

Eastern Illinois University

Plan for Operating Principle 3.1 Gender Issues

Plan Date Range: 2009-10 thru 2014-15

Updated: Jan. 2011

Elements		Goals	Steps		
Program Area	Issues in the Self-Study	Measurable Goals	Steps to Achieve Goals	Individuals/Officers Responsible for Implementation	Specific Timetable for Completing the Work
Accommodation of Interests and Abilities	No issues were identified.	Continue to evaluate the interest(s) of the under-represented gender to make sure that the institution is accommodating those interests.	1. Evaluate the interests and abilities of women to participate in intercollegiate sports by surveying new freshmen and transfer students.	1. Director of Office of Civil Rights and Diversity will continue administering the interests and abilities survey, reporting data to Athletics, the Vice President for Student Affairs, and the President. 2. The Assistant Athletics Director/SWA will track high school participation rates, reporting data to the Director of Athletics, the Vice President for Student Affairs, and the Office of Civil Rights and Diversity.	1. Interests survey will be conducted annually during new student orientation process
			2. Evaluate the participation rates of high school athletes in the state of Illinois		2. Evaluation of the participation rates of high school athletes will be begin Fall of 2011 for a period of three years. Following the three year period evaluations will be conducted on odd years.

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Athletics Scholarships.	<p>Even though the department is Title IX compliant, Athletics plans to take proactive steps in support of equity by doing the following:</p> <ol style="list-style-type: none"> 1. Increase scholarship funding for Women's Soccer so that this program is fully funded instate. 2. Increase scholarship resources to improve the opportunities for Women's Soccer to recruit out-of-state prospects. 3. Increase scholarship resources to improve the opportunity to consistently recruit out-of-state for Women's Basketball, Softball, and Volleyball. 	<ol style="list-style-type: none"> 1. Provide funding at minimum at the in-state rate to sponsor fourteen (14) scholarships for Women's Soccer. 2. Provide additional resources to enhance out-of-state recruitment opportunities for Women's Soccer. (2%) 	<ol style="list-style-type: none"> 1. Identify resources in the overall budget for reallocation to the scholarship budget 2. Identify the amount of resources needed to complete the funding goal. 3. Establish an annual percentage of increase to achieve the goal. 	<p>Director of Athletics</p> <p>Assistant Athletics Director/SWA</p> <p>Vice President for Student Affairs</p>	<ol style="list-style-type: none"> 1. Complete full funding at the in-state tuition rate prior to Fall 2015. 2. Increase scholarship resources to allow for 2% increase prior to Fall of 2015.

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		3. Increase scholarship budgets in identified sports which would enhance the opportunities for additional out-of-state recruitment. At minimum, consider 2% increase.	1. Determine total amount of resources necessary to satisfy the goal. 2. Develop a yearly increase of recruiting resources for specific athletic programs. 3. Evaluate the success of the additional resources allocated to the specific programs.	Director of Athletics Senior Associate Athletics Director Assistant Athletics Director/SWA Head Coaches	1. Develop priority recruitment plan for implementation by Spring 2013. 2. Plan for budget increase beginning fiscal year 2013. 3. Evaluate and track fiscal progress on a yearly basis. 4. Track effective use of additional resources compared to program success.
Equipment and Supplies	No issues specific to gender were identified. Evaluation of program areas identified a need for an apparel replacement program for the majority of sport programs affecting both male and female student athletes.	Develop written policy for apparel replacement for all sport programs.	1. Plan and prioritize apparel replacement opportunities for each sport program. 2. Assess current needs through sport program inventory. 3. Develop sport program rotation for apparel replacement.	Director of Athletics Senior Associate Athletics Director Assistant Athletics Director/SWA Equipment Supervisor Head Coaches	1. Develop replacement opportunity plan by 2012. 2. Complete sport program inventories by 2012. 3. Implement rotational plan Fall 2013.

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Scheduling of Games and Practice Times.	No Gender Issues were identified. Understanding the majority of athletic department facilities are “multi-use” it is important to continue to develop a positive relationship amongst coaches and staff when developing competition and practice schedules.	<ol style="list-style-type: none"> Continue to provide equivalent opportunities for men’s and women’s teams. Continue to evaluate opportunities to improve practice times, locations and spaces. 	Continue to develop and revise the semester by semester practice schedule.	Senior Associate Athletics Director Assistant Athletics Director/SWA	Continue current scheduling format and evaluate on a yearly basis.
Travel Allowance.	No gender issues were identified.	Evaluate how the recent Travel Policy that addresses opportunities for in-state/out-of-state/ regional and national travel has been implemented. The policy took effect in Fiscal year 2010.	Review policy as part of annual coach’s evaluations and annual student athlete evaluations.	Director of Athletics Senior Associate Athletics Director Assistant Athletics Director/SWA Head Coaches	<ol style="list-style-type: none"> During coaches yearly evaluation process include discussion of travel policy. Continue to evaluate travel concerns of student-athletes as part of their exit interviews. Yearly, on an on-going schedule.
Academic Support Services	No gender issues were identified. In an effort to maintain the overall quality of support for all student-athletes in program of our size there is a necessity for increasing the academic support services staff.	Hire one assistant academic position and one financial aid coordinator.	<ol style="list-style-type: none"> Evaluate salary budgets and research market values for the positions. Identify a priority of hiring for the two positions. Specify reallocation of funds from local salary orgs to cover increased expenses for the positions. Make recommendations to Vice President for Student Affairs. 	Director of Athletics Associate Athletics Director for Panther Athletic Support Services. Director of Academic Support Services for Athletics Assistant Athletics Director/SWA Vice President for Student Affairs	<ol style="list-style-type: none"> Develop staffing plan by fall of 2010. As funding allows, add one additional staff member by spring 2011. As funding allows add on staff member by spring 2012.

