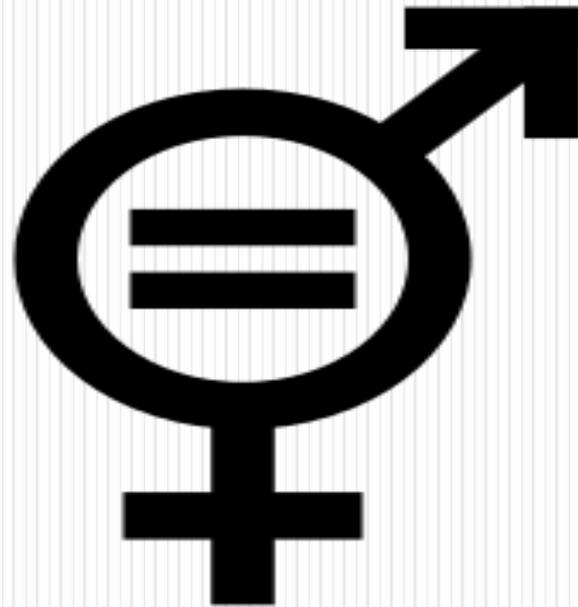


Gender Equity Update

February 2015



Title IX

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 educational program or activity receiving federal financial assistance (1972)

- Initially Title IX was under the administration of the US Department of Health, Education and Welfare
- Title IX regulations codified (1975)
- Title IX and Intercollegiate Athletics (1979)
- Oversight of Title IX transferred to Department of Education's Office of Civil Rights (1980)
- OCR has issues numerous clarifications and "Dear Colleagues" letters over the years

Assessment of Title IX: Gender Equity

The Office of Civil Rights has established that Title IX-Gender Equity Compliance is assessed in three main categories:

I. Accommodations of Interests and Abilities *(must meet one prong)*

- Prong 1: Substantial Proportionality (% female students = % female athletes)
- Prong 2: History & Continuing Practice of Program Expansion
- Prong 3: Fully Accommodate Interests & Abilities of Underrepresented Gender

II. Athletic Financial Assistance

% of female student-athletes = % of scholarships for female athletes

Evaluation of Gender Equity

continued

III. Other Program Areas (aka “The Laundry List”)

1. Equipment & supplies;
2. Scheduling of games and practice times;
3. Travel and per-diem allowances;
4. Tutoring;
5. Coaching;
6. Locker rooms, practice, and competitive facilities;
7. Medical & training facilities and services;
8. Housing and dining facilities and services;
9. Publicity;
10. Support Services; and
11. Recruitment of student-athletes

**UTC's
Gender Equity
History**

1993-1999

October 1993

UTC received notification of complaint from the Office of Civil Rights (OCR) regarding compliance with Title IX – Gender Equity in Athletics

December 1994

OCR completes Title IX investigation. UTC agreed to complete a Corrective Action Plan to address identified issues under strict monitoring by OCR

February 1999

UTC successfully completed Corrective Action Plan and ended OCR monitoring period

2002-2008

In 2002, UTC hired external auditor/former OCR investigator Lamar Daniel Inc. to formally assess the Athletics Department's compliance with Title IX. From that review, twenty deficiencies were identified, including a 25% participation disparity. UTC developed a Five-Year Gender Equity Improvement Plan (2003-04 through 2007-08) to address the deficiencies.

Eleven of the twenty deficiencies were addressed with policy implementation and/or policy changes. In 2005, the campus instituted the student athletic fee to address the fiscal challenges with the completion of the remaining nine issues (i.e. addition of women's golf program, hiring of coaches and staff personnel, supplementation of women's sports budgets)

2010-present

In May 2010, UTC hired external auditor, Helen Grant Consulting, to formally assess the Athletics Department's compliance with Title IX. From that review, nine deficiencies were identified, including a 15.9% participation disparity.

UTC developed another Five-Year Gender Equity Improvement Plan (2010-11 through 2014-15) to address the nine issues.

