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ILLINOIS BOARD OF HIGHER EDUCATION
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April 12, 2023

TO: Governor JB Pritzker
Senate President Don Harmon
Senate Minority Leader Dan McConchie
Speaker of the House Emanuel "Chris" Welch
House Minority Leader Jim Durkin
Acting Clerk of the House John W. Hollman
Secretary of the Senate Timothy Anderson

FROM: Ginger Ostro, Executive Director

RE: Intercollegiate Gender Equity Report (Public Act 89-166)

In 1995, the Illinois General Assembly enacted Public Act 89-166 to assist public institutions of higher education with attaining gender equity in intercollegiate athletic programs. To that end, the Act authorizes the issuance of gender equity tuition waivers and requires the Illinois Board of Higher Education to report every three years to the Governor and General Assembly on the state of gender equity in intercollegiate athletics.

We are pleased to submit this report to you covering the years 2020, 2021, and 2022. Should you have any questions, please contact Jerry Lazzara at (217) 866-1443.

Sincerely,

Ginger Ostro Executive Director

2023 GENDER EQUITY REPORT ON INTERCOLLEGIATE ATHLETICS



Illinois Board of Higher Education
April 2023

ILLINOIS BOARD OF HIGHER EDUCATION

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In 1995, the Illinois General Assembly enacted Public Act 89-166 to assist public institutions of higher education with attaining gender equity in intercollegiate athletic programs. To that end, the Act authorizes the issuance of gender equity tuition waivers and requires the Illinois Board of Higher Education to report every three years to the Governor and General Assembly on the state of gender equity in intercollegiate athletics. For this report, the proportion of athletic expenditures to enrollment by gender is a key focus for analysis.

The information summarized in this report is not intended, nor should it be used, to determine the level of compliance with Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex in any educational program or activity receiving federal financial assistance, including athletics. The United States Department of Education's Office for Civil Rights has established compliance standards and testing procedures for compliance with Title IX and has sole authority for determining compliance with the federal statutes. The information presented in this report should be used only to assess efforts and accomplishments at Illinois public universities in relation to state goals.

State statute allows Illinois public universities to issue gender equity tuition waivers in amounts not to exceed one percent of all tuition income. (Board of Higher Education Act, 110 ILCS 205/9.24) These waivers are not subject to existing waiver limitations and as such may be granted in addition to any other tuition waivers authorized by the Illinois Board of Higher Education. Waivers are intended to promote the proportion of athletic expenditures to enrollment by gender. Institutions that issue tuition waivers, including gender equity waivers, do not receive direct funding from the General Assembly for the waivers; rather, they are allowed to waive the required tuition for the student in question, representing a loss of potential revenue to the school.

As a condition of issuing gender equity tuition waivers, institutions must have filed a plan for achieving gender equity in intercollegiate athletics with the Illinois Board of Higher Education. The plans must include, but are not limited to:

- Intercollegiate sports opportunities available to both men and women;
- Activities to be undertaken by the institution to achieve gender equity in intercollegiate athletics;
- Identification of the barriers to achieving and maintaining equitable intercollegiate athletic opportunities for both men and women;
- Progress in achieving sports equity in compliance with Title IX of the Education Amendments of 1972; and
- The use of tuition waivers for attaining gender equity in intercollegiate sports.

All public universities with athletic programs have filed a gender equity plan with the Illinois Board of Higher Education. Northeastern Illinois University maintained a program until June 30, 1998. However, the university does not currently operate an intercollegiate athletics program; therefore no plan is required.

This report includes ten tables and two appendices. Tables 1 through 4 summarize data on gender equity tuition waivers for those public universities that maintain intercollegiate athletic programs, including the institutions that issued the waivers in either Fiscal Year 2020, 2021, and 2022 as authorized by the Illinois Board of Higher Education Act. Tables 5 through 10 provide comparative participation and expenditure data for intercollegiate athletics by gender. Appendix A provides updated summaries of the plans submitted and currently on file with the Illinois Board of Higher Education. Appendix B offers statewide and university-specific detail regarding participation by sport.

