

**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**APRIL 25, 2023**

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**SUBJECT**

Athletics Gender Equity Reports

**REFERENCE**

June 2016 Board adopted the reports required by the institutions' federal regulatory body regarding compliance with Title IX in athletics programs, along with summaries of such reports, as the method to report to the Board on gender equity.

**APPLICABLE STATUTE, RULE, OR POLICY**

Idaho State Board of Education Governing Policies & Procedures, Section V.X.

**BACKGROUND/DISCUSSION**

Title IX of the Education Amendments of 1972 is the federal legislation that bans gender discrimination in schools, whether in academics or athletics. Title IX states: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance ...." (20 U.S.C. § 1681(a)). Relative to intercollegiate athletics, the Office for Civil Rights considers three broad areas in determining whether or not an institution is meeting its Title IX obligations. The three areas address equity in athletic participation opportunities, athletically-related financial aid and other program benefits, supports and services.

In 1996 the US Department of Education's Office for Civil Rights (OCR) issued a "Clarification of Intercollegiate Athletics Policy Guidance" This guidance addressed the three broad areas of Title IX compliance and made clear that relative to area 1 regarding participation opportunities, any of the 3 prongs may be used to demonstrate compliance.<sup>1</sup>

**First**, the selection of sports and the level of competition must accommodate the students' interests and abilities, using one of the three prongs listed below. Institutions may demonstrate they are meeting Title IX obligations using any of the three prongs.

1. Participation opportunities for male and female students are provided in numbers **substantially proportionate** to their respective enrollments.
2. Where the members of one gender have been and are underrepresented among intercollegiate athletes, whether the institution can show a **history and continuing practice of program expansion**, which is demonstrably responsive to the developing interests, and abilities of that gender.
3. Where the members of one gender are underrepresented among intercollegiate athletes and the institution cannot show a continuing practice of program expansion, whether it can be demonstrated that the interests

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<sup>1</sup> See: <https://www2.ed.gov/about/offices/list/ocr/docs/title9-qa-20100420.html>

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and abilities of the members of that gender have been **fully and effectively accommodated** by the present program.

**Second**, athletic-related financial assistance must be substantially proportionate to the ratio of male and female athletes. Institutions within 1% variance are considered compliant.

**Third**, benefits, opportunities, and treatments afforded sports participants are to be equivalent, but not necessarily identical, including equipment and supplies, scheduling of games and practices, travel expenses, availability and compensation of coaches, quality of facilities, medical services, housing, dining, and recruitment.

Overall, compliance is determined based on a program-wide consideration, and, not on a sport-by-sport comparison.

Idaho State Board of Education (Board) Policy V.X.4.c. requires the four-year institutions to provide gender equity reports for review by the Board. The reports include a narrative discussion of gender equity-related issues along with a summary table, which distills data from the detailed gender equity report provided annually by each institution to the U.S. Department of Education.

**IMPACT**

The attached summary worksheets show the institutions' enrollment, financial aid, and participants by gender. The worksheets also show the actual revenues and expenses for the most current completed fiscal year by sport, as well as overall operating (Game Day) expenses, number of participants, and operating expenses per participant. Finally, the worksheets provide information on average salaries of coaches and the count of coaches per sport by gender.

**ATTACHMENTS**

- Attachment 1: BSU Gender Equity Narrative
- Attachment 2: BSU Gender Equity Worksheet
- Attachment 3: ISU Gender Equity Narrative
- Attachment 4: ISU Gender Equity Worksheet
- Attachment 5: UI Gender Equity Narrative
- Attachment 6: UI Gender Equity Worksheet
- Attachment 7: LCSC Gender Equity Narrative
- Attachment 8: LCSC Gender Equity Worksheet

**STAFF COMMENTS AND RECOMMENDATIONS**

Significant information on gender equity aspects of athletic operations at the individual institutions is included in the attached narrative documents. The actual detailed "Equity in Athletics Data Analysis (EADA)" reports are also available for review and analysis by the public on the U.S. Department of Education website at <https://ope.ed.gov/athletics/>. This site also provides tools to download EADA

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reports for any NCAA or NAIA institution and to compare groups of institutions and review trends.

In their narratives, the institutions reported the status of compliance across the areas of Title IX.

Representatives from the four affected institutions will be available in the event that Board members have questions on specific areas related to Gender Equity reports or on the institutions' efforts related to achieving/maintaining equity.

**BOARD ACTION**

This item is for informational purposes only.

## BOISE STATE UNIVERSITY GENDER EQUITY NARRATIVE

Boise State University is committed to supporting its student-athletes both academically and athletically and to complying with Title IX of the Education Amendments of 1972 (Title IX). Boise State monitors compliance with Title IX internally and through periodic external reviews from qualified consultants. These reviews provide recommendations that are intended to help achieve compliance in areas where gender differences may currently exist and help maintain compliance in areas where gender differences may be developing.

Last year, Boise State University worked with a consultant to do a comprehensive review of the intercollegiate athletic program by collecting data related to the 2021-2022 school year. While some of the data and opinions of this review were speculative, this process included the evaluation of 2021-2022 participation and scholarship data, analysis of questionnaires that were completed by head coaches, assistant coaches, select student-athletes and executive level staff members, and other information needed to assess gender equity in athletics.

### **Accommodation of Interests and Abilities (Participation)**

*\*Note that institutions must meet one of the three prongs to achieve compliance with the accommodation of interests and abilities test.*

#### **Prong 1: Proportionality**

**Factors:** Participation Opportunities

**Summary:** In 2021-2022, women made up 56.8% of undergraduate enrollment (an increase of 0.7 percentage points over FY21) and 52.4% of the athletic participants (an increase of 1.5 percentage points over FY21), meaning Boise State did not meet the proportionality test in FY22, but did improve representation of female student-athletes at a higher rate than the previous year compared to undergraduate enrollment.

#### **Prong 2: History and Continuing Practice of Program Expansion**

**Factors:** Additional Opportunities

**Summary:** Boise State does not meet test two (program expansion for the underrepresented sex), as a net of four women's teams have been added since the 1970s.

#### **Prong 3: Underrepresented gender are fully and effectively accommodated by present program**

**Factors:** Sufficient Interest

**Summary:** Boise State does not meet test three (full accommodation of the underrepresented sex), as sufficient interest, ability and competition appear likely for women's lacrosse, swimming, and water polo, which Boise State does not currently offer.

**Action:** The university is in the process of making changes to meet test one (proportionality), as it has done for nine out of the last twelve academic years. The net addition of a minimum of 22 opportunities for women will allow the program to match undergraduate enrollment rates with athletic participation. Athletics will continue to monitor existing participation, and through roster management ensure equitable participation opportunities for female student-athletes. Additionally, the program will continue to evaluate the addition of another women's sport.

### **Athletic Financial Assistance**

**Summary:** An analysis of athletic financial aid in FY22 shows that women were awarded scholarships at a rate 5.4% less than their rate of participation, exceeding the 1% variance for presumed compliance.

**Action:** Absent extenuating circumstances, Athletics will fully award female athletic scholarships during the academic school year. Emphasis will be placed on providing adequate resources for women's track/cross country and all other equivalency sports to be able to recruit and fully award allowable scholarships.

### **Other Athletic Benefits and Opportunities**

**Summary:** Boise State is engaged in a comprehensive analysis and prioritization plan to address areas where gender disparities exist in the 11 other areas of athletic benefits and opportunities.

In the area of practice, competition and locker room facilities, previously identified disparities are being addressed. At the women's soccer facility, new stadium lights have been approved for installment, which will improve disparities in the scheduling of games and practices. At the softball facility, a new video board and new turf in the batting cage have been installed, thus improving the practice and competition facility. At our women's beach volleyball facility, a high-quality sand upgrade was completed, improving conditions for both the practice and competition. Additionally, improvements in the women's indoor and beach volleyball locker rooms are underway and beach volleyball joined the Southerland Conference to improve post season championship opportunities. Individual women's program budgets have also been increased to allow maximized competition scheduling and to improve compliance concerns with regard to travel and per diem allowances.

