

# FAYETTEVILLE STATE UNIVERSITY

## Gender Equity Plan

2014-15 through 2018-19

ELEMENTS		GOALS	STEPS TO ACHIEVE GOALS		
Program Area	Issue	Measurable goals	Steps to achieve goals	Individuals or Officers Responsible for Implementation	Specific timetable for completing
Accommodation of Interests and Abilities	Participation ratio is not proportional for women's athletic teams versus men's athletic teams.	Create campus Title IX and Gender Equity Committee, with broad-based participation, to compile and analyze relevant data and provide appropriate recommendations and direction to ensure that the interests and abilities of the underrepresented sex are being fully and effectively accommodated.	Identify and appoint committee members, to reflect broad-based campus participation.	Chancellor; Senior Woman Administrator (SWA); Campus EEO Officer	February 1, 2015
			Communicate committee charge to committee and then on to campus community	Chancellor; Committee Chair	March 1, 2015
			Develop committee policies, procedures, and communication plans for compiling and analyzing data and providing recommendations, including responding to requests for additional teams.	Title IX and Gender Equity Committee	March 1, 2015
		Add Women's Track & Field	(1) Obtain approval for new women's sport. (2) Implement new sport beginning in 2017-18 with hiring of head coach and assistant coaches. (3) Allocate \$10,000 in FY13 for recruiting.	Chancellor; Athletics Director (AD); SWA	2016-2018

**FAYETTEVILLE STATE UNIVERSITY**

**Gender Equity Plan**

**2014-15 through 2018-19**

Accommodation of Interests and Abilities		(4) Commence team competition in 2017-18.		
	Annually conduct Interest and Abilities survey and provide analysis and recommendations as appropriate.	Develop an Interest and Abilities survey that complies with recent policy clarifications from the Office for Civil Rights.	Title IX and Gender Equity Committee	Academic Year: AY 2014-15
		Identify or develop and implement mechanisms and procedures, including annual timelines, for conducting the survey, providing the results, and providing the analysis and recommendations.	Title IX and Gender Equity Committee	AY 2014-15

# FAYETTEVILLE STATE UNIVERSITY

## Gender Equity Plan

2014-15 through 2018-19

ELEMENTS		GOALS	STEPS TO ACHIEVE GOALS		
Program Area	Issue	Measurable goals	Steps to achieve goals	Individuals or Officers Responsible for Implementation	Specific timetable for completing
		Increase proportion of female participation by 2-3 percentage points.	(1) Add roster spots to Women's Cross Country; increase from 5 to 8 total participants. (2) Add roster spots in Women's Tennis from 5 to 10 total participants.	AD; SWA; coaches	AY 2015-16 Fall 2015- CC Spring 2016 - TNS
Athletic Scholarships	Increase scholarships to women's sports	Continue to assess scholarship allocations to assure funding that is proportional to the male and female participation rates.	Athletics Director is responsible for scholarship budgeting and will continue to monitor funding levels in conjunction with SWA and Athletics Business Officer	AD, SWA, Chancellor	Annually, 2014-2019
Equipment and Supplies	No issues identified. Maintenance.	Continue to maintain equity and monitor equipment and supplies for men and women.	Review equipment/supplies allocation procedures annually.	AD, SWA, Athletics Business Officer	Annually, 2014-2019
Scheduling of Games and Practice Time	No issues identified. Maintenance.	Continue to maintain equity and monitor game scheduling and practice times for men and women.	Establish regular timeline for review of all proposed practice schedules and competition schedules for equity considerations; work with specific coaches as needed.	AD, Compliance Coordinator	Annually, 2014-2019

**FAYETTEVILLE STATE UNIVERSITY**

**Gender Equity Plan**

**2014-15 through 2018-19**

Travel Allowance / Per Diem	No issues identified. Maintenance.	Continue to maintain equity and monitor travel and per diem for men and women.	Athletics Business Officer prepares report showing travel and per diem per sport and provides report to University Budget Office for review during budgeting process each year.	Athletics Business Officer; Budget Office	Annually, 2014-2019
Academic Support Services	No issues identified. Maintenance.	Continue to maintain equity in availability of and access to all academic support services and in criteria for obtaining assistance.	Continue to make all academic support services available to all student-athletes, use the midterm grade check system, and match student-athletes with appropriate academic support services, such as tutoring, etc.	Compliance Coordinator; University College Athletic Academic Services	Ongoing, 2014-2019
<b>ELEMENTS</b>		<b>GOALS</b>		<b>STEPS TO ACHIEVE GOALS</b>	
Program Area	Issue	Measurable goals	Steps to achieve goals	Individuals or Officers Responsible for Implementation	Specific timetable for completing
		Make every attempt to hire qualified female coaches in female sports as vacancies occur.	Advertise nationally through the NCAA News and National Association of Collegiate Woman Athletics Administrators (NACWAA), National Association of Professional Women (NAPW).	SWA	Ongoing, 2014-2019

