

3-25-03

Lee, Lori

To: 2002-2003 Faculty Senate
cc: Smith, James LeRoy
Subject: Item for Tuesday's Faculty Senate Meeting - NCAA Parts 1-4

-----Original Message-----

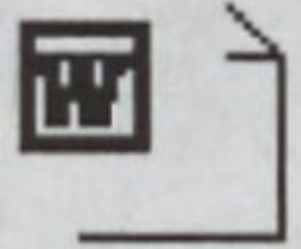
From: Smith, James LeRoy
Sent: Thursday, March 20, 2003 3:47 PM

TO: Faculty Senators

FROM: James LeRoy Smith
Director, 2000-2002 ECU NCAA Certification Self-Study

Some of you will remember that we shared with you the NCAA certification self-study document prior to the peer review visit in March of 2002. The NCAA National Certification Committee has reviewed our document in concert with the peer review team's report. The Committee has asked us to repond to five points by June 1, 2003. We have prepared a draft response on these five items and in the community spirit appropriate to such endeavors, we wanted to share with you where we are. Chairman Morrison has allowed me a few minutes on the March 25th Senate Agenda, at which time I will make a brief statement and receive any suggestions your busy schedule may allow you the time to formulate.

The attachment below conveys our draft responses. Thanks for any help you might be able to render.



NCAA Parts 1-4.doc

3-20-03

3:50 PM

sent to Senators

DRAFT

Item #1: NCAA: Please show that your Board of Trustees is involved in other aspects of University life in ways comparable to how they are involved in athletics. The self-study document is not clear on that operating principle component.,

East Carolina University's Response:

In the Self-study document, in fact no reference was made to involvement of the governing board, the ECU Board of Trustees, in oversight and broad policy formation in any area other than athletics. This was an omission caused by too strict an adherence to answering the "self-study items" while neglecting the wording of section 1.2a. in the *Self-Study Instrument* presentation of Operating Principle 1.2.

In point of fact, the ECU Trustees have a committee structure for providing oversight and policy formation over a broad purview of University activities, as we shall now document. This wider purview includes requirements that the Chancellor consult with the Board of Trustees and its committees not only in athletics, but also student life, academic affairs, health sciences, finance and facilities, and institutional advancement. Moreover, while contracts with head coaches and the athletics director are recommended by the Chancellor and approved by the Board, similar recommendation and approval processes obtain between the Chancellor and the Board across all University divisions. Therefore, this operating principle component is clearly met. What follows documents this state of affairs. (documentation omitted from this e-mail attachment).

Item #2: NCAA: Please show that allocation of equipment dollars, scheduling of athletics events, and travel allowances are equitable on a gender basis.

East Carolina University's Response:

2. (a) The allocation of equipment budget dollars for the twenty sports programs offered by East Carolina University is gender equitable for both the men's and women's programs. Efforts have been made in recent years to achieve equity as shown in the attached chart and the gender equity plan also provides for \$15,000 annually in fiscal years 2003, 2004, and 2005 to be provided as an additional enhancement for the operating budgets for women's sports.

EAST CAROLINA UNIVERSITY SPORTS EQUIPMENT BUDGETS FOR
FISCAL YEAR 2003

Football	190,000
Men's Basketball	22,400
Women's Basketball	22,400
Men's Swimming	14,000
Women's Swimming	15,000
Baseball	44,900
Softball	37,900
Men's Golf	10,000
Women's Golf	10,000
Men's Soccer	14,000
Women's Soccer	14,000
Men's Tennis	6,500
Women's Tennis	6,500
Men's Track/Cross Country	17,500
Women's Track/Cross Country	20,000
Volleyball	13,800

Note The difference between baseball and softball is the result of a difference in the number of participants.

