

**BUSINESS AFFAIRS AND HUMAN RESOURCES**  
**APRIL 21, 2022**

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**SUBJECT**

Athletics Gender Equity Reports

**REFERENCE**

June 2016                      Board adopted the reports required by the institutions' federal regulatory body regarding compliance with Title IX in athletics programs, along with summaries of such reports, as the method to report to the Board on gender equity.

**APPLICABLE STATUTE, RULE, OR POLICY**

Idaho State Board of Education Governing Policies & Procedures, Section V.X.

**BACKGROUND/DISCUSSION**

Title IX of the Education Amendments of 1972 is the federal legislation that bans gender discrimination in schools, whether in academics or athletics. Title IX states: "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 education program or activity receiving Federal financial assistance ...." (20 U.S.C. §1681(a)). Relative to intercollegiate athletics, the Office for Civil Rights considers three broad areas in determining whether or not an institution is meeting its Title IX obligations. The three areas address equity in athletic participation opportunities, athletically-related financial aid and other program benefits, supports and services.

In 1996 the US Department of Education's Office for Civil Rights (OCR) issued a "Clarification of Intercollegiate Athletics Policy Guidance" This guidance addressed the three broad areas of Title IX compliance and made clear that relative to area 1 regarding participation opportunities, any of the 3 prongs may be used to demonstrate compliance.<sup>1</sup>

**First**, the selection of sports and the level of competition must accommodate the students' interests and abilities, using one of the three prongs listed below. Institutions may demonstrate they are meeting Title IX obligations using any of the three prongs.

1. Participation opportunities for male and female students are provided in numbers **substantially proportionate** to their respective enrollments.
2. Where the members of one gender have been and are underrepresented among intercollegiate athletes, whether the institution can show a **history and continuing practice of program expansion**, which is demonstrably responsive to the developing interests, and abilities of that gender.
3. Where the members of one gender are underrepresented among intercollegiate athletes and the institution cannot show a continuing practice of program expansion, whether it can be demonstrated that the interests

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<sup>1</sup> See: <https://www2.ed.gov/about/offices/list/ocr/docs/title9-qa-20100420.html>

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and abilities of the members of that gender have been **fully and effectively accommodated** by the present program.

**Second**, athletic-related financial assistance must be substantially proportionate to the ratio of male and female athletes. Institutions within 1% variance are considered compliant.

**Third**, benefits, opportunities, and treatments afforded sports participants are to be equivalent, but not necessarily identical, including equipment and supplies, scheduling of games and practices, travel expenses, availability and compensation of coaches, quality of facilities, medical services, housing, dining, and recruitment.

Overall, compliance is determined based on a program-wide consideration, and, not on a sport-by-sport comparison.

Idaho State Board of Education (Board) Policy V.X.4.c. requires the four-year institutions to provide gender equity reports for review by the Board. The reports include a narrative discussion of gender equity-related issues along with a summary table, which distills data from the detailed gender equity report provided annually by each institution to the U.S. Department of Education.

**IMPACT**

The attached summary worksheets show the institutions' enrollment, financial aid, and participants by gender. The worksheets also show the actual revenues and expenses for the most current completed fiscal year by sport, as well as overall operating (Game Day) expenses, number of participants, and operating expenses per participant. Finally, the worksheets provide information on average salaries of coaches and the count of coaches per sport by gender.

**ATTACHMENTS**

- Attachment 1: BSU Gender Equity Narrative
- Attachment 2: BSU Gender Equity Worksheet
- Attachment 3: ISU Gender Equity Narrative
- Attachment 4: ISU Gender Equity Worksheet
- Attachment 5: UI Gender Equity Narrative
- Attachment 6: UI Gender Equity Worksheet
- Attachment 7: LCSC Gender Equity Narrative
- Attachment 8: LCSC Gender Equity Worksheet

**STAFF COMMENTS AND RECOMMENDATIONS**

Significant information on gender equity aspects of athletic operations at the individual institutions is included in the attached narrative documents. The actual detailed "Equity in Athletics Data Analysis (EADA)" reports are also available for review and analysis by the public on the U.S. Department of Education website at <https://ope.ed.gov/athletics/>. This site also provides tools to download EADA

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reports for any NCAA or NAIA institution and to compare groups of institutions and review trends.

In their narratives, the institutions reported the status of compliance across the areas of Title IX.

Representatives from the four affected institutions will be available in the event that Board members have questions on specific areas related to Gender Equity reports or on the institutions' efforts related to achieving/maintaining equity.

**BOARD ACTION**

I move to accept the Athletics Gender Equity Reports as presented by Boise State University, Idaho State University, Lewis-Clark State College, and the University of Idaho.

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_ Carried Yes \_\_\_\_\_ No \_\_\_\_\_

## **BOISE STATE UNIVERSITY GENDER EQUITY NARRATIVE**

Boise State University is committed to supporting its student athletes both academically and athletically and to complying with Title IX of the Education Amendments of 1972 (Title IX). Boise State monitors compliance with Title IX internally with oversight from the Intercollegiate Athletic Advisory Committee (IAAC) and through periodic, external reviews from qualified consultants. These reviews typically result in recommendations that are intended to help achieve compliance where gender differences may currently exist and help maintain compliance in areas where gender differences may be developing.

In 2019-2020, the disruption caused by COVID resulted in the unprecedented discontinuation of competitive seasons, budget shortfalls and a change in program offerings at Boise State. In 2020-2021, these challenges persisted with the delay or cancelation of some or all competition seasons and other disruptions to critical operations related to the benefits provided to student athletes. Additionally, the unprecedented addition of NCAA allowable “super seniors” affected overall participants and scholarship recipients across programs.

Boise State University worked with a consultant to review the intercollegiate athletics program by collecting data during October 2021 for the anticipated 2021-2022 school year. While some of the data and opinions collected were speculative, this process included the evaluation of questionnaires that were completed by head coaches, assistant coaches, select student-athletes and executive level staff members, as well as other information needed to assess gender equity in athletics.

The athletic participation and scholarship data provided herein is for the 2020-2021 school year. All other data analyzed is a summary of anticipated benefits provided to student-athletes during the current academic year.

### **Accommodation of Interests and Abilities (Participation)**

*\*Note that institutions must meet one of the three prongs to achieve compliance with the accommodation of interests and abilities test.*

#### **Prong 1: Proportionality**

**Factors:** Participation Opportunities

**Summary:** In 2020-2021, participation numbers were atypical because the men’s and women’s indoor track and field competition season was canceled and the indoor volleyball team’s season was delayed, causing it to run concurrently with the 2021 beach volleyball season. Because of these disruptions, duplicated participation numbers for these sports were not included in totals for the year. As a result, women constituted 56.1% of institutional enrollment and 50.9% of the athletic participants, meaning Boise State will not meet the proportionality test in FY21. But for the disruptions to indoor track and volleyball competitions, Boise State could have achieved compliance by providing additional participation opportunities to female student athletes.

## BOISE STATE UNIVERSITY GENDER EQUITY NARRATIVE

### Prong 2: History and Continuing Practice of Program Expansion

**Factors:** Additional Opportunities

**Summary:** Boise State does not meet test two (program expansion for the underrepresented sex), as a net of four women's teams have been added since the 1970s.

### Prong 3: Underrepresented gender are fully and effectively accommodated by present program

**Factors:** Sufficient Interest

**Summary:** Boise State does not meet test three (full accommodation of the underrepresented sex), as sufficient interest, ability and competition appear likely for women's lacrosse, swimming, and water polo, which Boise State does not currently offer.

**Action:** Based on a mid-year evaluation of FY22, women currently make up 56.8% of institutional enrollment and 52.4% of athletic participants. The same is true for test one, two and three as was in FY21, with the opportunity to make up for additional athletic opportunities with remaining sports seasons in FY22.

