



BOARD OF REGENTS

SUMMARY OF ITEM FOR ACTION,
INFORMATION OR DISCUSSION

TOPIC: Report on Intercollegiate Athletics - FY 2013

COMMITTEE: Education Policy and Student Life

DATE OF COMMITTEE MEETING: November 20, 2013

SUMMARY: The Board of Regents first initiated a review of institutional Intercollegiate Athletic Programs in 2011. A Board of Regents Workgroup on Intercollegiate Athletics, established in 2012, was charged with examining athletic programs and policies as well as the Board's oversight and accountability processes. Although the Intercollegiate Athletics Workgroup diligently addresses issues including, but not limited to, institutional compliance with the Board's policy on Intercollegiate Athletics (V-2.10) and the Board and Chancellor's expectations and values, both in terms of financial management, Title IX compliance and other important aspects of intercollegiate athletics like sports safety, academic support, and academic achievement of student-athletes, the Committee on Education Policy and Student Life will continue to receive reports on the status of intercollegiate athletics within the USM to fulfill its responsibilities as outlined in the *Bylaws of the Board of Regents of the University System of Maryland*.

The content of this report includes public data from the National Collegiate Athletic Association (NCAA), the 2013 Joint Chairman's Report on Division I Intercollegiate Athletics presented on behalf of the BOR ICA Workgroup, and institutional reports submitted to the USM.

ALTERNATIVE(S): This is an information item only.

FISCAL IMPACT: This is an information item only; there is no fiscal impact associated with this item.

CHANCELLOR'S RECOMMENDATION: This is an information item only.

COMMITTEE RECOMMENDATION: Information Only **DATE:** November 20, 2013

BOARD ACTION: **DATE:**

SUBMITTED BY: Joann A. Boughman 301-445-1992 jboughman@usmd.edu

**University System of Maryland Annual Report on Intercollegiate Athletics
FY 2013
Presented to the Committee on Education Policy and Student Life
of the Board of Regents
November 20, 2013**

I. Introduction

The Board of Regents (BOR) first initiated a review of institutional Intercollegiate Athletic (ICA) Programs in 2011. A BOR Workgroup on Intercollegiate Athletics (BOR ICA Workgroup), established in 2012, was charged with examining athletic programs and policies as well as the Board's oversight and accountability processes. The BOR ICA Workgroup is also a forum for broader discussions concerning the Board's vision, values, and expectations for campus athletic programs including their desired contribution to the mission of each University System of Maryland (USM) institution. The BOR Workgroup has, and will continue to, monitor institutional compliance with the Board's policy, and the Board and Chancellor's expectations and values, both in terms of financial management, Title IX compliance and other important aspects of intercollegiate athletics like sports safety, academic support and academic achievement of student-athletes. Although the ICA Workgroup diligently addresses issues surrounding these aspects of intercollegiate athletics, the Committee on Education Policy and Student Life will continue to receive reports on the status of intercollegiate athletics within the USM to fulfill its responsibilities as outlined in the *Bylaws of the Board of Regents of the University System of Maryland*. The content of this report includes public data from the National Collegiate Athletic Association (NCAA), the 2013 Joint Chairman's Report on Division I Intercollegiate Athletics presented on behalf of the BOR ICA Workgroup, and institutional reports submitted to the USM.

II. Background

The Board of Regents has been active and assertive in its oversight of intercollegiate athletics at USM institutions. Since 2011, the BOR has:

- Examined the philosophical underpinnings of the Board's values and expectations for college sports and student-athletes, coaches, and administration;
- Reviewed the previous policy and adequacy of oversight processes related to ICA programs including the academics, finances, and compliance;
- Revised the Board of Regents Policy on Intercollegiate Athletics (V-2.10) (Appendix A) to enhance financial reporting, intensify accountability processes, and improve information on student-athlete academic success; and
- Created the BOR Workgroup on Intercollegiate Athletics, chaired by Regent Tom McMillen, to review information and materials provided under the policy to assess the success and adequacy of the revised policy.

III. Principles for Intercollegiate Athletic Programs at USM Institutions

Among the guiding values and principles stated consistently by the Board, and reflected in the revised Board of Regents Policy on Intercollegiate Athletics, are the expectations including:

- The Student Athlete – Students participating in intercollegiate athletics are first and foremost students, and are expected to achieve academically at a similar or higher level than the student body as a whole;
- Title IX and Gender Equity – Compliance with the requirements of Federal Title IX – Gender Equity is expected at each USM institution. Fairness and equity requires similar opportunities for participation for each gender;
- Finance and Operations – Intercollegiate athletics programs are expected to be operated and managed on a self-supporting basis over the long-run;
- Oversight and Accountability – Per USM policy, institutional presidents are responsible for implementing an effective and efficient oversight system for their respective intercollegiate athletics program. Further, institutions should inform the Regents and Chancellor regarding “ ... [A]ny events or situations which might spark unusual public interest in the athletic program, particular team(s), or individual student athlete(s) at that institution and should provide sufficient detail concerning these events or situations to permit the Chancellor and the Board of Regents to respond appropriately to inquiries.”

IV. Reporting

The University System of Maryland Policy on Intercollegiate Athletics requires that institutions that participate in Division I athletics comply with all reporting requirements which include the submission of detailed reports around academic, fiscal, and compliance issues. Additionally, all other institutions with Division II and III intercollegiate athletics programs are expected to satisfy less detailed reporting obligations in the form of the annual presidents’ and athletic directors’ affirmations.

Division I Institutions

- Coppin State University (CSU)
- Towson University (TU)
- University of Maryland, Baltimore County (UMBC)
- University of Maryland, College Park (UMCP)
- University of Maryland Eastern Shore (UMES)

Division II Institution

- Bowie State University (BSU)

Division III Institutions

- Frostburg State University (FSU)
- Salisbury University (SU)

V. Academics

2011-2012 Academic Progress Rate Data

The Academic Progress Rate (APR) is the NCAA's measurement of the academic achievement of Division I teams during each academic term. Each student-athlete earns one point for staying in school and one point for being academically eligible for each academic term (fall and spring). A one-year APR is roughly the percentage of total points earned from total points possible. The four-year APR is the average of the four most recent single-year APR scores. This is the score used for NCAA actions.

A 930 APR predicts about a 50% graduation rate. Teams falling below an APR of 930 face sanctions ranging from scholarship reductions to more severe penalties. The NCAA is raising academic standards to ensure all Division I teams in NCAA championships have at least a 930 APR.

