 2.622

Term – 2.370

Overall Student-Athlete GPA Fall 2012

Cumulative – 3.115

Term – 3.038

Student-Athlete GPA minus Diverse Student-Athletes

Cumulative - 3.149

Term – 3.085

Diverse Student-Athlete GPA Fall 2012

Cumulative – 2.961

Term – 2.837

University Diverse Student GPA Fall 2012

Cumulative – 2.556

Term – 2.178

5th Recommendation: The Athletics Department will insure that the number of diverse participants in intercollegiate athletes will not fall below the percentage of diverse students at the university.

Fall 2017:

The percentage of diverse student-athletes is $58/263 = 22\%$

**The percentage of diverse students at Wright State is 21%
(Student Fact Book, Fall 2017)**

Fall 2016:

The percentage of diverse student-athletes is $60/268 = 22.4\%$

The percentage of diverse students at Wright State is 21%
(Student Fact Book, Fall 2016)

Fall 2015:

The percentage of diverse student-athletes is $70/277 = 25\%$

The percentage of diverse students at Wright State is 20%
(Student Fact Book, Fall 2015)

Fall 2014:

The percentage of diverse student-athletes is $72/267 = 27\%$

The percentage of diverse students at Wright State is 21%
(Student Fact Book, Fall 2014)

Fall 2013:

The percentage of diverse student-athletes is $69/276 = 25\%$
The percentage of diverse students at Wright State is 17%
(Student Fact Book, Fall 2013)

Fall 2012:

The percentage of diverse student-athletes is $52/260 = 20\%$
The percentage of diverse students at Wright State is 18%
(Student Fact Book, Fall 2012)

The **sixth** and final goal of the Diversity Plan is to involve diverse student athletes in governance and decision making process of the Athletics Dept. The primary vehicle for involving student athletes in governance is an organization call: SAAC. Each of the 16 teams that make up Wright State University Athletics has two SAAC representatives. In 2017-2018 the SAAC membership did have several members from ethnically diverse backgrounds.

Community Service Activities 2017-2018

Baseball

Title: Harrison's Heroes

Date: Monday, October 9th, 2017

Duration: 4 hours

Number of student-athletes that participated: 25 Staff: 1

Explanation: The baseball team helped with the Market to Market Relay. Funds raised were donated to NICU at Dayton Children's Hospital. Funds raised: \$22,000

Total Hours Recorded: 100 Hours (Staff Included: 104 Hours)

Title: Ed Mills Halloween Party

Date: Tuesday, October 17th, 2017

Duration: 4 hours

Number of student-athletes that participated: 35 Staff: 7

Explanation: The baseball team helped set up and the student-athletes ran all the booths/games, rides, and passed out pumpkins for the children.

Total Hours Recorded: 100 Hours (Staff Included: 104 Hours)

Title: Night to Shine

Date: Friday, February 9th, 2018

Duration: 4 hours

Number of student-athletes that participated: 35

Explanation: The baseball team volunteered by helping to set up and tear down for the event.

They did all the behind the scenes work for this large Special Olympics event

Total Hours Recorded: 140 Hours

Men's Basketball

Title: Shoes 4 the Shoeless

Date: Thursday, May 11th, 2017

Duration: 8:30 a.m.—10:00 a.m. (1.5 hours)

Number of student-athletes that participated: 11 Staff: 1
Explanation: The men's basketball team helped 100 kids at Watkins Academy in Dayton receive shoes and socks.
Total Hours Recorded: 16.5 Hours (Staff Included: 18 Hours)

Title: Dayton Life Enrichment Center
Date: Thursday, September 14th, 2017
Duration: 9:30 a.m.—11:30 a.m. (2 hours)
Number of student-athletes that participated: 11 Staff: 3
Explanation: The men's basketball team helped organize food and goods that had been donated to the center.
Total Hours Recorded: 22 Hours (Staff Included: 28 Hours)

Title: Air Force 5K
Date: Friday, September 15th, 2017
Duration: 5:45 p.m.—7:00 p.m. (1.25 hours)
Number of student-athletes that participated: 12 Staff: 1
Explanation: The men's basketball team prepared and handed out waters to the runners during the race. The men also cheered on the participants as they ran the 5K.
Total Hours Recorded: 15 Hours (Staff Included: 16.25 Hours)

Title: Bellbrook Wee Eagles Tryouts
Date: Monday, October 23rd, 2017
Duration: 5:30 p.m.—7:30 p.m. (2 hours)
Number of student-athletes that participated: 4 Staff: 1
Explanation: The men's basketball team completed evaluations while the players ran through drills.
Total Hours Recorded: 8 Hours (Staff Included: 10 Hours)

Title: Children's Hospital of Michigan
Date: Saturday, January 6th, 2018
Duration: 11:00 a.m.—1:00 p.m. (2 hours)
Number of student-athletes that participated: 14 Staff: 7
Explanation: The men's basketball team visited the Children's Hospital of Michigan and created activity packets for pediatric patients to use during their hospital stay.
Total Hours Recorded: 28 Hours (Staff Included: 42 Hours)

Title: Samaritan's Feet
Date: Saturday, January 27th, 2018
Duration: 10:00 a.m.—12:00 p.m. (2 hours)
Number of student-athletes that participated: 13 Staff: 6
Explanation: The men's basketball team and coaches served almost 200 people by washing their feet, giving them a new pair of socks, and providing them with a pair of brand new shoes.
Total Hours Recorded: 26 Hours (Staff Included: 38 Hours)

Title: 2nd and Seven Foundation
Date: Monday, January 29th, 2018

Duration: 9:15 a.m.—9:45 a.m. (30 minutes)
Number of student-athletes that participated: 13 Staff: 1
Explanation: The men's basketball team read to the entire second grade (about 130 students) about healthy life habits. Each child was given their own book to take home and read.
Total Hours Recorded: 6.5 Hours (Staff Included: 7 Hours)

Title: Big Hoopla Stem Event
Date: Sunday, March 11th, 2018
Duration: 12:00 p.m.—2:00 p.m. (2 hours)
Number of student-athletes that participated: 13 Staff: 1
Explanation: The men's basketball team attended the STEM event on selection Sunday and greeted the students. The team also helped administer a shooting contest.
Total Hours Recorded: 26 Hours (Staff Included: 28 Hours)

Title: Basketball at Fulton Elementary
Date: Friday, April 6th, 2018
Duration: 10:00 a.m.—12:00 p.m. (2 hours)
Number of student-athletes that participated: 10 Staff: 1
Explanation: The men's basketball team visited the Fulton Elementary in Springfield and hung out with every kid at the school. They played basketball, ran drills, and spent time talking with the children.
Total Hours Recorded: 20 Hours (Staff Included: 22 Hours)

Women's Basketball

Title: Springboro Youth Basketball
Date: Sunday, October 22nd, 2017
Duration: 4:00 p.m.—6:00 p.m. (2 hours)
Number of student-athletes that participated: 4
Explanation: The women's basketball student-athletes participated in evaluating youth basketball tryouts.
Total Hours Recorded: 8 Hours

Title: Springboro Youth Basketball
Date: Sunday, October 29th, 2017
Duration: 4:00 p.m.—6:00 p.m. (2 hours)
Number of student-athletes that participated: 4
Explanation: The women's basketball student-athletes participated in evaluating youth basketball tryouts.
Total Hours Recorded: 8 Hours

Title: Southfield YMCA
Date: Friday, January 5th, 2018
Duration: 5:00 p.m.—7:00 p.m. (2 hours)
Number of student-athletes that participated: 12 Staff: 5
Explanation: The women's basketball team participated in games and drills with youth as a part of their afterschool activities.
Total Hours Recorded: 24 Hours (Staff Included: 34 Hours)

Title: Jr. Raiders
Date: Sunday, February 11th, 2018
Duration: 3:30 p.m.—4:30 p.m. (1 hour)
Number of student-athletes that participated: 13 Staff: 1
Explanation: The women's basketball team participated in games and activities with the Jr. Raiders.
Total Hours Recorded: 13 Hours (Staff Included: 14 Hours)

Title: Five Rivers Metroparks
Date: Monday, March 26th, 2018
Duration: 1:00 p.m.—3:00 p.m. (2 hours)
Number of student-athletes that participated: 13 Staff: 1
Explanation: The women's basketball team helped beautify and cleanup a part of the metroparks area.
Total Hours Recorded: 26 Hours (Staff Included: 28 Hours)

Title: Rebuilding Together Dayton
Date: Saturday, April 7th, 2018
Duration: 11:00 a.m.—1:00 p.m. (2 hours)
Number of student-athletes that participated: 10 Staff: 1
Explanation: The women's basketball team helped assemble Fix It Kits and a combo house number sign and planter.
Total Hours Recorded: 20 Hours (Staff Included: 22 Hours)

Title: Dayton Honor Flight Reception
Date: Saturday, April 14th, 2018
Duration: 10:45 p.m.—11:45 p.m. (1 hour)
Number of student-athletes that participated: 10 Staff: 1
Explanation: The women's basketball team greeted Veterans at the Dayton International Airport as they were coming back from a tour of the Washington War Memorial.
Total Hours Recorded: 10 Hours (Staff Included: 11 Hours)

Title: Ronald McDonald House
Date: Sunday, April 15th, 2018
Duration: 10:00 a.m.—12:00 p.m. (2 hours)
Number of student-athletes that participated: 13 Staff: 1
Explanation: The women's basketball team helped cook and clean in the family areas of Dayton's Ronald McDonald House.
Total Hours Recorded: 26 Hours (Staff Included: 28 Hours)

Title: Dayton Food Bank
Date: Monday, April 16th, 2018
Duration: 1:00 p.m.—3:00 p.m. (2 hours)
Number of student-athletes that participated: 13 Staff: 1
Explanation: The women's basketball team helped pack lunches and home lunch packs for students in need.

Total Hours Recorded: 26 Hours (Staff Included: 28 Hours)

SAAC

Title: Alex's Lemonade Stand—Zest for Life 5K 2017

Date: Sunday, October 1st, 2017

Duration: 8 a.m.—11 a.m. (3 hours)

Number of student-athletes that participated: 8

Explanation: Volunteers helped with registration, set-up, manning the water station, and cheering on the runners.

Total Hours Recorded: 24 Hours

Title: Book Desert Book Drive—The Conscious Connect

Date: October 9th-16th, 2017

Explanation: The book drive asked individuals to give any new or gently used K-12 books and particularly those that feature diverse characters and topics, or discuss STEM education and entrepreneurship. The books were distributed primarily throughout West Dayton and South Springfield.

Books Donated: 18 books

Title: Thanksgiving Bingo with Nursing Home Residents

Date: Monday, November 13th, 2017

Duration: 7:00 p.m.—8:00 p.m. (1 hour)

Number of student-athletes that participated: 14 Staff: 1

Explanation: As the holiday season approaches, one of the most meaningful things you can do for someone in a nursing home is share quality time. Nursing homes rely on volunteers to interact with their residents, as activities are an integral part of bringing the feeling of home to the nursing home.

Total Hours Recorded: 14 Hours (Staff Included: 15)

Title: Wright State Holiday Gift Program

Date: Thursday, December 7th, 2017

Number of student-athletes that participated: 22

Explanation: The SAAC officers decided that SAAC should take part in the WSU Holiday Gift Program. The program helps area children have a happier holiday season. The officers asked the two members that represent each team to bring ONE new, unwrapped gift or toy for children 17 years old or younger. The gifts they brought were given on behalf of their sports team. The gifts were then taken to the Athletics Office and placed in the donation barrel. We filled the entire barrel with over 10 new gifts!