The university is in the process of making changes to meet test one (proportionality), as it has done for nine out of the last eleven academic years. The net addition of a minimum of 25 opportunities for women will allow the program to match undergraduate enrollment rates with athletic participation. Athletics will continue to monitor existing participation, and through roster management ensure equitable participation opportunities for female student-athletes. Additionally, the program will continue to evaluate the addition of another women's sport.

### Athletic Financial Assistance

**Summary:** The 2020-2021 school year proved to be an anomaly for scholarship awards with an unprecedented number of students-athlete taking degree completion (financial aid that does not count for the purpose of Title IX compliance) or medical scholarships. An analysis of athletic financial aid in FY21 shows that women were awarded scholarships at a rate 4.5% less than their rate of participation, exceeding the 1% variance for presumed compliance.

**Action:** Absent extenuating circumstances, Athletics will fully award female athletic scholarships during the academic school year. Emphasis will be placed on providing adequate resources for women's basketball, women's track/cross country and all equivalency sports to be able to recruit and fully award allowable scholarships.

**BOISE STATE UNIVERSITY GENDER EQUITY NARRATIVE****Other Athletic Benefits and Opportunities**

**Summary:** Boise State is currently engaged in a comprehensive facility assessment. Once complete, the assessment and data from the recent review will be used to update Athletics' plans to address disparities in locker rooms, practice and competition facilities, and in scheduling of games and practice times. Athletics is working with campus partners in an effort to gain additional time and/or space in shared facilities while a long-term plan is developed and executed.

In the areas of coaching and support services, Athletics is adding a full-time coaching position and director of operations for a women's program. Athletics is also considering increasing the number of multi-year agreements with women's sports coaching staff and adding additional support staff. The assignment of office space for coaching and support staff is being reviewed to ensure the needs of all programs are being met. Athletics is restructuring its sports information and performance units with consideration of Title IX needs as a component of the restructuring plans.

All Athletics' programs were required to submit zero-based budgets for the upcoming academic year to allow for a review of team travel, per diem, recruiting activities and equipment budgets. Athletics is also reviewing its apparel and equipment contracts for equitable distribution between programs.

Athletics' training team has operated short staffed much of the year due to local and national retention challenges, which has reduced the availability of qualified training staff. Athletics is working to address these concerns to ensure women's programs are not disproportionately impacted.

**Action:** Once the facility assessment is complete, Athletics will develop and implement a plan to address compliance challenges in this area. In addition to facility upgrades and/or expansions, the plan will include revenue neutral changes and possibly a reduction in benefits available to men's programs.

**Boise State University**  
**Equity in Athletics Disclosure Act (EADA) Report**  
**Report on Athletic Program Participation Rates and Financial Support Data**  
**July 1, 2020 through June 30, 2021**

**University Enrollment**

Gender	Full-Time Undergraduates	
	Number	Percent
Male Students	5,694	44%
Female Students	7,267	56%
<b>Totals</b>	<b>12,961</b>	<b>100%</b>

**Athletic Student Aid & Recruiting**

Team Gender	Athletically Related Student Aid		Recruiting Expenses Amount
	Amount	Percent	
Men's Teams	\$ 4,609,576	55%	\$ 109,229
Women's Teams	\$ 3,804,639	45%	\$ 24,812
<b>Totals for All Teams</b>	<b>\$ 8,414,215</b>	<b>100%</b>	<b>\$ 134,041</b>

**Athletic Participation**

Sport	Number of Participants		Number of Participants Participating on a Second Team		Number of Participants Participating on a Third Team	
	Men's Teams	Women's Teams	Men's Teams	Women's Teams	Men's Teams	Women's Teams
	Basketball	17	13	0	0	0
Beach Volleyball	0	19	0	19	0	6
Cross Country	16	23	16	22	16	22
Football	109	0	0	0	0	0
Golf	10	10	0	0	0	0
Gymnastics	0	18	0	0	0	0
Soccer	0	38	0	0	0	0
Softball	0	25	0	0	0	0
Tennis	9	11	0	0	0	0
Track, Indoor	0	0	0	0	0	0
Track, Outdoor	29	32	29	31	16	22
Volleyball	0	18	0	6	0	0
Wrestling	0	0	0	0	0	0
Others	0	0	0	0	0	0
<b>Total Participants</b>	<b>190</b>	<b>207</b>	<b>45</b>	<b>78</b>	<b>32</b>	<b>50</b>
<b>Participant Proportion</b>	<b>47.86%</b>	<b>52.14%</b>				
<b>Unduplicated Count of Participants</b>	<b>169</b>	<b>175</b>				

Total Revenues & Expenses

Varsity Teams	Total Revenues			Total Expenses			Revenues minus Expenses		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Basketball	\$ 2,826,726	\$ 1,879,763	\$ 4,706,489	\$ 2,853,999	\$ 1,879,763	\$ 4,733,762	\$ (27,273)	\$ -	\$ (27,273)
Beach Volleyball	\$ -	\$ 379,853	\$ 379,853	\$ -	\$ 379,853	\$ 379,853	\$ -	\$ -	\$ -
Football	\$ 11,346,933	\$ -	\$ 11,346,933	\$ 11,319,660	\$ -	\$ 11,319,660	\$ 27,273	\$ -	\$ 27,273
Golf	\$ 332,570	\$ 367,302	\$ 699,872	\$ 332,570	\$ 367,302	\$ 699,872	\$ -	\$ -	\$ -
Gymnastics	\$ -	\$ 892,582	\$ 892,582	\$ -	\$ 892,582	\$ 892,582	\$ -	\$ -	\$ -
Soccer	\$ -	\$ 841,219	\$ 841,219	\$ -	\$ 841,219	\$ 841,219	\$ -	\$ -	\$ -
Softball	\$ -	\$ 900,950	\$ 900,950	\$ -	\$ 900,950	\$ 900,950	\$ -	\$ -	\$ -
Tennis	\$ 405,392	\$ 538,990	\$ 944,382	\$ 405,392	\$ 538,990	\$ 944,382	\$ -	\$ -	\$ -
Track	\$ 888,943	\$ 963,027	\$ 1,851,970	\$ 888,943	\$ 963,027	\$ 1,851,970	\$ -	\$ -	\$ -
Volleyball	\$ -	\$ 902,004	\$ 902,004	\$ -	\$ 902,004	\$ 902,004	\$ -	\$ -	\$ -
Wrestling	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Totals for All Teams</b>	<b>\$ 15,800,564</b>	<b>\$ 7,665,690</b>	<b>\$ 23,466,254</b>	<b>\$ 15,800,564</b>	<b>\$ 7,665,690</b>	<b>\$ 23,466,254</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
Not Allocated by Gender/Sport			\$ 11,270,468			\$ 11,229,830			\$ 40,638
<b>Grand Totals for Athletics</b>			<b>\$ 34,736,722</b>			<b>\$ 34,696,084</b>			<b>\$ 40,638</b>
Totals for All Sports Except Football & Basketball	\$ 1,626,905	\$ 5,785,927	\$ 7,412,832	\$ 1,626,905	\$ 5,785,927	\$ 7,412,832	\$ -	\$ -	\$ -