2011-2012 Graduation Success Rate Data

The Graduation Success Rate (GSR) is the NCAA's measurement of the proportion of student-athletes who earn degrees. The graduation-rate data are based on a six-year cohort prescribed by the U.S. Department of Education and takes into account transfer students, mid-year enrollees, and (in some cases) non-scholarship athletes and removes students who leave while in good standing to provide a more accurate view of success.

2011-2012 APR and GSR data have been released by the NCAA and are available to the public. A chart detailing USM's Division I institutions' teams' APR and GSR are located in Appendix B.

2012-2013 Academic Progress Rate and Graduation Success Rate Data

Over the summer, Division I institutions provided the BOR ICA Workgroup with their informal projections of APR for 2012-2013. Actual 2012-2013 APR data were submitted to the NCAA in November and will be made available to the Workgroup after March 2014.

2012-2013 Graduation and Admissions Data

In Spring 2013, Division I institutions submitted admissions data – data for regular and special admits, broken down by sport and gender including number of athletes, high school GPA and SAT scores of athletes and high school GPA and SAT scores of first-time, full-time freshmen (FTFT; non-athletes). Similarly, graduation data were also submitted – data for regular and special admits, broken down by sport and gender including number of athletes in each cohort (2004-2006), number who graduated after four, five, and six years, number who left in good standing prior to graduation, and four-, five-, and six-year graduation rates for each cohort of FTFT, non-athletes.

Although there are institutions in which the GPA or SAT of athletes is lower than that of first-time, full time non-athletes, overall, student-athletes have higher high school GPAs, and SAT scores than their non-athlete peers. Additionally, overall, the graduation rate of athletes is greater than that of FTFT, non-athletes. These specific data were presented to the BOR ICA Workgroup in Summer 2013.

V. Long-Term Financial Sustainability

The fiscal context varies among the five USM institutions with Division I intercollegiate athletics.

On the revenue side, CSU, UMES, and UMBC's intercollegiate athletics programs are essentially dependent on athletics fees to support their respective programs. TU, too, is largely dependent on student fees, but its athletics budget does include funding from sponsorships, fundraising, select games with high profile teams, and a modest amount of gate revenue. UMCP has a far more diversified set of revenue sources to support intercollegiate athletics, including broad donor support and fundraising, sponsorships, television revenue, and substantial gate revenue. For all programs, revenues will vary from year to year as a result of changes in enrollment levels (representing a large and dramatic impact on intercollegiate athletics resources at those institutions largely dependent on student fees) or the success of individual revenue-producing sports such as men's and women's basketball and men's football. Such changes can result in significant swings in conference distributions at UMCP and to a lesser degree TU.

On the expenditure side, the spending model for each of the USM Division I programs varies as well. Spending will vary based upon conference requirements, the overall sports competitiveness of the conference, and, of course, available revenue to the specific campus. Spending per student is a key metric in comparing institutions within the same conference.

These attributes of intercollegiate athletics create a context in which an expectation that each intercollegiate athletics program be operated on a strict self-supporting basis using only its own resources is difficult on a year-by-year basis. It has been well-documented and understood nationally that the vast majority of intercollegiate athletics programs across the country require some form of institutional subsidy to be able to field competitive teams and ensure gender equity in sports opportunities. The revised Board of Regents policy reflects that recognition through several fiscal 'relief provisions', including:

- Authorizing the use of non-resident tuition waivers;
- The temporary use of other non-state supported resources to support intercollegiate athletics under a process that requires institutional and Board approval, and
- Processes for review and re-consideration of accumulated amounts owed by intercollegiate athletics to other institutional activities.

The fiscal management of USM Division I intercollegiate athletics programs is reviewed annually by the Board of Regents, currently by the ICA Workgroup. Those institutions that fail to manage their intercollegiate athletics programs on a self-supporting basis are expected to develop and adopt plans to bring the program back into a self-supporting position. Any such plan is required to first focus on eliminating the annual operating budget shortfall. The second step of the plan includes the repayment of amounts "borrowed" from other self-support programs at the specific institution. Presidents will be required to develop plans for elimination of the deficits and, through the presidential review process, will be held accountable for the successful implementation of these plans.

VI. Title IX Compliance

Title IX was enacted by Congress as a part of the Education Amendments Act of 1972. In part, the legislation reads:

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...

Compliance with the requirements of Title IX can be established through one of three basic approaches, or ‘prongs’. The three prongs are:

1. Providing athletic participation opportunities that are substantially proportionate to the student enrollment. This prong of the test is satisfied when participation opportunities for men and women are "substantially proportionate" to their respective undergraduate enrollment.
2. Demonstrating a continual expansion of athletic opportunities for the underrepresented sex. This prong of the test is satisfied when an institution has a history and continuing practice of program expansion that is responsive to the developing interests and abilities of the underrepresented sex (typically female).
3. Accommodating the interest and ability of the underrepresented sex. This prong of the test is satisfied, for example, when an institution is meeting the interests and abilities of its female students even where there are disproportionately fewer females than males participating in sports.

In addition to meeting the standards of one of the three prongs, institutions must also provide equal or comparable access and benefits along approximately one dozen other attributes, such as, convenience of practice time, academic support and other resources and supports provided to student-athletes.

Each USM Division I institution is either in compliance with Title IX requirements, or has an active plan to address gender equity issues and concerns. There are no pending actions under Title IX by the Office of Civil Rights pursued against any USM Division I institution.

The Department of Education requires that athletics programs annually submit an Equity in Athletics Disclosure Act (EADA) report which details student participation and spending on intercollegiate athletics by sport and gender. Revisions to the BOR Policy on ICA requires that the institutions share the EADA report with the Board. These reports are gathered and reviewed annually by the ICA Workgroup to assess compliance with Title IX and gender equity.

Staff to the Board of Regents ICA Workgroup are developing a routine monitoring of EADA statistics, which will include standards for where there appear to be Title IX issues at particular institutions, and for bringing these circumstances to the Regent’s attention. Since compliance with Title IX is not strictly an objective standard, and rests in part on actions and plans undertaken by the institution to improve access or resolve inequities, Division I institutions will meet with the Board of Regents ICA Workgroup annually to review the status of gender equity

access and participation, compliance with Title IX, and strategies being put in place to address compliance issues.

USM institutions are very aware of the gender equity and Title IX status on their institutions. Once it is determined that an institution is having gender equity issues with intercollegiate athletics programs, a plan to address and remediate the situation and provide a better, more balanced set of sports opportunities will be required. Progress against the plan will be reviewed with the Regents, and monitored on an annual basis.