Title: Holiday Dinner Dance (Special Olympics)

Date: Friday, December 8th, 2017

Duration: 6:00 p.m.—10:00 p.m. (4 hours)

Number of student-athletes that participated: 16 Staff: 1

Explanation: Take a break and volunteer to help with the annual Holiday Dinner Dance for Special Olympics of Greater Dayton. Responsibilities are to set up decoration, prepare and serve drinks, help Santa, oversee and serve the participants, dance and clean up! It's our job to put on

a great Holiday Dance for the Special Olympians. SAAC and other student-athletes did this last year and it was a blast!

Total Hours Recorded: 64 Hours (Staff Included: 68)

Title: 2nd and Seven Foundation—Reading to Second Graders at Beaver Creek Main Elementary

Date: Thursday, December 14th, 2017

Duration: 12:15 p.m.—1:15 p.m. (1 hour)

Number of student-athletes that participated: 5 Staff: 1

Explanation: The Student-Athlete Advisory Committee has partnered with the 2nd and Seven Foundation and will be reading books to second grade classes in our community this year with the purpose of educating children about why reading is so important. The 2nd and Seven Foundation writes their own books and the themes in their Hog Mollies books reiterate valuable life lessons! The best part is the foundation sends us enough books that we are able to give every 2nd grader their own book to take home after we read to them. This day they read to Beaver Creek Main Elementary's entire second grade about Healthy Lifestyles.

Total Hours Recorded: 5 Hours (Staff Included: 6)

Title: 2nd and Seven Foundation—Reading to Second Graders at Fairborn Primary School

Date: Thursday, January 18th, 2018

Duration: 12:15 p.m.—12:45 p.m. (30 minutes)

Number of student-athletes that participated: 8 Staff: 1

Explanation: The Student-Athlete Advisory Committee has partnered with the 2nd and Seven Foundation and will be reading books to second grade classes in our community this year with the purpose of educating children about why reading is so important. The 2nd and Seven Foundation writes their own books and the themes in their Hog Mollies books reiterate valuable life lessons! The best part is the foundation sends us enough books that we are able to give every 2nd grader their own book to take home after we read to them. This day they read to four second grade classes at Fairborn Primary about Dreams and Goals.

Total Hours Recorded: 4 Hours (Staff Included: 4.5)

Title: 2nd and Seven Foundation—Reading to Second Graders at Fairborn Primary School

Date: Friday, January 19th, 2018

Duration: 10:30 a.m.—11:30 a.m. (1 hour)

Number of student-athletes that participated: 7

Explanation: The Student-Athlete Advisory Committee has partnered with the 2nd and Seven Foundation and will be reading books to second grade classes in our community this year with the purpose of educating children about why reading is so important. The 2nd and Seven Foundation writes their own books and the themes in their Hog Mollies books reiterate valuable life lessons! The best part is the foundation sends us enough books that we are able to give every 2nd grader their own book to take home after we read to them. This day they read to four second grade classes at Fairborn Primary about Dreams and Goals.

Total Hours Recorded: 7 Hours

Title: 2nd and Seven Foundation—Reading to Second Graders at Fairborn Primary School

Date: Tuesday, January 23rd, 2018

Duration: 11:00 a.m.—12:00 p.m. (1 hour)

Number of student-athletes that participated: 1 Staff: 1

Explanation: The Student-Athlete Advisory Committee has partnered with the 2nd and Seven Foundation and will be reading books to second grade classes in our community this year with the purpose of educating children about why reading is so important. The 2nd and Seven Foundation writes their own books and the themes in their Hog Mollies books reiterate valuable life lessons! The best part is the foundation sends us enough books that we are able to give every 2nd grader their own book to take home after we read to them. This day they read to four second grade classes at Fairborn Primary about Dreams and Goals.
Total Hours Recorded: 1 Hour (Staff Included: 2 Hours)

Title: 2nd and Seven Foundation—Reading to Second Graders at Fairborn Primary School

Date: Wednesday, January 24th, 2018

Duration: 9:00 a.m.—10:00 a.m. (1 hour)

Number of student-athletes that participated: 6 Staff: 1

Explanation: The Student-Athlete Advisory Committee has partnered with the 2nd and Seven Foundation and will be reading books to second grade classes in our community this year with the purpose of educating children about why reading is so important. The 2nd and Seven Foundation writes their own books and the themes in their Hog Mollies books reiterate valuable life lessons! The best part is the foundation sends us enough books that we are able to give every 2nd grader their own book to take home after we read to them. This day they read to four second grade classes at Fairborn Primary about Dreams and Goals.

Total Hours Recorded: 6 Hours (Staff Included: 7 Hours)

Title: Bowling Tournament (Special Olympics)

Date: Saturday, February 17th, 2018

Duration: 12:00 p.m.—5:00 p.m. (5 hours)

Number of student-athletes that participated: 14 Staff: 1

Explanation: Student-athletes volunteered to help with the annual Bowling Tournament for Special Olympics of Greater Dayton. Responsibilities were to help run the event by serving as lane supervisors, lane assistants, and runners.

Total Hours Recorded: 38 Hours (Staff Included: 42 Hours)

Title: Indoor Field Day (Special Olympics)

Date: Wednesday, April 19th, 2018

Duration: 11:30 a.m.—1:30 p.m. (2 hours)

Number of student-athletes that participated: 23 Staff: 2

Explanation: Student-athletes put together an Indoor Field Day for the Special Olympic athletes at the pavilion to celebrate National STUDENT-Athlete Day. They stayed active by playing games and invited the Special Olympians to watch a Wright State softball game after the Indoor Field Day.

Total Hours Recorded: 46 Hours (Staff Included: 50 Hours)

Softball

Title: Habitat for Humanity

Date: Saturday, September 9th, 2017

Duration: 8:00 a.m.—12:30 p.m. (4.5 hours)

Number of student-athletes that participated: 17 Staff: 1

Explanation: The softball team helped construct the walls of two houses that will be built for two deserving families in Alabama.

Total Hours Recorded: 76.5 Hours (Staff Included: 81)

Title: AIM for the Handicapped

Date: Tuesday, November 28th, 2017

Duration: 8:00 a.m.—9:30 a.m. (1.5 hours)

Number of student-athletes that participated: 8

Explanation: The softball team helped wrap presents and decorated the office at AIM for the non-profit.

Total Hours Recorded: 12 Hours

Swimming

Title: Special Olympics Swim Practice

Date: Saturday, September 9th, 2017

Duration: 1 Hour

Number of student-athletes that participated: 26 Staff: 2

Explanation: The swim team helped with the practice session for the Special Olympics of Greater Dayton to help prepare them for their Special Olympics Meet.

Total Hours Recorded: 26 Hours (Staff Included: 28)

Title: Special Olympics Swim Practice

Date: Saturday, September 16th, 2017

Duration: 1 Hour

Number of student-athletes that participated: 26 Staff: 2

Explanation: The swim team helped with the practice session for the Special Olympics of Greater Dayton to help prepare them for their Special Olympics Meet.

Total Hours Recorded: 26 Hours (Staff Included: 28)

Title: Special Olympics Swim Practice

Date: Saturday, September 23rd, 2017

Duration: 1 Hour

Number of student-athletes that participated: 26 Staff: 2

Explanation: The swim team helped with the practice session for the Special Olympics of Greater Dayton to help prepare them for their Special Olympics Meet.

Total Hours Recorded: 26 Hours (Staff Included: 28)

Title: Special Olympics Swim Meet

Date: Friday, October 6th, 2017

Duration: 4 Hours

Number of student-athletes that participated: 26 Staff: 2

Explanation: The swim team hosted the Dayton Area Special Olympics Swim Meet.

Total Hours Recorded: 104 Hours (Staff Included: 112)

Tennis

Title: Buddy Up Tennis

Date: Saturday, October 21st, 2017

Duration: 9:00 a.m.—10:30 a.m. (1.5 hours)
Number of student-athletes that participated: 6
Explanation: Members of the tennis teams helped run the Buddy Up Clinics at KTC/Quail Tennis
Total Hours Recorded: 9 Hours

Title: Buddy Up Tennis
Date: Friday, November 17th, 2017
Duration: 9:00 a.m.—10:30 a.m. (1.5 hours)
Number of student-athletes that participated: 6
Explanation: Members of the tennis teams helped run the Buddy Up Clinics at KTC/Quail Tennis
Total Hours Recorded: 9 Hours

Title: Buddy Up Tennis
Date: Thursday, March 1st, 2018
Duration: 9:00 a.m.—10:30 a.m. (1.5 hours)
Number of student-athletes that participated: 5
Explanation: Members of the tennis teams helped run the Buddy Up Clinics at KTC/Quail Tennis
Total Hours Recorded: 7.5 Hours

Title: Buddy Up Tennis
Date: Saturday, March 10th, 2018
Duration: 9:00 a.m.—10:30 a.m. (1.5 hours)
Number of student-athletes that participated: 4
Explanation: Members of the tennis teams helped run the Buddy Up Clinics at KTC/Quail Tennis
Total Hours Recorded: 6 Hours

Track & Field/Cross Country

Title: Dayton Food Bank
Date: Friday, August 25th, 2017
Duration: 9:00 a.m.—12:00 p.m. (3 hours)
Number of student-athletes that participated: 35 Staff: 2
Explanation: The student-athletes packed care packages for individuals in the Dayton community.
Total Hours Recorded: 105 Hours (Staff Included: 111)

Title: Air Force 5K
Date: Friday, September 15th, 2017
Duration: 5:30 p.m.—7:30 p.m. (2 hours)
Number of student-athletes that participated: 52 Staff: 2
Explanation: The student-athletes served as race course directors and worked the water stand.
Total Hours Recorded: 104 Hours (Staff Included: 108)

Title: Mideast Meet of Champions XC

Date: Saturday, November 18th, 2017

Duration: 10:00 a.m.—12:00 p.m. (2 hours)

Number of student-athletes that participated: 45

Explanation: The student-athletes served as course directors, photographed runners, and cleaned up the course after the event.

Total Hours Recorded: 90 Hours

GENDER EQUITY COMMITTEE

2017-2018 Year End Report

Chair: Mary Kenton, Wright State University Retirees Association (WSURA)
Lawrence Prochaska, Professor Emeritus, Biochemistry (COSM), (WSURA)
Mill Miller, Professor, Biological Sciences (COSM)
Drew Corbett, Associate Director, Campus Recreation
Marie Bashaw, Assistant Professor, CONH, Athletics Council Chair
Sheila Nahrgang, Associate Director, Special Programs, Student Union (USAC)
Joylynn Brown, Associate Director, Athletics (SWA), Ex-Officio
Lindsay Wight, Director of Equity and Inclusion, Ex-Officio

Introduction

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, 2010-15 and 2016-21) which contains additional elements beyond Title IX.