To improve concerns in the areas of coaching, support staff, medical and training services and publicity, the department added the following seven new positions:

- Women's Beach Volleyball – Assistant Coach and Athletic Trainer

- Gymnastics – Director of Operations Graduate Assistant and Athletic Trainer
- Soccer – Director of Operations Graduate Assistant
- Softball- Director of Operations Graduate Assistant
- Track and Field – Athletic Trainer

Sports information director positions were assigned to ensure adequate media coverage for every sport. Additional office space for coaches of women's programs was added reducing the need for shared office space. To improve existing disparities in recruitment, women's program budgets were increased and the courtesy car program was standardized. Equipment and training table budgets for women's program were also modestly improved to address minor gender disparities that existed in those benefit areas.

**Boise State University**  
**Equity in Athletics Disclosure Act (EADA) Report**  
**Report on Athletic Program Participation Rates and Financial Support Data**  
**July 1, 2021 through June 30, 2022**

**University Enrollment**

Gender	Full-Time Undergraduates	
	Number	Percent
Male Students	5,713	43%
Female Students	7,521	57%
<b>Totals</b>	<b>13,234</b>	<b>100%</b>

**Athletic Student Aid & Recruiting**

Team Gender	Athletically Related Student Aid		Recruiting Expenses Amount
	Amount	Percent	
Men's Teams	\$ 5,226,763	54%	\$ 540,453
Women's Teams	\$ 4,391,652	46%	\$ 231,899
<b>Totals for All Teams</b>	<b>\$ 9,618,415</b>	<b>100%</b>	<b>\$ 772,352</b>

**Athletic Participation**

Sport	Number of Participants		Number of Participants Participating on a Second Team		Number of Participants Participating on a Third Team	
	Men's Teams	Women's Teams	Men's Teams	Women's Teams	Men's Teams	Women's Teams
Basketball	15	22	0	0	0	0
Beach Volleyball	0	15	0	3	0	0
Cross Country	22	24	0	1	21	21
Football	110	0	0	0	0	0
Golf	8	9	0	0	0	0
Gymnastics	0	18	0	0	0	0
Soccer	0	39	0	0	0	0
Softball	0	26	0	0	0	0
Tennis	10	9	0	0	0	0
Track, Indoor	28	36	7	14	21	21
Track, Outdoor	30	36	7	13	21	19
Volleyball	0	17	0	3	0	0
Wrestling	0	0	0	0	0	0
Others	0	0	0	0	0	0
<b>Total Participants</b>	<b>223</b>	<b>251</b>	<b>14</b>	<b>34</b>	<b>63</b>	<b>61</b>
<b>Participant Proportion</b>	<b>47.05%</b>	<b>52.95%</b>				
<b>Unduplicated Count of Participants</b>	<b>175</b>	<b>185</b>				

Total Revenues & Expenses

Varsity Teams	Total Revenues			Total Expenses			Revenues minus Expenses		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Basketball	\$ 5,026,638	\$ 1,146,258	\$ 6,172,896	\$ 4,070,964	\$ 2,289,578	\$ 6,360,542	\$ 955,674	\$ (1,143,320)	\$ (187,646)
Beach Volleyball	\$ -	\$ 313,610	\$ 313,610	\$ -	\$ 555,328	\$ 555,328	\$ -	\$ (241,718)	\$ (241,718)
Football	\$ 22,917,903	\$ -	\$ 22,917,903	\$ 14,529,144	\$ -	\$ 14,529,144	\$ 8,388,759	\$ -	\$ 8,388,759
Golf	\$ 150,077	\$ 198,086	\$ 348,163	\$ 487,947	\$ 481,111	\$ 969,058	\$ (337,870)	\$ (283,025)	\$ (620,895)
Gymnastics	\$ -	\$ 543,606	\$ 543,606	\$ -	\$ 1,204,370	\$ 1,204,370	\$ -	\$ (660,764)	\$ (660,764)
Soccer	\$ -	\$ 619,379	\$ 619,379	\$ -	\$ 1,295,097	\$ 1,295,097	\$ -	\$ (675,718)	\$ (675,718)
Softball	\$ -	\$ 670,697	\$ 670,697	\$ -	\$ 1,193,723	\$ 1,193,723	\$ -	\$ (523,026)	\$ (523,026)
Tennis	\$ 145,163	\$ 320,684	\$ 465,847	\$ 420,654	\$ 712,560	\$ 1,133,214	\$ (275,491)	\$ (391,876)	\$ (667,367)
Track	\$ 474,715	\$ 565,467	\$ 1,040,182	\$ 1,264,854	\$ 1,400,368	\$ 2,665,222	\$ (790,139)	\$ (834,901)	\$ (1,625,040)
Volleyball	\$ -	\$ 656,031	\$ 656,031	\$ -	\$ 1,201,983	\$ 1,201,983	\$ -	\$ (545,952)	\$ (545,952)
Wrestling	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Totals for All Teams</b>	<b>\$ 28,714,496</b>	<b>\$ 5,033,818</b>	<b>\$ 33,748,314</b>	<b>\$ 20,773,563</b>	<b>\$ 10,334,118</b>	<b>\$ 31,107,681</b>	<b>\$ 7,940,933</b>	<b>\$ (5,300,300)</b>	<b>\$ 2,640,633</b>
Not Allocated by Gender/Sport			\$ 11,065,429			\$ 13,705,588			\$ (2,640,159)
<b>Grand Totals for Athletics</b>			<b>\$ 44,813,743</b>			<b>\$ 44,813,269</b>			<b>\$ 474</b>
Totals for All Sports Except Football & Basketball	\$ 769,955	\$ 3,887,560	\$ 4,657,515	\$ 2,173,455	\$ 8,044,540	\$ 10,217,995	\$ (1,403,500)	\$ (4,156,980)	\$ (5,560,480)

Operating (Game Day) Expenses

Varsity Teams	Operating (Game Day) Expenses			Number of Participants			Operating Expenses per Participant		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Basketball	\$ 989,761	\$ 452,635	\$ 1,442,396	15	22	37	\$ 65,984	\$ 20,574	\$ 86,558
Beach Volleyball	\$ -	\$ 94,522	\$ 94,522	0	15	15	\$ -	\$ 6,301	\$ 6,301
Football	\$ 1,659,242	\$ -	\$ 1,659,242	110	0	110	\$ 15,084	\$ -	\$ 15,084
Golf	\$ 152,322	\$ 73,227	\$ 225,549	8	9	17	\$ 19,040	\$ 8,136	\$ 27,177
Gymnastics	\$ -	\$ 197,794	\$ 197,794	0	18	18	\$ -	\$ 10,989	\$ 10,989
Soccer	\$ -	\$ 187,738	\$ 187,738	0	39	39	\$ -	\$ 4,814	\$ 4,814
Softball	\$ -	\$ 269,550	\$ 269,550	0	26	26	\$ -	\$ 10,367	\$ 10,367
Tennis	\$ 91,602	\$ 93,213	\$ 184,815	10	9	19	\$ 9,160	\$ 10,357	\$ 19,517
Track	\$ 303,464	\$ 328,790	\$ 632,254	80	96	176	\$ 3,793	\$ 3,425	\$ 7,218
Volleyball	\$ -	\$ 207,618	\$ 207,618	0	17	17	\$ -	\$ 12,213	\$ 12,213
Wrestling	\$ -	\$ -	\$ -	0	0	0	\$ -	\$ -	\$ -
<b>Totals for All Teams</b>	<b>\$ 3,196,391</b>	<b>\$ 1,905,087</b>	<b>\$ 5,101,478</b>	<b>223</b>	<b>251</b>	<b>474</b>	<b>\$ 14,334</b>	<b>\$ 7,590</b>	<b>\$ 10,763</b>
Totals for All Sports Except Football & Basketball	\$ 547,388	\$ 1,452,452	\$ 1,999,840	98	229	327	\$ 31,994	\$ 66,602	\$ 98,596