Operating (Game Day) Expenses

Varsity Teams	Operating (Game Day) Expenses			Number of Participants			Operating Expenses per Participant		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Basketball	\$ 560,683	\$ 219,251	\$ 779,934	17	13	30	\$ 32,981	\$ 16,865	\$ 49,847
Beach Volleyball	\$ -	\$ 42,719	\$ 42,719	0	19	19	\$ -	\$ 2,248	\$ 2,248
Football	\$ 938,198	\$ -	\$ 938,198	109	0	109	\$ 8,607	\$ -	\$ 8,607
Golf	\$ 80,177	\$ 32,311	\$ 112,488	10	10	20	\$ 8,018	\$ 3,231	\$ 11,249
Gymnastics	\$ -	\$ 77,827	\$ 77,827	0	18	18	\$ -	\$ 4,324	\$ 4,324
Soccer	\$ -	\$ 59,195	\$ 59,195	0	38	38	\$ -	\$ 1,558	\$ 1,558
Softball	\$ -	\$ 169,836	\$ 169,836	0	25	25	\$ -	\$ 6,793	\$ 6,793
Tennis	\$ 52,690	\$ 35,190	\$ 87,880	9	11	20	\$ 5,854	\$ 3,199	\$ 9,054
Track	\$ 111,992	\$ 121,325	\$ 233,317	45	55	100	\$ 2,489	\$ 2,206	\$ 4,695
Volleyball	\$ -	\$ 65,475	\$ 65,475	0	18	18	\$ -	\$ 3,638	\$ 3,638
Wrestling	\$ -	\$ -	\$ -	0	0	0	\$ -	\$ -	\$ -
<b>Totals for All Teams</b>	<b>\$ 1,743,740</b>	<b>\$ 823,129</b>	<b>\$ 2,566,869</b>	<b>190</b>	<b>207</b>	<b>397</b>	<b>\$ 9,178</b>	<b>\$ 3,976</b>	<b>\$ 6,466</b>
Totals for All Sports Except Football & Basketball	\$ 244,859	\$ 603,878	\$ 848,737	64	194	258	\$ 16,361	\$ 27,197	\$ 43,558

Average Coaching Salaries

Description/Explanation	Head Coaches		Assistant Coaches	
	Men's Teams	Women's Teams	Men's Teams	Women's Teams
Average Annual Institutional Salary per Coach	\$ 502,157	\$ 107,521	\$150,058	\$54,647
Number of Coaches Used to Calculate Average	5	9	19	19
Average Annual Institutional Salary per Full-Time Equivalent (FTE)	\$ 560,443	\$113,579	\$ 172,168	\$66,557
Full-Time Equivalents (FTEs) Used to Calculate Average	4.48	8.52	16.56	15.60

Counts of Head Coaches

Varsity Teams	Male Head Coaches				Female Head Coaches				Total Head Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
<b>Men's Varsity Teams</b>									
Basketball	1		1						1
Football	1		1						1
Golf	1		1						1
Tennis	1		1						1
Wrestling	0		0						0
Track & Field & Cross Country		1	1						1
<b>Totals for Men's Teams</b>	<b>4</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>
<b>Women's Varsity Teams</b>									
Basketball	1		1						1
Beach Volleyball					1		1		1
Golf					1		1		1
Gymnastics					1		1		1
Soccer	1		1						1
Softball					1		1		1
Tennis	1		1						1
Track & Field & Cross Country		1	1						1
Volleyball	1		1						1
<b>Totals for Women's Teams</b>	<b>4</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>9</b>

Counts of Assistant Coaches

Varsity Teams	Male Assistant Coaches				Female Assistant Coaches				Total Assistant Coaches
	Assigned to Team Full-Time	Assigned to a team Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned to Team Full-Time	Assigned to a team Part Time	Full-Time Employee	Part-Time/Volunteer	
<b>Men's Varsity Teams</b>									
Basketball	3		3						3
Football	10	4	10	4					14
Golf		1		1					1
Tennis	1	1	1	1					2
Track & Field & Cross Country		4	4			3	1	2	7
<b>Totals for Men's Teams</b>	<b>14</b>	<b>10</b>	<b>18</b>	<b>6</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>27</b>
<b>Women's Varsity Teams</b>									
Basketball					3		3		3
Beach Volleyball		1	1			1		1	2
Golf						2		2	2
Gymnastics	1		1		1		1		2
Soccer	1		1		1		1		2
Softball	1		1		1	1	1	1	3
Tennis		1		1	1		1		2
Track & Field & Cross Country		4	4			3	1	2	7
Volleyball		1	1		2		2		3
<b>Totals for Women's Teams</b>	<b>3</b>	<b>7</b>	<b>9</b>	<b>1</b>	<b>9</b>	<b>7</b>	<b>10</b>	<b>6</b>	<b>26</b>

**Idaho State University Gender Equity Narrative  
February 2022**

Idaho State University and the Department of Athletics are committed to providing quality opportunities and experiences to all student-athletes, and to compliance with Title IX of the Education Amendments of 1972.

In order to inform its long and short term efforts, Idaho State University executed an internal review of Title IX compliance relative to gender equity, and commissioned a comprehensive external gender equity review, the results of which were delivered early in 2019. This review was followed by 9 months of work by a Gender Equity Committee with representation from across campus, to develop a Five Year Gender Equity Plan, which continues to guide our efforts. This narrative will outline steps taken to address recommendations of the external review, to demonstrate progress on the Five Year Gender Equity Plan, and to provide a snapshot of the current status of compliance.

**Prong I of Title IX - Participation Proportionate to Enrollment**

The 2019-2020 FTE at Idaho State University included 2,373 male students and 3,183 female students, representing 43% and 57% of FTE, respectively. The significantly larger proportion of women to men in Idaho State University's enrollment continues to make achieving compliance with the proportionality prong of Title IX challenging.

Total participation in intercollegiate athletics included 195 opportunities for men, and 198 opportunities for women, representing 50% participation for both males and females. This ratio fails to meet the Proportionality Prong of Title IX by 6%, after taking into consideration the acceptable 1% margin. In the previous year, ISU was within 6.5%.

For 2020-2021, ISU Athletics imposed roster limits in the sports of Men's Basketball (17), Football (100), Men's Indoor Track & Field, Men's Outdoor Track & Field, and Men's Cross Country (79), and Men's Tennis (10). Simultaneously, the department is working to offer increased female participation by adding a modest number of opportunities to rosters of existing women's teams as feasible. (In the sport of Football, the roster counted 104 because of the COVID year's spring football season, which meant that 6 incoming students had to be counted due to the extra year of participation.)

While Idaho State University has instituted the roster limits above in an effort to move closer to proportionality, it has not resulted in progress. This is primarily due to the continual increase in female students enrolled at ISU.

It has become apparent that the strategy of decreasing opportunities in football adversely affects the athletic department. Limiting the football roster to 100 has significantly impacted the ability of the team to perform well, compromising an important revenue driver. Further, the opportunities

being eliminated are walk-ons, primarily students from Idaho. We are eliminating access and opportunities for in-state students who represent the focus of our mission. This roster limit has failed to support any improvement in our ability to achieve proportionality, and has hindered the overall success of the program. In an effort to restore a successful environment, and thereby increase revenue which in turn supports operations and progress, Idaho State University has increased the football roster limit to 110. This roster limit is comparable to our peers in the Big Sky Conference.

All other roster limits in men's sports will remain unchanged, and we will continue to allow womens' teams the opportunity to carry larger rosters.

**Prong II of Title IX - History and Continuing Practice of Program Expansion for the Underrepresented Sex**

Idaho State University currently offers 15 teams, six teams for men and nine teams for women, and aside from expanding rosters of current women's teams, has not added an additional women's sport in more than 5 years. In order to demonstrate a significant expansion of opportunities, Idaho State University will need to explore adding a women's sport in the future.

Two sports which represent opportunities because of interest and proximity to competition, are beach volleyball (12 opportunities) and women's wrestling (25 opportunities).

**Prong III of Title IX - Full and Effective Accommodation of the Interests/Abilities of Underrepresented Sex**

The determination of whether women are fully and effectively accommodated by the present program includes determining whether there is sufficient interest and ability among women for a viable team not currently offered in the intercollegiate program. The Athletic Director has been approached by one member of the public who requested Idaho State University consider the addition of Judo as an intercollegiate sport due to interest and ability in the region, and by three members of the public who advocate for the addition of wrestling.

A survey was conducted by the FAR and the Athletics Advisory Board (AAB) to gather data regarding the level of interest and ability with regard to potential women's sport additions. The most recent survey targeted all current full-time students at Idaho State University, and identified (1) swimming, (2) rugby and (3) beach volleyball as having the most significant interest. No steps were taken to begin long term planning for the addition of a women's sport due to the need for more statistically valid data, and due to the significant budget impacts of COVID-19.

