Howard University Department of Athletics

NCAA Self-Study Items
Gender Issues

Prepared by the

Office of Institutional Assessment and Evaluation
“Working together to create a culture of evidence-based decision making...”

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Facilitating Gender Equity: Howard University Athletics 2009-2013

Since 1998, and the first NCAA Accreditation Cycle, the Howard University Athletics Department implemented seven initiatives in an effort to increase gender equity in athletics. These seven initiatives included the following:

- Creating fifteen new scholarships per year for female student-athletes,
- Providing additional travel and equipment for new women’s sports,
- Adding a part-time women’s lacrosse coach,
- Recruiting student-athletes for women’s sports,
- Converting the women’s soccer head coach into a full-time position,
- Employing a part-time bowling coach, and,
- Adjusting salaries upwards for the women’s volleyball head coach and the women’s basketball assistant coach positions.

While these initiatives served as an admirable starting point for increasing gender equity, the Howard University Athletics Department still has a number of areas in need of significant improvement.

Data from the current self-study indicate a number disturbing trends, perceptions, and opinions. For example the number of students participating in athletics has steadily declined over the last three years and there are differences in the academic performance of male athletes as compared to the academic performance of female athletes. In addition, athletes and coaches alike, express concern over the quality of practice and competitive facilities, the amount of equipment and supplies available for use and amount of publicity provided for the different athletic teams.

As a result, the Gender Equity Committee comprised of faculty, staff, and administrators from various departments on campus have revised the former Gender Equity Plan and developed measurable goals for each of the following thirteen program areas.

1. Athletic Scholarships
2. Accommodation of Interests and Abilities
3. Equipment and Supplies
4. Scheduling of Games and Practice Times
5. Travel and Per Diem Allowance
6. Tutors
7. Coaches
8. Locker Rooms
9. Medical and Training Facilities
10. Housing and Dining Facilities
11. Publicity
12. Support Services
13. Recruiting

As stated previously, the current self-study revealed a number of disturbing trends, perceptions and opinions regarding Howard University Athletics. Three of the more disturbing findings
include the disparities in coaching staff and salary with regard to team gender (see Table 1), the quality and amount of resources, and the condition of the facilities (see Figure 1). These circumstances combined are believed to be contributing factors in the gradual decline in athletic participation (see Table 2 and Figures 2 and 3).

Table 1:
Distribution of Coaches by Gender and Average Salary by Team Gender and Gender

<table>
<thead>
<tr>
<th></th>
<th>Full Time</th>
<th>Part Time</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male Head Coach Positions</td>
<td>18%</td>
<td>7%</td>
<td>25%</td>
</tr>
<tr>
<td>Male Assistant Coach Positions</td>
<td>24%</td>
<td>10%</td>
<td>34%</td>
</tr>
<tr>
<td>Female Head Coach Positions</td>
<td>3%</td>
<td>7%</td>
<td>10%</td>
</tr>
<tr>
<td>Female Assistant Coach Positions</td>
<td>7%</td>
<td>7%</td>
<td>14%</td>
</tr>
<tr>
<td>Grand Total Males</td>
<td>42%</td>
<td>17%</td>
<td>59%</td>
</tr>
<tr>
<td>Grand Total Females</td>
<td>10%</td>
<td>14%</td>
<td>24%</td>
</tr>
<tr>
<td>Vacant Positions</td>
<td>7%</td>
<td>10%</td>
<td>17%</td>
</tr>
<tr>
<td>Average Salary for Head Coaches of Male Sports</td>
<td>$63,451.83</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average Salary of Head Coaches of Female Sports</td>
<td>$40,785.13</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average Salary of Male Head Coaches</td>
<td>$60,364.86</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average Salary of Female Head Coaches</td>
<td>$47,575.67</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Figure 1: Coach and Athlete Ratings of Quality of Lockers and Facilities
Table 2: Campus Enrollment vs. Athletic Participation

<table>
<thead>
<tr>
<th></th>
<th>Campus Enrollment</th>
<th>Athletic Participation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2004-05</strong></td>
<td>35% Male</td>
<td>56.7% Male</td>
</tr>
<tr>
<td></td>
<td>65% Female</td>
<td>43.3% Female</td>
</tr>
<tr>
<td><strong>2005-06</strong></td>
<td>35.3% Male</td>
<td>53.2% Male</td>
</tr>
<tr>
<td></td>
<td>64.7% Female</td>
<td>46.8% Female</td>
</tr>
<tr>
<td><strong>2006-07</strong></td>
<td>35.1% Male</td>
<td>56.1% Male</td>
</tr>
<tr>
<td></td>
<td>64.9% Female</td>
<td>43.9% Female</td>
</tr>
</tbody>
</table>

Figure 2: Trends in Athletic Participation

Figure 3: Impact of Negative Findings /Trends on Student and Staff Participation
The Gender Equity Plan:

The overall purpose of the gender equity plan is to increase the funds available in order to decrease the disparities in coaching salaries, improve the athletic facilities, and increase the resources available to the athletic department. In so doing, the Howard University Athletic department will gain stability and strength, thus increasing the retention of student athletes.