Waivers

Tables 1 and 2 show the total value and number of gender equity tuition waivers issued by gender and institution for Fiscal Years 2020, 2021, and 2022. These waivers are issued annually to student athletes in addition to other financial aid. In Fiscal Year 2022, nine institutions issued 699 gender equity waivers with a total value of \$6.1 million. In Fiscal Year 2020, 710 waivers with a total value of \$5.5 million were issued at nine institutions. Gender equity tuition waivers issued to female athletes increased from 611 to 635 between Fiscal Year 2020 to Fiscal Year 2022, and the value of these waivers increased from \$4.5 million to \$4.7 million. For male athletes, gender

equity waivers decreased from 99 to 64 during the same time period, but the values rose from \$978 thousand to \$1.4 million due to rising costs. In Fiscal Year 2022, the number of waivers issued to female student athletes comprised 90.8 percent of the total number of gender equity tuition waivers issued. Tables 3, 4, and 5 provide information on the use of gender equity tuition waivers by sport, gender, and institution from Fiscal Year 2020 to Fiscal Year 2022. Of the institutions that issue gender equity waivers, only two issued waivers to both men and women athletes during this reporting period. The remaining institutions issued gender equity waivers to only female athletes. The use of gender equity tuition waivers by sport varies by institution.

Intercollegiate Athletics Participation

Table 6 provides details on participation in intercollegiate athletics by gender for Fiscal Years 2020, 2021, and 2022. During this time period, approximately 45 percent of the participants were female, which is the same as the last reporting period (2017-2019). There was a slight increase of 1.1 percent in the total number of female students participating in intercollegiate athletics programs between Fiscal Year 2020 and Fiscal Year 2022, while male athletes increased by 3.1 percent. A comparison of male and female participation in intercollegiate athletics to the proportion of undergraduate full-time enrollment is presented in Table 7. During this reporting period, females ranged between 51.4 to 52.6 percent of the proportion of undergraduate enrollment and approximately 45 percent of all athletic participants. By comparison, in Fiscal Year 1995, the year prior to the authorization of gender equity waivers, the female undergraduate population was 50.7 percent of the total and female athletes represented only 34.2 percent of the total of participating athletes. This represents an increase of about 11 percentage points from levels of participation by female students in Fiscal Year 1995 and represents a narrowing of the participation gap between male and female athletes at the collegiate level.

Expenditures

Tables 8a, 8b, and 8c summarize expenditures for intercollegiate athletics by gender for Fiscal Years 1995, 2020, 2021, and 2022. These figures are inclusive of the waivers granted to student athletes at the respective institutions. Expenditures between Fiscal Year 1995 and Fiscal Year 2022 grew by 470 percent for females and 406% for males, with a 365 percent increase overall. Total expenditures between Fiscal Year 2020 and Fiscal Year 2022 grew from \$243 million to \$251 million. During this time, expenditures for female athletics rose from \$53.8 million to \$56.1 million, while expenditures for male athletics grew from \$99.5 million to \$104.6 million. Due to the financial footprint of those institutions sponsoring men's football, the totals are unlikely to narrow. Therefore, proportionate athletic expenditure levels are the measure we focus on for analysis.

Table 9 provides a comparison of intercollegiate athletic expenditures by gender with the proportion of full-time undergraduate enrollment. In Fiscal Year 2020, female students comprised 51.4 percent of the full-time undergraduate population, but expenditures for female student athletes only comprised 35.1 percent of total athletic expenditures by gender. In Fiscal Year 2022, the proportion of female students to total full-time undergraduate students increased to 52.6 percent, while the athletic expenditures allocated to female students stayed about the same at 34.9 percent.

In Fiscal Year 2022, the largest disparities between athletic expenditures for females as compared to undergraduate enrollments occurred primarily at those schools offering intercollegiate football for men. As detailed in Table 9, the outsized percentage of expenditures spent directly on football in Fiscal Year 2022 at Eastern Illinois University, Illinois State University, Northern Illinois University, Western Illinois University, Southern Illinois University Carbondale, and the University of Illinois Urbana-Champaign dramatically skews the numbers at those institutions. At Chicago State University, Southern Illinois University Edwardsville, the University of Illinois Chicago, and the University of Illinois Springfield, schools not offering football, progress in gender equity has resulted in very little disparity in the proportion of athletic expenditures to enrollment by gender in the most recent reporting year. At Chicago State University, Governors State University, and the University of Illinois Chicago, female athletic expenditures represented 50 percent or more of gender specific athletic expenditures in Fiscal Year 2022, however enrollment at both Chicago State and Governors State is over 62% female leaving the University of Illinois Chicago as the lone standout.

Financial Aid Expenditures

Table 10 compares the percentage of athletic financial aid by gender with the percentage of male and female athletic participants for Fiscal Years 2020, 2021, and 2022. Athletic financial aid for the male and female athletes is comprised of scholarships, grants and other institutional financial aid offered to student athletes annually. The proportion of athletic financial aid awarded to females has decreased from 49.6 percent of total athletic financial aid in Fiscal Year 2020 to 45.8 percent in Fiscal Year 2022, despite enrollment percentages remaining about the same. This is likely to do with an increase in football participation by 11.1 percent during this period.