**Financial Aid**

Each ISU female sport is funded to the NCAA maximum level of scholarships, while limits are imposed internally on men's tennis, track & field and cross country. In 2020-21, \$2,552,444 or

53% of financial aid was distributed to male student-athletes and \$2,256,268 or 47% of financial aid was distributed to female student athletes. As demonstrated on the chart below, this difference is attributed to the fact that ISU is meeting NCAA Maximums for all women’s sports, which limits the total number of scholarships which can be provided to women at 85. While ISU limits Men’s Tennis and Men’s Track & Field / Cross to less than the NCAA maximum, men’s scholarships still total 90.

<b>NCAA Scholarship Limits for Big Sky Conference Core Sports</b>					
<b>MEN</b>			<b>WOMEN</b>		
<b>SPORT</b>	<b>NCAA LIMIT</b>	<b>ISU FUNDING</b>	<b>SPORT</b>	<b>NCAA LIMIT</b>	<b>ISU FUNDING</b>
Football	63	63	Softball	12	12
TF/Cross	12.6	10	TF/Cross	18	18
Basketball	13	13	Basketball	15	15
Tennis	4.5	4	Tennis	8	8
			Volleyball	12	12
			Golf	6	6
			Soccer	14	14
<b>TOTAL</b>	<b>93.1</b>	<b>90</b>	<b>TOTAL</b>	<b>85</b>	<b>85</b>

Efforts are made to ensure the NCAA maximums are awarded in all women’s sports, but fluctuations occur in rosters with early graduations, transfers and recruiting gaps. The practice of allowing unutilized scholarship funds within a program to be spent to fund other areas of that program has been discontinued, eliminating an unintended incentive to “save” scholarship funds in order to supplement other budgetary needs in women’s programs.

**Equitable Treatment and Quality of Experience Within Programs**

Providing a quality experience and appropriate support to all student athletes is the top priority of the Department of Athletics. While the long term goal is to achieve Proportionality, the short term goal is to provide an equal and quality experience for Bengal student-athletes across genders. We feel strongly that we must invest properly in existing opportunities before creating additional opportunities which could diminish the overall quality of programs. Ensuring equitable, high quality experiences for all student athletes, and addressing specifically identified

deficiencies in women’s programs, has been the focus of program reallocations and investments.

A newly implemented zero-based and collaborative budgeting process has guided the department in the reallocation of resources to address areas of inequity. The largest inequity in 2018-19 was in the allocation of team recruiting budgets, which spent \$166,316 recruiting for men’s sports, and \$74,043 recruiting for women’s sports. Following an internal review of appropriate recruiting practices, real program needs based on roster availability, and estimates by program of the cost to meet those needs, a budget reallocation was achieved resulting in \$77,582 spent recruiting in men’s sports and \$64,231 recruiting in female sports. This adjustment to the budgeting process reduced the overall recruiting expense in athletics from \$240,359 to \$141,813, a net savings of approximately \$100,000. This savings was reallocated to help sustain the budget enhancements which had been funded for one year by the one time increase in funding of \$125,000 approved by the Idaho State Board of Education in 2019 to begin to address gender equity concerns. While the last fiscal year budget was structured similarly, neither men’s nor women’s sports exhausted recruiting budgets due to the Covid impact on the recruiting calendar. As a result, recruiting expense numbers this year are not meaningful.

Additional improvements in the treatment and experience of student athletes have been funded through budget reallocations and fundraising, as illustrated below:

INITIATIVE	REQUIRED FUNDING	FUNDING VEHICLE
Secured additional dealer courtesy cars and achieved the goal of having a courtesy car available for every head coach of a women’s team		Gifts in Kind
An Assistant Strength and Conditioning Coach was hired in July of 2020, significantly improving the access to skilled coaching and instruction for women’s teams.	\$100,000 annually	Fundraising
Construction was completed on a women’s golf practice facility, including golf simulators and other training aids. The women’s golf team has never had access to an indoor training facility.	\$25,000	Fundraising
Construction was completed on a state of the art film room in Reed Gymnasium to serve the sports of Volleyball and Basketball. Previously space was difficult to secure and most teams were not able to convene to host film sessions as available space was only sufficient to accommodate football.	\$50,000	Fundraising
For the first time, the Men’s Tennis Team was provided with a locker room in the basement of Reed Gymnasium, with custom built lockers.	\$10,000	Fundraising
The Women’s Tennis Head Coach was extended a 12 month	\$10,000 annually	Budget

contract. Women's Tennis had previously only garnered a 9 month contract.		Reallocation
Women's TFX budget was increased from \$619K to \$720K to allow for equitable travel, meals, and equipment.	\$100,000 annually	Budget Reallocation
Women's Volleyball added a graduate assistant, increasing the availability of skilled instruction to 18 female student athletes. In the fall the position will be elevated to a full time coaching position.	\$23,000 annually	Fundraising, NRTW
Completed the renovation of a vacant space adjacent to Holt Arena into a state of the art Athletic Training Room to provide sports medicine support to all student athletes. Secured state of the art athletic training and recovery equipment which has been provided to every athletic team equitably, providing equal and robust access to recovery tools across sports and genders.	\$75,000	Fundraising
Secured an appropriate stock of TFX shoes to be able to distribute student athletes ample numbers of shoes for competition and practice, which requires multiple pairs annually. Previously budgets allowed for one pair of shoes annually, if "deemed necessary."	\$15,000	Fundraising, Reallocation of Adidas Promotional Funds, Budget Reallocation
Added an additional assistant coach to Women's Softball to bring the number of coaches to the NCAA Maximum	\$40,000	Budget Reallocation
Adjusted Supplemental Compensation in TFX, VB, Soccer, and Tennis to be more equitable with FB and BB.	\$20,000 annually	Budget Reallocation
Purchased new net systems, padding and instant replay for women's volleyball. Previous equipment was more than 25 years old.	\$15,000	Fundraising
Completed construction on women's golf lockers in Reed Gymnasium, located near their new practice venue. Lockers are being built to accommodate and securely store high value golf bags and clubs. Currently, golf student athletes have no storage available and store their clubs in their cars. This will fully address this need.	\$10,000	Fundraising
Implemented the use of a universal player pack with standard items including travel suit, backpack, long sleeve t-shirt, tights, issued across all sports to ensure equity in basic gear.	\$0	Reallocation of Equipment Budget
Completing construction on infrastructure to establish the ability to live stream ISU Women's Softball at Miller Ranch Stadium. Intended completion is imminent, in time for 2022 home games.	\$30,000	Fundraising, Gift in Kind
Added an additional assistant coach to the Track & Field / Cross Program.	\$45,000 annually	Reallocation of Funds and Fundraising

**ATTACHMENT 3**

Funded a nutrition budget to dramatically increase the product available to all student athletes for the purpose of recovery. Power Core products are now available across sports, when previously had been available only to football	\$25,000 annually	Renegotiation of a vendor contract to include \$25K in product, new endowed funds
Allocated resources to travel budgets of TFX and Tennis to provide for busing, rather than the use of vans.	\$75,000	Trade Sponsorship
Embarking on construction of a fueling station adjacent to the strength center to provide nutrition and nutrition counseling in a location with good proximity to all student athletes.	\$50,000	Fundraising

All of the improvements noted herein were elements of the 5 Year Gender Equity Plan. The Department of Athletics will continue to monitor progress and take steps to continually improve the level of Title IX Gender Equity Compliance on an annual basis.