VI. Institutional Plans on Financial Stability and Title IX Compliance

The USM institutions with Division I ICA programs were asked to submit statements to describe their approach and plans to ensure the long-term financial stability of the program and address Title IX issues relating to ICA. The five institutions' responses and plans are included in Appendix C to this report.

Appendix A: USM Policy on Intercollegiate Athletics

V-2.10 – UNIVERSITY SYSTEM OF MARYLAND POLICY ON INTERCOLLEGIATE ATHLETICS

(Approved by the Board of Regents, April 25, 1991; amended June 19, 1991; amended December 7, 2001; approved September 28, 2012)

General

A well-managed and successful intercollegiate athletic program enhances the educational goals of a college or university regardless of the particular mix of teaching, research and service activities inherent in its approved mission. Athletic competition under the fundamental principles of fair play and amateurism can be of value to individual students, to members of the immediate collegiate community, and to the larger institutional constituency.

The institutions of the University System of Maryland subscribe to a philosophy of athletics that reflects a clear understanding of the role the athletics program is expected to play in furthering the broader institutional mission. Fundamental to the effective management of the intercollegiate athletic program is the commitment of the president of the institution to maintain regular oversight of the enterprise. All institutions within the System, whether they have intercollegiate athletic programs or not, are affected by public perceptions of the athletic programs or teams at particular System campuses and the attendant publicity the programs receive.

Each institution that has an intercollegiate athletics program must have in place procedures, internal and external, which provide careful and thorough scrutiny of the sports program and deliver required information to the president and, as appropriate, to the Chancellor and the Board of Regents.

Student-athletes are first and foremost students, and it is the expectation of the Board of Regents that their academic performance and progress will be comparable to that of non-athletes. Contracts for coaches and other athletic department staff will include objectives and minimum expectations for academic as well as athletic success.

Management of the athletics program, both along financial expectations as well as with respect to academic goals and expectations, are among those elements to be considered in the annual evaluations of presidential performance.

Reporting and accountability requirements

Institutions that participate in Division I (UMCP, Towson University, Coppin State University, UMES and UMBC) athletics are to comply with all reporting requirements detailed in Appendix A, as well as satisfying the reporting and communication expectations detailed in the Ongoing Reporting Obligations section below. All other institutions that have intercollegiate athletics programs are expected to satisfy all ongoing reporting obligations and provide the annual presidents' and athletic directors' affirmations detailed in Appendix A, Paragraph H; the Board of Regents may request that those institutions provide additional information on particular aspects of their intercollegiate athletics programs as follow-up.

In order to ensure that the Board of Regents is informed and knowledgeable about intercollegiate athletics and the role it plays at each of the institutions, each president whose institution fields competitive intercollegiate sports teams shall furnish to the Board of Regents, on an annual basis, reports that address academic issues, fiscal issues, and compliance issues within intercollegiate athletics, which include the information called for in Appendix A of this policy.

Academic Issues

The annual report on academic issues related to intercollegiate athletics will be presented to the appropriate Board of Regents committee in March and June of each year, as data are available, and will provide data on the preceding fiscal year and on the fall semester of the current year as outlined in Appendix A. In addition to institutional data, the report should include the prior year's NCAA Academic Program Rates (APR) and, if institutions had unsatisfactory scores, a report on corrective actions the institution has taken to prevent future problems.

Institutions should adopt minimum standards for academic progress and consequences for failure to meet those standards on a continuing basis that include suspension from participation in athletic activities.

Fiscal Issues

While each president is responsible for the operations of the intercollegiate athletic program on his/her campus, it is mandatory that there be transparency in fiscal reporting. The annual report on fiscal issues related to intercollegiate athletics will be presented to the appropriate Board of Regents committee in November of each year and will include the current year's budget as well as actual revenues and expenses from the prior fiscal year. The Board of Regents is to be kept informed of any long-term financial commitments that may affect the budget in future years. In addition to required annual reporting, institutions shall report to the Chancellor's Office and the Director of Internal Audit all developing or anticipated fiscal shortfalls that may result in financial deficits both short and long term as they become known.

To the extent allowable under NCAA regulations, institutions may agree to waive the difference between non-resident and resident tuition rates for student-athletes without charge or impact on the intercollegiate athletics program operating budget or the assessment of whether the program is operated on a self-supporting basis. Note that the NCAA recognizes such waivers as a charge to the ICA program, so that the revenue and expenditure reports for the NCAA will not be directly comparable to those required by this Board of Regents policy.

Intercollegiate athletics programs are to be managed on a self-supporting basis, meaning that all spending and expenses are to be paid for by revenues and resources generated by the intercollegiate athletic program within the institution. Any institution that seeks to use other self-support activity revenues or resources to support Intercollegiate Athletics must seek approval by the Board of Regents in advance of the beginning of the fiscal year. Intercollegiate athletics programs that end a fiscal year with an operating deficit after taking into account approved use of other self-support activity revenues or resources, or have an accumulated deficit, are to record and reflect these amounts as liabilities back to the self-support activity that funded

the deficit, and are to develop and adopt an operating plan to eliminate the accumulated deficit and return the program to a self-supporting operating basis.

Institutions seeking to ‘forgive’ deficits of intercollegiate athletics programs must be approved by the Board of Regents.

Compliance Issues

It is expected that institutions will immediately notify the Chancellor and the Director of Internal Audit of all NCAA major infractions, NCAA investigations, and conference (ACC, MEAC, etc.) investigations. In addition, it is understood that institutions are to submit to the NCAA in a timely manner all NCAA Reports and Agreed-Upon Procedure Reports as may be required as well as periodic conference review reports.

In particular the President should inform the Chancellor, who will inform the Board of Regents in a timely manner, regarding any events or situations which might spark unusual public interest in the athletic program, particular team(s), or individual student athlete(s) at that institution and should provide sufficient detail concerning these events or situations to permit the Chancellor and the Board of Regents to respond appropriately to inquiries.

Distribution and use of sensitive information

In order to ensure that the Board of Regents is fully informed but that the privacy of individuals is protected, reporting on the academic performance of student athletes and the terms, commitments and incentives reported for coaches’ and athletic directors’ contracts will be done in closed session as permitted in special circumstances outlined in Subtitle 5, section §10-508(a) of the Open Meetings Act.