**FAYETTEVILLE STATE UNIVERSITY**

**Gender Equity Plan**

**2014-15 through 2018-19**

		Maintain salaries that are competitive within the CIAA Conference.	Review the annual CIAA Conference personnel salary report, prepared and disseminated by the Conference office, as a basis for comparison.	Chancellor; AD; SWA	Ongoing, 2014-2019
Coaches / Opportunity to Receive Coaching	No issues identified. Maintenance.	Continue to maintain equity and monitor coaches' contracts, professional development, working conditions, etc. for male and female coaches.	During annual budget development, encourage coaches of female sports to budget for reasonable professional development opportunities (i.e., conferences, workshops, certifications, etc.)	Chancellor; AD; SWA; Athletics Business Officer; Sport Administrator	Annually, 2014-2019
					Annually, 2014-2019
Locker Rooms, Practice, and Competitive Facilities	Not all sports have assigned locker rooms.	Identify locker rooms for all sports; Continue to maintain equity and monitor practice, and competitive facilities.	(1) The Athletics Director in conjunctions with the Athletics Facility Manager will identify locker rooms for sports without locker room assignments (i.e., SB, CC, TNS).  (2) In regard to multi-purpose practice facilities, practice schedule requests are submitted to the Athletics Facility Manager who will	AD, Athletics Facility Manager, Compliance Coordinator	Ongoing, 2014-2019

**FAYETTEVILLE STATE UNIVERSITY**

**Gender Equity Plan**

**2014-15 through 2018-19**

			<p>ensure equal opportunities for each sport. The Athletics Facility Manager will then work with the Lilly Gymnasium if applicable for scheduling of facilities.</p> <p>(3) Publicize practice schedules for multipurpose practice facilities to provide transparency and opportunity for input from coaches and student-athletes.</p>		
Medical and Training Facilities and Services	No issues identified. Maintenance.	Continue to maintain equity and monitor medical and training facilities and services.	Annually review assignment of medical personnel to each sport to ensure equitable distribution of personnel resources	AD; Head Certified Athletic Trainer	Ongoing, 2014-2019
<b>ELEMENTS</b>		<b>GOALS</b>	<b>STEPS TO ACHIEVE GOALS</b>		
<b>Program Area</b>	<b>Issue</b>	<b>Measurable goals</b>	<b>Steps to achieve goals</b>	<b>Individuals or Officers Responsible for Implementation</b>	<b>Specific timetable for completing</b>
Housing and Dining Facilities and Services	No issues identified. Maintenance.	Continue to maintain equity and monitor housing and dining services.	Student-athletes shall be assigned housing and dining opportunities the same as any other student, without regard to sport or gender.	Director of Residence Life; Director of Dining Services; SWA	Ongoing, 2014-2019

**FAYETTEVILLE STATE UNIVERSITY**

**Gender Equity Plan**

**2014-15 through 2018-19**

Publicity and Awards	Increase publicity to Olympic sports.	Annually monitor sports information personnel resources in regard to quantity and quality. Make adjustments if imbalances discovered.	Maintain master file of releases and articles per sport for annual review and provide annual report to campus Title IX and Gender Equity Committee regarding same.	Assistant AD for Media Relations / Sports Information Director; AD	Ongoing, 2014-2019
Support Services	No issues identified. Maintenance.	Continue to maintain equity and monitor support services and office space.	Annually communicate the campus nondiscrimination policy and discrimination grievance procedures to all Athletics department staff via the departmental policy handbook.	Compliance Coordinator; SWA	Annually, 2014-2019
Recruitment of Student-Athletes	Amount <u>spent</u> on recruiting is higher for male sports compared to female sports.	Identify and correct recruiting budget imbalances annually during budgeting process.	During each year's budget process, provide recruiting detail budget report for each sport to university Budget Office; review and make necessary adjustments to correct any discrepancies between male and female sports. If a coach identifies no need for extra recruiting funds, provide the coach the option to transfer those funds to another budget line and document that action.	AD; Athletics Budget Officer	Annually, 2014-2019

**FAYETTEVILLE STATE UNIVERSITY**

**Gender Equity Plan**

**2014-15 through 2018-19**

ELEMENTS		GOALS	STEPS TO ACHIEVE GOALS		
Program Area	Issue	Measurable goals	Steps to achieve goals	Individuals or Officers Responsible for Implementation	Specific timetable for completing
Evaluation of Plan	No formal, written policy exists to evaluate the five-year plan on an	The campus Title IX and Gender Equity Committee will review the plan on an annual basis, document progress, and advise the Athletics Department on adjustments as needed.	This task will be documented as a part of the charge and duties of the committee.	Committee chair; SWA; Campus EEO Officer	Documentation: March 30, 2015 Review: Annually, 2014-2019