**Idaho State University**  
**Equity in Athletics Disclosure Act (EADA) Report**  
**Report on Athletic Program Participation Rates and Financial Support Data**  
**July 1, 2020 through June 30, 2021**

**University Enrollment**

Gender	Full-Time Undergraduates	
	Number	Percent
Male Students	2,373	42.7%
Female Students	3,183	57.3%
<b>Totals</b>	<b>5,556</b>	<b>100%</b>

**Athletic Student Aid & Recruiting**

Team Gender	Athletically Related Student Aid		Recruiting Expenses Amount
	Amount	Percent	
Men's Teams	\$ 2,552,444	53%	\$ 6,865
Women's Teams	2,256,268	47%	5,500
<b>Totals for All Teams</b>	<b>\$ 4,808,712</b>	<b>100%</b>	<b>\$ 12,365</b>

**Athletic Participation**

Varsity Teams	Number of Participants			Number Participating on a Second Team		Number Participating on a Third Team	
	Men's	Women's	Total	Men's	Women's	Men's	Women's
Basketball	16	15	31				
Football	104		104	1			
Golf		10	10				
Soccer		26	26		1		
Softball		22	22				
Tennis	10	9	19				
Track & Field (Indoor)	27	41	68	27	41	10	15
Track & Field (Outdoor)	28	44	72	28	44	10	15
Cross Country	10	15	25	10	15	10	15
Volleyball		16	16				
<b>Total Participants</b>	<b>195</b>	<b>198</b>	<b>393</b>	<b>66</b>	<b>101</b>	<b>30</b>	<b>45</b>
<b>Percentage of Total</b>	<b>50%</b>	<b>50%</b>	<b>100%</b>				
<b>Unduplicated Count</b>	<b>157</b>	<b>142</b>					

**Total Revenues & Expenses**

Varsity Teams	Total Revenues			Total Expenses			Revenues minus Expenses		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Basketball	\$1,068,990	\$1,138,163	\$ 2,207,153	\$1,068,990	\$1,138,163	\$ 2,207,153	\$ -	\$ -	\$ -
Football	\$3,388,527		\$ 3,388,527	\$3,388,527		\$ 3,388,527	0		\$ -
Golf		\$185,513	\$ 185,513		\$185,513	\$ 185,513		0	\$ -
Soccer		\$605,410	\$ 605,410		\$605,410	\$ 605,410		0	\$ -
Softball		\$527,088	\$ 527,088		\$527,088	\$ 527,088		0	\$ -
Tennis	\$249,039	\$355,181	\$ 604,220	\$249,039	\$355,181	\$ 604,220	0	0	\$ -
Track & Field & Cross Country	\$452,998	\$651,072	\$ 1,104,070	\$452,998	\$651,072	\$ 1,104,070	0	0	\$ -
Volleyball		\$691,127	\$ 691,127		\$691,127	\$ 691,127		0	\$ -
<b>Totals for All Teams</b>	<b>\$5,159,554</b>	<b>\$ 4,153,554</b>	<b>\$ 9,313,108</b>	<b>\$5,159,554</b>	<b>\$4,153,554</b>	<b>\$ 9,313,108</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
Not Allocated by Gender/Sport			2,887,952			2,887,952			\$ -
<b>Grand Totals for Athletics</b>			<b>\$ 12,201,060</b>			<b>\$ 12,201,060</b>			<b>\$ -</b>
Totals for All Sports Except Football & Basketball			\$ 6,605,380			\$ 6,605,380			\$ -

**Operating (Game Day) Expenses**

(includes lodging, meals, transportation, uniforms, equipment, event costs & officials)

Varsity Teams	Operating (Game Day) Expenses			Number of Participants			Operating Expenses per Participant		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Basketball	\$ 259,356	\$ 230,743	\$ 490,099	16	15	31	\$ 16,210	\$ 15,383	\$ 15,809.64
Football	\$ 518,191		\$ 518,191	104		104	\$ 4,982.61		\$ 4,982.61
Golf		\$ 43,522	\$ 43,522		10	10		4,352	\$ 4,352.16
Soccer		\$ 65,309	\$ 65,309		26	26		2,512	\$ 2,511.90
Softball		\$ 114,591	\$ 114,591		22	22		5,209	\$ 5,208.66
Tennis	\$ 53,284	\$ 30,595	\$ 83,878	10	9	19	5,328	3,399	\$ 4,414.66
Track & Field & Cross Country	\$ 93,210	\$ 84,392	\$ 177,602	65	100	165		844	\$ 1,076.37
Volleyball		\$ 128,505	\$ 128,505		16	16		8,032	\$ 8,031.54
<b>Totals for All Teams</b>	<b>\$ 924,041</b>	<b>\$ 697,655</b>	<b>\$ 1,621,696</b>	<b>195</b>	<b>198</b>	<b>393</b>	<b>\$4,739</b>	<b>\$3,524</b>	<b>\$4,126</b>
Totals for All Sports Except Football & Basketball			\$ 613,406			258			\$ 2,378

Average Coaching Salaries

Description/Explanation	Head Coaches		Assistant Coaches	
	Men's Teams	Women's Teams	Men's Teams	Women's Teams
Average Annual Institutional Salary per Coach	\$ 73,893	\$ 57,129	\$ 38,245	\$ 29,872
Number of Head Coaches Used to Calculate Average	5	8	15	10
Average Annual Institutional Salary per Full-Time Equivalent (FTE)	\$ 92,366	\$ 71,973	\$ 44,994	\$ 40,258
Full-Time Equivalents (FTEs) Used to Calculate Average	4.00	6.35	12.75	7.42

Counts of Head Coaches

Varsity Teams	Male Head Coaches				Female Head Coaches				Total Head Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
<b>Men's Varsity Teams</b>									
Basketball	1		1						1
Football	1		1						1
Tennis	1		1						1
Track & Field & Cross Country	1		1		1	0	1		2
<b>Totals for Men's Teams</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>5</b>
<b>Women's Varsity Teams</b>									
Basketball	1		1						1
Golf		1		1					1
Soccer					1		1		1
Softball					1		1		1
Tennis					1		1		1
Track & Field & Cross Country	1		1		1		1		2
Volleyball					1		1		1
<b>Totals for Women's Teams</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>8</b>

Counts of Assistant Coaches

Varsity Teams	Male Assistant Coaches				Female Assistant Coaches				Total Assistant Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
<b>Men's Varsity Teams</b>									
Basketball	3	1	3	1					4
Football	8	1	8	1					9
Tennis									0
Track & Field & Cross Country		2	1	1		0		0	2
<b>Totals for Men's Teams</b>	<b>11</b>	<b>4</b>	<b>12</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>15</b>
<b>Women's Varsity Teams</b>									
Basketball	2		2		1		1		3
Golf						1	1		1
Soccer					1		1		1
Softball					1		1		1
Tennis									0
Track & Field & Cross Country		2	1	1					2
Volleyball	1		1			1		1	2
<b>Totals for Women's Teams</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>10</b>

## University of Idaho Gender Equity Narrative

3/3/2022

The University of Idaho Athletic Department is committed to gender equity in all facets as directed by the Title IX Statute of 1972. Further, Title IX protocol is followed simply because we believe in its fundamental principle. The Office of Civil Rights issued an Intercollegiate Athletics Policy Interpretation in 1979 which is the major source for specific requirements of athletic programs and in addressing the three program components. As a civil rights law, two basic provisions are to be followed: equal access to programs and equal treatment once in the program. We incorporate these principles and policies into our daily routine to strive to meet the requirements.

Equal access will be addressed by the accommodation of interest and abilities and discussed in Section 1, Participation Opportunities. Section II will outline Financial Aid. The last section, Athletic Benefits and Opportunities, will include (but is not limited to) the areas of equipment, travel, scheduling of contests and practices, salaries, facilities, medical and training facilities and services, recovery options, and academic support.

As discussed in past narratives and following an external consultant review, several gender equity recommendations were suggested for the University of Idaho Athletic Department. Due to the continuing impact of the COVID-19 pandemic, these areas and all the program component areas- participation, financial aid, athletic benefits, and opportunities are still being reviewed. A systemized approach of utilizing a three-year snapshot was implemented in Spring of 2020 and will continue to be used going forward.