Ongoing Reporting Obligations

1. Institutions are to immediately notify the Chancellor’s Office and the Director of Internal Audit of all NCAA major infractions, NCAA investigations and conference investigations.
2. Institutions are to submit all required annual NCAA Reports, annual Agreed-Upon Procedure Reports and periodic conference (eg. ACC) review reports to the appropriate governing bodies.
3. Compliance with Board of Regents Policy VII-10.0 Policy on Board of Regents Review of Contracts for Highly-Compensated Personnel requires institutions to provide proposed employment contracts to the Office of the Attorney General prior to execution. The contracts for highly-compensated personnel in intercollegiate athletics programs are to be provided to the Chancellor concurrently with the Office of the Attorney General. The policy provides that ‘Before a contract is executed, it must be submitted to the Office of the Attorney General for review and approval for legal form and sufficiency. The Office of the Attorney General may communicate any significant legal concerns with the draft contract to

the institution's president and the Chancellor. It should be understood that proposed contracts provided to the Office of the Attorney General and Chancellor are to include all relevant provisions and terms of the proposed contract including detailed notes concerning provisions remaining to be negotiated. The Chancellor will notify the Board of Regents of any contract provisions of an unusual or sensitive nature or those that conflict with expectations and values of the Board of Regents.

4. Institutions will report to the Chancellor's Office and the Director of Internal Audit all fiscal shortfalls that may result in financial deficits both short and long term as they become known.

APPENDIX A

OUTLINE FOR ANNUAL REPORTING TO THE BOARD OF REGENTS ON INTERCOLLEGIATE ATHLETICS

By May 1

- A. Statement from the Institutional President. Please prepare a statement that responds to the following questions:**
1. NCAA Classification.
 2. What is the role of intercollegiate athletics at your institution?
 3. How do you assess the success of your ICA program in fulfilling its role?
 4. To whom does the director of intercollegiate athletics report?
 5. What are your current expectations for the director of intercollegiate athletics and the coaching staff? How well are those expectations being fulfilled?
 6. Who has voting authority at NCAA meetings? If the president is not present and does not vote in person, what safeguards exist to assure that the president's views are accurately represented?
 7. Please describe any special concerns, issues or problems related to your institution's intercollegiate athletics program over the reporting period and include all issues reported to the audit committee. Please include special actions taken. Additions or deletions of particular sports, changes in conference or division, NCAA investigations, and NCAA infractions must be included in this section.

Also, please feel free to provide editorial comments on the data submitted in this report as you deem appropriate.

ACADEMIC PERFORMANCE INDICATORS

By May 1

B. Admissions (Fall Cohort) (*Please complete Table B.*)

Please provide the following information:

1. Admission guidelines for student athletes, both regular admits and "special admits."
2. Number of special admit athletes by sport and by gender.
3. High school GPA and SAT scores of admitted student athletes by sport and by gender, broken down by regular and special admits.
4. High school GPA and SAT scores of first-time full-time freshmen by gender, broken down by regular and special admits.

By May 1

C. Graduation Rates (Fall Cohorts) (*Please complete Tables C1, C2, and C3.*)

Please provide the following information for both regular and special admits.

Regular Admits

1. Number of regular-admit student athletes in each cohort, broken down by sport and gender.
2. Number who graduated after four, five and six years, broken down by sport and gender.
3. Number who left in good academic standing prior to graduation, broken down by sport and gender.

4. Four-, five- and six-year graduation rates for this entire cohort of first-time, full-time, regular admit freshmen, for comparison purposes.

Special Admits

5. Number of special-admit student athletes in each cohort, broken down by sport and gender.
6. Number who graduated after four, five and six years, broken down by sport and gender.
7. Number who left in good academic standing prior to graduation, broken down by sport and gender.
8. Four-, five- and six-year graduation rates for this entire cohort of first-time, full-time, special admit freshmen, for comparison purposes.

In addition to institutional reports outlined above that relate to all student-athletes (both scholarship and non-scholarship), please provide the most recent published NCAA GSR.

By March 1

D. Academic Progress Benchmarks for Current Academic Year (All athletes on rosters on or before March 1)

1. Average cumulative GPA by sport compared to average cumulative GPA for the student body as a whole.
2. Number of athletes by sport with GPAs under 2.0.
3. The average fall credit hours completed (end of term) and the average fall credit hours attempted (beginning of term) by sport compared to student body averages.
4. Current number of athletes by sport with fewer than six and with fewer than 12 credit hours completed in the most recent fall term.
5. Most recent published NCAA APR scores.

By June 1

E. Projected NCAA APR scores and potential impact for current year by sport. The projected APR score should be calculated with the known fall and spring eligibility of each rosters scholarship student-athletes for the current fiscal year.

FISCAL MATTERS

By November 1

F. Please provide the following information relating to intercollegiate athletics for the institution, and, where applicable, activity and balances for amounts held, collected, expended or owed by affiliated foundations.

1. What was the athletic fee at your institution for most recent two fiscal years?
2. What is the institution's policy and practice concerning the athletic fee? How is the fee set? To whom does it apply? Who is consulted in the setting of the fee? What benefits does the student get in return for paying the athletic fee?
3. What percentage of the mandatory fee total does the athletic fee represent for a full-time undergraduate student?
4. What percentage of the intercollegiate athletics budget is funded by the student athletic fee?

5. Statement of Activity for the most recent fiscal year for the ICA program operations within the institution, activity associated with ICA accounts and resources held by affiliated foundations (detailed by foundation), and a total.
6. Balance sheet information as of the end of the most recent fiscal year for the ICA program, both for amounts reflected or obligated within the institution, as well as those reflected within affiliated foundations (detailed), and a total, consisting of:
 - Cash, investments, accounts receivable and other assets (not including fixed assets) of the ICA program,
 - External obligations and debt balances,
 - Amounts owed to the institution including terms, and
 - Other liabilities and commitments of the ICA program to others
 - Commitments for athletic directors and coaches contracts, detailed by sport, with the remaining term of guaranteed contract, buyout and 'no-cut' provisions, and nature and amount of incentive compensation arrangements – these items are to be detailed on a separate and distinct report from the other fiscal information in such a fashion as to clearly present the detail, and aggregation, of commitments and claims for athletic director and coaches contracts.
7. Operating budget projections for the coming five fiscal years detailing expected revenues and funding sources and spending.
8. For the current fiscal year, a comparison of actual, year-to-date amounts realized or spent, as compared with the ICA program operating budget.
9. Capital 'Master Plan' for facilities and financed activities.

G. Submit to USM Office concurrent with transmittal to Department of Education the EADA report.

Please provide copies of tables submitted to comply with the reporting requirements of the Equity in Athletics Disclosure Act (EADA) provisions under the Higher Education Act.