- 2.(b) The scheduling of games and practice times for the East Carolina University athletic teams is gender equitable for both male and female programs. Practices are run concurrently in the sports of golf, swimming, tennis and track/cross country. The sports of football, baseball and softball utilize stand-alone facilities. Men's and women's soccer utilize the same facilities and the times are allocated based on class schedules, game schedules, and coach preferences. Game and practice schedules are developed equitably with absolutely no preference given to either program. Volleyball and men's and women's basketball also utilize the same facility, as noted in the report. Volleyball receives preference during its season, and at other times rotates with men's and women's basketball for practice times. In regard to scheduling games and matches for these sports, the facility is available to all three sports on a first-come, first-served basis with no sport holding priority over another one.

- 2.(c) The travel and per diem allowances for the twenty sports programs offered by East Carolina University are gender equitable for both the men's and women's programs. Due to the size of the travel party, football travels either by charter air service or charter buses, depending on the distance. All other sports utilize commercial air service, charter buses, and university owned vans. For Conference-USA competition, except Charlotte, all teams utilize commercial air service. The department is exploring the feasibility of using charter air service for some sports in order to minimize missed class time.

For meals, some coaches prefer to eat as a team while others allocate a per diem. A thorough analysis indicates that when per diems are issued it is done in an equitable manner. Attached is a table showing the travel budgets of each sport. In addition, if the need arises, the gender equity plan provides for \$15,000 annually in fiscal years 2003, 2004 and 2005 to be provided as an additional enhancement for the operating budgets for women's sports.

EAST CAROLINA UNIVERSITY SPORTS TEAM TRAVEL BUDGETS FOR
FISCAL YEAR 2003

Football	410,000
Men's Basketball	140,000
Women's Basketball	100,000
Men's Swimming	26,250
Women's Swimming	26,250
Baseball	90,000
Softball	74,000
Men's Golf	11,000
Women's Golf	11,000
Men's Soccer	53,320
Women's Soccer	51,500
Men's Tennis	12,375
Women's Tennis	11,350
Men's Track/Cross Country	35,000
Women's Track/Cross Country	45,000
Volleyball	51,000

Note Difference between men's and women's basketball is due to the women's conference schedule utilizing the travel partner concept with two game Friday and Sunday trips whereas the men, due to conference television commitments, have more single game trips.

Item #3: NCAA: Please show that you are effectively accommodating the athletics interests of your women's student population and make sure that your gender equity plan ensures a continuation of these efforts over the next five years.

East Carolina University's Response:

East Carolina University provides the following information that indicates the institution is currently accommodating the interest and abilities of the underrepresented sex and has made progress in recent years in providing additional participation opportunities for women in the athletic program:

- The ten women's sports programs (basketball, cross country, golf, soccer, softball, swimming, tennis, indoor track, outdoor track and volleyball) offered by East Carolina University are the same ten sports sponsored by the North Carolina High School Athletic Association. The fact that ECU and the North Carolina high schools sponsor the same sports is relevant in that the high schools provide a good "feeder" system of potential student-athletes for the ten ECU women's programs. Women that attend North Carolina high schools and participate in athletics are provided opportunities to participate on the intercollegiate level at ECU in the same sport in which they participated in high school;
- East Carolina University has not received any requests in recent years to offer additional sports programs for women. This fact, combined with the information presented in #1 above, indicates that East Carolina University is effectively accommodating the athletics interest and abilities of its women's population;
- East Carolina University expanded its women's sports program with the addition of golf in the 2000-01 academic year. This program expansion created additional scholarship opportunities (currently 4.8 equivalencies) and participation opportunities (8 to 10 participants) for women student-athletes and provided an additional sport for graduates of North Carolina high schools to participate in intercollegiate athletic competition; and
- Participation ratios comparing men's and women's sports at East Carolina University will continue to improve due to the increase of scholarship dollars that will be allocated to women's sports teams over the next few years, as noted in the institution's gender equity plan, with the ultimate goal of having all women's sports programs fully scholarship funded by fiscal year 2007. Scholarship dollars increased by \$131,000 in fiscal year 2003 as compared to 2002, a percentage increase of 12.2%. A roster management plan has also been implemented to further enhance the participation ratio of women student-athletes at ECU.