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

- 2008-17 Gender Equity Committee Year End Reports
- 2016-21 Gender Equity Five-Year Plan
- 2017 NCAA Financial Report Survey

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 – 2017

Year	Undergraduate % ^a		Duplicated Student-athletes % ^b	
	Male	Female	Male	Female
2000	43	57	42	58
2001	44.44	55.6	42.5	57.5
2002	43.8	56.2	41	59
2003	43	57	41.3	58.7
2004	43	57	41.4	58.6
2005	43	57	43.9	56.1
2006	42.6	57.4	44.9	55.1
2007	43.6	56.4	45.7	54.3
2008	44.9	55.1	50.8	49.2
2009 ^c	44.6	55.4	47.2	52.8
2010	45.5	54.5	44.6	55.4
2011	45.3	54.7	44.8	55.2
2012	45.7	54.3	42.3	57.7
2013 ^d	47.4	52.6	43.3	56.7
2014	48.6	51.4	45.9	54.1
2015	49.0	51.0	46.2	53.8
2016	48.6	51.4	45.6	54.4
2017	48.3	51.7	45.1	54.9

Notes: a.) NCAA 2017 Report, Percent of male and female undergraduates, p. 1.

b.) NCAA 2017 Report, Number of participants, p. 61.

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

d.) In 2015 the unduplicated headcount is 152 men and 135 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 2017 females constituted **51.7%** of undergraduates and **54.9%** of athletic participants while males constituted **48.3%** of undergraduates and **45.1%** of athletic participants. These proportions include allowable duplicated headcounts and walk-ons. The **unduplicated** headcount of participants is 142 men and 125 women, with a **53.2%** rate for men and a **46.8%** rate for women.

Table I shows that women’s rate of participation (54.9%) is 3.2% percentage points higher than their rate of enrollment (51.7%). Though OCR has declined to define “substantially proportionate” in concrete numbers, this difference in favor of women is slightly outside the 1% to 3% safe harbor range sometimes cited in the legal literature.

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

Recommendation: Continue to monitor enrollment patterns and adjust rosters and squad sizes to 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 2002–17

Year	Student-Athlete %, Unduplicated ^a		Financial Aid to Student-Athletes % ^b	
	Male	Female	Male	Female
2002	46.5	53.5	44.8	55.2
2003	45.3	54.7	46.7	53.3
2004	47.7	52.3	44.8	55.2
2005	50	50	47	53
2006	50.8	49.2	45.5	54.5
2007	48.8	51.2	45.8	54.2
2008	58.7	41.3	45.4	54.6
2009	51.2	48.8	44.2	55.8
2010	50.5	49.5	45.3	54.7
2011	50.4	49.6	42.4	57.6
2012	47.6	52.4	43.3	56.7
2013 ^c	49.1	50.9	44.7	55.2
2014	51.7	48.3	44.7	55.3
2015	53	47	45.9	54.1
2016	51	49	43.3	56.5
2017	53.2	46.8	43.8	56.2

Notes: a.) NCAA 2017 Report, p. 61 Athletic Participants, Unduplicated Count of Participants.
 b.) NCAA 2017 Report Item 20 Athletic Student Aid.
 c.) In 2017, there were 142 unduplicated male athletes and 125 unduplicated female athletes. Athletic financial aid to teams totaled \$2,915,041 with \$1,276,882 awarded to males and \$1,638,159 awarded to females. Thus the average financial aid awarded to the 103 men who received aid was \$12,397 compared to \$13,766 for the 119 females who received scholarship aid. Women received a total of \$361,277 more financial aid funding than men. The average athletics scholarship for all students receiving aid was \$13,130.

In **2017** female athletes received **56.2%** of the total Financial Aid and constituted **46.8%** of the unduplicated head count; male athletes received **43.8%** of the and constituted 53.2% of the unduplicated head count.

More than 12 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 –17

Year	\$ Male		\$ Female		Total Actual	Proportion	
	Budget ^a	Actual ^b	Budget	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
2014	105,500	135,882	89,839	133,222	269,104	50.5	49.5
2015	104,875	187,979	89,600	144,233	332,212	56.5	43.5
2016		170,012		138,636	308,648	55	45
2017	119,187	160,437	125,683	139,128	299,565	54	46

Notes: a.) In 2006 the Gender Equity Committee began requesting the Athletic Department budget.
b.) NCAA 2017 Report Item 29, p.47 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.

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 – 2017

Year	\$ Male		\$ Female		Total Actual	Proportion	
	Budget ^a	Actual ^b	Budget	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
2014	381,450	639,873	381,200	521,575	1,161,448	55.1	44.9
2015	420,950	606,022	415,700	493,111	1,099,133	55.1	44.9
2016		552,341		652,624	1,204,965	45.8	54.2
2017	401,672	526,334	418,652	510,973	1,037,271	50.7	49.3

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. The three most recent additions to the Horizon League (Oakland, Northern Kentucky, and IUPUI) all contribute to reasonable travel schedules.

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

D. Tutors

Tutoring and academic support have been appropriately offered on a gender-neutral basis. The committee has not examined this area for several years. Next year’s committee should update compliance in this area.

E. Coaches

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

- 1) Availability: Men’s teams have 7 head coaches and 13 assistant coaches. Women’s teams have 7 head coaches and 13 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 reopened. In 2015 coaches of women’s teams received 50% of the total compensation pool. For 2016, the men’s teams received 54.6% of the total and women’s teams 45.4%. In 2017 the gender gap widens: coaches of women’s teams received 39% of total compensation and the men 61%. The average salary of head coaches of male teams was \$196,144 per FTE in 2017; the comparable figure for head coaches of female teams is \$92,978. The situation for assistant coaches is somewhat better. Coaches of men’s teams average \$83,996 per FTE and coaches of women’s teams earn \$57,840.

Recommendations: The improvement in equitable compensation peaked in 2014 and 2015 when coaches of men and women’s teams reached parity. The more recent trend towards greater and greater pay inequity should not continue. Because of past decisions it will not be possible to return to parity any time soon, but the institution should take care to see that the problem is not further exacerbated.

Of all those who coach women’s teams, only 8 are women—3 women head coaches and 5 assistants. The remaining 12 coaches are men. The Athletics Department needs to continue a strong, proactive stance in advertising, recruiting, and increasing the percentage of female coaches coaching women's teams. The fairly recent hire of a female head women’s basketball coach was a positive addition.

F. Locker Rooms, Practice and Competitive Facilities

Compliance Standard for Locker Rooms: “Usually, compliance is achieved when the same number of women’s and men’s teams have locker rooms of the same quality” (NCAA Achieving Gender Equity, 2000, p. II-16). *Compliance Standard for Practice and Compliance Facilities:* “Compliance may be achieved when roughly equivalent percentages of female and male athletes have facilities of equivalent quality exclusively for their use” (p. II-16). The Committee toured facilities last fall and was impressed with substantial improvements made for women’s locker rooms. Recommendations for competitive facilities are in the five-year plan.

Recommendation: Continue to explore possibilities for implementing the five-year plan recommendation for a track and for improvements to the softball facility.

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. Women's home games routinely feature the pep band and cheerleaders and often a dance group.

Of the \$334,418 that Wright State spent on fundraising, marketing and promotions in 2017, \$49,876 (45%) went to men's basketball and \$29,567 (9%) went to women's basketball. Baseball accounted for (9%) of the spending. Not allocated by gender is 31% of the total budget. The remaining 6% is divided among the other sports. No women's team is publicized and promoted on the same scale as men's basketball. Though the institution is convinced that the financial health of the Athletics Program is tied to the success of men's basketball, it is still required by Title IX to make a more balanced effort to promote the women's program.

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 several years. This is an encouraging trend for it shows 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. The success of the women's Basketball team the past three seasons under a new female coach makes this a good time to develop separate strategies and budgets for promoting the two teams.

Toward that end, the committee met with marketing representatives from the Athletics Department to hear what was currently in place and to express the committee's perspective. As a result, we have the beginnings of a plan, a goal, but as yet no budget. It's a start. (see attached summary)

Recommendation: Continue to develop a comprehensive marketing plan for women's sports, one that highlights women's basketball. This recommendation is included in the attached 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 2006-2017 Men’s and Women’s Athletics at WSU.

	\$ Males	\$ Females	\$ Not Allocated by Gender	% Males	% Females	% NABG
2006	210,125	100,218	1,310,768	13	6	81
2007	149,202	126,079	1,605,377	8	7	85
2008	141,303	97,029	1,843,709	8	5	87
2009	122,454	85,144	1,736,842	6	4	90
2010	146,528	109,633	1,734,000	7	6	87
2011	110,529	99,041	1,588,668	6	6	88
2012	156,008	115,458	1,650,325	8	6	86
2013 ^a	159,993	116,711	1,749,762	8	6	86
2014	233,923	154,137	1,806,956	11	7	82
2015	214,241	165,608	1,895,491	10	7	83
2016	201,200	177,352	2,050,919	10	9	81
2017	455,679	304,084	1,635,342	19	13	68

Notes: a.) Total expenditure was \$2,395,105. The bulk of gender-specific spending in this category comes from Basketball. Of the \$487,987 spent in basketball, \$304,272 (62%) went to the men and the remainder \$183,715 (38%) to the women. This disparity in basketball is mostly due to a larger percentage of administrative support (marketing, development, ticketing, etc.) going to men’s basketball.

Recommendation: Continue to monitor to ensure equity both in gender specific team spending and in spending designated as not allocated by gender.

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 – 2017

Year	\$ Male		\$ Female		Total Actual	Proportion	
	Budget ^a	Actual ^b	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
2014	93,848	134,230	88,100	86,069	220,299	61	39
2015	93,848	131,250	88,100	97,557	228,807	57.4	42.6
2016		122,139		122,476	244,615	50	50
2017	93,308	116,855	107,078	115,033	231,888	50	50

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

Table VI shows that in 2016, for the first time spending in recruiting was gender equitable. It is a very positive sign that spending was evenly split in 2017. The Department should make every effort to continue the trend.

Recommendation: Maintain the balance achieved in 2016

Title IX Compliance Summary for 2014-2017: 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 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 a 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.

In a different budget climate, it would be appropriate to ask for another such enhancement to achieve two important goals. The need to achieve compliance in Athletic Financial Assistance is detailed below. The second goal has been listed in the last three Five-Year Plans: that is, 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 as soon as any new funds become available. As with lights on the softball field, we'll all marvel that such a basic requirement took so long. It should be understood that from a Title IX perspective, the construction of a track takes precedence over any other Athletics Department spending on facilities, regardless of the funding source.

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 have drifted out of the safe harbor of 1% to 3%. Efforts to monitor enrollment patterns and to manage rosters must continue if we are to regain/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 concluded that the ideal solution would be to bring male athletes into parity with females with a budget enhancement from the University. This seems unlikely within the next few years. At this point maintaining the scholarship pool is a priority. And whatever the size of the overall pool, it must be awarded equitably. We should not continue to deprive male athletes of the share of the pool that they are entitled to receive.

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. Kudos to the department for two years of equitable spending on recruiting.

The committee wants to focus on efforts to promote and market women's sports. We made a start this year, but committee needs to remain on task until measurable results are achieved.

Eliminating Swimming and Diving in terms of Title IX

The loss of swimming and diving will have significant impact on gender equity, but with careful, perhaps painful, management the impact can be minimized. Last year, there were 29 participation slots for men and 16 for women in swimming and diving. If we do nothing to adjust

rosters, women’s participation opportunities will rise to approximately 60% next year, way outside the acceptable range. Women will probably move into the majority in the unduplicated head count as well. Athletic Aid for 2017 in Swimming and Diving was \$128,018 for 18 men and \$105,594 for 15 women. Not all of this money will disappear for 2018 reporting. Best guesses suggest that we would be close to 60/40 in scholarships once all those previously on scholarship graduate or move on. The most logical place to consider trimming women’s rosters is Cross Country, Indoor and Outdoor Track. Those three sports account for 79 women’s participation slots. All 16 Cross Country runners participate in both Indoor and Outdoor Track, resulting in each of them being counted three times.