By November 1

- H.** Annual affirmations required of presidents and athletic directors of all institutions with intercollegiate athletics programs, regardless of NCAA division. While Division II and Division III institutions are not required to submit detailed data in conjunction with the athletic report to the Board of Regents, the affirmations should be based upon data and other information comparable to that required of Division I institutions in this report outline. Any exceptions to the affirmations should be detailed and noted.

1. All instances of non-compliance with federal and NCAA laws, regulations or rules have been communicated to the Chancellor's Office and Director of Internal Audit as required in the Ongoing Reporting Obligations section of this policy.
2. The academic performance of the student-athletes participating in each individual sport is equal to or exceeds that of the student body for the institution at large.
3. All instances of athletic director, coaches or intercollegiate athletics impropriety have been communicated to the Director of Internal Audit.
4. There are no financial, contractual, or other commitments of intercollegiate athletics that could impact future fiscal results which have not been reflected in the operating budget projections.
5. The institution has a code of conduct for faculty, staff and students that applies to and has been communicated to employees and student-athletes in the intercollegiate athletics program; and the institution has reviewed its code of conduct and determined that it continues to be in place and use.

Appendix B: 2011-2012 USM's Division I Institutions' Teams' APR and GSR

USM Division I APR and GSR Data
as reported by the
National Collegiate Athletic Association

Institution: Coppin State University			
	Multiyear APR	2011-2012 APR	GSR
Sport (N)			
	Men's		
Baseball (298)	906	910	33
Basketball (346)	859	950	50
Cross Country (315)	933	842	77
Tennis (261)	981	1000	100
Indoor Track (260)	925	870	
Outdoor Track (280)	933	904	
	Women's		
Basketball (344)	927	1000	70
Bowling (36)	958	*	
Cross Country (343)	957	936	86
Softball (289)	904	918	60
Tennis (322)	1000	1000	100
Indoor Track (314)	950	934	
Outdoor Track (322)	950	934	
Volleyball (329)	932	974	100

* Denotes data representing three or fewer students-athletes. In accordance with FERPA, institutions should not disclose data when made up of three or fewer students without student consent.

USM Division I APR and GSR Data
as reported by the
National Collegiate Athletic Association

Institution: Towson University			
	Multiyear APR	2011-2012 APR	GSR
Sport (N)			
	Men's		
Baseball (298)	978	1000	79
Basketball (346)	871	939	56
Football (245)	953	956	85
Golf (297)	932	1000	57
Lacrosse (61)	945	941	82
Soccer (203)	957	984	82
Swimming (137)	982	984	91
	Women's		
Basketball (344)	953	962	90
Cross Country (343)	1000	1000	84
Field Hockey (79)	997	988	85
Golf (258)	944	885	100
Gymnastics (61)	976	955	100
Lacrosse (93)	986	1000	85
Soccer (322)	1000	1000	100
Softball (289)	987	1000	95
Swimming (197)	991	986	84
Tennis (322)	992	1000	100
Indoor Track (314)	990	1000	
Outdoor Track (322)	992	1000	
Volleyball (329)	973	1000	90

* Denotes data representing three or fewer students-athletes. In accordance with FERPA, institutions should not disclose data when made up of three or fewer students without student consent.

USM Division I APR and GSR Data
as reported by the
National Collegiate Athletic Association

Institution: University of Maryland, Baltimore County			
	Multiyear APR	2011-2012 APR	GSR
Sport (N)			
	Men's		
Baseball (298)	948	967	69
Basketball (346)	938	1000	86
Cross Country (315)	949	933	64
Lacrosse (61)	962	990	74
Soccer (203)	959	984	71
Swimming (137)	976	939	78
Tennis (261)	963	1000	100
Indoor Track (260)	953	921	
Outdoor Track (280)	945	913	
	Women's		
Basketball (344)	975	1000	77
Cross Country (343)	988	958	90
Lacrosse (93)	975	987	89
Soccer (322)	951	972	85
Softball (289)	956	949	65
Swimming (197)	977	990	91
Tennis (322)	975	1000	100
Indoor Track (314)	982	991	
Outdoor Track (322)	988	991	
Volleyball (329)	963	1000	100

* Denotes data representing three or fewer students-athletes. In accordance with FERPA, institutions should not disclose data when made up of three or fewer students without student consent.

USM Division I APR and GSR Data
as reported by the
National Collegiate Athletic Association

Institution: University of Maryland, College Park			
	Multiyear APR	2011-2012 APR	GSR
Sport (N)			
	Men's		
Baseball (298)	930	905	72
Basketball (346)	948	881	82
Cross Country (315)	1000	NA	80
Football (245)	937	948	73
Golf (297)	973	976	100
Lacrosse (61)	989	993	86
Soccer (203)	972	951	83
Swimming (137)	979	NA	
Tennis (261)	925	NA	
Indoor Track (260)	973	NA	
Outdoor Track (280)	972	987	
Wrestling (77)	965	981	86
	Women's		
Basketball (344)	950	942	92
Cross Country (343)	973	974	100
Field Hockey (79)	997	1000	100
Golf (258)	1000	1000	90
Gymnastics (61)	978	979	100
Lacrosse (93)	981	975	93
Soccer (322)	985	967	94
Softball (289)	964	953	94
Swimming (197)	990	NA	
Tennis (322)	968	958	88
Indoor Track (314)	974	990	
Outdoor Track (322)	975	990	
Volleyball (329)	990	1000	91
Water Polo (34)	968	NA	

* Denotes data representing three or fewer students-athletes. In accordance with FERPA, institutions should not disclose data when made up of three or fewer students without student consent.

USM Division I APR and GSR Data
as reported by the
National Collegiate Athletic Association

Institution: University of Maryland Eastern Shore			
	Multiyear APR	2011-2012 APR	GSR
Sport (N)			
	Men's		
Baseball (298)	933	969	82
Basketball (346)	924	1000	86
Cross Country (315)	943	930	91
Golf (297)	1000	1000	
Tennis (261)	1000	*	100
Indoor Track (260)	943	930	
Outdoor Track (280)	941	930	
	Women's		
Basketball (344)	915	915	73
Bowling (36)	988	1000	100
Cross Country (343)	960	937	100
Softball (289)	930	870	90
Tennis (322)	967	*	100
Indoor Track (314)	960	942	
Outdoor Track (322)	973	942	
Volleyball (329)	962	977	100

* Denotes data representing three or fewer students-athletes. In accordance with FERPA, institutions should not disclose data when made up of three or fewer students without student consent.

Appendix C: Institutional Plans on Financial Stability and Title IX Compliance

The USM institutions with Division I ICA programs were asked to submit statements to describe their approach and plans to ensure the long-term financial stability of the program and address Title IX issues relating to ICA. The five institutions' responses and plans follow.