The three overarching goals of the gender equity plan are to:
1. Increase the salaries of the coaching staff in order to attract highly qualified and committed coaches.
2. Generate funds to repair, renovate, and expand the medical and training facilities, locker rooms, practice facilities and competitive facilities.
3. Increase participation in athletics for both male and female student athletes over the next five years with the aim of achieving parity between the genders or participation that is proportionate to enrollment.

By increasing salaries, we hope to decrease turnover rates and add stability to the department. A part of increasing salaries is to convert part-time head coaching positions into full-time head coaching positions, and to create new positions for athletic support staff as needed. The decrease in scholarships awarded (Phase I) will allow the department to redirect money to fund salary increases and pay for facility renovations and repair. Phase I should last no more than three academic years. During that time, Howard University will launch a campaign to raise funds for athletics.

The following plan outlines the short-term, mid-term and long-term objectives for the Howard University Athletic Department. Each objective is a target that when met, enhances and increases the gender equity of the department and the overall quality of the Athletics program and moves the athletics department closer to meeting the three overarching goals. Phase I includes short-term objectives that can be achieved within 1 to 3 years. Phase II includes mid-term objectives that require more planning but can be achieved within 3 to 6 years. Finally, Phase III includes long-term objectives that require extensive planning and resources and should be achieved within 7 to 10 years.

**Phase I: Areas of Focus – Athletic Scholarships, Accommodation of Interests and Abilities, Coaches, Scheduling of Games and Practice Times, and Publicity.**

**Athletic Scholarships**
Objective: The Howard University Athletic Department will decrease the number of full scholarships awarded across all teams from academic year 2009-2010 through academic year 2011-2012.

Objective: The Howard University Athletic Department will verify annually that scholarship dollars awarded to men and women are proportionate to their respective rate of participation in athletics.

**Accommodation of Interests and Abilities**
Objective: The Howard University Athletic Department will create and administer a survey that will be used to assess the general student population’s interest in athletics. Results from the survey can be used to modify athletic programs and generate ideas for marketing and publicity.

**Coaches**
Objective: The Howard University Athletic Department will convert all part-time head coaching positions to full-time coaching positions no later than spring 2012.

Objective: The Howard University Athletic Department will actively search and recruit high-quality, committed coaches to fill all vacant coaching positions.

**Scheduling of Games and Practice Times**
Objective: The Howard University Athletic Department will include coaches and student athlete representatives when determining practice schedules.

Objective: The Howard University Athletic Department will develop a written policy with input from coaches and student athletes regarding the procedure for missed classes as a result of athletic competition.

**Publicity**
Objective: The Howard University Athletic Department will produce fall and spring media guides. All fall sports will be represented in the fall media guide and all spring sports will be represented in the spring media guide.

Phase II: Areas of Focus – Coaches, Tutors, Equipment and Supplies, Locker Rooms and Competitive Facilities, Housing and Dining Facilities

**Coaches**
Objective: The Howard University Athletic Department will systematically increase the number of female coaches (head and assistant) in order to establish parity in the coaching staff.

**Tutors**
Objective: The Howard University Athletic Department will collaborate with other academic departments on campus in order to provide an adequate number of qualified tutors for the student athletes.

**Equipment and Supplies**
Objective: The Howard University Athletic Department will develop a comprehensive written document that outlines the policy and procedure for the systematic maintenance and monitoring of expenses related to equipment and supplies. The procedures will be evaluated annually and adjusted as needed starting in academic year 2009-2010.
**Locker Rooms, Practice and Competitive Facilities**
Objective: The Howard University Athletic Department will refurbish Practice and Competitive Facilities for Men’s and Women’s Track and Field as well as Men’s and Women’s Swimming.

**Housing and Dining Facilities**
Objective: The Howard University Athletic Department will collaborate with the Office of Residence Life in order to monitor housing for student athletes.

**Phase III:** Areas of Focus – Travel and Per Diem Allowance, Locker Rooms, Practice and Competitive Facilities, Medical and Training Facilities, and Support Services

**Travel and Per Diem Allowance**
Objective: The Howard University Athletic Department will increase the per diem allowance annually beginning in academic year 2009-2010 in order to keep up with inflation and provide the student athletes with enough money to eat three meals a day.

Objective: The Howard University Athletic Department will secure money to purchase at least two charter buses to be used exclusively for athletic travel by academic year 2015-2016.

**Locker Rooms, Practice and Competitive Facilities/Medical and Training Facilities**
Objective: The Howard University Athletic Department will build a central athletic facility on or near campus that houses, medical and training facilities, office space for coaches, office space for administrative and clerical/secretarial support, and equipment storage.

**Support Services**
Objective: The Howard University Athletic Department will increase the number of female support staff.

**Recruiting**
Objective: The Howard University Athletic Department will ensure that recruiting budgets for men’s and women’s teams are proportionate to their participation.

Objective: The Howard University Athletic Department will actively recruit female athletes in order to increase their rate of participation in athletics.

This plan provides a number of objectives that can guide the Howard University Athletics Department toward measurable progress which may ultimately lead to gender equity in each of the thirteen areas of focus mentioned above. The short-term (3-year), mid-term (6 year), and long-term (7-10 year) designations as outlined above are suggestions for order of implementation and may be adjusted as the Howard University Athletic Department sees fit. This plan should be evaluated annually to ensure that the goals and objectives remain relevant and feasible. This is a living document that must change as the needs of the Howard University Athletics Department change.