

**Appalachian State University Athletics Department – Gender Equity Plan  
2007-2012**

Program Areas	Issues in the Self-Study	Measurable Goals	Steps to Achieve the Goals	Individuals/Offices Responsible for Implementation	Specific Timetable for Completion
<p><b>1. Athletic Scholarships.</b> Scholarship dollars to be awarded to women and men at same proportion as their respective rate of participation in the intercollegiate athletics program</p>	<p>1. Continue to award athletically related financial aid to female student-athletes within one percent of their participation rate</p> <p>2. Work toward the participation rate between men and women to mirror the general student body proportion</p>	<p>1. To increase scholarships for women’s sports by an additional 23 full grants-in-aid over the five years</p> <p>2. To add women’s track and tennis to fully funded scholarships according to NCAA scholarship limits</p>	<p>1. Award additional scholarships to women’s sports as follows:</p> <ul style="list-style-type: none"> <li>• Award <b>3.5</b> scholarships to women’s track &amp; field/cross country</li> <li>• Award <b>6</b> scholarships to women’s soccer</li> <li>• Award <b>5</b> scholarships to softball</li> <li>• Award <b>.5</b> scholarship to women’s tennis</li> <li>• Award <b>3</b> scholarships to women’s golf</li> <li>• Award <b>5</b> scholarships to field hockey</li> </ul> <p>2. Add scholarships and out-of-state waivers to these two sports until they have the full NCAA allotment</p>	<p>1. Yosef Club Director; Director of Athletics; head coaches; sport administrators</p> <p>2. Director of Athletics; SWA</p>	<p>1. Scholarships awarded to the seven Olympic women’s sports as follows: 2007-08: <b>6</b> grants-in-aid 2008-09: <b>5</b> grants-in-aid 2009-10: <b>5</b> grants-in-aid 2010-11: <b>4</b> grants-in-aid 2011-12: <b>3</b> grants-in-aid</p> <p>2. Fall 2010</p>

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<p><b>2. Accommodation of Interests and Abilities –</b> Participation proportionate to enrollment; and/or, history and continuing practice of program expansion for under-represented sex; and/or, fully and effectively accommodate under-represented sex; equivalent levels of competition. Please note, when presenting gender-equity plans for the future, institutions must clearly identify methods (e.g., proportionality, history of program expansion, etc.) for addressing accommodation of interests and abilities</p>	<p>1. Need clear policy for requesting the addition or upgrade of a sport</p> <p>2. Need effective dissemination of the policy to appropriate groups (club sports, intramurals, etc.)</p> <p>3. Continue to gauge developing interests and abilities through regular assessments of enrolled and incoming female students</p> <p>4. Surveys indicate that other female sports are of interest to female students</p>	<p>1. Develop policy for requesting the addition or upgrade of a sport</p> <p>2. Identify all locations where sport addition policy should be disseminated</p> <p>3. Continue use of an athletic interest survey among freshmen and enrolled student population</p> <p>4. Develop a plan to increase the number of women’s athletics teams by one</p>	<p>1a. Choose a task force to investigate process used by other institutions for adding a sport</p> <p>1b. Task Force will develop policy for review by Gender Equity Committee and athletic administration</p> <p>2. Publish and disseminate the policy to identified university community locations</p> <p>3a. Continue to gather survey data from freshmen of the underrepresented gender regarding their interests in varsity sports</p> <p>3b. Continue to gather data on women’s athletic teams in primary recruiting area (NC)</p> <p>4a. Assemble a committee to conduct feasibility study concerning what women’s team would best meet student interest, university fit &amp; image within financial limits of the athletic department</p> <p>4b. Based on feasibility study, add a new women’s team</p> <p>4c. Hire coach for new team</p> <p>4d. Recruit student-athletes for new team</p> <p>4e. New team will compete</p>	<p>1. Director of Athletics; SWA; Gender Equity Committee</p> <p>2. Director of Athletics; SWA; Gender Equity Committee</p> <p>3a. Director of Athletics; SWA; Institutional Research</p> <p>3b. SWA; Assistant AD for Compliance; Gender Equity Committee</p> <p>4a. Director of Athletics; SWA; Gender Equity Committee</p> <p>4b. Director of Athletics</p> <p>4c. Director of Athletics</p> <p>4d. New coach; sport administrator</p> <p>4e. Director of Athletics</p>	<p>1. Fall 2008</p> <p>1b. Spring 2009</p> <p>2. Fall 2008 and annually thereafter</p> <p>3a. Annually</p> <p>3b. Annually</p> <p>4a. Complete feasibility study by Fall 2009</p> <p>4b. Announce new sport Summer 2010</p> <p>4c. Fall 2010-Hire head coach</p> <p>4d. Fall 2010-Recruiting begins</p> <p>4e. 2011-12 Begin</p>