## I. Participation Opportunities.

2018-19 undergraduate enrollment percentages:	Male-51.9%	Female-48.1%
Athletic participation:	Male-53.9%	Female-46.1%
2019-2020 undergraduate enrollment percentages:	Male-51.1%	Female-48.9%
Athletic participation:	Male-53.9%	Female-46.1%
2020-2021 undergraduate enrollment percentages:	Male-48.0%	Female-52.0%
Athletic participation:	Male-53.0%	Female-47.0%
2021-22 undergraduate enrollment percentages:	Male-48%	Female-52%
(Projected)Athletic participation:	Male-52.7%	Female-47.3%

To begin addressing the proportionality gap, roster management has slowly been implemented beginning in Fall of 2021. While the implementation process was started, student-athletes being granted additional seasons of eligibility by the NCAA due to COVID-19 has still skewed numbers slightly, but we are hopeful that the gap is slowly starting to close. A committee was formed in Fall of 2021 to evaluate roster numbers, scholarship dollars and average NCAA squad sizes. The process is ongoing to assign our men's teams a maximum roster target number as well as assign the women's programs a minimum number to meet or exceed. In roster management implementation planning meetings with the current coaching staffs, these target numbers were deemed attainable. A number of these meetings were held

in preparation for the 2021-2022 academic year. Of course, campus enrollment numbers and percentages fluctuate and thus it is challenging to hit upon the exact percentage number year in and year out. Athletics will adjust the numbers as best as possible, however, it is not feasible to hit a “moving” target of enrollment without denying promised participation opportunities to student-athletes.

## II. Financial Aid

All coaches and sport programs at the University of Idaho are given the opportunity to offer the NCAA maximum scholarship limits of their sport. The actual scholarship dollars vary due to in-state and out-of-state tuition rates. There are no limits placed upon the sport regarding the location of where the student comes from and what they can offer. This allows our coaches to recruit across the country and internationally, which is critical to bringing diversity into our programs and to campus. With this philosophy in place and the campus gender percentage fluctuation in enrollment, it is difficult, if not almost impossible, to be compliant with financial aid awards exactly matching campus enrollment participation percentages. Another challenge is that not all coaches award the full number of allotted scholarships, even though they are allowed the opportunity to do so. This occurs for various reasons, most frequently due to balancing out the number of incoming recruiting classes. However, coaches are strongly encouraged to use all available scholarship allotments, particularly for our female sport programs.

A summer school aid policy has been implemented to ensure equitable gender access to designated female and male sports and to correct eligibility issues. Certain sports, such as Football, Men’s and Women’s Basketball, and to some extent Volleyball and Women’s Soccer, can utilize the summer period to train their teams with coaching staff or strength coaches present. The other sports that are offered at Idaho have restrictions in place that do not allow this practice opportunity with staff members present (unless there is a safety exemption). This opportunity skews the amount of summer aid offered as football has the largest NCAA scholarship limit of 63, and no other female sport has such a high number. Our two largest roster count women’s sports do not have summer access opportunities, which in theory could help offset the cost of funding football scholarship awards if the access to workouts were granted.

As noted in the EADA report, the Student Aid dollars awarded were:

2019-2020 57% males and 43% females

2020-2021 56% males and 44% females

## III. Athletic Benefits and Opportunities

While COVID-19 was still impacting planning in Fall 2021, processes have been implemented, budget development and controls established, and reviews of spending, contracts, and benchmarking with conference members are continually being analyzed. Reviewing these processes and evaluating their implementation will continue to ensure that equitable policies and procedures are in place.

The Athletic Department continues to hold a weekly scheduling meeting to ensure all sports have equal access to facilities for practice and competition. Sports medicine, academic services, and the fueling station is open to all athletes equally as well as our recovery services.

IV. Conclusion

As stated earlier, a three-year rolling report has begun to monitor all areas of Title IX and track not only overall progress, but also specific nuances. This report will also track trends and keep record of substantial differences between genders. A Gender Equity committee will be reactivated to monitor these trends and accomplishments.

**University of Idaho**  
**Equity in Athletics Disclosure Act (EADA) Report**  
**Report on Athletic Program Participation Rates and Financial Support Data**  
**July 1, 2020 through June 30, 2021**

**University Enrollment**

Gender	Full-Time Undergraduates	
	Number	Percent
Male Students	3,087	48.9%
Female Students	3,220	51.1%
<b>Totals</b>	<b>6,307</b>	<b>100.0%</b>

**Athletic Student Aid & Recruiting**

Team Gender	Athletically Related Student Aid		Recruiting Expenses Amount
	Amount	Percent	
Men's Teams	\$3,490,574	56%	\$12,496
Women's Teams	2,736,276	44%	10,453
<b>Totals for All Teams</b>	<b>\$6,226,850</b>	<b>100%</b>	<b>\$22,949</b>

**Athletic Participation**

Varsity Teams	Number of Participants			Number Participating on a Second Team		Number Participating on a Third Team	
	Men's	Women's	Total	Men's	Women's	Men's	Women's
Basketball	15	14	29	1			
Football	111		111	2		1	
Golf	10	9	19				
Soccer		32	32				
Swimming & Diving		34	34				
Tennis	9	7	16				
Track & Field (Indoor)	28	33	61	27	31	12	12
Track & Field (Outdoor)	26	31	57	28	32	12	12
Cross Country	12	12	24	12	13	11	12
Volleyball		14	14				
<b>Total Participants</b>	<b>211</b>	<b>186</b>	<b>397</b>	<b>70</b>	<b>76</b>	<b>36</b>	<b>36</b>
<b>Percentage of Total</b>	<b>53.1%</b>	<b>46.9%</b>	<b>100%</b>				
<b>Unduplicated Count</b>	<b>173</b>	<b>143</b>	<b>316</b>				

University of Idaho  
Equity in Athletics Disclosure Act (EADA) Report

Total Revenues & Expenses

Varsity Teams	Total Revenues			Total Expenses			Revenues minus Expenses		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Basketball	\$ 1,159,514	\$ 1,163,861	\$ 2,323,375	\$ 1,159,514	\$ 1,163,861	\$ 2,323,375	\$ -	\$ -	\$ -
Football	\$ 4,430,258		\$ 4,430,258	\$ 4,430,258		4,430,258	-	-	-
Golf	\$ 365,478	\$ 274,656	\$ 640,134	\$ 365,478	\$ 274,656	640,134	-	-	-
Soccer		\$ 684,803	\$ 684,803		\$ 684,803	684,803	-	-	-
Swimming & Diving		\$ 661,919	\$ 661,919		\$ 661,919	661,919	-	-	-
Tennis	\$ 271,796	\$ 340,661	\$ 612,457	\$ 271,796	\$ 340,661	612,457	-	-	-
Track & Field & Cross Country	\$ 631,409	\$ 751,688	\$ 1,383,097	\$ 631,409	\$ 751,688	1,383,097	-	-	-
Volleyball		\$ 761,845	\$ 761,845		\$ 761,845	761,845	-	-	-
<b>Totals for All Teams</b>	<b>\$ 6,858,455</b>	<b>\$ 4,639,433</b>	<b>\$ 11,497,888</b>	<b>\$ 6,858,455</b>	<b>\$ 4,639,433</b>	<b>\$ 11,497,888</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
Not Allocated by Gender/Sport			3,091,932			3,091,932			0
<b>Grand Totals for Athletics</b>			<b>\$ 14,589,820</b>			<b>\$ 14,589,820</b>		<b>\$</b>	<b>0</b>
Totals for All Sports Except Football & Basketball	\$ 1,268,683	\$ 3,475,572	\$ 4,744,255	\$ 1,268,683	\$ 3,475,572	\$ 4,744,255	\$ -	\$ -	\$ -

Operating (Game Day) Expenses

(includes lodging, meals, transportation, uniforms, equipment, event costs & officials)