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Coaches.	Increase staffing of a woman's program so that equal number of sport programs from each gender are fully staffed.	<ol style="list-style-type: none"> 1. Identify a women's program to add one additional coach. 2. Develop a priority list of coaching needs within all sport programs. 	<ol style="list-style-type: none"> 1. Evaluate current women coaching positions and identify priorities to enhance programs. 2. Select the Athletic Program 3. Evaluate salary budgets and research the market value for the position. 4. Identify resources in the budget to cover the costs. 	Director of Athletics Vice President for Student Affairs Senior Associate Athletics Director Assistant Athletics Director/SWA	<ol style="list-style-type: none"> 1. Develop of staffing plan by Fall of 2011. 2. Development of funding plan Spring 2012. 3. Add a Graduate Assistant for woman's program by the Fall of 2011. 4. Annually evaluate the funding opportunities to increase coaching opportunities in an equitable manner.
Locker Rooms, Practice and Competitive Facilities.	<p>Overall, no gender issues were identified.</p> <p>Part 1. Adequate locker rooms are not available for the majority of sport programs. This impacts both men's and women's student athletes.</p> <p>Part 2. The Intercollegiate Athletics facilities are multi-use facilities. Athletic teams are consistently displaced due to other internal campus events and external events.</p>	<p>Part 1</p> <ol style="list-style-type: none"> 1. Provide functional and Division I quality locker rooms for all intercollegiate athletic programs. 2. Establish sport priority plan that is gender and sport neutral. 	<ol style="list-style-type: none"> 1. Plan for and budget in general operations orgs resources to renovate current locker room spaces. 2. Identify the functional needs of the athletic teams in regards to locker rooms. 3. Receive assistance from Vice President of Student Affairs to hire an architectural firm. 	Director of Athletics Vice President for Student Affairs Senior Associate Athletics Director Assistant Athletics Director/SWA Director of Facilities Planning and Maintenance	<p>Hire architectural firm to develop master plan in Spring of 2010.</p> <p>Formalize master plan by fall of 2010.</p> <p>Develop a funding model for implementation of master plan.</p> <p>Complete funding model for master plan by fall 2010.</p>

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		Part 2. Work to ensure equitable use of all available facilities accessible by Intercollegiate Athletics.	Receive access to the campus scheduling software to ensure equitable scheduling for intercollegiate athletics. Develop a master facility plan that will meet the functional needs of the intercollegiate athletic programs.	Director of Athletics Vice President for Student Affairs Senior Associate Athletics Director Assistant Athletics Director/SWA Director of Facilities Planning and Maintenance	Receive access to campus scheduling software by Spring 2011. Hire architectural firm to develop master plan in Spring of 2011. Formalize master plan by Fall of 2011. Develop funding model for implementation of master plan. Funding model complete by Fall 2010.
Medical and Training Facilities and Services.	Program is understaffed in comparison with the number of student-athletes.	1. Evaluate the ability to reassign athletic training staff so that one (1) more woman's program can be covered by a full-time Certified Athletic trainer instead of Certified Graduate Assistant. 2. Continue to provide equivalent care for all student-athletes without regard to gender or sport participation.	1. Evaluate the current staffing levels of the Athletic Training unit. 2. Research like institutions and compare staffing. 3. Research the market value for athletic training positions. 4. Identify the total number of medical and athletic training staff positions needed to fully and effectively accommodate the needs of all student athletes. 5. Make recommendations to the Vice President for Student Affairs.	Director of Athletics Senior Associate Athletics Director Head Athletics Trainer Vice President for Student Affairs	Develop staffing plan by fall of 2013 Develop funding model by Spring 2014 If financially feasible implement plan fall 2014

