

3.1.7 GENDER EQUITY PLAN FOR IMPROVEMENT
UNEDITED PUBLIC DRAFT (3.29.07)

Program Area	Issues	Measurable Goals	Steps to Achieve Goal	Individual Responsible	Timetable
1. Athletics Scholarships	Female GIA expenditure lags behind female participation percentage..	Increase amount of GIA budgeted to women's sports equal to the amount of increase in tuition & fees, room & board.	Annual review of GIA budget to ensure percentage increase to women's team is equal to cost increase.	Intercollegiate Athletics Senior staff. Gender Equity Oversight Committee	First assessment completed at close of 2006-07 academic year; annually thereafter.
		Develop budget model for more equitable funding.	Analyze and adjust the existing budget model for GIA distribution. Annual review.		
		Fund new scholarship opportunities as NCAA legislation might allow in the future.	Fund new opportunities as they become available.		

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2. Accommodation of Interests and Abilities	None identified.	Monitor participation rates so as to ensure substantially proportionate to undergraduate student population.	Track, via EADA and NCAA reporting, male/female participation rates.	Intercollegiate Athletics Senior staff. Gender Equity Oversight Committee	Annually, in conjunction with EADA and NCAA mandatory reporting.

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3. Equipment and Supplies	Perceived inconsistencies in distribution of "basic" equipment and supplies.	Conduct a review, by sport, of equipment and supplies historically provided to student-athletes. Develop a standardization (baseline) plan of what Intercollegiate Athletics will provide.	Conduct review, evaluate findings. Write a standardization plan.	Intercollegiate Athletics Senior staff. Gender Equity Oversight Committee Student Athlete Advisory Board	First assessment completed at close of 2006-07 academic year; annually thereafter.

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4. Scheduling of Games and Practice Times	Scheduling of practices where facility is shared.	Monitor practice scheduling; ensure access to each program needing facility	Conduct yearly analysis of game and practice time issues. Continue current practice of regular interaction with coaches, senior staff for inclusive problem solving. Continue use of the rotation system where unresolved conflicts exist.	Intercollegiate Athletics Senior staff. Gender Equity Oversight Committee Student Athlete Advisory Board	First assessment completed at close of 2006-07 academic year; annually thereafter.

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5. Travel and Per Diem	Equity of per diem amount from team to team.	Provide policy for equitable per diem allowance.	Conduct review. Evaluate findings. Strategize and write a standardization plan.	Intercollegiate Athletics Senior staff. Gender Equity Oversight Committee Student Athlete Advisory Board	First assessment completed at close of 2006-07 academic year; annually thereafter.
	Standardization of pre-game and post-game meals.	Provide policy for standardization of pre-game and post-game meals.	Conduct review. Evaluate findings. Strategize and write a standardization plan.		
	Number of student athletes per room on road trips	Reiterate existing policy. Maintain preferred level of student athletes per room.	Reiteration of policy.		

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6. Tutors and Other academic support.	None identified.	Monitor tutoring availability. Ensure all student athletes have equal access to tutoring.	Conduct yearly analysis by the Athletics Board Academic Oversight Committee.	Intercollegiate Athletics Senior staff. Athletics Board Academic Oversight committee	First assessment completed at close of 2006-07 academic year; annually thereafter.

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7. Coaches	Perceived pay inequity.	Development of plan to evaluate legitimate pay disparity factors	Identify legitimate pay difference factors by collecting information from peer institutions. Evaluate salaries against factors so as to appropriately compensate coaches.	Intercollegiate Athletics Senior staff. Gender Equity Oversight Committee	Identify and research legitimate pay factors during 2007-08. Implement evaluation process by the end of the 2007-08 year. Conduct annual review in conjunction with annual budget process as well as with EADA and NCAA reporting.
	Addition of coaching staff to NCAA allowable maximum.	Monitor number of coaches versus the NCAA allowable maximum number of coaches.	Evaluate number of coaches and possibility for improvements as a component of the annual budgeting process.	Intercollegiate Athletics Senior staff.	Annual review of staffing as a component of annual budgeting process.

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8. Locker Rooms and Competitive Facilities	Shared Locker room space	Development of renovation plan for creation of separate locker rooms.	Develop renovation plans. Evaluate funding possibilities.	Intercollegiate Athletics Senior staff. Gender Equity Oversight Committee	First assessment completed at close of 2006-07 academic year. Conduct annual inspection of locker room facilities.
	Facilities cleanliness	Review and adjustment of team area cleaning schedules.	Review current cleaning schedule with Physical Plant. Adjust schedule to more effectively accommodate team needs.	Intercollegiate Athletics Senior staff. Gender Equity Oversight Committee Physical Plant administration.	First assessment completed at close of 2006-07 academic year; annually thereafter.

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	Condition of Indoor Track	Development of plan to replace or repair indoor track.	Develop renovation plan. Evaluate funding.	Intercollegiate Athletics Senior staff. Gender Equity Oversight Committee	First assessment completed by fall, 2007. Annual review thereafter.
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9. Medical and Training Facilities and Services	Scheduling and number of certified Strength & Conditioning Coaches.	Ensure staff coverage to all sports. Determine number of staff needed.	Review staff assignments; adjust as necessary to accommodate all sports. Determine number of staff needed. Evaluate funding.	Intercollegiate Athletics Senior staff. Gender Equity Oversight Committee	First assessment completed by fall, 2007. Annual review thereafter; evaluate as component of annual budgeting process.

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10. Housing and Dining Facilities and Services	None identified.	Ensure comparable housing and dining options for student athletes.	Assess annually with Student Athlete Advisory Board. Annual nutrition review by Dining Services management.	Intercollegiate Athletics Senior staff. Gender Equity Oversight Committee Campus Dining Services Administration	First assessment completed at close of 2006-07 academic year; annually thereafter.

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11. Publicity	Limited media relations travel opportunities	Collect information from peer institutions on funding and best practices.	Collect staffing information from peer institutions. Evaluate funding models, implement best practice recommendations.	Intercollegiate Athletics Senior staff. Gender Equity Oversight Committee	First assessment completed at close of 2006-07 academic year; annually thereafter.

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12. Support Services	Loss of clerical support.	Collect staffing information from peer institutions as to number of clerical and best practices..	Collect and evaluate staffing information from peer institutions. Implement best practices.	Intercollegiate Athletics Senior staff. Gender Equity Oversight Committee	First assessment completed at close of 2006-07 academic year; annually thereafter.
	Lack of “hard” office space; ineffective for privacy issues.	Ensure private area is available for meetings	Review Read Field House space allocation, ensure private area availability.	Intercollegiate Athletics Senior staff. Gender Equity Oversight Committee	First assessment completed at close of 2006-07 academic year; annually thereafter.

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13. Recruitment of Student-Athletes	Budgetary constraint on recruiting activities.	Collect information from peer institutions on funding and best practices.	Collect peer information. Evaluate. Implement best practices.	Intercollegiate Athletics Senior staff. Gender Equity Oversight Committee	First assessment completed by fall, 2007. Annual review thereafter; evaluate as component of annual budgeting process.
		Conduct best practice recruiting meetings amongst coaching staff.	Conduct meetings.		