

Sample Gender-Equity Plan (2004-09)

Elements			Steps		
Program Area	Issue(s)	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing the Work
1. Athletics Scholarships	Women's sports teams are deficient in the number of scholarships annually awarded by the athletics department when compared to the men's program.	Increase the athletics scholarships for women's sports by an additional 14.5 full Grants-in-aid over the next five years.	Proposed scholarship increases will be funded through endowment sources. The annual " <u>Women's Walk for Scholarships</u> " will secure additional funds for the increase in scholarships.	Vice-President of University Advancement; and Director of Athletics Development.	Scholarships divided up equally over four sports (softball, women's track and field, women's soccer and women's water polo) each year: 2004-05: two Grants-in-aid 2005-06: three Grants-in-aid 2006-07: four Grants-in-aid 2007-08: one and one-half Grants-in-aid 2008-09: three and one-half Grants-in-aid.
			<ul style="list-style-type: none"> • Four scholarships to softball; • Five scholarships to women's track and field; • Three scholarships to women's soccer; and • Two and one-half scholarships to women's water polo. 		
2. Accommodation of Interests and Abilities	Participation ratio is not proportional for women's athletics teams vs. men's athletics teams.	Increase the ratio of participation on women's teams between two to five percent.	Add additional roster spots for women's teams. Manage rosters of following sports: <ul style="list-style-type: none"> • 90 on football (down from 105) • 25 on men's ice hockey (down from 30) • 30 on men's track and field (down from 40). 	Director of Athletics; Senior Associate Director of Athletics; and Coaches.	Five-year plan (2004-09). Annually monitor participation numbers on men's and women's team. Set roster-size goals on an annual basis.
		Add women's rowing in 2006-07 based on response in 2003-04 survey to students at institution.	Implementation of new sport will begin in 2005-06 with hiring of head coach and assistant coaches. <ul style="list-style-type: none"> • \$20,000 dollars will be allocated for recruiting during 2005-06. • Team will commence competition in 2006-07. 		

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3. Equipment and Supplies	Apparel is superior for men's sports vs. women's sports.	Provide comparable quality apparel to women's soccer, women's golf and women's gymnastics to reflect similar conference sports (men's soccer, men's golf and men's gymnastics).	Purchase new apparel for women's soccer, women's golf and women's gymnastics for 2004-05 and order and upgrade uniforms as needed. Biannual review of uniform quality for all sports.	Associate Director of Athletics with sport oversight responsibilities in cooperation with the equipment manager and budget manager.	2004-05 with biannual review thereafter.
	Equipment is not equitable for comparable women's sports in ice hockey.	Provide comparable quality equipment to the women's ice hockey team to reflect men's ice hockey team equipment.	Purchase new ice hockey sticks for the women's ice hockey team. The athletics department will continue to monitor the amount of equipment, quality of equipment and apparel and the quality of management over those areas.	Sr. Associate Director of Athletics.	2004-05.
4. Scheduling of Games and Practice Times	No issues identified within program area evaluation. Maintenance plan included.	Provide equivalent opportunities for men's and women's teams in all aspects of competition and practice times including: number of contests, practice opportunities and time of day for each and pre-season and post-season competition.	Practice: Adjust the men's and women's soccer practice time by one-half hour to allow for the equivalent amount of practice time for each team. Request practice schedules to be developed and submitted by all coaches in accordance with established policies to facilitate review by the facilities director as well as the head athletics trainer. Adjust as determined by annual review.	Director of Athletics; Head Coaches; Facilities Director; and Head Athletics Trainer.	Fall 2004 and ongoing each year subsequent.

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5. Travel and per Diem Allowance	No issues identified within program area evaluation. Maintenance plan included.	Provide equitable modes of transportation and housing during travel, length of stay before and after competitions, dining and per diem allowances.	Assign to the Equity, Welfare and Sportsmanship Committee the responsibility of annually reviewing and modifying as needed the written policies, procedures and criteria for travel arrangements and per diem allowances.	Equity, Welfare and Sportsmanship Committee; Director of Athletics; Senior Woman Administrator; and Athletics Business Manager.	Beginning in 2004 and ongoing thereafter.
6. Tutors	Not enough tutorial support in women's track and field and women's volleyball.	Hire two new graduate assistants to work in the academic support services department of the athletics department. The two new academic counselors will assist the sports of women's track and field and women's volleyball.	2004-05 raise funds necessary for two new academic counselor positions and director of academic services. 2005-06 hire all three positions and begin reassignments within academic support services.	Senior Associate Director of Athletics for Internal Affairs.	Beginning in 2004 and reviewed annually thereafter.

