

Sample Gender-Issues Plan (2010-15)

Elements			Steps		
Program Area	Issue(s)	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing the Work
1. 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 2 to 5 percent.	<p>Add additional roster spots for women's teams. Manage rosters of following sports:</p> <ul style="list-style-type: none"> 90 in football (down from 105) 25 in men's ice hockey (down from 30) 30 in men's track and field (down from 40). <p>Implementation of new sport will begin in 2011-12 with hiring of head coach and assistant coaches.</p> <ul style="list-style-type: none"> \$20,000 will be allocated for recruiting during 2011-12. Team will commence competition in 2012-13. 	Director of Athletics; Senior Associate Director of Athletics; and Coaches. Athletics Council; Director of Athletics; and the Chancellor.	Five-year plan (2010-15). Annually monitor participation numbers on men's and women's teams. Set roster-size goals on an annual basis. Athletics Council's review of proposals for interests and abilities completed in 2010-11. Perform survey biannually to research if accommodations for interests and abilities is being met.
		Add women's rowing in 2012-13, based on response to 2009-10 survey of students at institution.			
2. 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 athletics scholarships for women's sports by an additional 14.5 full grants-in-aid during the next five years.	<p>Proposed scholarship increases will be funded through endowment sources. The annual "Women's Walk for Scholarships" will secure additional funds for the increase in scholarships.</p> <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. 	Vice President of University Advancement; and Director of Athletics Development.	Scholarships divided up equally among four sports (softball, women's track and field, women's soccer and women's water polo) each year. 2010-11: Two and one-half grants-in-aid. 2011-12: Three grants-in-aid. 2012-13: Four grants-in-aid. 2013-14: One and one-half grants-in-aid. 2014-15: Three and one-half grants-in-aid.

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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).	<ol style="list-style-type: none"> 1. Purchase new apparel for women's soccer, women's golf and women's gymnastics for 2010-11 and order and upgrade uniforms as needed. 2. 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.	2010-11 with biannual review thereafter.
Equipment and Supplies	Equipment is not equitable for comparable women's sport in ice hockey.	Provide comparable quality equipment to the women's ice hockey team to reflect men's ice hockey team equipment.	<ol style="list-style-type: none"> 1. Purchase new sticks for the women's ice hockey team. 2. The athletics department will continue to monitor the amount of equipment, quality of equipment and apparel and the quality of management over those areas. 	Senior Associate Director of Athletics.	2010-11 and monitoring will continue each year thereafter.
4. Scheduling of Contests and Practice Times	No issues identified. 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 preseason and postseason competition.	<p>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.</p> <p>Request practice schedules to be developed and submitted by all coaches in accordance with established policies to facilitate review by the facilities director and the head athletic trainer.</p> <p>Adjust as determined by annual review.</p>	Director of Athletics; Head Coaches; Facilities Director; and Head Athletic Trainer.	Fall 2010 and ongoing each year subsequent.

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5. Travel 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, Well-Being 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, Well-Being and Sportsmanship Committee; Director of Athletics; Senior Woman Administrator; and Athletics Business Manager.	Beginning in 2010 and ongoing thereafter.
6. Academic Support Services	Lack of academic support services for 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.	2010-11: Raise funds necessary for two new academic counselor positions and director of academic services. 2011-12: Hire all three positions and begin reassignments within academic support services.	Senior Associate Director of Athletics for Internal Affairs.	Beginning in 2010 and reviewed annually thereafter.

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7. Coaches	Salaries are deficient in women's golf.	Increase women's golf assistant coaches' salaries to align with comparable salaries for men's golf.	Prepare appropriate forms for processing/implementation of salary adjustment for specific coaches.	Director of Athletics and Human Resources Office.	June 2011.
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.	Details are included in the master plan for facilities renovation from 2009-12.	Director of Athletics; and Assistant Director of Athletics for Facilities and Operations.	2011-12.
Locker Rooms, Practice and Competitive Facilities	Softball facility needs upgrade.	Build new softball facility comparable to baseball stadium.	Details are included in facility renovation plan from 2009-12.	Director of Athletics; and Assistant Director of Athletics for Development.	Building starts January 2010. Date of completion scheduled for January 2011.

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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 Athletic Trainer.	Hire the trainer by June 2010.
Medical and Training Facilities and Services	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.	<ol style="list-style-type: none"> 1. Assignments for strength coaches for male and female sports will be monitored for workload equivalence. 2. Hire strength coaches with equal experience to that of football and men's basketball for women's volleyball and soccer. 3. Salaries of strength coaches for male and female sports will be equal starting in 2010-11. 	Director of Strength and Conditioning. Monitoring will be performed by Director of Health and Physical Education.	Beginning in June 2010 and ongoing thereafter.

