

**APPALACHIAN STATE UNIVERSITY
ATHLETICS GENDER EQUITY PLAN
Fall 2001- Spring 2006**

Appalachian State University is committed to providing fair and equitable treatment of both men and women in the area of intercollegiate athletics. The university seeks to provide equal opportunity for females and males to participate in athletic activities on the basis of their interests and abilities. Appalachian currently offers 10 women's and 10 men's sports. The variety of sports offerings will attempt to reflect student interests and abilities as expressed by information on entering prospective student survey forms, surveys of high school juniors and seniors visiting on university open house days, offerings in regional feeder secondary schools (particularly the North Carolina High School Athletic Association), and other factors.

Gender equity is a component of the Appalachian State University intercollegiate athletics mission statement. "Appalachian State University is committed to ensuring equitable participation and treatment of men, women, and minorities in intercollegiate athletics through its administration, staff, coaches, programs and policies. Appalachian's non-discrimination practice represents a moral and ethical, not just legal, imperative." This plan will further substantiate the university's commitment to gender equity.

Goals

1. PROGRAM

To continue offering intercollegiate sports compatible with the principles of student interest and equitable distribution of resources.

Steps to Achieve:

- Continue data collection from athletics interest surveys conducted at university open houses in the fall and spring of each year and at summer orientations for incoming freshmen. Compare data to previously collected data.
- Continue collection of NCHSAA (North Carolina High School Athletic Association) data on sports offered in the North Carolina High Schools and participation numbers by sport and gender. Compare data with previously collected data.

Responsible: Associate athletics director/compliance/SWA and Department of Institutional Research, Planning and Assessment

Timeline: Each fall and spring starting 2001

Means of Funding: None needed

2. FINANCIAL

Ensure that the operating budgets (equipment and supplies, travel and per diem allowance, recruiting and scholarship lines) are allocated to the women and men's teams at the same proportion as their respective percentage of unduplicated participation numbers.

Steps to Achieve:

- Require head coach to identify special needs or one-time expenses in the annual planning process.
- Review annually the adequacy of the per diem allowance through exit interviews with student athletes, head coach evaluations and Student Athlete Advisory Board meetings.
- Continue to monitor mode of travel and lodging expenditures.

Responsible: Athletics director, sport administrators and head coaches

Timeline: Ongoing with annual evaluation

Means of Funding: Student athletics fee, general athletics revenues

3. SCHOLARSHIPS

Ensure that Appalachian State University continues to award scholarships to women and men athletes at the same proportion as their respective rates of participation in Appalachian athletics, and continue to provide equitable opportunities for recruitment.

Steps to Achieve:

- Monitor coaching staff usage of scholarship allocation through monthly budget reports, Equity in Athletics Disclosure Act (EADA) report analysis and staff interviews.

Responsible: Athletics director, sport administrators, compliance director

Timeline: Ongoing with annual evaluation

Means of Funding: Sport budgets

Steps to Achieve:

- Continue commitment to reach full scholarship funding for football, men's and women's basketball and volleyball.
- Continue to fund scholarships for other women and men's sports consistent with the proportion of participation and relative to the Athletics Department Strategic Five-Year Plan (2002-05).

Responsible: Athletics director

Timeline: Ongoing with annual evaluation

Means of Funding: Increase in student athletics fees, Yosef Scholarship Fund

4. PERSONNEL

Ensure that the availability, compensation, and quality of coaching continue to be equitable and nondiscriminatory.

Steps to Achieve:

- Analyze numbers of head coaches, assistant coaches, part-time, graduate assistant and volunteer coaches and the assignment of coaching duties annually to ensure that the configuration of coaching staffs provides equal opportunities for female and male athletes to receive coaching.

Responsible: Athletics director, sport administrators, coaching staff

Timeline: Ongoing with annual evaluation

Means of Funding: Student athletics fees, general athletics revenues

Steps to Achieve:

- Fund one women's volleyball assistant coach to a full-time position. [Completed Fall 2001]
- Fund another assistant track coach to a full-time position. [Completed Fall 2001]
- Seek to fund full-time assistant coach positions in women's soccer, softball and field hockey.

Responsible: Athletics director

Timeline: Volleyball and track by fall 2001; other sports by fall 2005

Means of Funding: Student athletics fee, general athletics revenues

5. FACILITIES

Provide appropriate athletics facilities for all teams.