University of Maryland, College Park

Institutional statements on any deficit reduction plans, as well as statement of long-term financial sustainability of ICA program.

During the 2011-2012 academic year, the President appointed a President's Commission on Intercollegiate Athletics to review the finances and operations of ICA. This was due to deficit conditions relating to historical events and decisions, as well as the economic conditions. The recommendations of the Commission provided a blueprint to restore the fiscal solvency of ICA and better support the remaining student-athletes for the successful future of Maryland Athletics. In addition, the Commission recommended and presented a plan for ICA to eliminate several sports programs at the end of the 2011-2012 academic year, which resulted in a savings of \$2.5M (for FY 2013).

In an effort to reduce budget deficits, UMCP also implemented the following cost saving initiatives during the 2011-2012 academic year:

1. Coaching conferences and professional development expenses (travel, registration, etc.) – paid for by fundraised dollars only.
2. Individual sports banquets and awards – paid for by fundraised dollars only.
3. Additional student-athlete support expenses (massage therapy, yoga, salsa, etc.) – paid for by fundraised dollars only.
4. Administrative and sport computer upgrades – Apple/Mac products and unscheduled upgrades paid for by fundraised dollars.
5. Team travel – schedule games east of the Mississippi (unless game guarantee is received to offset travel costs).
6. Olympic sports Director of Operations positions – salaries funded by fundraising dollars only.

Even with the operating budget costs savings outlined above, over the past few fiscal years, ICA was required to borrow money from University Non-State Auxiliary Funds to balance the budget. In FY 2013, the ICA Program borrowed \$1.7M to balance its budget, bringing the cumulative operating deficit to \$6M.

In addition to this \$6M deficit, in FY 2013, the ACC has been withholding UMD's conference share revenues and NCAA student-athlete support funds since its decision to transition to the Big Ten was announced in November 2012. These funds represent a significant portion of the ICA's revenue stream, and this withholding has widened the deficit to \$21M.

In addition to the ICA operating loan, there are long-term balance sheet items related to capital construction loans and deferred revenue that total \$80M as of the close of FY 2013. These items are related to the Comcast Center, Byrd Stadium and Tyser Tower.

UMCP's ICA program is committed to eliminating the operating budget loan, as well as debt service payments, related to the capital construction projects. Financial planning for the out-years predict an operating budget gap until FY 2018. Once the budget gap is eradicated, the ICA program will use surplus funds to pay off outstanding internal campus loans and building reserves for future investments.

Below is the link for [UMCP President's Commission Report on UMD and Big Ten/CIC Integration](http://www.president.umd.edu/B1G/Commission_on_UMD_Big_Ten_CIC_Integration_Final_report.pdf) that details the current and future plans of UM's Intercollegiate Athletics Program.

http://www.president.umd.edu/B1G/Commission_on_UMD_Big_Ten_CIC_Integration_Final_report.pdf

Statement on institutional status of Title IX Compliance and any plans to remediate any current or foreseen Title IX concerns.

The U.S. Department of Education's Office for Civil Rights ("OCR") determines an athletic program's Title IX compliance by assessing three factors: participation, scholarships, and equal opportunity in other athletic benefits. The University of Maryland, College Park utilizes ***Prong 1*** – proportionality – to comply with the participation aspect of Title IX.

The ratios of undergraduate enrollment to athletic participation are as follows:

FY12 Data	Men	Women
Undergraduate Enrollment	52.8%	47.2%
Participation (excluding winter, summer and exhausted)	54.3%	45.7%
Participation (including winter, summer and exhausted)	52.7%	47.3%

ICA's Director of Athletics, the Athletic Council and the Office of Legal Affairs review all three factors of Title IX compliance on an annual basis.

Towson University

Institutional statements on any deficit reduction plans, as well as statement of long-term financial sustainability of ICA program.

Towson University (TU) presented an ICA report to the university community in March 2013 in response to concerns related to long-term sustainability. In FY 2012, the ICA program used \$1.4M of its fund balance, which left them with an ending fund balance of \$2.M. Athletics was granted permission to spend \$697,462 of their fund balance in FY 2013, as well as FY 2014. Through cost containment and other actions, ICA only utilized approximately \$375,000 of the fund balance in FY 2013. The budget plan for FY 2014 still includes fund balance use of \$697,462, leaving an estimated \$923,000 reserve balance. For Fall 2013, the student-athletic fee was raised 1% (\$798 to \$806) and the campus is working to meet the fundraising match to access the \$300,000 funding from the Governor and General Assembly, both of which will assist in meeting the demands of the FY 2014 operating budget. Planning for the new women's softball stadium capital project is underway.

TU recently hired a new athletics director, Tim Leonard, who started in August 2013. Under the direction of the new Athletic Director, Towson will develop a comprehensive plan to address financial sustainability. Mr. Leonard will also begin to work immediately with our Athletics Solutions Committee (comprised of external and internal constituents) to develop the plan to address long-term financial sustainability, while maintaining Title IX compliance and competitiveness. Athletics will continue to review new and existing opportunities to enhance ticket sales and corporate sponsorships, especially those focused on the new SECU Arena. Lastly, in conjunction with the University's Development Office, Athletics will focus on increased fundraising goals aided by utilizing the Governor and General Assembly's Title IX initiative funds.

Statement on institutional status of Title IX Compliance and any plans to remediate any current or foreseen Title IX concerns.

TU has historically relied on Prong 2 compliance with Title IX by continually increasing opportunities for female athletes. TU recently underwent both internal and external review of its Title IX compliance and, as a result of both internal and external counsel, made the decision to switch to Prong 1 compliance (i.e. substantial proportionality). Achieving substantial proportionality under Prong 1 will be a multi-year effort but will ensure long-term compliance.

TU full-time degree seeking undergraduate enrollment is currently 60.9% female and 39.1% male. In the most recent EADA (for the 2011-12 academic year), Towson Athletics reported 52.4% female participation and 47.6% male participation. Additionally, Towson Athletics projects participation for 2012-2013 (report to be submitted in October 2013) to be 56% female and 44% male. Furthermore, as a result of no longer sponsoring men's soccer, we expect female participation to increase to approximately 57.7% in 2013-2014. To further demonstrate progress towards Prong 1 compliance, President Loeschke has established an Athletics Solutions Committee to monitor and develop solutions to ensure long-term compliance. This committee, in coordination with the Athletics Department, will establish short-term and long-term roster management, scholarship and "laundry list" goals.

