I. Gender Equity Plan

A. Overview

Wayne State College is committed to gender equity in its intercollegiate athletics program. The College recognizes that the goal of gender equity in intercollegiate athletics is an institutional commitment and requires broad participation from various campus constituencies. As a result, the campus community will be involved in the development of specific goals to comply with Title IX and to create a positive atmosphere for intercollegiate athletics that provides equitable opportunities for all participants. Specific areas to be addressed are the accommodation of interests and abilities for athletics participation, the awarding of athletics financial assistance, as well as the provision of equitable instruction, facilities, equipment, travel, and other support services.

B. History

In 1997, women's soccer was added as a varsity sport at Wayne State, giving the school 15 varsity sports (eight women's programs and seven men's programs). It was the first varsity sport added at Wayne State since 1989 when women's golf made its debut. Although the last two sports to be added were women's sports and there is one more women's team than men's, participation opportunities greatly favors men's teams (see table below).

<table>
<thead>
<tr>
<th>Year</th>
<th>Male athletes</th>
<th>%</th>
<th>Female athletes</th>
<th>%</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004-05</td>
<td>196</td>
<td>70.25</td>
<td>83</td>
<td>29.75</td>
<td>279</td>
</tr>
<tr>
<td>2005-06</td>
<td>193</td>
<td>70.18</td>
<td>82</td>
<td>29.82</td>
<td>275</td>
</tr>
<tr>
<td>2006-07</td>
<td>198</td>
<td>67.58</td>
<td>95</td>
<td>32.42</td>
<td>293</td>
</tr>
</tbody>
</table>

C. Issues/Problems

WSC is faced with increasing challenges to fund many College programs and services. Intercollegiate athletics is no exception. State funding is always in flux. Travel costs continue to escalate. Tuition continues to increase. Recruiting changes daily with new technology. As a result, the athletics administration is under more pressure than ever before to generate funds from external forces.

Because of fiscal realities, the goal of meeting the first prong of Title IX (participation equal to undergraduate enrollment) would be extremely difficult to attain without compromising the competitive goals of existing programs. The aim of WSC is to have competitive athletics programs that provide a quality experience for all participants. With virtually no net increase in operational dollars, other than to cover “cost of living” increases, to add new sports for women in the effort to increase participation likely would jeopardize the success of current programs.
Athletics locker room facilities at WSC have been improved through addition of the women’s softball locker room, but several sports have less than desirable conditions. Currently we provide locker rooms for baseball, football, and basketball for men. For women, the only team with their own locker room is softball, and theirs will not be complete until spring of 2008. Women’s basketball and volleyball share a locker room, while all other women’s sports use the general women’s locker room in the Recreation Center.

D. Implementation and Monitoring of the Gender Equity Management Plan

The Faculty Athletics Representative and the Athletic Advisory Board will be responsible for coordinating efforts to review College initiatives in the area of gender equity. One member of the AAB will be appointed by the FAR to head the Gender/Minority Equity Committee. The Committee will include two additional members of the AAB. The Committee will work with the Director of Athletics and the Senior Woman Administrator for the purpose of reviewing the progress made in the pursuit of the implementation of the Gender Equity Management Plan. The head of the Committee will report to the AAB and the President of the College on its work, progress made, and recommendations for the future.

E. Goals

- Student athlete participation on men’s and women’s sports teams will be guided by NCAA average participation statistics and Title IX regulations.
- Financial assistance offered to female student athletes will be in substantial proportion to the percentage of female participants in the intercollegiate athletics program.
- The percentage of overall program expenses dedicated to women’s sports programs will be in substantial proportion to the percentage of female participants in the intercollegiate athletics program.
- WSC student athletes will be provided with comparable locker facilities for comparable men’s and women’s sports programs.

F. Strategies to Achieve Stated Goals

- Develop a roster management plan based on average participation of NCAA Division II institutions in sports sponsored by WSC. Actual participation numbers will be evaluated annually by administrators and coaches. Coaches will be held accountable to the plan. The Director of Athletics will report annually to the Athletics Advisory Board (AAB).