Appendix B-1 shows the statewide change in participation by sport and gender between Fiscal Years 2020, 2021 and 2022, and Appendices B-2 through B-4 provide participation detail for each sport by institution.

Conclusions

The use of gender equity tuition waivers has helped Illinois public universities by providing opportunities for male and female athletes and by assisting with the equitable distribution of resources. Comparisons to Fiscal Year 1995, the year prior to the authorization of gender equity waivers, slow progress has been made in both the number of females participating in athletic programs and the resources dedicated to female athletic programs which amounts to a three-fold increase in expenditures. While the COVID-19 pandemic struck during this reporting period, the data does seem largely unaffected. Female athletics participation is rising slowly, but so is male participation. Gender equity waivers being issued continued to be largely for females. In 2022, females received 77.2 percent of all gender equity waiver dollars highlighting the program's efforts to reach equality in athletics.

Table 1

VALUE OF GENDER EQUITY WAIVERS ISSUED BY GENDER

(in thousands of dollars)

	FY 2020			FY 2021			FY 2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Chicago State University	\$ -	\$ 247.4	\$ 247.4	\$ -	\$ 209.3	\$ 209.3	\$ -	\$ 199.6	\$ 199.6
Eastern Illinois University	-	332.0	332.0	-	420.7	420.7	-	392.5	392.5
Governors State University	-	261.3	261.3	-	261.9	261.9	-	294.5	294.5
Illinois State University*	-	-	-	-	-	-	-	-	-
Northern Illinois University	875.1	822.9	1,698.0	440.5	878.7	1,319.1	509.5	685.1	1,194.6
Western Illinois University	-	752.5	752.5	-	680.0	680.0	-	663.0	663.0
<u>Southern Illinois University</u>	<u>103.2</u>	<u>1,555.1</u>	<u>1,658.3</u>	<u>1,304.8</u>	<u>1,559.6</u>	<u>2,864.4</u>	<u>882.3</u>	<u>1,575.8</u>	<u>2,458.1</u>
Carbondale	-	825.0	825.0	1,179.2	825.0	2,004.2	-	797.8	797.8
Edwardsville	103.2	730.1	833.3	125.6	734.6	860.2	882.3	778.0	1,660.3
<u>University of Illinois</u>	<u>-</u>	<u>543.4</u>	<u>543.4</u>	<u>-</u>	<u>1,422.8</u>	<u>1,422.8</u>	<u>-</u>	<u>897.5</u>	<u>897.5</u>
Chicago	-	443.4	443.4	-	1,322.8	1,322.8	-	600.0	600.0
Springfield	-	100.0	100.0	-	100.0	100.0	-	297.5	297.5
Urbana/Champaign*	-	-	-	-	-	-	-	-	-
Total	<u>\$ 978.3</u>	<u>\$ 4,514.6</u>	<u>\$ 5,492.9</u>	<u>\$ 1,745.3</u>	<u>\$ 5,432.9</u>	<u>\$ 7,178.2</u>	<u>\$ 1,391.8</u>	<u>\$ 4,708.1</u>	<u>\$ 6,099.8</u>

* Illinois State University and University of Illinois at Urbana-Champaign did not issue tuition waivers in Fiscal Years 2020, 2021, and 2022.

0.7718325

Source: IBHE Gender Equity RAMP

Table 2
NUMBER OF GENDER EQUITY WAIVERS ISSUED BY GENDER

	FY 2020			FY 2021			FY 2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Chicago State University	-	26	26	-	24	24	-	28	28
Eastern Illinois University	-	60	60	-	80	80	-	74	74
Governors State University	-	52	52	-	59	59	-	68	68
Illinois State University*	-	-	-	-	-	-	-	-	-
Northern Illinois University	91	88	179	49	100	149	53	73	126
Western Illinois University	-	113	113	-	99	99	-	101	101
<u>Southern Illinois University</u>	<u>8</u>	<u>205</u>	<u>213</u>	<u>288</u>	<u>294</u>	<u>582</u>	<u>11</u>	<u>199</u>	<u>210</u>
Carbondale	-	119	119	275	201	476	-	109	109
Edwardsville	8	86	94	13	93	106	11	90	101
<u>University of Illinois</u>	<u>-</u>	<u>67</u>	<u>67</u>	<u>-</u>	<u>120</u>	<u>120</u>	<u>-</u>	<u>92</u>	<u>92</u>
Chicago	-	49	49	-	102	102	-	37	37
Springfield	-	18	18	-	18	18	-	55	55
Urbana/Champaign*	-	-	-	-	-	-	-	-	-
Total	<u>99</u>	<u>611</u>	<u>710</u>	<u>337</u>	<u>776</u>	<u>1,113</u>	<u>64</u>	<u>635</u>	<u>699</u>

* Illinois State University and University of Illinois at Urbana-Champaign did not issue tuition waivers in Fiscal Years 2020, 2021, and 2022.