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10. Housing, 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 2011-12.	<ol style="list-style-type: none"> 1. Continue to monitor housing and dining options for student-athletes on scholarship. 2. Director of University Housing will conduct a survey during fall 2010 to determine needs for all student-athletes on scholarship. 	<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 fall 2010 and ongoing thereafter.

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11. Publicity and Awards	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.	<p>Launch live Internet coverage for women's volleyball, women's soccer and softball.</p> <p>Increase coaches' television show opportunities for women's teams by converting the baseball coaches show into a shared show with softball.</p> <p>Recognize women's teams for winning conference titles during men's basketball or football home games.</p>	<p>Associate Director of Athletics/Senior Woman Administrator; and Sports Information Director.</p> <p>Associate Director of Athletics/Senior Woman Administrator; Sports Information Director; and Baseball and Softball coaches.</p> <p>Senior Associate Director of Athletics.</p>	<p>Beginning in fall 2010 for women's volleyball and women's soccer. Start spring 2011 for softball.</p> <p>Beginning in spring 2011.</p> <p>Fall 2010 and ongoing thereafter.</p>

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12. Support Services	More staff support needed in women's soccer, softball and women's volleyball.	Provide equitable 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 member 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 during the next two academic years (2010-11).
Support Services	Senior administrative oversight and support of women's sports teams is currently deficient.	Provided equitable support services for men's and women's sports and continue to monitor the quality of these support services annually.	<ol style="list-style-type: none"> 1. Assign senior athletics department personnel to be in attendance at all women's sports home contests. 2. Monitoring function will be performed by the Gender-Equity Subcommittee. 	Director of Athletics; and Associate Directors of Athletics with sport oversight responsibilities. Monitoring will be performed by the Director of Organizational Effectiveness in the Office of Human Resources.	Senior athletics department personnel will be in attendance at all 2010-11 contests and thereafter. Monitoring component will begin spring 2011 and annually thereafter.

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I3. Recruitment of Student-Athletes	No issues identified within program area evaluation. Maintenance plan included.	Continue to provide equal opportunities to recruit student-athletes among men's and women's sports.	<ol style="list-style-type: none"> 1. Continue to monitor the opportunities of coaches and other personnel to recruit. 2. Continue to monitor whether financial and other recruiting resources are adequate for men's and women's programs. 3. Continue to monitor prospective student-athletes for men's and women's programs to ensure their treatment during campus visits is adequately equivalent. 	<p>Associate Directors of Athletics with sport oversight responsibilities.</p> <p>Monitoring component will be performed by the Vice Chancellor.</p>	<p>Fall 2010 and annually thereafter.</p> <p>Monitoring component will begin in spring 2011 and will continue annually each spring.</p>

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14. Retention	Retention level amongst females is 20 percent below the general female student-body retention level.	Increase retention of members of female student-athletes.	<ol style="list-style-type: none"> 1. Conduct exit interviews with departing students to ascertain reasons for departure. 2. Develop and implement female student-athlete mentoring program. 	Program administrators (Director; Associate Director; and Assistant Director, Compliance and Operation).	Fall 2010 and ongoing each year subsequent.
15. Programs and Activities (staff and coaches).	No programs exist specifically to address gender issues.	Develop programming for coaches and staff regarding gender issues.	<ol style="list-style-type: none"> 1. Leadership will gauge interest in subject areas/program ideas for which staff members would like to receive more information by annually surveying the staff. 2. Invite Title IX/gender-equity experts to speak to all coaches and staff. 3. Develop and implement mentoring program for new female/male coaches and staff members. 	Director of Athletics in collaboration with the Offices of Human Resource Management, Equal Opportunity Programs and Campus Diversity.	Beginning in fall 2010 and ongoing thereafter.

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16. Programs and Activities (student-athletes)	Student-athletes are not aware of programs offered to female students sponsored by the institution.	Communicate current programs available to all students and request feedback from student-athletes on the types of issues affecting them.	<ol style="list-style-type: none"> 1. Advertise to student-athletes institutional programming available via e-mail and flyers. 2. Annually survey all female student-athletes to provide feedback to the department regarding the needs and issues affecting female student-athletes. 	Associate Athletics Director of Community Relations and Life Skills.	Beginning in fall 2010 and ongoing thereafter.
17. Participation in Governance and Decision-Making	Student-athletes are not aware of leadership opportunities within the athletics department.	Maintain priority on selecting gender-diverse representation on the Student-Athlete Advisory Committee (SAAC).	<ol style="list-style-type: none"> 1. Target male and female student-athletes on each team to generate interest in serving on SAAC. 2. Implement recruitment of new SAAC-member initiative with current SAAC members. 	Senior Associate Athletics Director for Student Development and Well-Being.	Beginning in fall 2010 and ongoing thereafter.