UTC Athletics
Gender Equity
Improvement Plan
(2010-11 – 2014-15)

Gender Issues #1

(Accommodations of Interests & Abilities)

- **Issue:** Participation of student-athletes is not propionate with student body
- **Goal:** Reduce proportionality disparity
- **Steps to Achieve Goals:**
 - (1.) Add additional roster sports for women's teams.
 - (2.) Initiate participation caps on the following men's sports:

Football	95	Tennis	10
Basketball	15	Cross Country	10
Wrestling	30	Indoor Track	25
Golf	9	Outdoor Track	25

Gender Issues #1

(Accommodations of Interests & Abilities)

- **Issue:** Participation of student-athletes is not proportional with student body
- **Goal:** Annually assess student body satisfaction with current team sport offerings.
- **Steps to Achieve Goals:** Perform annual interest surveys of UTC student body

Gender Issues #2

(Other Program Areas – Equipment & Supplies)

- **Issue:** Inequity in purchase and/or distribution of equipment
- **Goal:** Address gender disparities in purchasing and issuance of equipment and supplies
- **Steps to Achieve Goals:**
 - (1.) Enhance campus sustainable funding model to raise needed funds.
 - (2.) Adjust budgets of women's sports to allow for all the equipment that is necessary for practice and competition.
 - (3.) Provide sports bras for all female participants.
 - (4.) Ensure that all sports have equitable access to equipment room when football is on road for away contests

Gender Issues #3

(Other Program Areas — Scheduling of Games & Practice Times)

- **Issue:** Inequity in non-traditional season competition
- **Goal:** Restore non-traditional game opportunities for women's sports
- **Steps to Achieve Goals:** Adjust budgets of women's soccer, volleyball, and softball to allow for participation in non-traditional season competition

Gender Issues #4

(Other Program Areas – Coaches)

- **Issue:** Inequity in number of coaches for women's sports
- **Goal:** Increase number of assistant coaches for women's sports to equal those for men's sports in accord with the NCAA maximum number of coaches
- **Steps to Achieve Goals:**
 - (1.) Enhance campus sustainable funding model to raise needed funds.
 - (2.) Created the position and hired a full-time assistant coach for volleyball

Gender Issues #5

(Other Program Areas — Locker Rooms, Practice/Competition Facilities)

- **Issue:** Volleyball locker room has maintenance issues
- **Goal:** Maintenance of volleyball locker room needs to be improved.
- **Steps to Achieve Goals:**
 - (1.) Maclellan Gym sewer line repaired to prevent backups.
 - (2.) Meet with facilities director to improve cleaning schedules

Gender Issues #6

(Other Program Areas – Dining Facilities and Services)

- **Issues:** Inequitable distribution of per diem/post-game meals
- **Goal:** Provide equivalent per diem or meals for all student-athletes
- **Steps to Achieve Goals:**
 - (1.) Create policy to ensure that per diem for male and female students remaining on campus during vacation periods where cafeteria closed is equitable.
 - (2.) Create policy to ensure that provision of pregame meals for home events is equivalent for men's and women's sports

Gender Issues #7

(Other Program Areas – Publicity & Awards)

- **Issue:** Lateness of media guide distribution
- **Goal :** Provide equitable marketing and promotions for all sports.
- **Steps to Achieve Goals:** Create and adhere to timelines so media guides are completed in timely manner.

Gender Issues #8

(Other Program Areas – Recruitment)

- **Issues:** Availability of recruiters and the opportunity to recruit is not equivalent
- **Goal:** Increase number of assistant coaches for women's sports to enhance opportunities to recruit student-athletes.
- **Steps to Achieve Goals:**
 - (1.) Enhance campus sustainable funding model to raise needed funds.
 - (2.) Create the position and hire an assistant coach/coaches for a women's sport(s)

Gender Issues #9

(Other Program Areas – Recruitment)

- **Issue:** Inequity in availability/distribution of courtesy cars
- **Goal:** Increase number of courtesy cars for women's sports.
- **Steps to Achieve Goals:**
 - (1.) Enhance campus sustainable funding model to raise needed funds.
 - (2.) Add courtesy cars for two women's sports



Concerns

*As of August 2014, UTC is
no longer meeting any of
the three compliance prongs
for Accommodations of
Interests & Abilities*

Prong 1

Substantial Proportionality

17.5 % disparity
(up from 15.9% in 2010-11)