The Committee is not making a recommendation, but it is our job to point out the problem and to urge the Department to move towards a solution. It doesn’t seem reasonable to delay remediation in the hopes of budget enhancements that will one day solve these thorny problems in participation and financial aid. Eliminating Swimming and Diving did not cause these problems, but it does seem to push the institution further in the wrong direction.

SECTION TWO: 2016-2021 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
1. Maintain rates of participation proportional to full-time undergraduate enrollment to within 1%	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 goal by fall 2017, continuously monitor thereafter
Monitor closely to maintain legally acceptable balance.				
Issue	Goal	Steps	Responsible	Timetable
2. Reestablish scholarship awards to within 1% of unduplicated headcount for male and female athletes	Establish and maintain scholarship awards within allowable range.	Establish range for each sport based on relevant participation rates. All new awards will be within established range. Monitor quarterly to ensure appropriate progress.	Director of Athletics Assoc. Dirs. of Athletics, Coaches	Annual progress toward goal until it is reached by Fall 2018; maintain continuously thereafter
Continue stringent remedial strategies until compliance is achieved or budget is enhanced.				
Issue	Goal	Steps	Responsible	Timetable

3. Maintain funding for track scholarships once target for 08-09 (\$100,000 annually) is achieved.	Funding for track is comparable to other teams with similar number of athletes.	Add scholarship dollars until goal is achieved.	Director of Athletics Assoc. Dirs. of Athletics	Achieve goal by 2016-17, 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, but only \$77,695 was spent. The most recent figure is \$89,900.				
Issue	Goal	Steps	Responsible	Timetable
4. Re-establish proportional spending for equipment and supplies	All teams are equipped and supplied in an equitable manner.	Maintain appropriate budgets and audit EADA annually to ensure equitable spending.	Business Manager, Coaches, Assoc. A-Ds	Annual review
Careful monitoring of departmental policies achieved parity in spending for 2014, but 2015 and 2016 figures are not equitable. Continue to monitor closely and enforce departmental policy.				
Issue	Goal	Steps	Responsible	Timetable
5. Maintain equitable arrangements for scheduling of games and practice times	Teams have access to facilities on a gender equitable basis.	In conjunction with the Nutter Center, maintain a master planning schedule that is accessible to all relevant parties. Invite input from coaches and student athletes.	Director of Athletics, SWA, facilities manager, coaches	Quarterly review, with special attention going to events that might disrupt basketball schedules
This goal continues to be met.				
Issue	Goal	Steps	Responsible	Timetable
6. Continue gender equitable travel and per diem regulations	Team travel and per diem are arranged according to written policies that are gender neutral.	Ensure adequate budget to meet written guidelines.	Director of Athletics, Assoc. Dirs., Business Manager	Annual review
Implement gender neutral policies for cost containment and equitable spending.				
Issue	Goal	Steps	Responsible	Timetable
7. Meet student need and demand for academic support on gender neutral basis	All athletes have open access to needed academic assistance, resources and equipment.	Ensure adequate budget and facilities to meet student demand.	Director of Athletics, Assoc. Dir., SWA/Asst. Dir.	Annual review
This goal continues to be met.				
Issue	Goal	Steps	Responsible	Timetable

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

Issue	Goal	Steps	Responsible	Timetable
9. Achieving an appropriate proportion of female coaches for female athletes	Maintain and increase as possible the number of female coaches.	Actively recruit qualified female candidates as vacancies are anticipated and occur.	Director of Athletics, Affirmative Action Dir., SWA	Ongoing and continuously monitored by the SWA

Currently, only three women’s teams have women as head coaches: basketball, 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 well under 50% of the total coaching staff.

Issue	Goal	Steps	Responsible	Timetable
10. Move towards more equitable facilities	1. Continue improvements to the softball facility by expanding seating and adding restrooms and a team room. 2. Construct track facility 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 outdoor track facility with storage space by fall 2018 in conjunction with improvements to enhance softball.

*See Appendix A

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

15. Recruiting expenditures need to reflect proportion of male to female student athletes	Budgets and expenditures for recruiting will reflect proportionality.	Coaches will be strongly urged to spend monies budgeted for recruiting. Sports supervisors will monitor and intervene as necessary. In addition, the A.D. will report each semester 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 2017, continuously monitor thereafter
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Historical pattern of unequal spending. Need to monitor coaches more closely. Assessing this situation more thoroughly should remain a priority over the course of this five-year plan. Coaching changes in 2016 produced equitable spending, which should be maintained.

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

Year	Undergrad Student Body ¹		Student-athlete Participation		Unduplicated Athletes ²		Financial Aid		Recruiting		Travel		Equipment, Uniforms, Supplies	
	Men	Wmn	Men	Wmn	Men	Wmn	Men	Wmn	Men	Wmn	Men	Wmn	Men	Wmn
2000	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	243	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
2015	49.0	51.0	46.2	53.8	46.5	53.5	44.8	55.2	57.4	42.6	55.1	44.9	56.5	43.5
2016	48.6	51.4	45.6	54.4	51	49	43.3	56.5	50	50	45.8	54.2	55	45
2017	48.3	51.7	45.1	54.9	53.2	46.8	43.8	56.2	50	50	50.7	49.3	54	46

Notes:

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

Appendix A—Track Construction

Athletics Council Chair Mill Miller appointed a small ad hoc committee* to examine current thinking and budgeting for construction of a track facility on campus. The following represents the committee's conclusions as of Spring 2016.

Site selection, Ideally, 6 to 7 acres or more should be targeted. A tight site might be 5 to 5.5 acres. Overall dimensions should generally be no less than 350 feet by 650 feet. Tracks can vary in length and width so long as they are 400 meters. Depending on the slope and topography of the ground may influence the needed acreage and cost (retaining walls).

The following are some very rough preliminary cost considerations.

- **Site Preparation,** Considerations include demolition, clearing, earthwork, topsoil import (for a natural grass field inside the track), and seeding. These items will fluctuate widely depending on the site that is selected. Minimally, \$175,000 should be budgeted, but for less desirable sites costs could escalate dramatically.
- **Site Utilities,** This generally includes storm-water drainage, sanitary service, water service, and electric service (no interior trench drains). Depending on the location of the utilities from the selected site, there can be pretty large dollar fluctuations here too. A reasonable estimate is \$150,000.
- **Track,** Basic /simple, asphalt & concrete for an 8 lane track, including one set of field events (long jump, pole vault, high jump), no steeple chase, no perimeter curbing, no raised curbing, no plazas, drives, parking, walks, etc. For the track only, budget \$225,000.
- **Synthetic rubber track surfacing,** This item can also vary widely from basic systems, to more durable systems, to high-end competition surfaces. A minimally acceptable surface would be \$225,000, midlevel surfaces cost about \$300,000. A first-rate surface runs about \$400,000. For the purposes of this report, the midlevel \$300,000 will be used.

- **Athletic equipment**, Depending on which specific equipment is chosen (football goal posts, soccer goals, hurdles, netting systems, pole vault & high jump mats, etc..) this expense too could vary widely. For basic goals, a reasonable estimate is in the \$25,000 range.
- **Bleachers** / seating can also vary significantly depending on style and of course number of seats. A standard number is \$200 per seat. Budget for a simple, small 500 seat system would run about \$100,000.
- **Restroom Facility**, A small 35' by 35' basic restroom facility comes in at around \$200 per square foot, for a total of \$250,000.

Additional Considerations, To be safe another 15 to 20% should be added to cover soft costs such as survey, design, testing, bidding, construction administration, and the like. As with all such projects, unforeseen conditions or changes in the plans can add another 15 to 20%.

In conclusion, a small basic project on a clean site with close utilities could come in at close to \$1,000,000. Likewise, it would be relatively easy to spend \$2,000,000 or more with just a few desirable upgrades and a less than ideal site.

***Drew Corbett, Mary Kenton, and Chris Bethel. The figures represented in this document were provided by Chris Bethel.**

Nascent Marketing Plan for Women's Basketball

Marketing will make a more focused effort to target key demographics such as senior citizens and youth groups. A special effort will be to work with the Wright State University Retirees Association to market season's tickets packages, some of which might include tickets to selected men's games. Building relationships with local schools and youth basketball programs will continue to be a priority. Ongoing events such as National Girls and Women in Sports Day will continue.

Marketing will commit to improved use of on-campus channels, including utilizing campus list-serves, setting up tables with information, posting fliers, and using the televisions in the Student Union.

This listing is very preliminary and needs appropriate enhancements from professional marketing personnel,

The goal for the 2018-19 season is to raise ticket sales by 30%.

Financial Oversight Committee Report

M. Miller, L. Prochaska, Co-Chairs, W. Wood, M. Emmert, R. Grant, *ex-officio*

Summary

The final report of the Financial Oversight Committee for 2017-18 is pending from the co-chairs. This committee was charged to review all aspects of the Athletic Department budget and finances each year in order to assure that the budgetary targets and goals are aligned with the University mission.

Charts from previous year Financial Oversight Committee

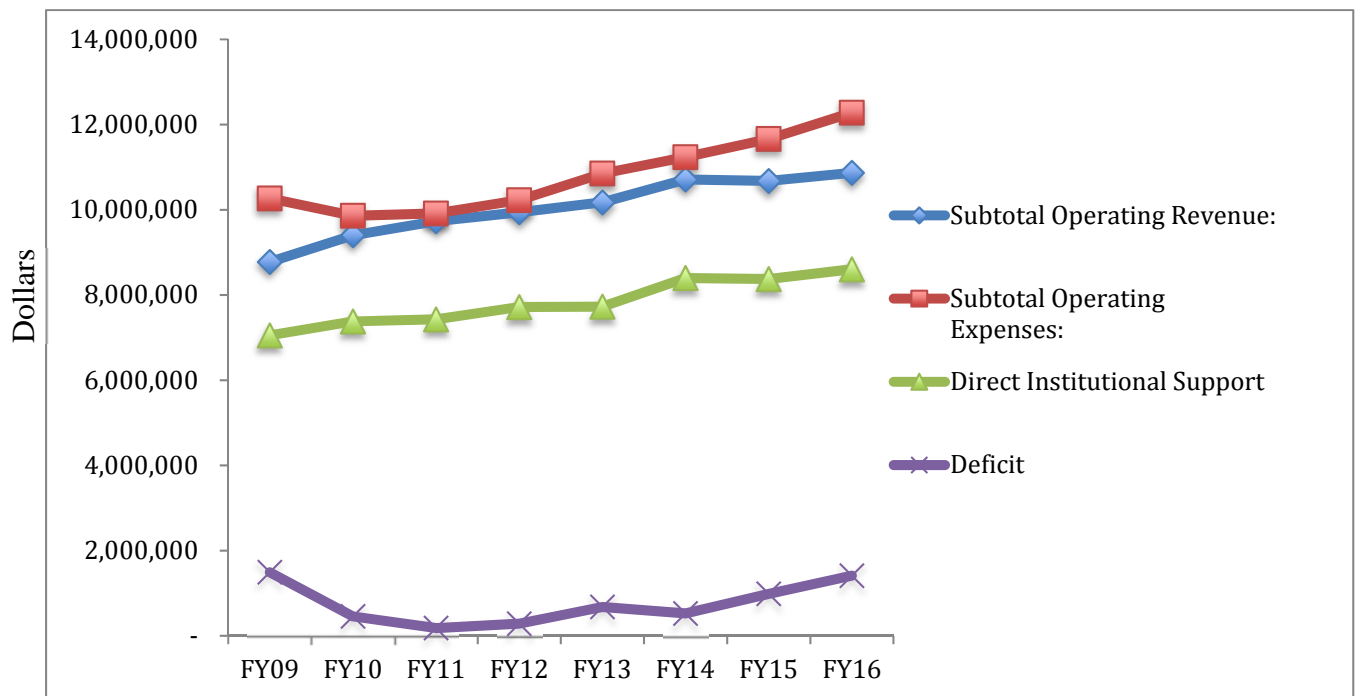


Figure 1. Summary of total revenue and expenses of WSU athletics in FY09-17. Expenses have been large than the revenues generated leaving a deficit (purple line).