Timetable: July 1, 2007
Responsibility: Director of Athletics
Evaluation: Gender/Minority Equity Committee of the AAB
- Develop and administer a survey of athletics interests and abilities of the female student body population.

  \textit{Timetable}: July 1, 2007  
  \textit{Responsibility}: Gender/Minority Equity Committee of the AAB  
  \textit{Evaluation}: AAB

- Analyze the results of the interests and abilities survey to determine if additional female sports should be added, detailing the feasibility of adding such sports in regard to financial impact, regional competition, College mission, and available athletic ability (at WSC and area high schools).

  \textit{Timetable}: July 1, 2007  
  \textit{Responsibility}: Gender/Minority Equity Committee of the AAB  
  \textit{Evaluation}: AAB

- Develop a plan to add women’s swimming, women’s tennis and women’s rugby. Women’s swimming and tennis are conference sports which would allow WSC to have a schedule and compete for a conference championship. Women’s rugby is currently a very competitive club sport on our campus and has been identified as an emerging sport by the NCAA (see attached). All three sports have quality facilities for practice and competition. Consideration must be given to costs for operations, scholarships, and staffing and identifying an appropriate funding source that does not detract from current programs. Equipment start up costs would be minimal for both sports.

  \textit{Timetable}: July 1, 2007  
  \textit{Responsibility}: Director of Athletics, Vice President and Dean of Students, Vice President for Finance and Admin  
  \textit{Evaluation}: AAB

- Evaluate athletics financial aid offered and awarded annually to female student athletes. When less financial aid is offered to female athletes than budgeted, determine reasons why and develop strategies to ensure all aid is awarded to deserving student athletes when possible.

  \textit{Timetable}: July 1, 2007  
  \textit{Responsibility}: Assistant Athletic Director for Business  
  \textit{Evaluation}: Gender/Minority Equity Committee of the AAB
Selected program areas will be evaluated on an annual basis to determine if gender discrepancies exist in the intercollegiate athletics program. Information will be presented to the Athletics Advisory Board on an annual basis. The Director of Athletics and staff will be responsible for developing strategies to address all identified problem areas. A three-year rotation will be established with the following areas to be addressed:

Year 1: Equipment and Supplies
  Publicity
  Travel and per diem
Year 2: Tutoring and academic services
  Coaching limits and compensation
  Locker rooms, practice and competitive facilities
Year 3: Medical and training facilities and services
  Housing and dining facilities and services
  Scheduling of games and practice times

Timetable: July 1, 2007
Responsibility: Assistant Athletic Director for Business and Gender/Minority Equity Committee of the AAB
Evaluation: AAB

Locker room space will be identified for women’s basketball, soccer, and volleyball within the Rice/Stadium Renovation project. Construction will continue on the softball locker room until complete.

Timetable: September 1, 2006 (Implemented)
Responsibility: Director of Athletics and Staff
Evaluation: AAB
II. Minority Opportunities Management Plan

A. Overview

Wayne State College is committed to the fair treatment of all student-athletes and members of the staff, regardless of race, religion, gender, or ethnic origin. The Department of Intercollegiate Athletics believes that diversity significantly broadens and enriches the college experience for all students.

The Department of Intercollegiate Athletics adheres to all affirmative action policies at the College. Because the Department of Intercollegiate Athletics is one of the most diverse student populations on campus, it has a unique responsibility to be sensitive to all student needs and to continuously pursue diversity in line with the goals and objectives of the College, which is stated in the Student Handbook as, “Wayne State College is an open institution committed to providing access and opportunity for all students, including those with disabilities, to fulfill essential educational needs regardless of race, creed, disability, marital status, national origin, gender, sexual orientation, culture, and/or socioeconomic conditions.”

B. History

The intercollegiate athletics program at WSC employs the highest percentage of non-white employees on campus (9.4%). When turnover of personnel occurs in the department, efforts are made to identify a diverse pool of candidates for the position(s) available.

In 2005-06 the minority student athletes comprised ____% of the total student athlete population compared to ____% of the non-white students among the student population. Student athletes represent the most diverse undergraduate student population on campus.