Varsity Teams	Operating (Game Day) Expenses			Number of Participants			Operating Expenses per Participant		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Basketball	\$ 219,475	\$ 256,602	\$ 476,077	15	14	29	\$ 14,632	\$ 18,329	\$ 16,416
Football	\$ 377,870		\$ 377,870	111		111	\$ 3,404		\$ 3,404
Golf	\$ 44,393	\$ 15,038	\$ 59,431	10	9	19	\$ 4,439	\$ 1,671	\$ 3,128
Soccer		\$ 77,402	\$ 77,402		32	32		\$ 2,419	\$ 2,419
Swimming & Diving		\$ 85,901	\$ 85,901		34	34		\$ 2,527	\$ 2,527
Tennis	\$ 49,622	\$ 26,175	\$ 75,797	9	7	16	\$ 5,514	\$ 3,739	\$ 4,737
Track & Field & Cross Country	\$ 53,277	\$ 55,499	\$ 108,776	66	76	142	\$ 807	\$ 730	\$ 766
Volleyball		\$ 103,414	\$ 103,414		14	14		\$ 7,387	\$ 7,387
<b>Totals for All Teams</b>	<b>\$ 744,637</b>	<b>\$ 620,031</b>	<b>\$ 1,364,668</b>	<b>211</b>	<b>186</b>	<b>397</b>	<b>\$ 3,529</b>	<b>\$ 3,334</b>	<b>\$ 3,437</b>
Totals for All Sports Except Football & Basketball	\$147,292	\$363,429	\$510,721	85	172	257	\$1,733	\$2,113	\$1,987

**University of Idaho  
Equity in Athletics Disclosure Act (EADA) Report**

**Average Coaching Salaries**

Description/Explanation	Head Coaches		Assistant Coaches	
	Men's Teams	Women's Teams	Men's Teams	Women's Teams
Average Annual Institutional Salary per Coach	\$103,141	\$72,682	\$65,898	\$33,440
Number of Head Coaches Used to Calculate Average	5	7	15	10
Average Annual Institutional Salary per Full-Time Equivalent (FTE)	\$114,601	\$78,273	\$73,220	\$38,217
Full-Time Equivalents (FTEs) Used to Calculate Average	4.50	6.50	13.50	8.75

**Counts of Head Coaches**

Varsity Teams	Male Head Coaches				Female Head Coaches				Total Head Coaches
	Assigned Full-Time	Assigned Part-Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part-Time	Full-Time Employee	Part-Time/Volunteer	
<b>Men's Varsity Teams</b>									
Basketball	1		1						1
Football	1		1						1
Golf	1		1						1
Tennis	1		1						1
Track & Field & Cross Country		1	1						1
<b>Totals for Men's Teams</b>	<b>4</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>
<b>Women's Varsity Teams</b>									
Basketball	1		1						1
Golf					1		1		1
Soccer	1		1						1
Swimming & Diving	1		1						1
Tennis	1		1						1
Track & Field & Cross Country		1	1						1
Volleyball					1		1		1
<b>Totals for Women's Teams</b>	<b>4</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>7</b>

University of Idaho  
Equity in Athletics Disclosure Act (EADA) Report

Counts of Assistant Coaches

Varsity Teams	Male Assistant Coaches				Female Assistant Coaches				Total Assistant Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
<b>Men's Varsity Teams</b>									
Basketball	3		3						3
Football	10	1	10	1					11
Golf		1		1					1
Tennis									0
Track & Field & Cross Country		3	2	1		2	1	1	5
<b>Totals for Men's Teams</b>	<b>13</b>	<b>5</b>	<b>15</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>20</b>
<b>Women's Varsity Teams</b>									
Basketball	1		1		2		2		3
Golf									0
Soccer	1		1			1		1	2
Swimming & Diving	1		1			1		1	2
Tennis									0
Track & Field & Cross Country		3	2	1		2	1	1	5
Volleyball	1		1		1		1		2
<b>Totals for Women's Teams</b>	<b>4</b>	<b>3</b>	<b>6</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>14</b>

Gender Equity – Narrative  
Lewis-Clark State College

I. Participation Opportunities: Compliance for this component means meeting one test of the three-part test for participation opportunities. LCSC does not currently meet these criteria.

A. Proportionate to enrollment

Title IX compliance is assessed relative to interest and abilities, athletic financial aid and other program areas. Relative to interest and abilities and prong #1 of the 3-prong test, substantial proportionality, in FY21, athletic participation was 58% male to 42% female. LCSC's fulltime undergraduate enrollment in FY21 was 37% male and 63% female. This results in a 21% overrepresentation of male student-athletes. Prongs 2 and 3 look at the history and continuing practice of program expansion for the under-represented sex and full and effective accommodation of expressed interest and abilities of the under-represented sex. With these aspects of compliance in mind, LC State's 2-part Title IX Compliance Plan was accepted and approved by the SBOE in the spring of 2019. Part 1 of the Plan involves maximizing women's sport roster capacities with expansion which started in the fall of 2019. Part 2, which is being updated, involves the addition of a women's intercollegiate sport (e.g., dance/spirit).

In order to achieve the roster goals in Part 1, coaching personnel, operating budgets and student-athlete scholarship dollars needed to be increased. In FY 2020, a total of 2.62 FTE was spread across three coaching positions, in essence moving the head women's and men's golf coach to full-time, and the assistant volleyball and assistant women's basketball coach from part-time to full-time, inclusive of fringe and benefits. In addition, a concerted effort to increase scholarship funding (through the Warrior Athletic Association and LC State Foundation) for athlete recruitment is continuing. In response to these efforts LC State's women's sport roster increased from a total of 95 19/20 to 123 in 20/21 and is currently at 133 for 21/22. This is especially noteworthy given the general negative impact on higher education enrollments associated with the pandemic. Finally, it is relevant that LC State's 20/21 coaching contracts were uniformly modified with language making roster growth and management a condition of supplemental compensation considerations.

For FY2021, despite austere budget realities, funding streams to support continued Plan progress were implemented. Specifically, (1) Warrior Athletic Association fundraising, in essence, taxed themselves 5% on dollars raised. These dollars are to be allocated, under the direction of the Director of Athletics, to support operating expenses (OE) associated with expanded sport rosters; (2) proceeds from the Hospitality area (sales and sponsorship) during the NAIA World Series, will go towards the Title IX plan (to be implemented spring 2022); and (3) revenue captured in response to reduced travel expenses with the move from the Frontier to Cascade conference will be directed toward Plan OE (e.g., increased travel costs to accommodate expanded rosters).

B. Demonstrate continuing program expansion

Part 1 of the plan is the cornerstone of ongoing demonstration of a continuing practice of program expansion. The timeline for this part of the plan has been extended and will be ongoing. Part 2 of the LCSC Title IX Compliance Plan involves the addition of a women's sport. Due to facility limitations the Plan is being updated. Considerations for adding women's soccer are being put on hold; and near-term focus shifting to adding

competitive women's dance (Spirit Squad). The NAIA recognizes competitive dance as a collegiate sport. While the CCC does not yet sponsor competitive dance as a sport (beyond SOU – which is in the CCC, the nearest NAIA competitions will be California, Arizona and the Dakotas), LC State has demonstrated interest in spirit-squad/dance performance, existing facilities that can accommodate practice and performances, and coaching interest expressed through a volunteer coach currently employed as a faculty member teaching movement and sport science courses.

- C. Fully accommodate the interest and abilities of the underrepresented gender  
Relative to Title IX compliance, given LC State's athletics history and tradition, LC State's compliance efforts are focused on growing women's sport participation, while holding men's sport participation relatively constant. Ultimately, Part 1 of the Plan implementation is projected to result in a net gain of 24 women's sport participants, which translates to 45% women's sport participation (3- to 5-year implementation timeline). Part 2 includes the addition of a women's sport (e.g., Dance/Spirit). The initial roster size is estimated at 10 participants, with a potential to grow to 20 participants within 3 years of sport launch. This sport addition would translate to 52% - 48% women's sport participation. Re-evaluation of substantial proportionality, which is a moving target pending enrollment trends, will need to be ongoing and will dictate next steps (e.g., plan part 3?). Note: in an effort to further guide assessment of this aspect of Title IX compliance, as of Fall 2020, LC State added sport participation specific questions to its annual student survey. These questions and the sport participation interest and abilities information the survey reflects will be used to help LC State meet its Title IX obligations.