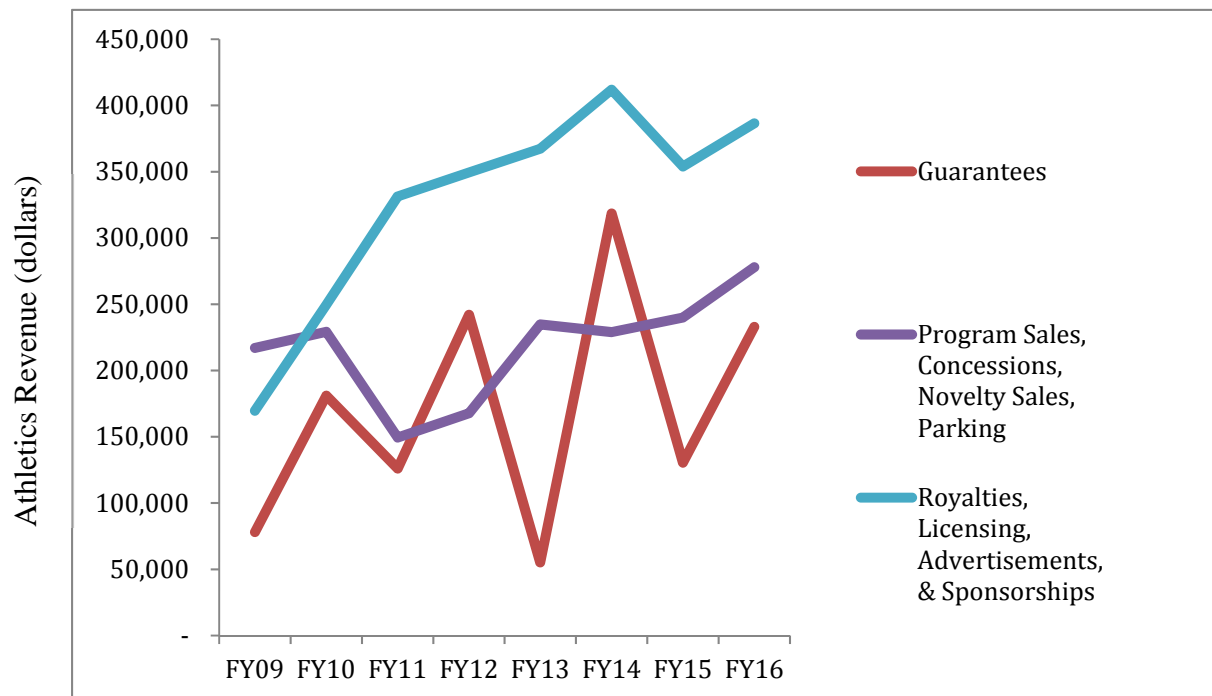


Figure 2. Individual Budget Lines with Increases in Revenue during FY09-16.

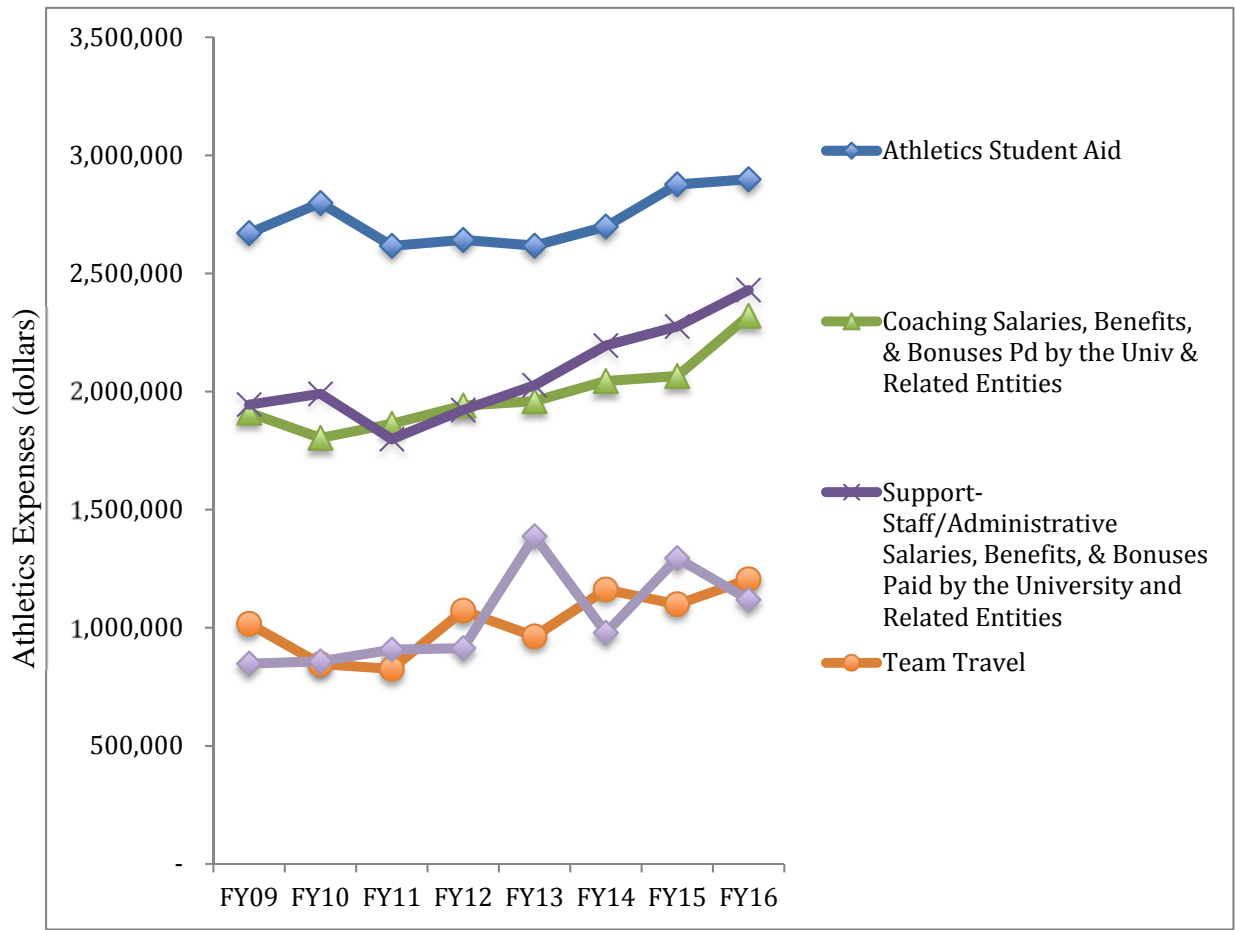


Figure 3. Significant Budget Lines Showing Increases in Expenses during FY09-16

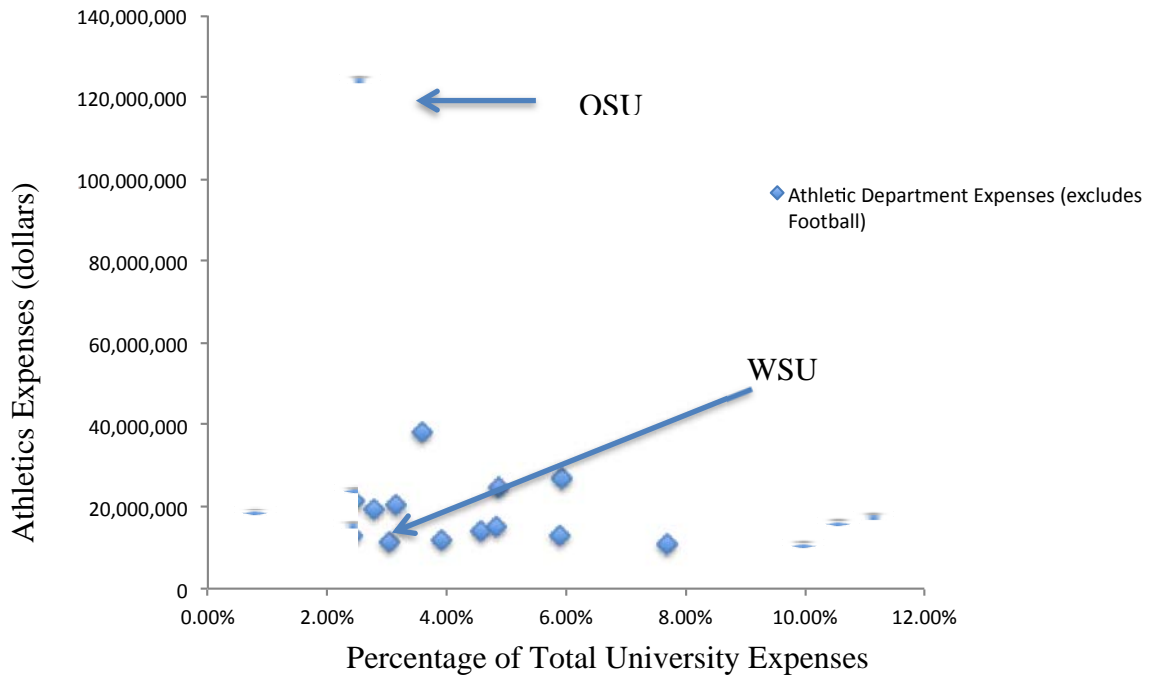


Figure 4. A plot of the expenses of athletics programs as a function of the percentage of total university expenses show that WSU uses a relatively small amount of its money to support athletics. It also shows there are twelve schools that who spend a higher fraction of their total budgets on athletics, ten of which also spend more money on athletics.

Table I. A summary of the expenses of state of Ohio schools with DI programs. Men’s basketball expenses are included as they are the leading revenue generator.

School	Men’s Basketball attendance	Men’s Basketball expenses	Athletic Dept expenses	Athletic Department expenses (excludes Football)	Total University expenses	% Athletic Expenses (excluding football) of Total University Expenses
Bowling Green	2,028	2,155,925	21,823,070	15,248,549	347,836,000	4.83%
Cleveland State	1,996	2,284,549	11,827,556	11,827,556	300,595,931	3.93%
Kent State	3,154	1,886,686	26,291,980	20,794,757	658,458,000	3.16%
Miami	1,113	2,235,364	32,756,388	24,583,734	504,453,000	4.87%
Ohio State	14,648	8,987,900	154,033,208	121,444,715	4,793,506,000	2.53%
Ohio	6,681	2,781,177	27,110,443	19,364,788	691,734,000	2.80%
Univ. of Akron	3,214	2,515,053	34,070,009	26,914,906	454,854,000	5.92%
Univ. of Cincinnati	9,334	7,594,044	51,717,370	37,896,093	1,049,974,000	3.61%
Univ. of Toledo	5,029	2,165,788	29,902,989	21,731,296	880,848,000	2.47%
Wright State	4,510	2,126,331	11,663,355	11,663,355	382,244,751	3.05%
Youngstown State	2,039	1,274,381	14,946,755	10,777,062	194,842,580	5.53%
mean±s.d.		2,158,000 ± 393,000		18,100,000 ± 5,620,000		3.88% ± 1.17%

Table II. A summary of the expenses of Horizon League schools. Men's basketball expenses are included as they are the leading revenue generator.