To address the use of Prong 1 to meet compliance and inequities in participation, scholarship and "laundry list" items, TU proposed to eliminate two men's sports. Ultimately, only men's soccer was eliminated. The ICA program was given the opportunity to apply for funding to address immediate Title IX inequities from the Governor and Maryland General Assembly.

To begin to address funding inequities in FY 2014, TU will reallocate the men's soccer budget and utilize the USM matching grant, for which TU will apply once we meet the matching funds threshold, towards:

- Increasing women's scholarships, increasing women's coaching salaries, and increasing recruiting and travel budgets for our women's sports.
- On the facilities side, in the past year, Athletics has also improved locker rooms for several sports. Most importantly, the authorization of funds to build a new softball stadium received during the 2013 General Assembly session will help us make quick progress in an area that has been deficient for some time. The FY 2014 funds of \$300K will be used to design and plan the project with anticipated construction to begin in May 2014, once the softball season concludes. The remaining \$1.5M in funding has been pre-authorized for the FY 2015 capital budget. TU is taking a multi-

faceted approach to improving gender equity and ensuring long term Title IX compliance.

University of Maryland Eastern Shore

Institutional statements on any deficit reduction plans, as well as statement of long-term financial sustainability of ICA program.

In an effort to move the UMES ICA program in full compliance with the new USM Board of Regents' Policy, the athletic fee will be increased by \$150 in FY 2014 and \$150 in FY 2015. In FY 2015 and beyond, this program will be in full compliance with the new policy. It was requested that UMES be allowed to use other auxiliary revenue up to the amount of \$1,385,546 in FY 2013 and \$661,850 in FY 2014, while becoming fully compliant with the USM BOR policy by FY 2015. In an effort to minimize expenses for FY 2013, UMES anticipates using approximately \$250,000 less auxiliary revenue than originally requested for FY 2013.

Statement on institutional status of Title IX Compliance and any plans to remediate any current or foreseen Title IX concerns.

The UMES Division of ICA is committed to the equitable and fair treatment of all student-athletes regardless of race or gender. Emphasis is placed on opportunities for full participation of women in athletic programs. To insure that women are given every opportunity to participate and be treated fairly, the department has developed a Gender Equality Action Plan to monitor and address issues pertaining to gender equity. A summary chart of that plan follows.

Coppin State University

Institutional statements on any deficit reduction plans, as well as statement of long-term financial sustainability of ICA program.

CSU athletics is an important component of the history of the institution. ICA plays an integral role, providing national exposure and adding to the holistic living-learning environment. Student-athletes perform academically well above the student body average. The "culture change" within CSU athletics has brought refreshing results through increased NCAA Graduation Success Rates, higher grade point averages, and leadership opportunities.

The CSU ICA program has an accumulated deficit of approximately \$7M. Derrick Ramsey,

Director of ICA, inherited the majority of this deficit from the previous athletic administration. CSU submitted a financial plan to the Board of Regents Committee on Education Policy in March 2010. That plan called for reducing the annual operating deficit to zero by fiscal year 2013. The deficit reduction plan called for an increase in the athletic fees, decreased spending, and revenue expansion from corporate sponsorships.

Fiscally, the institution has been successful in meeting the financial results benchmarks in the March 2010 plan and, through FY 2012, the ICA program has reported smaller deficits than envisioned in the March 2010 plan. This progress in resolving a financial imbalance between revenues and spending was accomplished during a period of declining enrollment, where the student-athletic fees constitutes more than two-thirds of ICA revenues.

One of the long range goals of the athletic department is to identify and secure necessary resources needed to sustain the programs. This vision is coming to fruition through the recent funding received from the NCAA of \$900,000 to improve academics. By securing these funds, we will be able to reallocate funds to other areas that will allow for overall financial stability. Increased efforts to expand marketing and promotions area (by bringing various special events to the Coppin State Physical Education Complex), along with securing additional outside grants, the department will be able to diversify current revenue opportunities. These activities and increases in enrollment will maximize the current fiscal allocations. CSU is confident that as intercollegiate athletics continues to practice sound fiscal responsibility and foster an environment of financial efficiency, it will be able to sustain all existing sport programs.

Statement on institutional status of Title IX Compliance and any plans to remediate any current or foreseen Title IX concerns.

CSU remains committed to the fair and equitable treatment of all student-athletes. The department of ICA has consistently ensured access to athletic opportunities for all student-athletes by providing equitable financial resources, state of the art facilities, appropriate staffing and academic and other support services. The department continues to strive for academic and athletic excellence through an environment that teaches and supports diversity and inclusion.

The department of ICA will work closely with the Vice President for Student Affairs to evaluate club and intramural programs, provide additional interest and athletic opportunities surveys and conduct various workshops to promote activities for female students. The gender equity plan has been updated and revised to include current recommendations for improvements. A summary chart of that plan follows.

University of Maryland, Baltimore County

Institutional statements on any deficit reduction plans, as well as statement of long-term financial sustainability of ICA program.

The UMBC ICA program had accrued a large deficit as a result of several key factors: the conference change cost, loss of anticipated fees due to an enrollment shortfall, conference mandates, and reallocation required to support University cost containment efforts. These deficits occurred from FY 2004 –FY 2007. The USM Board of Regents requested a deficit reduction plan in the Fall of 2008. UMBC complied with this request and put into place a plan to eliminate the deficit by FY 2018. The plan consisted of the following:

Expense reductions to reduce the deficit in FY 2008:

- 1) Team and administrative travel restrictions were put in place;
- 2) Reduced program and operating budgets including smaller travel squads and van usage for local travel etc.;
- 3) Book scholarships were reduced for student-athletes on partial scholarships;
- 4) Field hockey team was eliminated; reduction in scholarship costs

Revenue initiatives planned in FY 2008:

- 1) Fundraising efforts were increased and focused on alumni, friends and others with ties to UMBC Athletics;
- 2) Corporate sponsors were sought out in Men's/Women's Lacrosse and Soccer to offset Athletic program events and defray team apparel costs;
- 3) Athletic fee revenue budget was reviewed and adjusted in-light of previous years shortfall;

Additional revenue/expense initiatives in FY 2009:

- 1) Sale of athletic merchandise is now in the campus bookstore (revenue share);
- 2) Entered into travel partnership with Globetrotter Travel to reduce travel costs for airlines, hotels and bus transportation;
- 3) Annual season ticket drive for Men's Basketball will increase due to last season's AE Championship and NCAA 1st round participation;
- 4) Field Hockey scholarships costs savings will increase as student-athletes graduate;
- 5) Conservative fee enrollment budget and increased student enrollment will generate an additional \$150,000 (206 FTUG times \$730 fee);

6) Special Sessions facility fee allocation would increase annual revenue by \$37,000

UMBC athletics is currently ahead of its goal in paying down the deficit. At the end of FY 2012, it reduced the deficit by \$270,077 and ended the year with a deficit of \$621,050. UMBC is on track to make continued reductions annually (approximately \$150,000) as outlined in attached financial reports. UMBC athletics is committed to the long term financial sustainability of the ICA program.