Average Coaching Salaries

Description/Explanation	Head Coaches		Assistant Coaches	
	Men's Teams	Women's Teams	Men's Teams	Women's Teams
Average Annual Institutional Salary per Coach	\$ 487,372	\$ 121,815	\$145,166	\$61,044
Number of Coaches Used to Calculate Average	5	9	20	18
Average Annual Institutional Salary per Full-Time Equivalent (FTE)	\$ 543,942	\$128,678	\$ 166,857	\$70,435
Full-Time Equivalents (FTEs) Used to Calculate Average	4.48	8.52	17.40	15.60

Counts of Head Coaches

Varsity Teams	Male Head Coaches				Female Head Coaches				Total Head Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
<b>Men's Varsity Teams</b>									
Basketball	1		1						1
Football	1		1						1
Golf	1		1						1
Tennis	1		1						1
Wrestling	0		0						0
Track & Field & Cross Country		1	1						1
<b>Totals for Men's Teams</b>	<b>4</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>
<b>Women's Varsity Teams</b>									
Basketball	1		1						1
Beach Volleyball					1		1		1
Golf					1		1		1
Gymnastics					1		1		1
Soccer	1		1						1
Softball	1		1						1
Tennis	1		1						1
Track & Field & Cross Country		1	1						1
Volleyball	1		1						1
<b>Totals for Women's Teams</b>	<b>5</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>9</b>

Counts of Assistant Coaches

Varsity Teams	Male Assistant Coaches				Female Assistant Coaches				Total Assistant Coaches
	Assigned to Team Full-Time	Assigned to a team Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned to Team Full-Time	Assigned to a team Part Time	Full-Time Employee	Part-Time/Volunteer	
<b>Men's Varsity Teams</b>									
Basketball	3		3						3
Football	10	4	10	4					14
Golf	1		1						1
Tennis		1		1					1
Track & Field & Cross Country		4	4			1	1		5
<b>Totals for Men's Teams</b>	<b>14</b>	<b>9</b>	<b>18</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>24</b>
<b>Women's Varsity Teams</b>									
Basketball	1		1		2		2		3
Beach Volleyball		1	1						1
Golf									0
Gymnastics	1		1		1		1		2
Soccer	1		1		1	1	1	1	3
Softball					2	2	2	2	4
Tennis						1		1	1
Track & Field & Cross Country		4	4			1	1		5
Volleyball		1	1		2		2		3
<b>Totals for Women's Teams</b>	<b>3</b>	<b>6</b>	<b>9</b>	<b>0</b>	<b>8</b>	<b>5</b>	<b>9</b>	<b>4</b>	<b>22</b>



# Idaho State University

## Idaho State University Gender Equity Narrative February 2023

Idaho State University and the Department of Athletics are committed to providing quality opportunities and experiences to all student-athletes, and to compliance with Title IX of the Education Amendments of 1972.

In order to inform its long and short term efforts, Idaho State University executed an internal review of Title IX compliance relative to gender equity. In 2018 we commissioned a comprehensive external gender equity review, the results of which were delivered early in 2019. This review was followed by 9 months of work by a Gender Equity Committee, with representation from across campus, to develop a Five Year Gender Equity Plan. The resulting plan continues to guide our efforts. This narrative will outline steps taken to address recommendations of the external review, demonstrate progress on the Five Year Gender Equity Plan, and provide a snapshot of the current status of compliance.

### **Prong I of Title IX - Participation Proportionate to Enrollment**

The 2020-21 Idaho State University Enrollment ratio of males to females was 43% : 57%, which became our target for proportionality for 2021-22 in order to achieve compliance. ISU Athletics performed well against this target, improving to a ratio of 45% : 55%. This fails to meet the Proportionality Prong of Title IX by only 2%, which is within the acceptable range of deviation. Therefore, for a one year period, Idaho State University Athletics may be considered in compliance according to this metric.

This is a significant improvement, as the prior year's ratio was 50% : 50%. However, the significantly larger proportion of women to men in Idaho State University's enrollment continues to make achieving compliance with the proportionality prong of Title IX challenging. The most current enrollment figures, 2021-22, have once again moved the target, now 41% : 59%.

Total participation in intercollegiate athletics in 2021-22 included 192 opportunities for men (decrease of 3), and 239 opportunities for women (increase of 41). Roster increases in women's sports occurred as follows:

Basketball	9*
Golf	1
Soccer	4
Softball	1
Tennis	1
Track & Field / Cross	23
Volleyball	2

\* WBB included 5 male practice players

These increases were made to individual rosters at the discretion of coaches. No targets for female participation were presented.

For 2021-2022, ISU Athletics imposed roster limits in the sports of Men’s Basketball (17), Football (110), Men’s Indoor Track & Field, Men’s Outdoor Track & Field/Cross Country (79), and Men’s Tennis (10). Simultaneously, the department continues to work to offer increased female participation by adding a modest number of opportunities to rosters of existing women’s teams as feasible, and at the discretion of the respective Head Coach. While Idaho State University has instituted the roster limits noted above in an effort to move closer to proportionality, it is not a sustainable practice due to continual increase in female students enrolled at ISU.

It is evident that to achieve full proportionality, Idaho State University will have to add a women’s sport. This will become possible at such time as institutional funding and the State Athletics Funding Cap are sufficient to include a base personnel and operating budget for an additional sport. Such future funding will need to be accompanied by significant private philanthropic support.

**Prong II of Title IX - History and Continuing Practice of Program Expansion for the Underrepresented Sex**

Idaho State University currently offers 15 NCAA Division I teams, six teams for men and nine teams for women. Aside from expanding rosters of current women's teams, ISU has not added a women's sport in more than 5 years. In order to demonstrate a significant expansion of opportunities, Idaho State University will need to explore adding a women's sport in the future.

Two sports which represent opportunities because of interest and proximity to competition, are beach volleyball (12 opportunities) and women's wrestling (25 opportunities).

**Prong III of Title IX - Full and Effective Accommodation of the Interests/Abilities of Underrepresented Sex**

The determination of whether women are fully and effectively accommodated by the present program includes determining whether there is sufficient interest and ability among women for a viable team not currently offered in the intercollegiate program. The Director of Athletics has been approached by one member of the public who requested Idaho State University consider the addition of Judo as an intercollegiate sport due to interest and ability in the region, and by three members of the public who advocate for the addition of wrestling.

A survey was conducted by the previous FAR and the Athletics Advisory Board (AAB) in 2019 to gather data regarding the level of interest and ability with regard to potential women's sport additions. The most recent survey targeted all current full-time students at Idaho State University, and identified (1) swimming, (2) rugby and (3) beach volleyball as having the most significant interest. No steps were taken to begin long term planning for the addition of a women's sport due to the need for more statistically valid data, and due to the significant budget impacts of COVID-19.

**Financial Aid**

In 2023-24, each ISU female sport will be funded to the NCAA maximum level of scholarships, while limits are imposed internally on men’s tennis, track & field and cross country. In 2021-22, \$2,575,527 or 51% of financial aid was distributed to male student-athletes and \$2,489,124 or 49% of financial aid was distributed to female student athletes. As demonstrated on the chart below, this difference is attributed to the fact that ISU is meeting NCAA maximums for all women’s sports, which limits the total number of scholarships which can be provided to women at 85. While ISU limits Men’s Tennis and Men’s Track & Field / Cross to less than the NCAA maximum, men’s scholarships still total 90.

