

**BOARD OF TRUSTEES  
INTERCOLLEGIATE ATHLETICS SUBCOMMITTEE**

**Harry Meshel, Chair**  
**John R. Jakubek, Vice Chair**  
**All Trustees are Members**  
**James P. Tressel, *Ex-Officio***

**Tuesday, May 5, 2015**  
**2:00 p.m. or immediately following**  
**previous meeting**

**Tod Hall**  
**Board Meeting Room**

**AGENDA**

**A. Disposition of Minutes for Meeting Held February 19, 2015**

**B. Old Business**

**C. Subcommittee Item**

**1. Action Item**

**a. Resolution to Approve the Intercollegiate Athletics 2016-2020 Gender  
Equity Plan**

**Tab 1**

Ronald Strollo, Executive Director of Athletics, will report.

**D. New Business**

**E. Adjournment**

**AGENDA ITEM: C.1.a.**

**AGENDA TOPIC:** Resolution to Approve the Intercollegiate Athletics 2016-2020 Gender Equity Plan

**STAFF CONTACT(S):** Ron Strollo, Executive Director of Athletics

**BACKGROUND:** See attached narrative.

**SUMMARY AND ANALYSIS:** See attached narrative.

**RESOLUTION:**

**RESOLUTION TO APPROVE  
THE INTERCOLLEGIATE ATHLETICS  
2016-2020 GENDER EQUITY PLAN**

**WHEREAS,** Youngstown State University is committed to providing athletic opportunities that are funded to insure equal access, participation, and support for men and women alike in compliance with Title IX; and

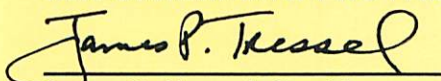
**WHEREAS,** in 1994 the Youngstown State University Board of Trustees approved its first five-year gender equity plan which committed \$696,000 to fund scholarships, staffing, operating budgets and physical facilities to enhance the women's intercollegiate athletic programs; and

**WHEREAS,** in 1999, 2004, and 2010 the Youngstown State University Board of Trustees approved three consecutive gender equity plans that committed total of \$1.2 million to fund scholarships, staffing, operating budgets and physical facilities to enhance women's intercollegiate athletic programs over the past 16 years; and

**WHEREAS,** the University is committed to a continuing practice of increasing opportunities for women;

**NOW, THEREFORE, BE IT RESOLVED,** that the Board of Trustees does hereby accept and approve the 2016-2020 Gender Equity Plan, totaling \$500,000.

**RECOMMEND APPROVAL:**

  
James P. Tressel, President

**Board of Trustees  
May 5, 2015  
YR 2015-**

**INTERCOLLEGIATE ATHLETICS  
2016-20 GENDER EQUITY PLAN  
NARRATIVE**

The senior administrative staff in the Department of Intercollegiate Athletics, the Student-Athlete Advisory Committee, and the Intercollegiate Athletics Council fully support that the financial commitment in the 2016-20 Gender Equity Plan is a necessary step to address the stagnant level of female participation and the continued disparity in operating expenses. Under federal law, Youngstown State is expected to be in compliance with all treatment issues e.g. budgets, locker rooms, practice facilities, competitive facilities, support personnel, etc., while simultaneously expanding participation opportunities for women. Hence, it is necessary for us to establish a plan to comply with treatment inequities as well as participation inequities.

The Plan includes adding a women's sport in order to increase participation opportunities for women. In addition, the Plan will continue to assist in increasing the operating budgets for the existing female varsity sport programs that will address current inequities. The Plan is fiscally responsible during these economic conditions, while continuing to provide a quality student-athlete experience.

The 2016-20 Gender Equity Plan provides for all varsity program areas to be monitored, evaluated, and addressed on a continuing basis as follows:

1. The Executive Director of Athletics meets formally on a monthly basis with each supervisor of respective sports. The reporting lines for all varsity sports sponsored are as follows:

Executive Director of Athletics supervises:

- Football, Men's Basketball
- Associate Director of Athletics/Senior Woman Administrator who supervises women's basketball, softball, volleyball men's and women's track and field/cross country.

SWA also supervises:

- i. Assistant Director of Athletics who supervises men's and women's golf and soccer;
- ii. Assistant Director of Athletics who supervises men's and women's tennis, bowling and swimming and diving.
- iii. Assistant Director of Athletics who supervises baseball

2. The athletic administrators that oversee sport programs meet on a periodic basis through the year to review the entire department's goals, including those related to equity issues. The administrative team includes:

- The Executive Director of Athletics
- Associate Director of Athletics (SWA)
- Three Assistant Directors

3. The Executive Director of Athletics and supervisor of each sport meet formally with each head coach at the conclusion of his/her sport season. This meeting includes a review of the Coach's Input Form, which has all 17 gender issues included. Also, the annual evaluation of each head coach of a female sport has a gender equity component that emphasizes squad size and scholarship goals.

**INTERCOLLEGIATE ATHLETICS  
2016-20 GENDER EQUITY PLAN  
NARRATIVE**

4. All supervisors and head coaches have informal discussions throughout the year to address any and all concerns related to their program.
5. The Student-Athlete Advisory Committee, which is composed of two representatives from each sport, meets on a monthly basis throughout the year and allows for any comments and/or concerns to be brought forth to the athletic administration.
6. At the conclusion of each sport season, each student-athlete is provided a Student-Athlete Input Form that includes an anonymous comment section to be completed if there are any concerns he/she feels the athletic administration should be aware of regarding their program.
7. All student-athletes have the opportunity to complete an Exit Interview, which includes questions related to gender issues. The results of these interviews are compiled once every three to four years. The results are provided to the President, Executive Director of Athletics, FAR, Intercollegiate Athletics Council and all athletic department staff.
8. YSU's Sexual Harassment Policy is distributed annually to athletic staff via the Operation's Manual, and to student-athletes via the Student-Athlete Handbook.
9. Any hiring of a sport coach or administrator that has a minimum .50 full-time equivalency or higher must be approved by the Office of Equal Opportunity and Policy Compliance.
10. The Intercollegiate Athletics Council is an institutional committee appointed by the President that makes recommendations regarding existing and proposed policies in athletics. The Faculty Athletics Representative meets with three head coaches annually, randomly selected by the IAC, and survey each with the Gender Equity Assessment tool to evaluate the applications of our gender equity plan. The FAR will make an annual report of his/her findings to the IAC.
11. The IAC provided input, as well as reviewed both the draft and final 2016-20 Gender Equity Plan. In addition, the FAR and Executive Director of Athletics will make annual presentations to the IAC regarding progress of the gender equity plan. The IAC is the final authority on evaluating the implementation of the gender equity plan. The IAC will monitor the impact the gender equity plan has on the Equity in Athletics Disclosure Act.