

1. Athletic Student Aid – There was no deficiency. Female athletes comprised 37% of all student-athletes during the period FY06 to FY09. The aid awarded to women during each of the four years exceeded their proportions among student athletes. Forty-two percent of the athletic aid was awarded to women’s teams in FY06, 41% in FY07, 41% in FY08, and 40% in FY09.

2. Coaching Salaries, Benefits and Bonuses Paid by the University – The total four-year expenditures for salaries, benefits, and bonuses paid to the coaches of women’s teams was 35.7% of the total expended for all coaches during the period FY06 to FY09. This was 1.6% less than the average proportion of female athletes of 37%. The percentage of personal services expenditures allocated to the coaching staff of women’s teams has increased in each of the four years – 34.6% in FY06, 35% in FY07, 36.2% in FY08, and 36.7% in FY09. Athletics intends to increase allocations in support for assistant coaching staff for women’s teams. This slight deficiency was discussed in the report and addressed in the Gender Equity Plan.

3. Coaching, Other Compensation and Benefits Paid by a Third Party – In FY06 and FY07, no coaches reported salaries, benefits, and bonuses paid by third parties. In FY08 and FY09, some coaches for both men’s and women’s teams reported third party salaries, benefits, or bonuses. “Third party” payments to coaches of designated men’s teams comprised 76.2% (\$65,639) of all designated payments over four years and such payments to coaches of women’s teams were 23.8% (\$20,449). There were no identified impediments within Athletics for coaches of women’s teams to seek out such opportunities or to receive such compensation or benefits. The proportion of third party payments that occurred in FY08 and FY09 is not considered to be an actionable deficiency.

4. Support Staff/Administrative Salaries, Benefits and Bonuses Paid by the University and Related Entities - An analysis of expenditures for the period FY06 to FY09 revealed that more than 90% of these expenditures for staff support was not allocated to specific sports or in consideration of gender. Of the remaining 10% expended over the past four years on support staff for designated men’s and women’s teams, Athletics has increased the percentages allocated in support of women’s teams -- 19.1% in FY06, 19.7% in FY07, 24.4% in FY08, 22.5% in FY09. Although these percentages (within the 10% designated category) were less than the proportion of female athletes in each of these years, this deficiency reflected inadequate staff and secretarial support for the majority of teams. It is addressed in the Gender Equity Plan.

5. Support Staff/Administrative Salaries, Benefits and Bonuses Paid by a Third Party – There was no deficiency. There were no third party payments.

6. Recruiting – Expenditures for the recruitment of female athletes as a portion of the total expended for the recruitment of all student-athletes have been less than the percentages of female athletes among all athletes in three of the four years analyzed. In FY06, coaches for women’s teams expended 29.9% of all recruiting dollars (37.9% female participation). They allocated 37% of the recruiting expenditures in FY07 (36.9% female participation), 33.8% in FY08 (36.4% female participation), and 33.3% in FY09 (37.8% female participation). There was a deficiency. This deficiency is addressed in the Gender Equity Plan.

7. Team Travel – There was no deficiency. Expenditures for team transportation, lodging and meals for women’s teams have exceeded the proportions of female athletes in each of the four years analyzed. In FY06, 44.4% of team travel expenditures was allocated to women’s teams (female participation was 37.9%). In FY07, 49.7% of team travel expenditures was allocated to women’s teams (female

participation rate was 36.9%). In FY08, 39.4% of travel expenditures was allocated to women's teams (female participation rate was 36.4%). In FY09, 44.7% of travel expenditures was allocated to women's teams (female participation rate was 37.8%).

8. Equipment, Uniforms and Supplies – Expenditures over the past four years for equipment, uniforms and supplies for women's teams have increased in both absolute dollars and as percentages of total equipment expenditures for designated men's and women's teams. Expenditures each year were less than the percentages of female athlete participation. In FY06, 29.6% of designated team expenditures for equipment, uniforms and supplies was allocated to women's teams (female participation was 37.9%). In FY07, 29.2% of designated team expenditures was allocated to women's teams (female participation was 36.9%). In FY08, 32% of designated team expenditures was allocated to women's teams (female participation was 36.4%). In FY09, 32% of designated team expenditures was allocated to women's teams (female participation was 37.8%). There was a deficiency. This was addressed in the Gender Equity Plan.

9. Game Day Expenses – Expenditures over the last four years on game day competitions for women's teams increased in both absolute dollars and as percentages of total designated team expenditures for game competitions. In FY06, 30.5% of the designated team expenditures for game day competitions was allocated to women's teams (female participation was 37.9%). In FY07, 36.7% of these expenditures was allocated to women's teams (female participation was 36.9%). In FY08, 37.7% of these expenditures was allocated to women's teams (female participation was 36.9%). In FY09, 36.2% of these expenditures was allocated to women's teams (female participation was 37.8%). There were slight deficiencies for three of the four years analyzed.

10. Fundraising, Marketing and Promotion – There was no deficiency. Based upon an analysis of expenditures on this category for the period FY06 to FY09, 80% of all expenditures were non-sports-specific, serving both women's and men's teams. Of the remaining 20% of expenditures designated for men's and women's teams, \$50,000 (\$12,500 x four years) was allocated by the OVC specifically for football. Once this OVC contribution is removed, Athletics expenditures over the period FY06 to FY09 for designated men's and women's teams were 0.4% less than the female participation rates; 36.9% were expended on women's teams (female participate rates for the four-year period was 37.3%).

11. Sports Camps Expenses – There was no deficiency. Sports Camps reflect opportunities for the athletic programs to generate revenue. There are minimal dollars expended by Athletics annually on camps and clinics. The type of camps and clinics offered each year varied. Expenses and the percentages fluctuated from year to year. Thirty-nine percent of the sports camps expenses allocated for specific teams during the period FY07 to FY09 was for women's sports camps and clinics. This expenditure exceeded the participation rate for female athletes of 37%, during the period FY07 to FY09.

12. Medical Expenses and Medical Insurance - There were no actionable deficiencies. Female athletes have full access to medical assistance and insurance. A large portion of the total University expenditures on medical expenses and medical insurance was not allocated to specific teams and is non-gender specific. For the period FY06 to FY09, 68.5% of all medical and insurance expenditures fell into this non-specific team category. Of the expenditures designated for men's and women's teams during this four-year period, 23.1% was expended on women's teams. Over the four years, there was a range of 24.4% to 21.8% expended on women's teams from within the designated team allocations. As it happens during these review years, male athletes incurred more injuries and there were greater insurance costs for the men's teams.

13. Memberships and Dues – There was no deficiency. During the period FY06 to FY09, 88.5% of the expenditures was for non-sport/gender specific memberships and dues. Of the remaining expenditures for this period, 43.6% of the expenditures was for memberships and dues related to women’s teams, exceeding the female participation rate of 37.3%. In FY08 and FY09, expenditures for women’s teams significantly exceeded female participation percentages -- 56.2% and 49.8%.

14. Total Operating Expenses –There was no deficiency. Total Operating Expenditures (categories 1-13) allocated to women’s teams were 38.1% in FY06, 38.6% in FY07, 37.3% in FY08, and 37.5% in FY09, calculated as percentages of expenditures allocated to designated men’s and women’s teams. These expenditures met or exceeded the percentages of female athletes in each of the four years (37.8%, 36.4%, 36.9%, and 37.9%) analyzed. During the period FY06 to FY09, an additional 30% of all operating expenditures was allocated to non-designated team/gender functions.