<b>NCAA Scholarship Limits for Big Sky Conference Core Sports</b>					
<b>MEN</b>			<b>WOMEN</b>		
<b>SPORT</b>	<b>NCAA LIMIT</b>	<b>ISU FUNDING</b>	<b>SPORT</b>	<b>NCAA LIMIT</b>	<b>ISU FUNDING</b>
Football	63	63	Softball	12	12
TF/Cross	12.6	10	TF/Cross	18	18
Basketball	13	13	Basketball	15	15
Tennis	4.5	4	Tennis	8	8
			Volleyball	12	12
			Golf	6	6
			Soccer	14	14
<b>TOTAL</b>	<b>93.1</b>	<b>90</b>	<b>TOTAL</b>	<b>85</b>	<b>85</b>

Efforts are made to ensure the NCAA maximums are awarded in all women’s sports, but fluctuations occur in rosters with early graduations, transfers, and recruiting gaps. The practice of allowing unutilized scholarship funds within a program to be spent to fund other areas of that program has been discontinued, eliminating an unintended incentive to “save” scholarship funds in order to supplement other budgetary needs in women’s programs.

**Equitable Treatment and Quality of Experience Within Programs**

Providing a quality experience and appropriate support to all student athletes is the top priority of the Department of Athletics. While the long term goal is to achieve proportionality, the short term goal is to provide an equal and quality experience for Bengal student-athletes across genders. We feel strongly that we must invest properly in existing opportunities prior to creating additional opportunities as this could diminish the overall quality of all programs. Ensuring equitable, high quality experiences for all student athletes, and addressing specifically identified deficiencies in women’s programs, has been the focus of program reallocations and investments.

A newly implemented zero-based and collaborative budgeting process has guided the department in the appropriate allocation of resources to address areas of inequity. Improvements have been funded through (1) reallocations of existing funding (2) student fee revenue and (3) fundraising and sponsorship increases.

Additionally, a university group started quarterly meetings in 2022 to discuss gender equity and Title IX at ISU. The group includes the Faculty Athletic Representative, the Senior Women’s Administrator, the Associate AD for Compliance, a member from General Counsel, ISU’s Title IX Coordinator, and the ADID.

The following are the initiatives and elements which have been added to positively impact the equitable and positive experience of all student athletes since the last report.

INITIATIVE		FUNDING VEHICLE
Added a graduate assistant to the sports performance (strength and conditioning) staff to better serve all sports.	\$25,000	Fundraising
Increased the CPI allocations in EQ, marketing, and sports performance to better serve olympic sports.	\$30,000	CPI Program
Upgraded softball field with turfed bullpens and expanded bandwidth for ESPN+ broadcasting.	\$60,000	Fundraising
Reallocated a football staff position to sports performance to alleviate the load on existing sports performance staff and more adequately balance the needs of other sports with football.	\$50,000	Reallocation (50%) Fundraising (50%)
Increased the previously part-time Head Women’s Golf Coach position to a full time position with benefits and incentives.	\$28,200	Reallocation (25%) Fundraising (75%)
Added a full-time assistant coach to Women’s Volleyball to reach NCAA maximum.	\$32,500	Reallocation (50%) Fundraising (50%)
Following the construction of a new Athletic Training Room at Holt Arena, renovated the Reed Gymnasium Athletic Training Room to match and service basketball, volleyball, tennis and golf.	\$15,000	Fundraising

Increased to 6, from 4.5, the number of scholarships awarded to the Women's Golf Team.	\$35,000	Fundraising
Purchased and distributed athletic training and recovery equipment and modalities (Normatec Sleeves and Hypervolt Guns) so that all athletic teams could travel with them (previously only available to football). This dramatically impacts recovery.	\$17,500	Fundraising
Planning is underway for a new fueling station located adjacent to the Strength and Conditioning Center and the Athletic Training Room. Construction will begin in summer of 2023.	\$100,000	Fundraising
Partial Cost of Attendance was awarded on a limited basis for recruiting purposes for Football and Men's and Women's Basketball this year. This allocation heavily favors men, 75 to 15. We will expand that offering to Women's Soccer and Women's Volleyball, to be awarded for the first time in fall 2023. Further expansion of the program will follow as quickly as funding may be secured.	\$200,000	Fundraising
Completed new lockers for Women's Volleyball, Women's Golf, Women's Tennis in Reed Gymnasium.	\$50,000	Fundraising
We have doubled our investment in nutrition from \$25,000 to \$50,000, to better serve programs beyond football.	\$25,000	Fundraising
We will add 1 FTE as a women's soccer assistant coach in the fall of 2023 to provide equity in the access to coaching and instruction.	\$45,000	Reallocation (50%) Fundraising (50%)
In an effort to afford equal scheduling and competition opportunities to all sports, as well alleviate travel in an equitable way, we have committed to host tournaments in Softball and Women's Volleyball. Softball is occurring this spring, and volleyball in the fall of 2023.	\$40,000	Reallocation (35%) Fundraising (30%) Sponsorships (30%)
We have expanded the opportunity for summer coursework to all sports, no longer just football and basketball. The previous arrangement was implemented to accommodate NCAA rules regarding summer access for those two sports, however, the legislation itself is inequitable. The opportunity to have at least one summer class funded is now available to all student athletes through an equitable application process.	\$160,000	Student Assistance Fund (35%) Fundraising (50%) Endowment (15%)
Secured space in Reed Gymnasium to better serve the needs of student-athletes who have daily practice in that facility. Operations to begin spring 2023. Convenient storage and laundering of apparel will be provided with a drop off location for VB/ WBB / MBB / W Tennis / M Tennis.	Cost Neutral	
Increased Nutritionist position to full time (from ½ time) and relocated her to an office within the Athletic Training Room so that she is fully accessible to all student athletes.	\$35,000	Fundraising Collaboration with Health Sciences
Invested in an equipment inventory program to better track equitable distribution of equipment and apparel to include travel gear, cold weather gear and shoes.	\$1,800	Reallocation
Added NCAA Certification Officer to provide additional certification information / recruiting evaluations / and support to all coaches.	\$70,000	Indirect Institutional Support



**Idaho State University Five Year Gender Equity Plan**

We have advanced through three years of the five year plan drafted by the Gender Equity Committee under the oversight of the FAR. At this time, we are again collaborating with the FAR to evaluate progress against the plan, and to accept recommendations for adjustments and additions. We continue to monitor progress and work toward full compliance.

**Idaho State University**  
**Equity in Athletics Disclosure Act (EADA) Report**  
**Report on Athletic Program Participation Rates and Financial Support Data**  
**July 1, 2021 through June 30, 2022**

**University Enrollment**

Gender	Full-Time Undergraduates	
	Number	Percent
Male Students	2,210	41.0%
Female Students	3,179	59.0%
<b>Totals</b>	<b>5,389</b>	<b>100%</b>

**Athletic Student Aid & Recruiting**

Team Gender	Athletically Related Student Aid		Recruiting Expenses
	Amount	Percent	Amount
Men's Teams	\$ 2,575,527	51%	\$ 194,079
Women's Teams	2,489,124	49%	139,656
<b>Totals for All Teams</b>	<b>\$ 5,064,651</b>	<b>100%</b>	<b>\$ 333,735</b>

**Athletic Participation**

Varsity Teams	Number of Participants			Number Participating on a Second Team		Number Participating on a Third Team	
	Men's	Women's	Total	Men's	Women's	Men's	Women's
Basketball	17	24	41				
Football	98		98	1		1	
Golf		11	11				
Soccer		30	30				
Softball		23	23				
Tennis	9	10	19				
Track & Field (Indoor)	30	53	83	30	53	7	16
Track & Field (Outdoor)	31	54	85	30	53	7	16
Cross Country	7	16	23	7	16	7	16
Volleyball		18	18				
<b>Total Participants</b>	<b>192</b>	<b>239</b>	<b>431</b>	<b>68</b>	<b>122</b>	<b>22</b>	<b>48</b>
<b>Percentage of Total</b>	<b>45%</b>	<b>55%</b>	<b>100%</b>				
<b>Unduplicated Count</b>	<b>137</b>	<b>165</b>					