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7. Coaches	Salaries are deficient in women's volleyball.	Increase assistant women's volleyball coaches' salaries to align with comparable salaries in equivalent men's sports.	Prepare appropriate forms for processing/implementation at salary adjustment for specific coaches.	Director of Athletics and Human Resources Office.	June 2005.
	Laundry service not currently provided for women's sports.	Provide women's coaches with laundry service in locker rooms.	Implement system developed by head equipment manager for drop-off and pick-up service of laundry beginning in September 2004.	Sr. Associate Director of Athletics; and Head Equipment Manager.	September 2004.
8. Locker Rooms, Practice and Competitive Facilities	Lockers are deficient for women's tennis.	Build new lockers for women's tennis team in locker room.	Addressed in the master plan for facilities renovation from 2002-06.	Athletics Director; and Assistant Athletics Director for Facilities and Operations.	2005-06.
	Softball facility needs upgrade.	Build new softball facility comparable to baseball stadium.	Addressed in facility renovation plan from 2002-06.	Athletics Director; and Assistant Athletics Director for Development.	Building starts January 2005. Date of completion scheduled for January 2006.

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9. Medical and Training Facilities and Services	No issues identified within medical services.	Continue to provide high-quality services to all students, taking particular care that students have full access to gender-specific medical services.	Hire a trainer who has experience in dealing with women student-athletes.	Director of Athletics; and Head Athletics Trainer.	Hire the trainer by January 2005.
	Strength and conditioning programs in all sports need to be comparable. Currently, more attention is paid to revenue-producing sports.	Provide consistent athletics strength training for all sport programs, regardless of gender.	Assignments for strength coaches for male and female sports will be monitored for workload equivalence.	Director of Strength and Conditioning. Monitoring will be performed by Director of Health and Physical Education.	Beginning in 2004 and ongoing thereafter.
			Hire strength coaches with equal experience to that of men's football and basketball for women's volleyball and soccer. Salaries of strength coaches for male and female sports will be equal starting in 2004-05.	Director of Athletics; and Director of Strength and Conditioning.	Beginning in 2004 and ongoing thereafter.

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10. Housing and Dining Facilities and Services.	No issues identified within program area evaluation. Maintenance plan included.	Provide equivalent housing and dining facilities for all student-athletes receiving scholarships by 2004-05.	<p>Continue to monitor housing and dining options for student-athletes on scholarship.</p> <p>Director of University Housing will conduct a survey to determine needs for all student-athletes on scholarship during the fall 2004 to determine needs of all scholarship student-athletes.</p>	<p>Associate Director of Athletics/Senior Woman Administrator; Athletics Budget Director; Head Athletic Trainer; and Director of Athletics.</p> <p>Monitoring performed by Vice-Chancellor of Student Affairs; and Director of University Housing.</p>	Beginning in 2004 and ongoing thereafter.

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11. Publicity	All aspects of publicity need to be enhanced for women's sport teams.	Enhance marketing of women's sports in regional area to equal efforts of marketing for men's sports.	Launch Internet coverage for volleyball, women's soccer and softball.	Associate Director of Athletics/SWA; and Sports Information Director.	Beginning in Fall 2004 for volleyball and women's soccer. Start spring 2005 for softball.
			Increase coaches' television show opportunities for women's teams by converting the baseball coaches show into a shared show with softball.	Associate Athletics Director/SWA; Sports Information Director; and Baseball and Softball coaches.	Beginning in spring 2005.
			Recognize women's teams for winning conference titles during men's basketball or men's football home games.	Sr. Associate Director of Athletics.	Fall 2004 and ongoing thereafter.

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12. Support Services	More staff support needed in women's soccer, softball and women's volleyball.	Provide equivalent support services for men's and women's sports and continue to monitor the quality of these support services annually.	Assign one additional support staff in women's soccer, softball and volleyball, respectively.	Director of Athletics; and Director of Organizational Effectiveness, Office of Human Resources.	Additional support staff will be hired over the next two academic years (2004-06).
	Senior Administrative oversight and support of women's sports teams is currently deficient.		Assign senior athletics department personnel to be in attendance at all home contests.	Director of Athletics; and Associate Athletics Directors with sport oversight responsibilities.	Senior athletics department personnel will be in attendance at all 2004 contests and thereafter.
			Monitoring function will be performed by Gender-Equity Subcommittee.	Monitoring will be performed by the Director of Organizational Effectiveness in the Office of Human Resources.	Monitoring component will begin spring 2005 and annually thereafter.

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13. Recruitment of Student-Athletes	No issue identified within program area evaluation. Maintenance plan included.	Continue to provide equal opportunities to recruit student-athletes among men's and women's sports.	Continue to monitor the opportunities of coaches and other personnel to recruit.	Associate Directors of Athletics with sport oversight responsibilities. Monitoring component will be performed by Vice-Chancellor.	Fall 2004 and annually thereafter. Monitoring component will begin in the spring 2005 and will continue annually each spring.
			Continue to monitor whether financial and other recruiting resources are adequate for men's and women's programs.		
			Continue to monitor prospective student-athletes for men's and women's programs to ensure their treatment during campus visits is adequately equivalent.		