Steps to Achieve:

- Relocated practice and competition site for volleyball to Holmes Convocation Center.
- Relocated volleyball locker rooms and coaches' offices to Holmes Convocation Center.

Responsible: Athletics director and vice chancellor for business affairs

Timeline: Fall 2001

Means of Funding: University funding

Steps to Achieve:

- Build a new athletics locker room/office complex. This facility will provide locker rooms for women's track, soccer, field hockey and softball and men's track, soccer and baseball. Fifteen offices for corresponding coaching staffs also will be provided in this facility.

Responsible: Athletics director and vice chancellor for business affairs

Timeline: Architect planning begins spring 2001; construction to begin spring 2002

Means of Funding: Owens Field House Expansion Athletics Reserve Account

Steps to Achieve:

- Relocate athletics laundry facility to Kidd Brewer Stadium.

Responsible: Athletics director and vice chancellor for business affairs

Timeline: To coincide with the razing of Broome-Kirk Gym

Means of Funding: University funding

Steps to Achieve:

- Begin development of the cross-country course construction, Phase II.

Responsible: Athletics director, associate athletics director, director of cross country, track & field

Timeline: Ongoing

Means of Funding: Track Auxiliary Fund

Steps to Achieve:

- Start design and construction of grass soccer field for use by both men's and women's teams.

Responsible: Athletics director

Timeline: Planning beginning fall 2001; construction to follow

Means of Funding: University bond money, general athletics revenues

Steps to Achieve:

- Assess current softball site to identify enhancement needs and/or future relocation.

Responsible: Athletics director

Timeline: Ongoing with annual evaluation

Means of Funding: General athletics revenues

Steps to Achieve:

- Relocate strength and conditioning, athletic training and equipment storage areas from Broome-Kirk Gym to Varsity Gym.

Responsible: Athletics director and vice chancellor for business affairs
Timeline: In coordination with razing of Broome-Kirk Gym
Means of Funding: University funding

6. MARKETING/PROMOTIONS/PUBLICATIONS (M/P/P)

Ensure appropriate resources are targeted and applied to the marketing/promotions/publications for the ASU athletics programs.

Steps to Achieve:

- Identify specific marketing/promotions/publications for each sport.
- Set goals for M/P/P for each sport.

Responsible: Assistant athletics director, sports information director, athletics director

Timeline: Ongoing beginning fall 2002

Means of Funding: Corporate sponsorship, general athletics revenues

Steps to Achieve:

- Secure annual sponsorship dollars for various M/P/P efforts.

Responsible: Assistant athletics director, director of external operations

Timeline: Ongoing with annual evaluation

Means of Funding: General athletics revenues

7. ATHLETICS ENVIRONMENT

Ensure that athletics department employees and student athletes continue to be aware of university and departmental policies regarding gender discrimination, sexual harassment, sportsmanship and student athlete welfare.

Steps to Achieve:

- Ensure athletics staff and student athletes are aware of the resources of the Equity Office and the confidentiality of all visits to that office.
- Encourage all athletics staff, coaches and student athletes to report any gender discrimination or sexual harassment to the Equity Office.
- Establish a grievance procedure for student athlete welfare concerns.
- Educate student-athletes and staff of university publications dealing with sexual harassment and gender discrimination.
- Distribute to athletics staff the Student Athlete Handbook and the Southern Conference Manual annually and the department Policies & Procedures Manual upon hiring and when updated.
- Encourage an announcement be made at all home athletic contests of the Southern Conference and Athletics Department codes of conduct.

Responsible: Athletics director, associate athletics director and compliance director

Timeline: Ongoing beginning fall 2001

Means of Funding: General athletics revenues

8. SUPPORT AREAS

Ensure that the following areas maintain proper student athlete welfare and gender consideration.

- a. academic services for student athletes
- b. medical and training facilities and services

- c. housing and dining facilities and services
- d. support services

Steps to Achieve:

- Perform an annual review of each of the identified areas.
- Conduct periodic staff meetings where athletics personnel can discuss concerns in these areas.
- Review exit interview questions annually that ask questions in these areas.
- Conduct periodic Student Athlete Advisory Board meetings where members can discuss concerns in these areas.

Responsible: Athletics administrative staff, Gender Equity Enhancement Committee

Timeline: Ongoing

Means of Funding: None needed

This document was reviewed by the following groups: Gender Equity Enhancement Committee, the Chair of the Equity Subcommittee, the Athletics Council, the head coaches, the Student Athlete Advisory Board and the University Attorney.

Final revision: December 19, 2001