**Total Revenues & Expenses**

Varsity Teams	Total Revenues			Total Expenses			Revenues minus Expenses		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Basketball	\$1,342,096	\$1,499,163	\$ 2,841,259	\$1,342,096	\$1,499,163	\$ 2,841,259	\$ -	\$ -	\$ -
Football	\$4,324,234		\$ 4,324,234	\$4,324,234		\$ 4,324,234	0		\$ -
Golf		\$216,319	\$ 216,319		\$216,319	\$ 216,319		0	\$ -
Soccer		\$632,558	\$ 632,558		\$632,558	\$ 632,558		0	\$ -
Softball		\$702,390	\$ 702,390		\$702,390	\$ 702,390		0	\$ -
Tennis	\$189,076	\$256,619	\$ 445,695	\$189,076	\$256,619	\$ 445,695	0	0	\$ -
Track & Field & Cross Country	\$479,017	\$582,306	\$ 1,061,322	\$479,017	\$582,306	\$ 1,061,322	0	0	\$ -
Volleyball		\$833,890	\$ 833,890		\$833,890	\$ 833,890		0	\$ -
<b>Totals for All Teams</b>	<b>\$6,334,424</b>	<b>\$ 4,723,244</b>	<b>\$ 11,057,668</b>	<b>\$6,334,424</b>	<b>\$4,723,244</b>	<b>\$ 11,057,668</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
Not Allocated by Gender/Sport			3,624,611			3,624,611			\$ -
<b>Grand Totals for Athletics</b>			<b>\$ 14,682,279</b>			<b>\$ 14,682,279</b>			<b>\$ -</b>
Totals for All Sports Except Football & Basketball			\$ 7,516,785			\$ 7,516,785			\$ -

**Operating (Game Day) Expenses**

(includes lodging, meals, transportation, uniforms, equipment, event costs & officials)

Varsity Teams	Operating (Game Day) Expenses			Number of Participants			Operating Expenses per Participant		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Basketball	\$ 347,011	\$ 370,997	\$ 718,008	17	24	41	\$ 20,412	\$ 15,458	\$ 17,512.38
Football	\$ 906,630		\$ 906,630	98		98	\$ 9,251.32		\$ 9,251.32
Golf		\$ 62,607	\$ 62,607		11	11		5,692	\$ 5,691.56
Soccer		\$ 150,612	\$ 150,612		30	30		5,020	\$ 5,020.41
Softball		\$ 204,695	\$ 204,695		23	23		8,900	\$ 8,899.77
Tennis	\$ 74,012	\$ 50,260	\$ 124,272	9	10	19	8,224	5,026	\$ 6,540.64
Track & Field & Cross Country	\$ 127,769	\$ 116,135	\$ 243,904	68	123	191		944	\$ 1,276.98
Volleyball		\$ 165,427	\$ 165,427		18	18		9,190	\$ 9,190.39
<b>Totals for All Teams</b>	<b>\$ 1,455,421</b>	<b>\$ 1,120,733</b>	<b>\$ 2,576,154</b>	<b>192</b>	<b>239</b>	<b>431</b>	<b>\$7,580</b>	<b>\$4,689</b>	<b>\$5,977</b>
Totals for All Sports Except Football & Basketball			\$ 951,517			292			\$ 3,259

Average Coaching Salaries

Description/Explanation	Head Coaches		Assistant Coaches	
	Men's Teams	Women's Teams	Men's Teams	Women's Teams
Average Annual Institutional Salary per Coach	\$ 73,893	\$ 57,129	\$ 44,896	\$ 29,540
Number of Head Coaches Used to Calculate Average	5	8	16	12
Average Annual Institutional Salary per Full-Time Equivalent (FTE)	\$ 109,280	\$ 75,594	\$ 49,540	\$ 39,740
Full-Time Equivalents (FTEs) Used to Calculate Average	4.00	6.35	14.50	8.92

Counts of Head Coaches

Varsity Teams	Male Head Coaches				Female Head Coaches				Total Head Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
<b>Men's Varsity Teams</b>									
Basketball	1		1						1
Football	1		1						1
Tennis	1		1						1
Track & Field & Cross Country		1	1			1	1		2
<b>Totals for Men's Teams</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>5</b>
<b>Women's Varsity Teams</b>									
Basketball	1		1						1
Golf		1		1					1
Soccer	1		1						1
Softball	1		1						1
Tennis					1		1		1
Track & Field & Cross Country		1	1			1	1		2
Volleyball					1		1		1
<b>Totals for Women's Teams</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>8</b>

Counts of Assistant Coaches

Varsity Teams	Male Assistant Coaches				Female Assistant Coaches				Total Assistant Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
<b>Men's Varsity Teams</b>									
Basketball	3	1	3	1					4
Football	10	0	10	0					10
Tennis									0
Track & Field & Cross Country		2	2			0		0	2
<b>Totals for Men's Teams</b>	<b>13</b>	<b>3</b>	<b>15</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>16</b>
<b>Women's Varsity Teams</b>									
Basketball	2		2		1		1		3
Golf						1	1		1
Soccer					1		1		1
Softball					2		2		2
Tennis						1		1	1
Track & Field & Cross Country		2	2						2
Volleyball	1		1			1		1	2
<b>Totals for Women's Teams</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>12</b>

## University of Idaho Gender Equity Narrative

3/23/2023

The University of Idaho Athletic Department is committed to gender equity in all facets as directed by the Title IX Statute of 1972. Further, Title IX protocol is followed simply because we believe in its fundamental principle. The Office of Civil Rights issued an Intercollegiate Athletics Policy Interpretation in 1979 which is the major source for specific requirements of all NCAA athletic programs and identifies three program components that are listed below. As a civil rights law, two basic provisions are to be followed: equal access to programs and equal treatment once in the program. We incorporate these principles and policies into our daily routine to strive to meet the requirements.

Equal access will be addressed by the accommodation of interest and abilities in Section 1 Participation Opportunities. Section II will outline Financial Aid. The last section, Athletic Benefits and Opportunities, will include (but is not limited to) the areas of equipment, travel, scheduling of contests and practices, salaries, facilities, medical and training facilities and services, recovery options, and academic support.

The Senior Leadership staff who are designated as specific sport administrators continually monitor each of the sections mentioned above and implement policy or procedural changes when needed. All of the program component areas-participation, financial aid, athletic benefits are also monitored by staff and moving forward a student-athlete will be involved in the process per NCAA rules. A systematic approach of utilizing a three-year snapshot was implemented in Spring of 2020 and will continue to be utilized going forward for comparable.