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<b>3. Equipment and Supplies.</b> Quality; amount; suitability; maintenance and replacement; availability of equipment and supplies	1. Evaluate for potential deficiencies by comparing equipment and apparel provided to men's and women's teams across all sports	1. Compare equipment and supplies for men's and women's sports teams to ensure that they are equitable	1. Use comparable equipment and apparel audit for men's and women's sports teams as that used in the OCR Title IX Manual  2. Compile a written equipment and apparel rotation policy, disseminate to coaching staff and administrators	1. Director of Athletics; sport administrators; equipment manager; head coaches  2. Director of Athletics; head coaches	2008-09 with triannual review thereafter  2. Fall 2008

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<p><b>4. Scheduling of Games and Practice Time.</b> Number of games; number, length and time of day of practices; time of day of games; preseason and postseason opportunities</p>	<p>1. No formal evaluation of the scheduling of games and practice times has been completed</p>	<p>1. Evaluate the number of games for each sport to see if it meets the NCAA maximum</p> <p>2. Evaluate the scheduling of <b>game</b> times for men’s and women’s sports teams to assure that they are being scheduled equitably</p> <p>3. Evaluate the scheduling of <b>practice</b> times in order to assure that they are being scheduled equitably</p> <p>4. Evaluate pre- and post-season opportunities to assure that men’s and women’s teams are receiving the same opportunities</p>	<p>1a. Gender Equity Committee will interview coaches to evaluate the number of games in proportion to the maximum limit for a sport</p> <p>1b. Coach will be required to explain the rationale for why games were not scheduled to the NCAA maximum limit to rule out any equity reasons</p> <p>2. GE Committee will interview coaches and administrators responsible for scheduling to evaluate the equity of game times</p> <p>3. GE Committee will interview coaches and administrators responsible for scheduling to evaluate the equity of practice times</p> <p>4. GE Committee will evaluate pre- and post-season opportunities to ensure they are being provided equitably</p>	<p>1-4. Director of Athletics; sport administrators; facilities coordinators; head coaches; Gender Equity Committee</p>	<p>1a-b. Spring 08 and biannually thereafter</p> <p>2-4. Spring 2009 and biannually thereafter</p>

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<p><b>5. Travel and Per Diem Allowance.</b> Modes of transportation; housing furnished during travel; length of stay before and after competitive events; dining arrangements and per diem</p>	<p>1. No issues identified. Maintenance plan included</p>	<p>1. Provide equitable modes of transportation and housing during travel, length of stay before and after competitions, dining and per diem allowances</p>	<p>1. Continue to monitor transportation, housing, length of stay at away contests, dining arrangements and per diem allowances through coach/athlete surveys by Gender Equity Committee</p>	<p>1. Gender Equity Committee; sport administrators; head coaches</p>	<p>1. Spring 2009 and annually thereafter</p>

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<p><b>6. Tutors.</b> Availability – procedures and criteria for obtaining assistance; Assignment – qualifications, training, experience, etc.; Compensation – rate of pay, pupil loads, qualifications, experience, other terms and conditions of employment</p>	<p>1. No issues identified.</p> <p>2. Continue to maintain what is currently in place or improve on existing programs</p>	<p>1. Continue to provide equivalent opportunities for men’s and women’s teams in areas of academic support</p> <p>2. Continue to provide high-quality athletic study hall and mentoring services</p> <p>3. Continue to send referrals to University Tutoring, Supplemental Instruction, Learning Skills and Office of Disability Services, and other campus academic resources</p>	<p>1. Continue to monitor the quality of academic support services</p>	<p>1. Director of Academic Services for Athletes</p>	<p>1. Spring 2008 and biannually thereafter</p>