School	Men's Basketball attendance	Men's Basketball expenses	Athletic Department expenses	Athletic Department expenses (excludes Football)	Total University Expenses	Athletic Expenses as a % to Total University Expenses
Cleveland State	1,996	2,284,549	11,827,556	11,827,556	300,595,931	3.93%
Detroit	2,539	2,639,524	15,000,000	15,000,000	134,959,000	11.15%
Green Bay	3,581	1,683,384	8,516,931	8,516,931	85,292,738	9.99%
Milwaukee	3,134	2,157,251	12,916,898	12,916,898	532,979,526	2.42%
Northern Kentucky	2,016	1,581,284	13,367,865	13,367,865	226,430,000	5.90%
Oakland	3,097	1,767,625	14,138,441	14,138,441	307,274,499	4.60%
UIC	2,913	2,073,370	16,217,206	16,217,206	2,084,013,000	0.78%
Valparaiso	3,066	2,492,114	15,042,481	13,864,078	142,245,902	10.57%
Wright State	4,510	2,126,331	11,663,355	11,663,355	382,244,751	3.05%
Youngstown State	2,039	1,274,381	14,946,755	10,777,062	194,842,580	7.67%
mean ± sd		2,008,000 ± 404,000		12,828,000 ± 2,100,000		

Appendix I 09/29/2017 Minutes

Wright State University Athletics Council Agenda

Minutes from Wright State University Athletics Council Meeting

September 29, 2017 at 8 am in 157 Student Union

Attendance attached. Committee Sign-up sheet attached.

1. Call to Order by Marie Bashaw.
2. There were approvals of the minutes from the last meeting and the Annual Reports.
3. No Old Business.

4. Coaches Corner guest was Bryan Davis, Head Coach, Men's Soccer.

Bryan is in his 9th season. Bryan led his team to the HL Championship game the last three years in a row.

The team has 18 new players this year due to graduation and professional opportunities for last year's players. Bryan is proud of his team's conduct on the road and performance in the classroom. He asked the Council for suggestions of ways to be a steward of good news to the Campus. Some suggestions included speaking to large classes and providing a short video to show on campus.

5. Each of the 6 Athletic Council Subcommittees gave a brief summary of the work they do.

Judy Chivers briefed about Academic Affairs, Marie Bashaw about Constitution and Bylaws, Mill Miller about Financial Oversight, Mary Kenton and Larry Prochaska about Gender Equity, Steve Fortson about Diverse Student Athletic Advocacy and Student Welfare.

A committee sign-up sheet was passed around for members to sign up for the various committees (attached).

6. FAR Report was given by Steve Fortson. The Horizon League has changed the list of attendants at the Horizon League meetings to include only Athletic Directors, one Faculty Athletic Representative and one Senior Woman Administrator. Steve serves on the Governance Committee for the Horizon League.

7. SAAC Report – given by Maigan Glass for Megan Hopkins, a Volleyball athlete who is traveling. SAAC is volunteering for Special Olympics again this year and for a local charity 5K race this weekend. The first SAAC meeting was held this month and included a leadership activity in which the athletes wrote to their future self. The next SAAC meeting is October 5th at 7 am.

Maigan also gave the Life Skills report. On August 27th was the first mandatory Life Skills meeting for all athletes with presentations from the Athletic Training Staff, the Director of Athletics, Student Legal Services, and Student Wellness. This year's SAAC members were introduced.

Caleb Sampen, baseball athlete, was nominated and chosen as the Horizon League male representative to the NCAA Leadership Forum in Washington D.C.

8. Athletics Director's Report included appreciation for the work of Maigan with both SAAC and Life Skills.

Bob gave an update on Ryan Custer, men's basketball player. The hope is he will return to school in Spring 2018 semester.

IUPUI is now a member of the Horizon League and further expansion may be coming. Baseball continues to be a high priority for membership since the League is now at 6 members sponsoring baseball, the minimum to receive an automatic bid to NCAA post season play. The Horizon League continues to boast of perhaps the best geographic footprint in the NCAA.

Bob is very pleased with Men's Basketball trifecta: best attendance numbers in the league, best facilities, and the best coach staff in league. Bob called on Jeff Giles to speak of the 3rd Annual Tip-Off Premiere coming October 12th with speaker Pat Yahoo! Sport's columnist Pat Forde. It will include a VIP reception, silent auction, and introduction of the Men's and Women's Basketball teams.

The Department has a new Softball Coach, Laura Matthews, who played for University of Dayton and was head coach at Wittenberg.

The Wright State Athletes Graduation Success Rate is due to be released soon with a graduation rate of 87%, second highest in our history.

There was discussion of an idea from Andy Voss to hold tours of new campus buildings around Basketball games, with pre-game reception hosted in the buildings and tours led by athletes in the majors hosted in those buildings. The idea was held for further exploration. The student government representative suggested modeling a program around the Dean's Student Advisory Board's Shadow for a Day program.

The current status of the Swim team was discussed. Meetings have been held with team members by Athletics staff. Tennis facility updates were discussed as well with hope for possible construction this spring.

9. Fall Sports Update was given by Joylynn Brown. W Soccer is 7-5 overall, 2-1 in conference; M Soccer is 5-4-1 overall and 2-1-1 in conference, Volleyball is 6-9 overall and 0-2 in conference; Cross Country won the Friendship Invitational and is at Cedarville today. M Basketball has first exhibition on November 3rd and W Basketball has first exhibition on November 1st. Swimming has inter-squad competition this weekend and first competition on October 28th.

10. No public comment was made.

11. Announcements of next Steering Committee Meeting 9a m October 20th and next Athletics Council meeting 8 am on October 27th in 157 SU.

12. Meeting adjourned at 9:20 am.

Appendix II 10/27/2017 Minutes

Wright State University Athletics Council Agenda

Friday, October 27, 2017

Attendance: Terry Day, Tom Fortener, Drew Corbett, Mary Kenton, Larry Prochaska, Judson Murray, Mill Miller, Marie Bashaw, Marty Emmert, Andy Voss, Bill Wood, Joylynn Brown, Bob Grant, Judy Chivers, Megan Hopkins, Maigan Glass, Corey Ellis, Woody Willis, Holley Mapel

Guests to Coaches Corner: Scott Nagy, Katrina Merriweather

1. The meeting was called to order at 8 am by Marie Bashaw.

2. Coaches Corner:

Scott Nagy: Coach talked about practices, challenges in recruiting, gave a forecast for the upcoming season and spoke about changes to the rules for this year. Coach Nagy talked about his belief that “You play the way you see yourself.” The coaches talk, dream and believe in winning the championship, and teach the athletes to think this way as well.

Katrina Merriweather: Coach Merriweather also discussed how practice was going, the state of recruiting, expectations for the upcoming season and her team philosophy. The team has come up with the motto “Respect all... fear none” and she believes that outside of practice athletes need “some place to be peaceful” and she tries to cultivate that culture for the women.

3. The minutes from the last meeting were approved.

4. Athletic Committee Reports: Meetings are being set for the upcoming month for each committee. Mill Miller alerted Constitution and Bylaws Chair, Bill Wood, that Faculty Senate was considering changes to its Constitution that could affect representation on Athletics Council.

5. SAAC report: Given by Megan Hopkins, President of SAAC

The October SAAC meeting included a leadership activity on personal leadership strengths. Caleb Sampson, baseball student athlete, has been chosen to represent the Horizon League at the NCAA Leadership Forum November 16 – Nov 19th. SAAC is volunteering with Special Olympics again this year, and has been involved with a book drive and candy give-away for Halloween at elementary schools in the area. SAAC participated in an anti-hazing function at a Women’s Soccer competition, along with Greek Life.

On October 8th the athletes attended Life Skills programming on the Power of Social Media and its potential negative consequences. There was also a “Lean-In Circle” led by Dayton mayor Nan Whaley and attended by fifteen women.

6. Athletic Director’s Report: Bob Grant thanked Megan Hopkins for representing Wright State so well in all areas, including leadership, academics, and athletics. Her senior day for Volleyball is tomorrow.

Bob explained the NCAA Academic Unit which was discussed at the Horizon League meeting. He noted that Jeff Mercer, baseball head coach, has been collaborating with CoLA on areas of recruiting and retention for programs. Twenty-one thousand high school age students come to campus to participate in our camps or play at our facilities, which could be a tremendous student recruiting tool for Wright State. The Basketball Tip-Off premiere was a success. Season tickets are on sale now.

7. Fall Sports Update:

Women's Soccer is 10/7 overall and 5/3 in conference. They play at Detroit tonight and could host a first round of the tournament on Monday night. Maddie Jewell was HL Player of the Week.

Men's Soccer is in second place overall and is 9/5/1 overall and 5/2/0 in conference play. They are at Cleveland State this weekend. Sam Deroy was HL Player of the Week.

Volleyball plays Cleveland State and Oakland this weekend. Senior Day is tomorrow and there are six matches left.

Cross Country is at Oakland for the Horizon League Tournament. Nathan and Ryan Dunn were recognized on the All-Academic Team.

Swimming opens this weekend at home against Milwaukee and Marshall at noon.

8. The next AC Steering Committee Meeting is at 9 am on November 10th
The next AC Meeting is 8 am on November 17th in 157 SU Atlantis Room

9. The meeting was adjourned at 9:23 am.

Appendix III 11/17/2017 Minutes

Wright State University Athletics Council Agenda

Attendance: on attached.

Guests to Coaches Corner: Jeff Mercer, Head Baseball Coach and Laura Matthews, Softball Head Coach

The meeting was called to order by Marie Bashaw at 8 a.m.

The minutes from the last meeting were approved.

There was no old business.

Coaches Corner:

Coach Mercer introduced the model his Wright State staff has designed and implemented to build their brand and success. According to Coach Mercer, opinions do not matter; math and statistics drive this model and they approach the design and implementation as a successful business would. They are driven to "maximize 27 outs" and replace the pieces (athletes) as they are drafted or graduate. Once the athletes arrive, they develop the talent.

Coach Mercer has given his personal recruiting presentation to CoLA to two different groups. The presentation teaches the importance of identifying your target market and your available market and working the overlap of the two markets hard.

Coach Matthews is pleased with the disciplined, committed and hardworking athletes she has on her new Wright State team. She has 5 seniors, 2 juniors, 2 sophomores, and 8 freshmen and explained that the unbalanced distribution would be a problem for several years. She is appreciative of the leadership her seniors have shown, especially toward the freshmen who, because they are new to college, are "going through the biggest changes in their lives." She believes players should "trust their instincts" and she will teach them to do so.

Athletic Committee Reports:

The Student Welfare Committee report was given by Steve Fortson. They met at the Physicians Building with a tour by Jason Franklin. They discussed concussion protocol, the Athletic Trainer coverage, among other topics.

Academic Affairs Subcommittee is meeting Monday, November 20th and Diverse Student Athlete Advocacy is meeting November 29th.

SAAC Report was given by Megan Hopkins. They had a leadership activity at the last SAAC meeting. They are involved with the We Serve You organization to collect toys from each team related to their sport. They are involved in a program to read to elementary school children and are giving each student a copy of the book read to keep. They are also playing Thanksgiving Bingo at local Nursing Homes. There is a Life Skills seminar scheduled for the athletes this Sunday night, November 19th.