### I. Participation Opportunities.

2018-19 undergraduate enrollment percentages:	Male-51.9%	Female-48.1%
Athletic participation:	Male-53.9%	Female-46.1%
2019-2020 undergraduate enrollment percentages:	Male-51.1%	Female-48.9%
Athletic participation:	Male-53.9%	Female-46.1%
2020-2021 undergraduate enrollment percentages:	Male-48.9%	Female-51.1%
Athletic participation:	Male-53.1%	Female-46.9%
2021-22 undergraduate enrollment percentages:	Male-49.0%	Female-51.0 %
Athletic participation:	Male-52.3%	Female-47.7%
2022-23 undergraduate enrollment percentages:	Male-49%	Female-51%
	Male- TBA	Female- TBA

To begin addressing the proportionality gap, roster management has slowly been implemented beginning in Fall of 2021. After the implementation process was started, student-athletes granted additional seasons of eligibility by the NCAA due to COVID-19 has continued to skew the numbers slightly, but the gap is slowly starting to close. A committee was formed in Fall of 2021 to evaluate roster numbers, scholarship dollars and average NCAA squad sizes. The roster management process is ongoing and assigns our men's teams a maximum roster target number to hit and assigns the women's programs a minimum number to meet or exceed. In the roster management implementation planning meetings with the current coaching staffs these target numbers were deemed attainable. Of course, campus enrollment numbers and percentages fluctuate and thus it is challenging to hit upon the exact percentage number year in and year out. Athletics will adjust the numbers as best as possible, however, it is not feasible to hit a "moving" target of enrollment without denying promised participation opportunities to student-athletes. This would not be our preferred method of matching campus enrollment percentages.

## II. Financial Aid

All coaches and sport programs at the University of Idaho are given the opportunity to offer the NCAA maximum scholarship limits of their respective sport. The actual scholarship dollars vary due to in-state and out-of-state tuition rates. There are no limits placed upon the sport regarding the location of where the student comes from and what they can offer up to a full scholarship. This allows our coaches to recruit across the country and internationally, which is critical to bringing diversity into our programs and to campus. With this philosophy in place and the campus gender percentage fluctuation in enrollment, it is difficult, if not impossible, to be compliant with financial aid awards exactly matching campus enrollment participation percentages. Another challenge is that not all coaches award the full number of allotted scholarships, even though they are allowed the opportunity to do so. This occurs for various reasons, most frequently due to balancing out the number of incoming recruiting classes. However, coaches are strongly encouraged to use all available scholarship allotments, particularly for our female sport programs.

A summer school aid policy has been implemented to ensure equitable gender access to designated female and male sports and to correct eligibility issues. Certain sports, such as Football, Men's and Women's Basketball, and to some extent Volleyball and Women's Soccer, can utilize the summer period to train their teams with coaching staff or strength coaches present. The other sports that are offered at Idaho have NCAA restrictions in place that do not allow this practice opportunity with staff members present (unless there is a safety exemption). This opportunity skews the amount of summer aid offered as football has the largest NCAA scholarship limit of 63 and no other female sport has such a high number of scholarship opportunities. Our two largest roster count women's sports do not have summer access opportunities, which in theory could help offset the cost of funding football scholarship awards if the access to workouts were granted.

As noted in the EADA report, the Student Aid dollars awarded were:

2019-2020 57% males and 43% females

2020-2021 56% males and 44% females

2021-2022 57% males and 43% females

III. Athletic Benefits and Opportunities

Processes have been implemented to develop budgets, review budgets, and review spending. This has led to ensure sport sponsorship support and equitable support of programs. Reviews of spending, contract evaluation and benchmarking with conference members are continually being analyzed. Reviewing these processes and evaluating their implementation will continue to ensure that equitable policies and procedures are in place.

The Athletic Department continues to hold a weekly scheduling meeting to ensure all sports have equal access to facilities for practice and competition. Sports medicine, academic services, and the fueling station is open to all athletes equally as well as our recovery services.

IV. Conclusion

As stated earlier, a three-year rolling report has begun to monitor all areas of Title IX and track not only overall progress, but also specific nuances. This report will also track trends and keep record of substantial differences between genders. A Gender Equity committee will be reactivated to monitor these trends and accomplishments.

**University of Idaho**  
**Equity in Athletics Disclosure Act (EADA) Report**  
**Report on Athletic Program Participation Rates and Financial Support Data**  
**July 1, 2021 through June 30, 2022**

**University Enrollment**

Gender	Full-Time Undergraduates	
	Number	Percent
Male Students	3,110	49.0%
Female Students	3,240	51.0%
<b>Totals</b>	<b>6,350</b>	<b>100.0%</b>

**Athletic Student Aid & Recruiting**

Team Gender	Athletically Related Student Aid		Recruiting Expenses Amount
	Amount	Percent	
Men's Teams	\$3,247,131	57%	\$195,929
Women's Teams	\$2,425,397	43%	\$156,212
<b>Totals for All Teams</b>	<b>\$5,672,528</b>	<b>100%</b>	<b>\$352,141</b>

**Athletic Participation**

Varsity Teams	Number of Participants			Number Participating on a Second Team		Number Participating on a Third Team	
	Men's	Women's	Total	Men's	Women's	Men's	Women's
Basketball	14	14	28				
Football	118		118	1		1	
Golf	9	8	17				
Soccer		35	35				
Swimming & Diving		37	37				
Tennis	9	8	17				
Track & Field (Indoor)	33	38	71	33	38	12	15
Track & Field (Outdoor)	33	38	71	33	38	12	15
Cross Country	13	15	28	12	15	12	15
Volleyball		16	16				
<b>Total Participants</b>	<b>229</b>	<b>209</b>	<b>438</b>	<b>79</b>	<b>91</b>	<b>37</b>	<b>45</b>
<b>Percentage of Total</b>	<b>52.3%</b>	<b>47.7%</b>	<b>100%</b>				
<b>Unduplicated Count</b>	<b>183</b>	<b>156</b>	<b>339</b>				

University of Idaho  
Equity in Athletics Disclosure Act (EADA) Report

Total Revenues & Expenses

Varsity Teams	Total Revenues			Total Expenses			Revenues minus Expenses		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Basketball	\$ 1,374,665	\$ 1,327,497	\$ 2,702,162	\$ 1,374,665	\$ 1,327,497	\$ 2,702,162	\$ -	\$ -	\$ -
Football	\$ 5,658,691		5,658,691	5,658,691		5,658,691	-	-	-
Golf	\$ 305,776	\$ 394,298	700,074	305,776	394,298	700,074	-	-	-
Soccer		\$ 770,446	770,446		770,446	770,446	-	-	-
Swimming & Diving		\$ 698,240	698,240		698,240	698,240	-	-	-
Tennis	\$ 323,185	\$ 277,881	601,066	323,185	277,881	601,066	-	-	-
Track & Field & Cross Country	\$ 651,323	\$ 792,334	1,443,657	651,323	792,334	1,443,657	-	-	-
Volleyball		\$ 739,306	739,306		739,306	739,306	-	-	-
<b>Totals for All Teams</b>	<b>\$ 8,313,639</b>	<b>\$ 5,000,003</b>	<b>\$ 13,313,641</b>	<b>\$ 8,313,639</b>	<b>\$ 5,000,003</b>	<b>\$ 13,313,641</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
Not Allocated by Gender/Sport			4,296,441			4,296,441			(0)
<b>Grand Totals for Athletics</b>			<b>\$ 17,610,082</b>			<b>\$ 17,610,082</b>			<b>(0)</b>
Totals for All Sports Except Football & Basketball	\$ 1,280,283	\$ 3,672,506	\$ 4,952,788	\$ 1,280,283	\$ 3,672,506	\$ 4,952,788	\$ -	\$ -	\$ -

Operating (Game Day) Expenses

(includes lodging, meals, transportation, uniforms, equipment, event costs & officials)

Varsity Teams	Operating (Game Day) Expenses			Number of Participants			Operating Expenses per Participant		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Basketball	\$ 517,131	\$ 482,931	\$ 1,000,061	14	14	28	\$ 36,938	\$ 34,495	\$ 35,716
Football	1,290,983		1,290,983	118		118	10,941		10,941
Golf	67,752	112,878	180,631	9	8	17	7,528	14,110	10,625
Soccer		262,523	262,523		35	35		7,501	7,501
Swimming & Diving		148,932	148,932		37	37		4,025	4,025
Tennis	140,656	65,317	205,973	9	8	17	15,628	8,165	12,116
Track & Field & Cross Country	162,232	162,324	324,556	79	91	170	2,054	1,784	1,909
Volleyball		206,973	206,973		16	16		12,936	12,936
<b>Totals for All Teams</b>	<b>\$ 2,178,754</b>	<b>\$ 1,441,879</b>	<b>\$ 3,620,633</b>	<b>229</b>	<b>209</b>	<b>438</b>	<b>\$ 9,514</b>	<b>\$ 6,899</b>	<b>\$ 8,266</b>
Totals for All Sports Except Football & Basketball	\$370,640	\$958,948	\$1,329,588	97	195	292	\$3,821	\$4,918	\$4,553