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<p><b>7. Coaches' Availability</b> .– full-time, part-time, assistant, and graduate assistants; Assignment – training, experience, professional standing and other professional qualifications; Compensation – rate of compensation, duration of contracts, conditions relating to contract renewal, experience, nature of coaching duties, working conditions and other terms and conditions of employment</p>	<p>1. Need criteria for the establishment of base salaries and incentives for coaches</p> <p>2. Need to make the assistant field hockey coach a full-time coach and take that person out of the classroom</p> <p>3. Need to increase coaching availability for women's sports relative to the men's sports</p>	<p>1a. Increase head and assistant coaches' salaries in women's volleyball since it is a priority sport</p> <p>1b. Develop criteria for the establishment of base salaries for coaches</p> <p>1c. Develop criteria for incentives for coaches</p> <p>2. Do paperwork to elevate assistant field hockey coach to a full-time position</p> <p>3a. Split the head men's and women's golf coach position into two separate head coaching positions</p> <p>3b. Add a second assistant coach for softball and field hockey</p>	<p>1a. Prepare appropriate forms for salary adjustments for volleyball coaches</p> <p>1b. Develop a policy for the criteria for the establishment of base salaries for coaches</p> <p>1c. Develop a policy for criteria for incentives for coaches</p> <p>2a. Provide funds to make the position full time</p> <p>2b. Meet with the Chair of HLES to delete the teaching responsibilities from this person's contract</p> <p>3a. Advertise and hire a head women's golf coach</p> <p>3b. Hire part-time or graduate assistants as second assistant coaches for softball and field hockey</p>	<p>1a. Director of Athletics; Administrative Assistant; SWA</p> <p>1b. Director of Athletics; sport administrators; University attorneys</p> <p>1c. Director of Athletics; sport administrators; University attorneys</p> <p>2. Director of Athletics; Chair of HLES</p> <p>3a. Director of Athletics; SWA</p> <p>3b. Director of Athletics; head softball coach; head field hockey coach</p>	<p>1a. Fall 2009</p> <p>1b. Spring 2009</p> <p>1c. Spring 2009</p> <p>2. Fall 2007 to make the position a full time athletics position</p> <p>3a. Summer 2008</p> <p>3b. Fall 2009</p>

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<p><b>8. Locker Rooms, Practice and Competitive Facilities.</b> Quality, availability and exclusivity of practice and competitive facilities; quality and availability of locker rooms; maintenance and preparation of practice and competitive facilities</p>	<p>1. No team/locker rooms for women’s sports at Owens Field House or near site of competition</p> <p>2. Softball facility needs upgrades</p> <p>3. Need for an on- or off-campus soccer stadium with locker rooms</p> <p>4. Field hockey stadium with Astro-Turf type field</p>	<p>1. Develop team/locker rooms for field hockey and track at Owens Field House</p> <p>2a. Build team/locker room for softball at their renovated facility</p> <p>2b. Continue other needs to convert former baseball stadium to softball stadium</p> <p>3. Build an on- or off-campus soccer stadium with all amenities</p> <p>4. Determine space to build field hockey stadium with all amenities</p>	<p>1. Addressed in athletics facility master plan</p> <p>2a. Addressed in athletics facilities master plan</p> <p>2b. Addressed in athletics facilities master plan</p> <p>3a. Addressed in athletics facilities master plan</p> <p>3b. Start a fund-raising campaign for soccer stadium</p> <p>4a. Addressed in athletics facilities master plan</p> <p>4b. Start a fund-raising campaign for field hockey stadium</p>	<p>1-4. Director of Athletic Development; Director of Athletics; Associate Athletics Director for Facilities; University Design and Construction department</p>	<p>1-4. Dependent on University Master Plan; outside architects and contractors. Also dependent on fund-raising</p> <p>1. Redesign of Owens Field House will not occur until new Athletics Facility behind the west stands is complete</p>

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<p><b>9. Medical and Training Facilities and Services.</b> Availability of medical personnel; availability and quality of weight training and conditioning facilities; availability and qualifications of athletic trainers; health, accident and injury insurance coverage</p>	<p>1. Softball lacks an athletic trainer (intern) for fall season</p> <p>2. Weight room lacks an equitable female staff presence</p>	<p>1. Add softball athletic trainer for fall season</p> <p>2. Hire one full-time female strength coach</p>	<p>1. Develop a plan to add additional athletic trainer (intern) for fall softball season</p> <p>2a. Develop plan to recruit and hire a female strength coach</p> <p>2b. Monitor the transfer of sports to the new weight room to ensure equitable treatment of female sports teams</p>	<p>1. Director of Athletics; Associate Athletic Director for Internal Operations; SWA; Head Athletic Trainer</p> <p>2a. Director of Athletics; Associate Athletic Director for Internal Operations; SWA; Head Strength Coach</p> <p>2b. Director of Athletics; Associate Athletic Director for Internal Operations; Facilities Coordinator; SWA</p>	<p>1. Fall 2009</p> <p>2a. Fall 2009</p> <p>2b. Fall 2009</p>