The information presented here shows a strong and determined institutional commitment to having a women's sports program that provides athletic participation opportunities that accommodate the interests and abilities of the ECU women's population and coincides with the sports programming offered in the State of North Carolina at the high school level. To ensure that this accommodation is monitored, the gender equity plan has been amended (see attachment) so that a review of the institution's efforts in this regard takes place annually.

GENDER EQUITY PLAN AMMENDMENT

Issue	Monitor the effective accommodation of the athletic interest of the university's women's population.
Goals	Effectively accommodate the athletic interest of the women's population on campus
Steps	Annual review of sports offered by North Carolina high schools, requests for additional sports programs by East Carolina University students, and participation rates of women's sports in the State of North Carolina and the United States.
Individuals	Athletic Director, Senior Women's Administrator, Faculty Athletics Representative
Timetable	Annual
Funding	-0-

Item #4: NCAA: Please show that you are effectively accommodating the athletics interests of your women's student population and make sure that your gender equity plan ensures a continuation of these efforts over the next five years.

East Carolina University's Response:

4. East Carolina University is committed through all levels of the department of athletics and the institution to providing opportunities for minority participation and representation. Evidence of this commitment is described in the following items:
- As noted in the original report on page 4-15, 36.9% of all ECU student-athletes are minorities, far exceeding the minority population of the total student body of 18.5%;
 - In the 2001-02 academic year the ECU department of the athletics employed eleven (11) full-time minorities (16.92%) in professional level positions and three (3) on a part-time basis. This compares to nine (9) full-time minorities (14.75%) and two (2) part-time during the 1999-2000 academic years.
 - In the recent head football coaching search two of the final six candidates (33.33%) were minorities;
 - In the search for a head women's basketball coach in 2002 one of the final three candidates was a minority; and
 - The new football staff has two full-time minority coaches as compared to one full time minority coach on the previous staff. Enhanced minority representation on the staff was a point of emphasis with the new head football coach.

It was not the intent of the institution to imply a lesser commitment to the Minority Opportunity Plan by lowering the minority hire rate goal from 25% to 20%. The commitment is high within both ECU and the department of athletics to increase the proportion of minority employees. The purpose in lowering the goal was to have a more realistic benchmark to work toward. The 20% goal is reasonable and indicates a strong institutional commitment. In fact, as noted above there has been a 2.17% increase in minority employees in professional level position since the 1999-2000 academic year. This improvement is a result of actions prescribed by the Minority Opportunity Plan. With similar progress in years to come, the 20% goal will be met or exceeded. To ensure that the goal is met, the department of athletics will further intensify its recruiting efforts for minority employees and continue to foster a departmental atmosphere of inclusion in the entire athletic staff through internal educational efforts and encouraging participation in institutional and external seminars that discuss racial and ethnic diversity and sensitivity.

Further evidence of the commitment of the department of athletics to minority hiring can be found by comparing the proportion of minority professional employees in athletics to the proportion on the academic side of the University. Whereas 10.3% of the professional employees of the University are minorities, 16.9% of the professional employees within the department of athletics are minorities. Although both the academic and athletics components of ECU are committed to and have been successful increasing diversity and minority opportunities, the athletics department has experienced greater success.

In addition, the responsibility for implementing the components of the Minority Opportunity Plan will be undertaken by the Director of Athletics with assistance from the Senior Women's Administrator. These individuals are charged with the responsibility of ensuring that the various tenets of the plan are carried out. By making this function an

essential element of the Athletic Director and the SWA's jobs this is another indication of the institution's commitment to this operating principle.

Item #5: NCAA: Please provide evidence that you make available to all student-athletes all of the relevant appeals and grievance procedures that exist in your institution

East Carolina University's Response:

The Department of Athletics will gather written statements of all of these procedures in to supplementary handbook to be distributed to all student-athletics along with the Student-Athlete Handbook.