University of Idaho  
Equity in Athletics Disclosure Act (EADA) Report

Average Coaching Salaries

Description/Explanation	Head Coaches		Assistant Coaches	
	Men's Teams	Women's Teams	Men's Teams	Women's Teams
Average Annual Institutional Salary per Coach	\$88,220	\$79,159	\$58,569	\$32,452
Number of Head Coaches Used to Calculate Average	5	7	16	12
Average Annual Institutional Salary per Full-Time Equivalent (FTE)	\$98,023	\$85,248	\$64,628	\$39,941
Full-Time Equivalents (FTEs) Used to Calculate Average	4.50	6.50	14.50	9.75

Counts of Head Coaches

Varsity Teams	Male Head Coaches				Female Head Coaches				Total Head Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
<b>Men's Varsity Teams</b>									
Basketball	1		1						1
Football	1		1						1
Golf	1		1						1
Tennis	1		1						1
Track & Field & Cross Country		1	1						1
<b>Totals for Men's Teams</b>	<b>4</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>
<b>Women's Varsity Teams</b>									
Basketball	1		1						1
Golf					1		1		1
Soccer	1		1						1
Swimming & Diving	1		1						1
Tennis					1		1		1
Track & Field & Cross Country		1	1						1
Volleyball					1		1		1
<b>Totals for Women's Teams</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>7</b>

**University of Idaho**  
**Equity in Athletics Disclosure Act (EADA) Report**

**Counts of Assistant Coaches**

Varsity Teams	Male Assistant Coaches				Female Assistant Coaches				Total Assistant Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
<b>Men's Varsity Teams</b>									
Basketball	3	1	3	1					4
Football	10	4	10	4					14
Golf		1		1					1
Tennis		1		1					1
Track & Field & Cross Country		4	3	1		1		1	5
<b>Totals for Men's Teams</b>	<b>13</b>	<b>11</b>	<b>16</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>25</b>
<b>Women's Varsity Teams</b>									
Basketball	1		1		2		2		3
Golf		1		1					1
Soccer	1		1			1		1	2
Swimming & Diving	1		1		1	1	1	1	3
Tennis						1		1	1
Track & Field & Cross Country		4	3	1		1		1	5
Volleyball		1		1	2		2		3
<b>Totals for Women's Teams</b>	<b>3</b>	<b>6</b>	<b>6</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>18</b>

Gender Equity – Narrative  
Lewis-Clark State College

I. Participation Opportunities: Compliance for this component means meeting one test of the three-part test for participation opportunities. LCSC does not currently meet these criteria.

A. Proportionate to enrollment

Title IX compliance is assessed relative to interest and abilities, athletic financial aid and other program areas. Relative to interest and abilities and prong #1 of the 3-prong test, substantial proportionality, in FY22, athletic participation was 54% male to 46% female. LC State's fulltime undergraduate enrollment in FY22 was 38% male and 62% female. This results in a 16% overrepresentation of male student-athletes. Prongs 2 and 3 look at the history and continuing practice of program expansion for the under-represented sex and full and effective accommodation of expressed interest and abilities of the under-represented sex. With these aspects of compliance in mind, LC State's 2-part Title IX Compliance Plan was accepted and approved by the SBOE in the spring of 2019. Part 1 of the Plan involved maximizing women's sport roster capacities with expansion which started in the fall of 2019. Part 2 involves the addition of a women's intercollegiate sport, dance, effective fall 2023.

In order to achieve the roster goals in Part 1, coaching personnel, operating budgets and student-athlete scholarship dollars needed to be increased. In FY 2020, a total of 2.62 FTE was spread across three coaching positions, in essence moving the head women's and men's golf coach to full-time, and the assistant volleyball and assistant women's basketball coach from part-time to full-time, inclusive of fringe and benefits. In addition, a concerted effort to increase scholarship funding (through the Warrior Athletic Association and LC State Foundation) for athlete recruitment is continuing. In response to these efforts LC State's overall women's sport roster increased from a total of 123 20/21 to 140 in 21/22 and is currently at 139 for 22/23. This is especially noteworthy given the general negative impact on higher education enrollments associated with the pandemic. Finally, it is relevant that LC State's 20/21 coaching contracts were uniformly modified with language making roster growth and management a condition of supplemental compensation considerations.

Although austere budget realities persisted in FY2022, funding streams to support continued Plan progress were implemented. Specifically, (a) Warrior Athletic Association fundraising, in essence, taxed themselves 5% on dollars raised. These dollars are to be allocated, under the direction of the Director of Athletics, to support operating expenses (OE) associated with expanded sport rosters; (b) proceeds from the Hospitality area (sales and sponsorship) during the NAIA World Series, will go towards the Title IX plan; and (c) revenue captured in response to reduced travel expenses with the move from the Frontier to Cascade conference have been directed toward Plan OE (e.g., increased travel costs to accommodate expanded rosters).

B. Demonstrate continuing program expansion

Part 1 of the Plan is the cornerstone of ongoing demonstration of a continuing practice of program expansion. The timeline for this part of the plan has been extended and will be ongoing. Part 2 of the LC State's Title IX Compliance Plan involves the addition of a women's sport. Due to facility limitations the Plan is being updated. Considerations for adding women's soccer are being put on hold; and the near-term focus shifting to adding

competitive women's dance in fall 2023. The NAIA recognizes competitive dance as a collegiate sport. While the CCC does not yet sponsor competitive dance as a sport (beyond SOU – which is in the CCC, the nearest NAIA competitions will be California, Arizona and the Dakotas), LC State has demonstrated interest in spirit-squad/dance performance, existing facilities that can accommodate practice and performances, and a coach currently employed as a faculty member teaching physical, life, movement and sport science courses.

- C. Fully accommodate the interest and abilities of the underrepresented gender  
Relative to Title IX compliance, given its athletics history and tradition, LC State's compliance efforts are focused on growing women's sport participation, while holding men's sport participation relatively constant. Part 1 of the Plan has resulted in a net gain of 17 women's sport participants since FY2021, which translates to 46% women's sport participation. Part 2 includes the addition of a women's sport. LC State will officially implement Dance beginning with the Fall 2023 semester. The initial roster size is estimated at 10 participants, with a potential to grow to 20 participants within 3 years of sport launch. This sport addition would translate to 51% - 49% women's sport participation with a roster size of 20. Re-evaluation of substantial proportionality, which is a moving target pending enrollment trends, will need to be ongoing and will dictate next steps (e.g., plan part 3?). Note, in an effort to further guide assessment of this aspect of Title IX compliance, as of Fall 2020, LC State added sport participation specific questions to its annual student survey. These questions and the sport participation interest and abilities information the survey reflects are used to help LC State meet its Title IX obligations.

II. Financial Aid: The Financial Assistance requirement of Title IX, requiring assistance to be substantially proportionate to the ratio of male and female athletes, is currently tilted toward females. Athletic student aid totals (allocation of actual resources in FY22) were 54.3% to males and 45.7% to females in comparison to the unduplicated participation rate of 56.3% males to 43.7% females. This results in a 2.0% proportional advantage for females. The recruitment efforts identified in the previous section will assist in progressing towards compliance by increasing female participation.