II. Financial Aid: The Financial Assistance requirement of Title IX, requiring assistance to be substantially proportionate to the ratio of male and female athletes, is currently tilted toward females. Athletic student aid totals (allocation of actual resources in FY21) were 54.8% to males and 45.2% to females in comparison to the unduplicated participation rate of 59% males to 41% females. This results in a 4.1% proportional advantage for females. The recruitment efforts identified in the previous section will assist in progressing towards compliance by increasing female participation.

III. Equal Treatment of Programs: The benefits, opportunities, and treatments afforded sports participants are equivalent. LC State is compliant with the Equal Treatment of Programs requirement of Title IX. The LC State Athletics Department has adopted an intercollegiate athletics manual, with standardized policies and procedures that helps ensure ongoing compliance in this area.

**Equity in Athletics Disclosure Act (EADA) Report  
Report on Athletic Program Participation Rates and Financial Support Data  
July 1, 2020 through June 30, 2021**

**University Enrollment**

Gender	Full-Time Undergraduates	
	Number	Percent
Male Students	742	37%
Female Students	1,262	63%
<b>Totals</b>	<b>2,004</b>	<b>100%</b>

**Athletic Student Aid & Recruiting**

Team Gender	Athletically Related Student Aid		Recruiting Expenses Amount
	Amount	Percent	
Men's Teams	\$945,515	54.76%	\$2,007
Women's Teams	781,076	45.24%	1,478
<b>Totals for All Teams</b>	<b>\$1,726,591</b>	<b>100%</b>	<b>\$3,485</b>

**Athletic Participation**

Varsity Teams	Number of Participants			Number Participating on a Second Team		Number Participating on a Third Team	
	Men's	Women's	Total	Men's	Women's	Men's	Women's
Baseball	43		43				
Basketball	17	13	30				
Golf	10	13	23				
Tennis	12	12	24				
Track & Field (Indoor)	35	28	63	32	27	16	12
Track & Field (Outdoor)	32	27	59	32	27	16	12
Cross Country	19	15	34	16	12	16	12
Volleyball		15	15				
<b>Total Participants</b>	<b>168</b>	<b>123</b>	<b>291</b>	<b>80</b>	<b>66</b>	<b>48</b>	<b>36</b>
<b>Percentage of Total</b>	<b>58%</b>	<b>42%</b>	<b>100%</b>				
<b>Unduplicated Count</b>	<b>120</b>	<b>84</b>	<b>204</b>				

**Lewis-Clark State College**  
**Equity in Athletics Disclosure Act (EADA) Report**  
**Total Revenues & Expenses**

**ATTACHMENT 8**

Varsity Teams	Total Revenues			Total Expenses			Revenues minus Expenses		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Baseball	\$806,380		\$806,380	\$806,380		\$806,380	\$0		\$0
Basketball	420,786	374,027	794,813	420,786	374,027	794,813	0	0	0
Golf	120,060	163,749	283,809	120,060	163,749	283,809	0	0	0
Tennis	140,435	117,754	258,189	140,435	117,754	258,189	0	0	0
Track & Field (Indoor)	39,459	61,203	100,662	39,459	61,203	100,662	0	0	0
Track & Field (Outdoor)	59,189	91,805	150,994	59,189	91,805	150,994	0	0	0
Cross Country	99,307	129,213	228,520	99,307	129,213	228,520	0	0	0
Volleyball		375,202	375,202		375,202	375,202		0	0
<b>Totals for All Teams</b>	<b>\$1,685,616</b>	<b>\$1,312,953</b>	<b>\$2,998,569</b>	<b>\$1,685,616</b>	<b>\$1,312,953</b>	<b>\$2,998,569</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
Not Allocated by Gender/Sport			581,852			456,230			125,622
<b>Grand Totals for Athletics</b>	<b>\$1,685,616</b>	<b>\$1,312,953</b>	<b>\$3,580,421</b>	<b>\$1,685,616</b>	<b>\$1,312,953</b>	<b>\$3,454,799</b>	<b>\$0</b>	<b>\$0</b>	<b>\$125,622</b>
Totals for All Sports Except Baseball & Basketball	\$458,450	\$938,926	\$1,397,376	\$458,450	\$938,926	\$1,397,376	\$0	\$0	\$0

**Operating (Game Day) Expenses**

(includes lodging, meals, transportation, uniforms, equipment, event costs & officials)

Varsity Teams	Operating (Game Day) Expenses			Number of Participants			Operating Expenses per Participant		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Baseball	\$110,105		\$110,105	43		43	\$2,561		\$2,561
Basketball	62,618	52,314	114,932	17	13	30	3,683	\$4,024	3,831
Golf	17,204	26,614	43,818	10	13	23	1,720	2,047	1,905
Tennis	8,015	9,543	17,558	12	12	24	668	795	732
Track & Field (Indoor)	5,997	6,027	12,024	35	28	63	171	215	191
Track & Field (Outdoor)	8,995	9,040	18,035	32	27	59	281	335	306
Cross Country	7,159	6,627	13,786	19	15	34	377	442	405
Volleyball		26,387	26,387		15	15		1,759	1,759
<b>Totals for All Teams</b>	<b>\$220,093</b>	<b>\$136,552</b>	<b>\$356,645</b>	<b>168</b>	<b>123</b>	<b>291</b>	<b>\$1,310</b>	<b>\$1,110</b>	<b>\$1,226</b>
Totals for All Sports Except Baseball & Basketball	\$47,370	\$84,238	\$131,608	108	110	218	\$439	\$766	\$604

Lewis-Clark State College  
Equity in Athletics Disclosure Act (EADA) Report  
Average Coaching Salaries

Description/Explanation	Head Coaches		Assistant Coaches	
	Men's Teams	Women's Teams	Men's Teams	Women's Teams
Average Annual Institutional Salary per Coach	\$26,933	\$24,521	\$10,670	\$7,667
Number of Head Coaches Used to Calculate Average	7	7	14	12
Average Annual Institutional Salary per Full-Time Equivalent (FTE)	\$60,042	\$54,665	\$43,806	\$38,820
Full-Time Equivalents (FTEs) Used to Calculate Average	3.14	3.14	3.41	2.37

Counts of Head Coaches

Varsity Teams	Male Head Coaches				Female Head Coaches				Total Head Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
<b>Men's Varsity Teams</b>									
Baseball	1		1						1
Basketball	1		1						1
Golf						1	1		1
Tennis		1	1						1
Track & Field (Indoor)		1	1						1
Track & Field (Outdoor)		1	1						1
Cross Country		1	1						1
<b>Totals for Men's Teams</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>7</b>
<b>Women's Varsity Teams</b>									
Basketball	1		1						1
Golf						1	1		1
Tennis		1	1						1
Track & Field (Indoor)		1	1						1
Track & Field (Outdoor)		1	1						1
Cross Country		1	1						1
Volleyball	1		1						1
<b>Totals for Women's Teams</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>7</b>

Lewis-Clark State College  
Equity in Athletics Disclosure Act (EADA) Report  
Counts of Assistant Coaches

ATTACHMENT 8

Varsity Teams	Male Assistant Coaches				Female Assistant Coaches				Total Assistant Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
<b>Men's Varsity Teams</b>									
Baseball	2	1	2	1					3
Basketball		1	1						1
Golf						1		1	1
Tennis									0
Track & Field (Indoor)		4	1	3					4
Track & Field (Outdoor)		4	1	3					4
Cross Country		1	1						1
<b>Totals for Men's Teams</b>	<b>2</b>	<b>11</b>	<b>6</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>14</b>
<b>Women's Varsity Teams</b>									
Basketball						1	1		1
Golf						1		1	1
Tennis									0
Track & Field (Indoor)		4	1	3					4
Track & Field (Outdoor)		4	1	3					4
Cross Country		1	1						1
Volleyball	1		1						1
<b>Totals for Women's Teams</b>	<b>1</b>	<b>9</b>	<b>4</b>	<b>6</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>12</b>