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Housing and Dining Facilities and Services	No issues identified.	Continue to provide equivalent housing and dining opportunities for all student-athletes regardless of gender or sport participation.	Monitor all housing and dining opportunities for student athletes.	Associate Athletics Director-Panther Athletic Support Services. Director of Academic Support Services for Athletics. Assistant Athletics Director/SWA	Review policy on an annual basis.
Publicity and Awards.	No issues were identified.	Provide equivalent written publications (i.e., media guides, posters, schedule cards) regardless of sport program.	Continue to monitor written policy identifying quality, quantity and method of publication per sport keeping in mind gender and sport issues.	Associate Athletics Director for Media and Public Relations Sport Supervisors	Review policy on an annual basis.
Support Services.	No gender issues were identified. Secretarial support is inadequate for the majority of sport programs.	1. Add at minimum one (1) office associate to assist the programs currently without any assistance. 2. Identify other means of providing secretarial support for athletic teams.	Perform needs assessment of overall secretarial support for entire sports program.	Senior Associate Athletics Director Assistant Athletics Director/SWA	Perform needs assessment Spring 2011. Evaluate needs assessment and develop implementation plan in Spring 2012. Plan increase in secretarial support budgets when feasible. Plan increase in secretarial support budget when feasible.

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Recruitment of Student-Athletes.	<p>Recruitment budgets are inadequate to meet the sport program needs.</p> <p>Overall budget needs to be re-structured to account for individual sport program recruitment dollars. (line item budgeting)</p>	<p>1. Ensure that Eastern Illinois University provides equitable recruitment opportunities regardless of gender.</p> <p>2. Ensure that recruitment opportunities are limited only by coaches professional discretion.</p>	<p>Recruitment budgets should reflect percentage of participation per gender.</p> <p>Develop a line item budget to better distribute and track recruitment dollars.</p>	<p>Director of Athletics</p> <p>Assistant Athletics Director/SWA</p> <p>Athletics Business Accountant</p>	<p>1. Evaluate recruitment budgets to ensure they reflect percentage of participation beginning budget cycle Spring 2011.</p> <p>2. Work with staff to develop a more comprehensive system of tracking and reporting recruitment expenses per sport. Prepare system and track on a fiscal basis beginning Spring 2011.</p>
Retention.	No issues were identified.	Ensure that evaluation process is monitored and make adjustments when and where necessary.	Continue to utilize current exit interview process to evaluate overall program.	<p>Faculty Athletics Representative</p> <p>Director of Athletics</p> <p>Associate Athletics Director for Panther Athletic Support Services</p> <p>Sport Supervisors</p>	Yearly, on an on-going basis.

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Programs and Activities (staff and coaches).	<p>1. Athletics Department personnel will continue to participate in campus wide activities regarding on-line Sexual Harassment Training.</p> <p>2. Provide Title IX information to all Athletics Department staff.</p> <p>3. Provide opportunities for Assistant Athletics Director/ SWA to attend Title IX seminars.</p>	<p>1. Provide on-line training to all new Athletics Department personnel.</p> <p>2. Provide a program regarding Title IX and other Gender Equity issues every two (2) years to Athletics Department staff.</p> <p>3. Identify Title IX seminars for the Assistant Athletics Director/SWA to attend that will benefit the overall athletic program.</p>	<p>1. Follow-up with Office of Civil Rights to assure that recently hired Athletics Staff have completed on-line training.</p> <p>2. Identify topics and/ or areas of interest regarding Title IX and other Gender Equity issues within the Athletics Department.</p> <p>3. Identify outside resources to support guest speakers and other programs associated with Title IX.</p>	<p>Director of Athletics</p> <p>Assistant Athletics Director/SWA</p> <p>Office of Civil Rights</p>	<p>Assistant Athletics Director/ SWA to attend NCAA Title IX Seminar every other year beginning fall 2011.</p> <p>Provide on-campus training to athletics department staff when appropriate on an on-going basis beginning spring 2012.</p> <p>During the budget process include discussion concerning guest speakers to support Title IX initiatives.</p>
Participation in Governance and Decision Making.	No issues were identified.	Continue to promote leadership opportunities through Student Athlete Advisory Committee (SAAC).	Implement new recruitment efforts for interested student athletes to serve on SAAC, OVC SAAC and NCAA leadership opportunities.	<p>Associate Athletics Director for Panther Support Services.</p> <p>Director of Academic Support Services for Athletes.(PASS)</p> <p>Assistant Athletics Director/SWA</p>	<p>Develop new recruitment plan, fall 2011.</p> <p>Review with current SAAC fall 2011 and implement plan spring 2012.</p>

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Annual review of Plan for Improvement.	Verify the implementation of the Gender Equity plan through an annual review.	Develop an annual review of the Gender Equity Plan.	Establish an annual meeting with those departments involved to evaluate the implementation of the plan.	Director of Athletics Senior Associate Athletics Director Associate Athletics Director for Panther Athletic Support Services Assistant Athletics Director/SWA Director of Civil Rights and Diversity	Meeting will be scheduled annually at the end of each Fiscal Year by the Assistant Athletics Director/SWA.