III. Equal Treatment of Programs: The benefits, opportunities, and treatments afforded sports participants are equivalent. LC State is compliant with the Equal Treatment of Programs requirement of Title IX. The LC State Athletics Department has adopted an intercollegiate athletics manual, with standardized policies and procedures that helps ensure ongoing compliance in this area.

**Lewis-Clark State College**  
**Equity in Athletics Disclosure Act (EADA) Report**  
**Report on Athletic Program Participation Rates and Financial Support Data**  
**July 1, 2021 through June 30, 2022**

**ATTACHMENT 8**

**University Enrollment**

Gender	Full-Time Undergraduates	
	Number	Percent
Male Students	715	38%
Female Students	1,173	62%
<b>Totals</b>	<b>1,888</b>	<b>100%</b>

**Athletic Student Aid & Recruiting**

Team Gender	Athletically Related Student Aid		Recruiting Expenses Amount
	Amount	Percent	
Men's Teams	\$931,436	54.31%	\$3,872
Women's Teams	783,577	45.69%	3,861
<b>Totals for All Teams</b>	<b>\$1,715,013</b>	<b>100%</b>	<b>\$7,733</b>

**Athletic Participation**

Varsity Teams	Number of Participants			Number Participating on a Second Team		Number Participating on a Third Team	
	Men's	Women's	Total	Men's	Women's	Men's	Women's
Baseball	43		43				
Basketball	17	15	32				
Golf	10	8	18				
Tennis	16	17	33				
Track & Field (Indoor)	31	33	64	30	33	16	15
Track & Field (Outdoor)	31	33	64	30	33	16	15
Cross Country	18	14	32	16	13	16	13
Volleyball		20	20		1		1
<b>Total Participants</b>	<b>166</b>	<b>140</b>	<b>306</b>	<b>76</b>	<b>80</b>	<b>48</b>	<b>44</b>
<b>Percentage of Total</b>	<b>54%</b>	<b>46%</b>	<b>100%</b>				
<b>Unduplicated Count</b>	<b>120</b>	<b>93</b>	<b>213</b>				

**Lewis-Clark State College  
Equity in Athletics Disclosure Act (EADA) Report  
Total Revenues & Expenses**

**ATTACHMENT 8**

Varsity Teams	Total Revenues			Total Expenses			Revenues minus Expenses		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Baseball	\$826,114		\$826,114	\$826,114		\$826,114	\$0		\$0
Basketball	415,916	369,698	785,614	415,916	369,698	785,614	0	0	0
Golf	168,825	144,461	313,286	168,825	144,461	313,286	0	0	0
Tennis	166,173	193,511	359,684	166,173	193,511	359,684	0	0	0
Track & Field (Indoor)	56,573	69,426	125,999	56,573	69,426	125,999	0	0	0
Track & Field (Outdoor)	84,860	104,140	189,000	84,860	104,140	189,000	0	0	0
Cross Country	130,086	160,323	290,409	130,086	160,323	290,409	0	0	0
Volleyball		459,304	459,304		459,304	459,304		0	0
<b>Totals for All Teams</b>	<b>\$1,848,547</b>	<b>\$1,500,863</b>	<b>\$3,349,410</b>	<b>\$1,848,547</b>	<b>\$1,500,863</b>	<b>\$3,349,410</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
Not Allocated by Gender/Sport			641,328			580,655			60,673
<b>Grand Totals for Athletics</b>	<b>\$1,848,547</b>	<b>\$1,500,863</b>	<b>\$3,990,738</b>	<b>\$1,848,547</b>	<b>\$1,500,863</b>	<b>\$3,930,065</b>	<b>\$0</b>	<b>\$0</b>	<b>\$60,673</b>
Totals for All Sports Except Baseball & Basketball	\$606,517	\$1,131,165	\$1,737,682	\$606,517	\$1,131,165	\$1,737,682	\$0	\$0	\$0

**Operating (Game Day) Expenses**

(includes lodging, meals, transportation, uniforms, equipment, event costs & officials)

Varsity Teams	Operating (Game Day) Expenses			Number of Participants			Operating Expenses per Participant		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Baseball	\$104,855		\$104,855	43		43	\$2,438		\$2,438
Basketball	62,925	62,009	124,934	17	15	32	3,701	\$4,134	3,904
Golf	32,962	32,039	65,001	10	8	18	3,296	4,005	3,611
Tennis	19,423	19,879	39,302	16	17	33	1,214	1,169	1,191
Track & Field (Indoor)	19,109	19,423	38,532	31	33	64	616	589	602
Track & Field (Outdoor)	28,664	29,134	57,798	31	33	64	925	883	903
Cross Country	22,788	22,225	45,013	18	14	32	1,266	1,588	1,407
Volleyball		64,834	64,834		20	20		3,242	3,242
<b>Totals for All Teams</b>	<b>\$290,726</b>	<b>\$249,543</b>	<b>\$540,269</b>	<b>166</b>	<b>140</b>	<b>306</b>	<b>\$1,751</b>	<b>\$1,782</b>	<b>\$1,766</b>
Totals for All Sports Except Baseball & Basketball	\$122,946	\$187,534	\$310,480	106	125	231	\$1,160	\$1,500	\$1,344

Lewis-Clark State College  
Equity in Athletics Disclosure Act (EADA) Report  
Average Coaching Salaries

ATTACHMENT 8

Description/Explanation	Head Coaches		Assistant Coaches	
	Men's Teams	Women's Teams	Men's Teams	Women's Teams
Average Annual Institutional Salary per Coach	\$29,441	\$25,589	\$13,825	\$7,028
Number of Head Coaches Used to Calculate Average	7	7	12	15
Number of Volunteer Coaching Positions	0	0	3	2
Average Annual Institutional Salary per Full-Time Equivalent (FTE)	\$65,633	\$57,046	\$45,452	\$40,546
Full-Time Equivalents (FTEs) Used to Calculate Average	3.14	3.14	3.65	2.60

Counts of Head Coaches

Varsity Teams	Male Head Coaches				Female Head Coaches				Total Head Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
<b>Men's Varsity Teams</b>									
Baseball	1		1						1
Basketball	1		1						1
Golf		1	1						1
Tennis		1	1						1
Track & Field (Indoor)		1	1						1
Track & Field (Outdoor)		1	1						1
Cross Country		1	1						1
<b>Totals for Men's Teams</b>	<b>2</b>	<b>5</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>
<b>Women's Varsity Teams</b>									
Basketball	1		1						1
Golf		1	1						1
Tennis		1	1						1
Track & Field (Indoor)		1	1						1
Track & Field (Outdoor)		1	1						1
Cross Country		1	1						1
Volleyball	1		1						1
<b>Totals for Women's Teams</b>	<b>2</b>	<b>5</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>

Lewis-Clark State College  
Equity in Athletics Disclosure Act (EADA) Report  
Counts of Assistant Coaches

ATTACHMENT 8

Varsity Teams	Male Assistant Coaches				Female Assistant Coaches				Total Assistant Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
<b>Men's Varsity Teams</b>									
Baseball	2	3	2	3					5
Basketball		2	1	1					2
Golf		1		1		1		1	2
Tennis		1	1						1
Track & Field (Indoor)		2	1	1					2
Track & Field (Outdoor)		2	1	1					2
Cross Country		1	1						1
<b>Totals for Men's Teams</b>	<b>2</b>	<b>12</b>	<b>7</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>15</b>
<b>Women's Varsity Teams</b>									
Basketball						1	1		1
Golf		1		1		1		1	2
Tennis		1	1						1
Track & Field (Indoor)		5	1	4					5
Track & Field (Outdoor)		5	1	4					5
Cross Country		1	1						1
Volleyball						2	1	1	2
<b>Totals for Women's Teams</b>	<b>0</b>	<b>13</b>	<b>4</b>	<b>9</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>17</b>