Athletic Director's and Fall Sports Report: Fall Sports have concluded. Volleyball Head Coach Susan Clement's contract has not been renewed after six seasons. Women's Basketball lost a very close game 82-80 against #23 Missouri last night. Men's Basketball plays Saturday night at home against Murray State. It is one of four t-shirt nights.

Next AC Steering Committee Meeting is January 19, 2018 at 9 a.m.

Next AC Meeting is January 26, 2018 at 8 a.m. in Atlantis Room, 157 SU.

The meeting was adjourned at 9:21 am.

Appendix IV 01/26/2018 Minutes

Wright State University Athletics Council Agenda

Attendance: Marie Bashaw, Judy Chivers, Misty Cox, Drew Corbett, Trevor Doll, Corey Ellis, Marty Emmert, Tom Fortener, Steve Fortson, Jeff Giles, Maigan Glass, Bob Grant, Alanna Lemming, Dan Krane, Mary Kenton, Mill Miller, Andrew Voss, Woody Willis, Bill Wood, Guests: Brian Patch, Guardian.

The meeting was called to order at 8 am by Marie Bashaw.

Approval of Minutes: The minutes will be emailed out again for the members to approve at the next meeting.

Coaches Corner: Deanna Terelle, Director of External Engagement, Wright State Athletics

Deanna's responsibilities include both fundraising and development. Donations are received through the Raider Athletic Fund and some are specifically earmarked by the donor for a particular sport. We are currently close to the same level of giving as this time last year.

Each individual team has their own personalized form of fundraising as well. For example, Men's Soccer has a "Goal-a-thon", Volleyball holds Trivia Night, Softball has Monte Carlo Night, etc. Men's Basketball has a Tip-Off Premiere with dinner, speaker and silent auction. Next weekend is the Baseball First Pitch Banquet, held this year at Moraine Country Club. Joe Smith is the speaker, and there is a silent auction as well. This year's event is on pace to be the largest First Pitch banquet ever, with more than 300

attendees. Fund raising responsibilities for the coaches was also discussed.

Committee Reports:

The Academic Affairs report was given by Marty Emmert. He reported on the grade reports for Spring 2017 and Fall 2017 semesters.

Spring 2017 Cumulative GPA for Athletics was 3.265.

Spring 2017 Cumulative GPA for Wright State students was 3.020.

Spring semester GPA for Athletics was 3.251.

Spring semester GPA for Wright State students was 2.920.

Fall 2017 Cumulative GPA for Athletics was 3.252.

Fall 2017 Cumulative GPA for Wright State students was 3.036.

Fall semester GPA for Athletics was 3.249.

Fall semester GPA for Wright State students was 2.930.

Highest team cumulative gpa in Spring 2017 was Women's Tennis with 3.606.

Highest semester gpa was Women's Tennis also with 3.684.

The Graduation Success Rate reported in June 2017 was 87%. Academic

Recognition will be held

Sunday, January 28th at the Men's Basketball game. Over 180 student athletes will be recognized.

Constitution and Bylaws report was given by Bill Wood. Meeting scheduled for February 9th•

Financial Oversight Committee report was given by Mill Miller. They are meeting January 31't•

Gender Equity report was given by Mary Kenton. The committee met last week to work on their report. The committee will have a full report compiled in the upcoming weeks, but has found that scholarships are being over awarded to women. They are drilling down in the numbers, and will have a complete report to the Council on all areas.

Diverse Student Athletic Advocacy, Student Welfare, and the FAR reports were given by Steve Fortson. The Diverse Student Athletic Advocacy and Student Welfare committees will meet in mid-February. At the last meeting they toured the athletic training facilities. The FARs met last by video conferencing.

One Faculty Athletic Representative sits on the governing council for the Horizon League with one Senior Women Administrator, and all Athletic Directors.

SAAC/Life Skills report was given by Alannah Lemming.

See attached for the detailed account of all recent activities.

The Athletic Directors report was given by Bob Grant. Bob reported on the Horizon League meetings

from last week. There Is much emphasis on the NCAA Academic Unit, which awards institutions money for meeting one of three benchmarks based on Academic Progress Rate, Federal Graduation Rate or Graduation Success Rate.

We have hired a new Volleyball Coach, Allie Matters, who was the assistant

at Seton Hall University

under a former Wright State student-athlete. Alannah Lemming, a volleyball student-athlete, described the visit with the prospective coach and told how excited the team was to hear the coach's plans for the future.

Bob Grant distributed data on media mentions compiled for one week. See attached handout. Of the 156 total clips from the first report, Wright State Athletics was mentioned in 103 of them. Of the 49 mentions in the next report, 36 contained Wright State Athletics. From the 73 total clips from the third report, Athletics received 37 of them. Bob also distributed the Fall grade report (details above).

Winter Sports Update report was given by Trevor Doll. Men's Basketball is currently 7 /1 and will have their game versus Northern Kentucky covered by ESPN at 9 pm on February 16th• Women's Basketball is currently 6/3 in the conference and plays Youngstown tomorrow. Wright State Swimming is having

Senior Day on Saturday at their meet against Xavier. Track competed January 13th and had first place finishes by Marie Heckman, Brooklyn Mikesell and Victoria Angelopoulos. There was no public comment.

The next meeting of the Steering Committee is February 16th•

The next meeting of Athletics Council is February 23rd at 8 am.

The meeting adjourned at 9:08 am.

Attachments:

Life Skills and SAAC report

Media handout.

Adjourn

Appendix V 2/23/2018 Minutes

Wright State University Athletics Council Agenda

Attendance: Marie Bashaw, Judy Chivers, Trevor Doll, Corey Ellis, Marty Emmert, Tom Fortener, Steve Fortson, Dan Krane, Mary Kenton, Mill Miller, Andrew Voss, Woody Willis, Megan Hopkins, Larry Prochaska, Joylynn Brown

The meeting was called to order at 8 am by Marie Bashaw.

Approval of Minutes: Minutes from both the November 17, 2017 and January 26, 2018 were approved.

Coaches Corner: Joylynn Brown, Associate Athletic Director/Administration/Senior Woman Administrator

Joylynn Brown told the Council about the Sexual Misconduct Policy followed by Wright State University and specifically the procedures that Athletics follows. Wright State Gender-Based Harassment and Violence policy is Wright-Way Policy 8065. Wright State Athletics specifically follows the University policy, and requires all staff to attend training at least once per year. Athletics works very closely with Matt Boaz, Wright State Chief Diversity Officer, and Lindsay Wight, Director of Equity and Inclusion. All athletes attend mandatory training such as anti-hazing training.

State mandated changes are coming to the requirements for working with minors. These requirements include background checks and special training for college students to be allowed to work youth summer camps, for example.

Committee Reports:

Academic Affairs Report: The Committee has not met since the last meeting.

Constitution and Bylaws: Marie Bashaw presented changes to the "Athletics Council Constitution" to address Faculty Senate membership on the Council. These changes reflect Faculty Senate changes regarding committee membership. The Athletics Council will vote on these changes at the March meeting. See attached for specific proposed changes.

Financial Oversight Committee report was given by Mill Miller and Larry Prochaska. The committee is reviewing documents regarding revenue sharing throughout the Horizon League in comparison to revenue sharing with the Nutter Center.

Gender Equity report was given by Mary Kenton. The committee continues to meet, with the next meeting scheduled for March 8th. The committee is examining equity in marketing and promotions as well as salaries, as part of their review. They are meeting with Jeff Giles,

Associate Athletics Director for External Operations, and the Marketing Coordinator, Sam Armstrong at their next meeting.

Diverse Student Athletic Advocacy, Student Welfare, and the FAR reports were given by Steve Fortson. The Diverse Student Athletic Advocacy Committee is meeting March 20th at 1 pm in 108 Allyn Hall. Data for the year-end committee report will be reviewed at this meeting.

The Student Welfare Committee is meeting March 13th at 1 pm in 108 Allyn Hall. The committee will review procedures for the upcoming Exit Interviews this year. Changes to the process are under consideration in light of budget constraints.

The FAR report included an update on a waiver request being considered by the NCAA. Trevor Doll will report on the outcome as soon as available.

SAAC/Life Skills report was given by Megan Hopkins.

The SAAC members each brought an underclassman to the February meeting, as part of a SAAC Shadowing program to educate teammates about the work of SAAC and possibly recruit future members to the committee.

Megan described the Raider sporting event attendance initiative this year in which teams are awarded points for percentage of team attendance at fellow athletes' events (#uhyear4r).

SAAC members volunteered at the annual Special Olympics Bowling event again this year.

SAAC members also continue to participate in the 2nd and 7th Foundation, reading to area school children. They have read to over 550 children thus far, and distributed free book as part of the program.

Wright State President Cheryl Schrader is coming to the March SAAC meeting.

The Athletic Directors report was given by Joylynn Brown.

Wright State Men's and Women's Basketball are playing at IUPUI today, with the Men's game being part of the NCAA initiative "Leaders are Readers" program. Several thousand school age children will be attending the game. The women play at 7 pm. Two current players and Coach Merriweather are originally from Indianapolis, and so there is much excitement surrounding the game.

Ryan Custer, men's basketball athlete, was featured on Channel 2.

Winter Sports Update report was given by Trevor Doll.

Men's Basketball is currently 21/8 overall and 13/3 in the Horizon League. They are currently tied for first place, having won the tie breaker by sweeping Northern Kentucky.

They play IUPUI at 11 am today and UIC on Sunday.

Women's Basketball is 19/9 overall, and 10/6 in the Horizon League, and currently tied for 4th place. They play IUPUI at 7 pm tonight, and UIC on Sunday.

Baseball and Softball are on the road. Baseball is at Louisville, Lafayette this weekend and then Same Houston State. Softball is at Southern Illinois this weekend.

Men's and Women's Swimming are at the Horizon League tournament. Men are currently 6th, with Mitchell Stover taking 1st place in 200 IM and Dominic Paletta taking 1st in 50 free. The Men are

currently in 6th and Women are currently in 7th place.

Indoor Track is at the Horizon League Championships this weekend in Youngstown.

Men's Tennis is 2/5 and Women's Tennis is currently 2/3. Hailey Morgan and Karoline Haller were both honored as Horizon League tennis athletes of the week.

There was no public comment.
The next meeting of the Steering Committee is March 23'•.
The next meeting of Athletics Council is March 30th at 8 am.
The meeting adjourned at 8:54 am.
Attachments: proposed changes to Athletics Council Constitution.
SAAC and Life Skills report.

Appendix VI 3/30/2018 Minutes

Wright State University Athletics Council Agenda

Friday, March 30, 2018
Atlantis Room 157 Student Union

Attendance: Marie Bashaw, Steve Fortson, Dan Krane, William Wood, Drew Corbett, Judson Murray, Bob Grant, Larry Prochaska, Andy Voss, Tom Fortener, Misty Cox, Sam Armstrong, Jeff Giles, Trevor Doll, Maigan Glass, Greg Patterson,
The meeting was called to order at 8 a.m. by Marie Bashaw.

Approval of Minutes: Minutes from the February meeting were approved as is.