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<p><b>10. Housing and Dining Facilities and Services.</b> Housing provided; special services as part of housing; dining arrangements</p>	<p>1. There is a need to increase women's meal costs for those on full scholarships</p> <p>2. Training table is only provided for football and men's basketball</p>	<p>1a. Develop a plan to increase the women's sports budgets to accommodate the high meal plan for each full scholarship athlete</p> <p>2a. Determine the feasibility of providing the training table to some women's sports full scholarship athletes</p> <p>2b. Increase awareness among some female sports that the training table could be an option</p>	<p>1a. Determine how to budget extra dollars for women's sports high meal options</p> <p>2a. Plan meetings with the Director of Food Services and coaches/administrators to discuss meal menus and times of availability for female student-athletes</p> <p>2b. Determine budgeting for selected women's sports to include training table options</p>	<p>1a. Director of Athletics; Associate Athletic Director for Internal Operations; SWA</p> <p>2a. Director of Athletics; Associate AD for Internal Operations; head coaches; Director of Food Services; SWA</p> <p>2b. Director of Athletics; Associate AD for Internal Operations; SWA</p>	<p>1a. Fall 2008</p> <p>2a. 2009-10 academic year</p> <p>2b. 2009-10 academic year</p>

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<p><b>11. Publicity.</b> Availability and quality of sports information personnel; access to other publicity resources; quantity and quality of publications and other promotional devices</p>	<p>1. Concern that marketing and sports information publications are not being provided equitably</p> <p>2. Concerns with the amount of video coverage for men's basketball and football compared to women's sports programs</p>	<p>1. Audit all marketing, advertising, media guides, schedule cards and magnets to maintain equity</p> <p>2. Provide video coverage for women's sports on an equitable basis with men's coverage</p>	<p>1a. Evaluate marketing, advertising and sports information plan at the beginning of the year for equity</p> <p>1b. Re-evaluate at the end of the year to see if equity was maintained</p> <p>2. Offer a student internship in communications for production of a post-game report in women's sports</p>	<p>1a. Director of Athletics; SWA; Gender Equity Committee</p> <p>1b. Director of Athletics; SWA; Gender Equity Committee</p> <p>2. Associate Athletic for Public Affairs; Assistant Athletics Director for Sports Information; Chair of Communication Dept.</p>	<p>1a. Beginning Fall 2008 and annually thereafter</p> <p>1b. Beginning Spring 2009 and annually thereafter</p> <p>2. Beginning Fall 2008</p>

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<b>12. Support Services.</b> Administrative, secretarial and clerical support; office space	1. Workload for secretarial and office staff should be reviewed to ensure workload is distributed equitably among sports	1. Evaluate job descriptions of secretarial and office staff to ensure that workload is distributed equitably for sports teams	1a. Review job descriptions of secretarial staff and administrative assistant to ensure that the workload from all teams is distributed equitably  1b. Review the workload and future locations of all secretarial and office staff, to ensure equity among men's and women's sports teams	1a. Director of Athletics; SWA  1b. Director of Athletics; SWA	1a. Fall 2008 and biannually thereafter  1b. Fall 2008 and biannually thereafter

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<p><b>13. Recruitment of Student-Athletes.</b> Equal opportunities for professional personnel to recruit; availability of financial and other resources for recruitment; equivalent benefits, opportunities and treatment of prospective athletes</p>	<p>1. Equity in the availability of courtesy cars for men's and women's sport coaches</p>	<p>1. To provide men's and women's teams equitable access to courtesy cars for recruiting purposes</p>	<p>1. Develop and distribute a written policy for obtaining courtesy cars</p> <p>2. Prepare a marketing/incentive program to assist women's team coaches in obtaining courtesy cars</p>	<p>1-2. Director of Athletics; ISP Marketing Director; Senior Associate Athletics Director for Athletic Development; SWA</p>	<p>1-2. 2008-09 and annually thereafter</p>