Statement on institutional status of Title IX Compliance and any plans to remediate any current or foreseen Title IX concerns.

The student population of UMBC for the current academic year is 55% male and 45% female. UMBC Athletics this year had student-athlete participants that reflect this percentage. At the end of May, 2013, we had 363 student-athletes, 202 were male (56%) and 161 were female (44%). We currently offer 19 sports, 10 for women and 9 for men. This fulfills the required first prong of the three-part test for Title IX compliance.

**University of Maryland Eastern Shore Department of Athletics Plan for Gender Equity
2010-2016**

Issues	Steps to Achieve Goals	Individual/Officer Responsible for Implementation	Timetable for Completing the Work
<p>1.Improve Athletic Facilities:</p> <p>Softball Scoreboard Press Box Bleachers Electricity Windscreen</p> <p>Track (W) Locker rooms</p> <p>Tennis (W) Windscreen Press Box Bleachers Locker room</p>	<p>Purchase/Softball Bleachers Scoreboard Windscreens Build Press Box</p> <p>Designate space for Women’s Track Lockers within Athletic General Locker room in Hytche</p> <p>Designate space for Women’s Tennis Lockers within Athletic General Locker room in Hytche. Purchase Press Box, Bleachers And Windscreen</p>	<p>Athletic Director/Vice President of Administrative Affairs</p> <p>Athletic Director/Vice President of Administrative Affairs</p> <p>Athletic Director/Vice President of Administrative Affairs</p>	<p>Improvement Athletic Facilities. Complete Fall 2016.</p> <p>Tennis and softball windscreens. Complete Fall 2012.</p> <p>Designated locker room for Track & Filed and Tennis. Complete Fall 2016.</p> <p>Tennis and softball press box. Complete Fall 2013.</p> <p>Tennis and softball press box. Complete Fall 2014.</p>
<p>2. Add sport Women’s Golf</p>	<p>As an extension of the University’s Golf Academy...Women’s Golf introduced as a Varsity Sport</p>	<p>Athletic Director/Vice President of Academic Affairs/SWA</p>	<p>Complete Fall 2016.</p>
<p>3. Add Women’s Scholarships Women’s Tennis Softball Women’s Track Women’s Golf</p>	<p>Increase Grant-in-Aid Women’s Tennis (1) Softball (4) Women’s Track (4) Initiate Grant-in-Aid Program for Women’s Golf (3)</p>	<p>Athletic Director/Vice President of Administrative Affairs/SWA</p>	<p>Complete Fall 2016.</p>
<p>4. Add Athletic Trainer</p>	<p>Increase number of Athletic Training Staff (1) To provide equitable access to medical service and Athletic Training</p>	<p>Athletic Director/Vice President of Administrative Affairs/SWA</p>	<p>Complete Fall 2016.</p>

**Coppin State University Department of Athletics Plan for Gender Equity
2009-2014
UPDATED (July 2013)**

Program Area	Issues	Measurable Goals	Steps to Achieve Goals	Individuals Responsible for Implementation	Timetable for Completion & Updates
Coaching compensation for women's sports	All head coaches for women's sports are not full time positions	1. To insure all head coaches of women's sports are full time positions	1A. Review budget to reallocate funding for all head coaches of women's sports 1B. Change employment status of all new hires of women's sports from contingent I to at least contingent II	SWA; Budget Manager; Business Manager	FY 2014 Women's Tennis Coach upgraded to full time contingent II Women's softball under review for employment change FY 2014
Accommodations of interests and abilities	Female student-athlete participation is not proportional to the institutional student percentage of 75% (69%)	1. Decrease the disparity between female participation and female enrollment 2. Increase female club sports participation	1A. Encourage coaches of female sports to increase roster size by 2% each academic year 1B. Monitor male sports rosters to insure that increase is in line and does not exceed female roster size 2. Work with club/intramural personnel to monitor female participation and sport selection	FAR, SWA. Office of Admissions, Office of Student Activities	FY 2014 Female sports rosters show steady increase Baseball roster increase due to competitive parity within conference

**Coppin State University Department of Athletics Plan for Gender Equity
2009-2014
UPDATED (July 2013)**

Program Area	Issues	Measurable Goals	Steps to Achieve Goals	Individuals Responsible for Implementation	Timetable for Completion & Updates
Athletic Scholarships	While female student-athletes grants in aid total dollars are higher than that of male student-athletes, female student-athlete scholarship allocation is not proportional to the institutional student percentage of 75%	<ol style="list-style-type: none"> 1. Maintain dollar amount equivalency for female sports 2. Monitor proportionality numbers to fully fund all female sports 	<ol style="list-style-type: none"> 1. Increase scholarship funding for female sports by acquiring tuition waivers 2. Increase revenue to provide full scholarships at the NCAA maximum numbers 	Athletic Director, Business Manager, SWA	FY 2014 Volleyball scholarships have been increased to 10 full instate scholarships and 10 tuition waivers. Softball, track and tennis scholarships have been increased by an additional scholarship
Equipment and Supplies	No issues found	Monitor equipment and supplies budget to insure continued compliance	Equipment manager assigned to inventory all athletic equipment annually	Equipment Manager, Head Coaches	Conference partnerships with Russell and Nike have assisted with insuring parity
Facilities and Scheduling	No issues found	<ol style="list-style-type: none"> 1. Maintain Equitable facility space 2. Maintain Equitable scheduling and transportation 	<ol style="list-style-type: none"> 1. Continue to provide necessary upkeep and maintenance to current facilities 2. Continue to monitor team competition & practice schedules & work with outside facilities personnel as needed 	Facilities & Special events staff, Head Coaches SWA, Head Coaches, facility staff	New physical Ed complex allows for individual locker room space for all teams. As well as track field, volleyball gym, softball field & tennis courts
Athletic Budget	No issues found as budgets for all teams are based on travel and program needs	Maintain equitable budget allocation for all teams	Continue to monitor team budgets to insure equitable allocation of funds	Business Manager, AD, SWA	Due to University budget cuts, athletics has been forced to reduce spending. This has not had a disproportionate allocation of funds.