Coaches Corner: Jeff Giles, Associate Athletics Director for External Operations and Sam Armstrong, Marketing Coordinator

Jeff Giles and Sam Armstrong spoke about their areas purpose of increasing revenues, providing positive fan experiences, and building the Athletics Department's brand. Sam Armstrong spoke about the following:

- Social media plan for the department
- Campus marketing initiatives
- In-game entertainment/Operations
- Graphic design work for all marketing materials
- Mascot
- Marketing intern program
- Fan engagement

Jeff Giles spoke about the following:

- Wright State leads the Horizon League in attendance for the 7th straight season, and ranks at or near the top of other comparable mid-major conferences.
- Student attendance was a struggle during the first half of the season, but bounced back strong after the winter break (best student attendance since 2013 and 2014 seasons.
- Overall attendance +7% despite absence of Valpo, which had averaged 5,568 over the last four years.

Committee Reports:

Academic Affairs Report:

No report given. Will report at April's meeting.

Constitution and Bylaws:

Bill Wood presented changes to the “Athletics Council Constitution” to address Faculty Senate membership on the Council. These changes reflect Faculty Senate changes regarding committee membership. A final version was sent on March 29th, 2018 to the council to review prior to the March meeting. There was a motion to approve changes, but the motion was withdrawn to allow minor changes to be added to the Constitution and bylaws. These will be distributed via email and a vote taken at the April meeting.

Financial Oversight:

The Financial Oversight Committee report was given by Larry Prochaska. The committee is reviewing documents regarding revenue sharing throughout the Horizon League in comparison to revenue sharing with the Nutter Center. The committee did not find a similar institution to Wright State. They are also working on a cost comparison for budgets within the Horizon League in regard to spending. This information will be available for the April meeting.

Gender Equity:

The Gender Equity Committee report was given by Larry Prochaska. The committee reported positive improvements in gender equity. They are still examining the equity in marketing and promotions of women’s basketball compared to men’s basketball. A final report will be provided at the April meeting.

Diverse Student Athletic Advocacy Committee:

The Diverse Student Athletic Advocacy Committee report was given by Steve Fortson. The committee met this past month and reviewed their five-year plan. They also reviewed the community service completed by the student-athletes and department. There was talk about forming a plan to grow interest in Olympic sports in Dayton with youth groups such as the Boys and Girls Club.

Student Welfare Committee:

The Student Welfare Committee report was given by Steven Fortson. The committee met this past month and discussed the annual Growth Dynamics survey and the Life Skills Programming that is developed by the Athletics Department. There will be a year-end report provided in April.

Faculty Athletic Representatives (FAR) Report:

The FAR report was given by Steve Fortson. Dr. Fortson is currently working with student-athletes to nominate someone for the Horizon League Post-Graduate Award.

SAAC Report:

The SAAC report was given by Maigan Glass and included the following:
Life Skills Calendar:

- a. One Love Workshop—March 18th
 - i. Mandatory for all freshmen student-athletes
- b. Hazing Workshop—March 16th
 - i. Mandatory
- c. April 11th
 - i. Test Anxiety/Stress Management Workshop (Voluntary)
- d. April 15th
 - i. Diversity Panel (Mandatory)

The March Meeting was scheduled for Thursday, March 5th, but was cancelled due to weather. The committee is currently collecting officer interest forms, and will be choosing next year's officers at the next meeting. President Schrader was planning on attending the meeting in March, but due to the cancellation she was unable to attend.

The committee is continuing their community service events with their philanthropy, Special Olympics of Greater Dayton. Student-athletes volunteered at the bowling tournament which took place on Saturday, February 17th from 12 p.m.—5 p.m. There were 14 student-athletes that volunteered to help with the annual bowling tournament. Responsibilities were to help run the event by serving as lane supervisors, lane assistants, and runners. The next volunteer event is on National STUDENT-Athlete Day. Student-athletes are planning the 2nd annual Indoor Field Day with Special Olympics which is scheduled for Wednesday, April 18th at the Pavilion on campus. This day was designed to honor the outstanding achievements of college student-athletes who have achieved excellence in academics and athletics, while having made significant contributions to their schools and communities. Student-athletes met last night to prepare for this year's event which starts at 12 p.m. and continues after with the Softball Game at 2:00 p.m. with the Special Olympians and their families.

Athletics Director's Report:

The Athletics Director's Report was given by Bob Grant. Bob spoke to the Council about the NCAA tournament run. Bob spoke about the positive attention that the university has received because of the men's basketball success. From March 1st to March 18th, there were 14,400 stories of Wright State that touched 186 million non-unique people. This earned media value was projected at \$26 million.

Bob also gave a brief swim team update to the Council.

Sports Update:

The sports update was given by Trevor Doll.

Men's Basketball won the Horizon league tournament and advanced to the NCAA Tournament in Dallas. Unfortunately, the season ended there against Tennessee.

Women's Basketball advanced to the Finals of the Horizon League tournament, but were unable to overcome Green Bay, who came into the game against us the 19th ranked team in the country. However, we did receive an invitation to participate in the WNIT where we dropped our first round game to Toledo.

Baseball is currently 13-9 overall and 4-2 in conference. JD Orr was HL Batter of the week March 12th and Gabe Snyder received the same honor February 26. Ryan Weiss was named pitcher of the week March 19th. We have a double header today at NKU starting at 1pm. We are not home again until April 13th against Youngstown State.

Softball is 8-16 overall but 2-1 in conference. We have three conference games this weekend against IUPUI with a game today at 4pm and double header tomorrow beginning at 1pm. All at home.

Track finished 4th at the Horizon League Indoor Championships. We opened the outdoor season March 17th at the Stan Lyons invitation where we finished second of ten

teams. This resulted in Maria Heckman being named the Horizon League Field Athlete of the week and Brooklyn Mikesell being named the HL Track Athlete of the Week. We compete again this Saturday in Cincinnati at the Oliver Nikoloff Invitational.

Golf is playing at the Manor Intercollegiate today and tomorrow in Virginia. We are hosting a tournament this year at Heatherwoode Golf Club on Sunday, April 15th and Monday, April 16th. Teams from Butler, NKU, Valpo, IUPUI, among others will be there as well.

Men's Tennis is 10-6 overall this year and 1-0 in conference. Param Pun was named singles player of the week February 27th while Michal Kianicka received the same honor March 13th. Param and his partner Marcel Ueltzhoeffler were named the doubles team of the week March 13th as well. The team is currently riding a 7 match winning streak that they will put to the test this weekend at UIC and IUPUI. Their next home match is against Green Bay Sunday, April 8th at 1pm at South Regency Tennis Center.

Women's Tennis is 12-9 overall on the season and 1-0 in conference play. Karoline Haller and her partner Haily Morgan have twice been honored by the HL as the Doubles team of the week, first on February 27th and again on March 20th. The women play this weekend also against UIC and IUPUI. Their next home match is Saturday, April 7th against Milwaukee at 2:30pm at South Regency Tennis Center.

There was no public comment.

The next meeting of the Steering Committee is April 20th.

The next meeting of the Athletics Council is April 27th at 8 a.m. in the Rathskeller, SU 008.

The meeting was adjourned.

Appendix VII. Raw data for Athletics Department Revenue for FY09-F16.

	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16
Ticket Sales	345,871	293,093	338,823	343,112	282,737	271,561	310,216	310,488
Student Fees	-	-	-	-	-	-	-	-
Guarantees	78,100	181,100	126,000	242,000	55,208	318,500	130,500	233,000
Contributions	378,397	481,339	503,635	454,083	840,902	460,249	687,523	400,860
Direct State/Other Gov't. Support	29,961	31,255	34,804	56,638	39,456	18,613	14,391	17,325
Compensation and Benefits by a Third-Party Support Indirect Facilities & Administrative Support	-	-	-	-	-	-	-	-
NCAA/Conference Distributions Including all Tournament Revenues	295,541	452,013	633,166	446,585	424,460	366,605	338,196	441,751
Broadcast, TV, Radio, & Internet Rights	-	-	-	-	-	-	-	-
Program Sales, Concessions, Novelty Sales, Parking	216,981	229,219	149,412	167,800	234,754	229,006	239,951	277,961
Royalties, Licensing, Advertisements, & Sponsorships	169,651	249,658	331,384	349,419	367,389	411,910	353,881	386,525
Sports Camp Revenues	138,945	81,843	77,045	91,974	94,052	68,619	49,703	30,351
Endowment & Investment Income	-	-	-	-	-	-	-	-
Other	68,937	24,280	110,432	72,924	108,206	166,356	178,985	164,425
Subtotal Operating Revenue Without Dir. Inst.Support:	1,722,384	2,023,800	2,304,701	2,224,535	2,447,164	2,311,419	2,303,346	2,262,686
Direct Institutional Support	7,053,425	7,379,568	7,428,748	7,718,084	7,726,762	8,399,174	8,374,489	8,605,068
Subtotal Operating Revenue:	8,775,809	9,403,368	9,733,449	9,942,619	10,173,926	10,710,593	10,677,835	10,867,754

Appendix VIII. Raw data for Athletics Department Expenses for FY09-F16.

	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16
Athletics Student Aid	2,670,794	2,798,192	2,616,708	2,642,034	2,617,499	2,698,358	2,876,518	2,898,665
Guarantees	57,408	62,862	97,645	26,450	25,835	103,678	28,000	15,319
Coaching Salaries, Benefits, & Bonuses Pd by the Univ & Related Entities	1,910,381	1,803,727	1,863,477	1,940,660	1,959,127	2,044,520	2,065,369	2,320,509
Coaching Other Compensation & Benefits Paid by a Third Party	-	-	-	-	-	-	-	-
Support-Staff/Administrative Salaries, Benefits, & Bonuses Paid by the University and Related Entities	1,944,440	1,990,161	1,798,238	1,921,791	2,026,466	2,195,016	2,275,340	2,429,471
Support-Staff/Administrative Other Compensation & Benefits Paid by a Third Party	-	-	-	-	-	-	-	-
Severance Payments	-	133,341	61,713	-	-	-	-	83,700
Recruiting	173,717	187,795	201,980	205,090	209,036	220,299	228,807	244,615
Team Travel	1,017,086	846,360	826,016	1,072,107	963,329	1,161,448	1,099,133	1,204,965
Equipment, Uniforms, & Supplies	200,826	196,682	280,834	260,400	287,558	276,169	336,713	315,032
Game Expenses	131,970	139,185	146,151	166,642	171,093	239,651	239,367	375,413
Fundraising, Marketing, & Promotion	297,197	202,450	268,043	247,202	267,946	276,541	321,736	358,882
Sport Camp Expenses	66,490	15,739	20,566	33,586	43,852	40,696	28,515	18,549
Direct Facilities, Maintenance, & Rental	848,072	857,995	907,699	913,737	1,387,285	978,595	-	-
Spirit Groups	196,950	99,694	115,092	130,986	135,029	141,819	127,022	150,216
Facilities, DebtService, Leases, Rental Fee	-	-	-	-	-	-	180,510	100,712
Direct Overhead & Administrative Support	-	-	-	-	-	-	1,113,976	1,017,933
Medical Expenses and Medical Insurance	92,959	104,675	131,786	165,116	149,234	225,518	199,433	155,453
Membership and Dues	14,337	9,810	12,210	11,304	11,184	14,199	13,041	12,283
Student-Athlete Meals (non-travel)	-	-	-	-	-	-	-	144,182
Other Operating Expenses	645,621	411,518	566,512	489,611	597,604	620,005	529,875	433,763
Subtotal Operating Expenses:	10,268,248	9,860,186	9,914,670	10,226,716	10,852,077	11,236,512	11,663,355	12,279,662
Excess (Deficiency) of Revenues over (under) Expenses:	(1,492,439)	(456,818)	(181,221)	(284,097)	(678,151)	(525,919)	(985,520)	(1,411,908)