2014-15 Head Count Data		
Full-time undergraduate Males	4,591	44.6%
Full-time undergraduate Females	5,724	55.4%
Male Student-Athletes	184	62.1%
Female Student-Athletes	112	37.9%

Participation Numbers

14.7% disparity

Male Participants	211 (59.3%)	Female Participants	145 (40.7%)
Football	97	Basketball	14
Basketball	16	Softball	20
Wrestling	36	Soccer	27
Tennis	11	Volleyball	17
Golf	8	Tennis	9
Cross Country	11	Golf	7
Indoor Track	16	Cross Country	15
Outdoor Track	16	Indoor Track	18
		Outdoor Track	18

Prong 2

History & Continuing Practice of Program Expansion

UTC started W Golf in 2006 so we do not meet the 3 – 5 year window associated with meeting this prong.

UTC does not have any current plans to add a new women's sport amid the impending 4.75% campus budget cut

Prong 3

Fully and Effectively Accommodate Interests & Abilities

In 2012, UTC initiated annual interest surveys to gauge the undergraduate population's satisfaction with UTC's sport offerings

The survey results showed that the students were satisfied with the current sport offerings

However, in fall 2014, UTC received requests from students to add a women's sport (sand volleyball and rowing). Once an official requests to add a women's sport is made, campus can no longer utilize prong 3 to meet compliance with Accommodations of Interests and Abilities as it cannot demonstrate that is fully and effectively meeting the interests and abilities of the campus

Additionally, UTC received notice that the Office of Civil Rights received a Title IX complaint in regards to the campus's sexual misconduct policy. We anticipate that an assessment of Athletics Gender Equity will be included in their formal investigation



Prong 1

Substantial Proportionality

Why doesn't UTC add roster spots to women's sports mirror the campus's 55.4% female undergraduate population?

**Not physically and financially feasible;
Need to add 116 roster spots**

Male Participants	210 (44.6%)	Female Participants	261 (55.4%)
Football	97	Basketball	14
Basketball	16	Softball	20
Wrestling	36	Soccer	27
Tennis	11	Volleyball	17
Golf	8	Tennis	9
Cross Country	10	Golf	7
Indoor Track	16	Cross Country	15
Outdoor Track	16	Indoor Track	18
		Outdoor Track	18
		Additional Females	116

Prong 2

History & Continuing Practice of Program Expansion

Why doesn't UTC add a women's sport?

**Not feasible to start and sustain a new
sport right now in light of campus 4.75%
budget cut**

Prong 3

Fully and Effectively Accommodate Interests & Abilities

Why doesn't UTC add one of the women's sports that was requested in fall 2014?

Not feasible to start and sustain a new sport right now in light of campus 4.75% budget cut



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Show Positive Progress



Chattanooga is taking a
multi-faceted approach to show
positive progress in the areas on
non-compliance with
Accommodations of Interests
and Abilities

1. Elimination of men's indoor and outdoor track decreases participation disparity from 14.7% to 10.5%

(NOTE: only losing six student-athletes but decreasing 32 roster spots)

Current Participation Numbers

14.7% disparity

Male Participants	210 (59.2%)	Female Participants	145 (40.8%)
Football	97	Basketball	14
Basketball	16	Softball	20
Wrestling	36	Soccer	27
Tennis	11	Volleyball	17
Golf	8	Tennis	9
Cross Country	10	Golf	7
Indoor Track	16	Cross Country	15
Outdoor Track	16	Indoor Track	18
		Outdoor Track	18

Participation Numbers w/o Track

Down to 10.5% disparity

Male Participants	178 (55.1%)	Female Participants	145 (44.9%)
Football	97	Basketball	14
Basketball	16	Softball	20
Wrestling	36	Soccer	27
Tennis	11	Volleyball	17
Golf	8	Tennis	9
Cross Country	10	Golf	7
		Cross Country	15
		Indoor Track	18
		Outdoor Track	18

Improvement Goals

1. Eliminate M Indoor & Outdoor Track;
2. Increase roster spots for women's cross country and track to further reduce participation disparity into single digits; and
3. Continue to work with Title IX consultant with new Title IX audit and formulation of new Gender Equity Plan for Improvement