C. Issues/Problems

The WSC community and the City of Wayne continue to have challenges because the minority population remains a relatively small percentage of the total population. It is imperative that efforts continue to increase awareness of the value of diversity and to create a climate in which all students and staff are appreciative of and sensitive to diversity.

College administrators, athletics administrators, and coaches need to work together to develop more creative recruitment strategies to enhance the growth of the minority population. Opportunities for those already involved in the athletics program need to be identified to increase representation on student committees and solicit valuable student input regarding their experiences.

D. Implementation and Monitoring of the Minorities Opportunity Management Plan
The Faculty Athletics Representative and the Athletic Advisory Board will be responsible for coordinating efforts to review College initiatives in the area of minority opportunities. One member of the AAB will be appointed by the FAR to head the Gender/Minority Equity Committee. The Committee will include two additional members of the AAB. The Committee will work with the Director of Athletics and the Senior Woman Administrator for the purpose of reviewing the progress made in the pursuit of the implementation of the Minorities Opportunity Management Plan. The head of the Committee will report to the AAB and the President of the College on its work, progress made, and recommendations for the future.

E. Goals

- The Department of Intercollegiate Athletics will strive to have the most diverse department on campus with regard to administration, staff, and coaches.
- The Department of Intercollegiate Athletics will continue to have the most diverse student population on campus.
- The Department of Intercollegiate Athletics will continue to increase awareness of the value of diversity, and to create a climate in which students and staff are appreciative and sensitive to diversity.
- The Department of Intercollegiate Athletics will continue to advance minority student athlete opportunities.

F. Strategies to Achieve Stated Goals

- The Department of Intercollegiate Athletics shall follow all affirmative action policies. The hiring of all personnel will be reviewed to ensure that policies are being followed. Aggressive efforts will be made to identify and recruit diverse pools of qualified candidates. The Department of Intercollegiate Athletics will work with the Office of Human Resources as vacancies occur to identify sources of potential candidates.

  Timetable: Ongoing
  
  Responsibility: Director of Athletics and Human Resources Liaison
  
  Evaluation: Gender/Minority Equity Committee of the AAB

- Coaches will be encouraged to identify a diverse pool of student athletes during the recruiting process.

  Timetable: Ongoing
  
  Responsibility: Director of Athletics/Head Coaches
  
  Evaluation: Director of Athletics
• Diversity education will be offered through the CHAMPS/Life Skills program on an annual basis to student athletes and employees of the department, using either campus or outside resources.

  **Timetable:** Ongoing
  **Responsibility:** CHAMPS/Life Skills Coordinator
  **Evaluation:** Gender/Minority Equity Committee of the AAB

• The Department of Intercollegiate Athletics administrators will meet informally with minority student athletes individually and collectively to assess their comfort and satisfaction with their experiences at WSC. The Athletic Director and Senior Women’s Administrator will report annually to the Gender/Minority Equity Committee of the AAB summarizing the feedback received and any actions taken.

  **Timetable:** Ongoing/Annually
  **Responsibility:** Athletic Director/Senior Women’s Administrator
  **Evaluation:** Gender/Minority Equity Committee of the AAB

• The Athletic Director will work with the Student Athlete Advisory Committee to monitor and address concerns of the minority student athlete population as well as to create a greater awareness among all student athletes of the diverse student athlete population at WSC.

  **Timetable:** Ongoing
  **Responsibility:** Athletic Director
  **Evaluation:** Gender/Minority Equity Committee of the AAB

• The athletics administration will interview minority student athletes via the exit interview process already in place. Information from these interviews will be used to evaluate the experiences of this group of student athletes and develop enhancement strategies.

  **Timetable:** Ongoing
  **Responsibility:** Athletic Director/Senior Women’s Administrator
  **Evaluation:** Gender/Minority Equity Committee of the AAB
Various College resources, including the Office of Multicultural Affairs, will be utilized to enhance campus recruitment efforts and to inform prospective students of services offered at the College and within the Wayne community.

**Timetable:** July 1, 2007

**Responsibility:** Gender/Minority Equity Committee of the AAB

**Evaluation:** Gender/Minority Equity Committee of the AAB