Source: IBHE Gender Equity RAMP

Table 3
GENDER EQUITY TUITION WAIVERS
FISCAL YEAR 2020*

(in thousands of dollars)

	Chicago State University		Eastern Illinois University		Governors State University		Northern Illinois University		Western Illinois University		Southern Illinois University Carbondale		Southern Illinois University Edwardsville		University of Illinois Chicago		University of Illinois Springfield	
	Number	Value	Number	Value	Number	Value	Number	Value	Number	Value	Number	Value	Number	Value	Number	Value	Number	Value
Men's Sports																		
Baseball	-	\$ -	-	\$ -	-	\$ -	27	\$ 259.8	-	\$ -	-	\$ -	5	\$ 72.2	-	\$ -	-	\$ -
Basketball	-	-	-	-	15	65.2	-	-	-	-	-	-	-	-	-	-	-	-
Football	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Golf	-	-	-	-	4	18.0	11	97.7	-	-	-	-	1	11.5	-	-	-	-
Gymnastics	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hockey	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Soccer	-	-	-	-	18	90.0	22	234.6	-	-	-	-	2	19.5	-	-	-	-
Swimming	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tennis	-	-	-	-	-	-	7	95.8	-	-	-	-	-	-	-	-	-	-
Track/Cross Country	-	-	-	-	7	15.6	-	-	-	-	-	-	-	-	-	-	-	-
Wrestling	-	-	-	-	-	-	24	187.2	-	-	-	-	-	-	-	-	-	-
Total Men's Sports	-	\$ -	-	\$ -	44	\$ 188.8	91	\$ 875.1	-	\$ -	-	\$ -	8	\$ 103.2	-	\$ -	-	\$ -
Women's Sports																		
Basketball	5	\$ 16.8	13	\$ 107.9	12	\$ 62.7	-	\$ -	15	\$ 132.5	14	\$ 119.6	12	\$ 120.3	12	\$ 143.4	-	-
Golf	1	17.5	-	-	6	12.0	5	66.3	11	70.4	8	56.9	-	-	4	32.2	-	-
Gymnastics	-	-	-	-	-	-	12	113.9	-	-	-	-	-	-	-	-	-	-
Soccer	20	213.2	14	76.5	17	77.7	24	169.8	20	128.0	23	119.2	21	184.9	6	58.2	9	42.8
Softball	-	-	19	100.0	-	-	13	113.0	17	117.9	16	123.3	14	110.7	3	31.8	-	-
Swimming	-	-	-	-	-	-	-	-	13	61.6	20	179.9	-	-	12	69.3	-	-
Tennis	-	-	2	19.6	-	-	8	149.0	4	23.6	-	-	8	76.6	1	10.6	-	-
Track/Cross Country	-	-	2	15.4	7	16.6	26	210.9	20	111.1	26	132.5	18	120.5	8	51.4	-	-
Volleyball	-	-	10	12.6	10	92.4	-	-	13	107.4	12	93.6	13	117.1	3	46.5	9	57.3
Total Women's Sports	26	\$ 247.4	60	\$ 332.0	52	\$ 261.3	88	\$ 822.9	113	\$ 752.5	119	\$ 825.0	86	\$ 730.1	49	\$ 443.4	18	\$ 100.0
Total All Sports	26	\$ 247.4	60	\$ 332.0	96	\$ 450.1	179	\$ 1,698.0	113	\$ 752.5	119	\$ 825.0	94	\$ 833.3	49	\$ 443.4	18	\$ 100.0

* Illinois State University and University of Illinois at Urbana-Champaign did not issue tuition waivers in Fiscal Year 2020.

Source: IBHE Gender Equity RAMP

Table 4
GENDER EQUITY TUITION WAIVERS
FISCAL YEAR 2021

(in thousands of dollars)

	Chicago State University		Eastern Illinois University		Governors State University		Northern Illinois University		Western Illinois University		Southern Illinois University Carbondale		Southern Illinois University Edwardsville		University of Illinois Chicago		University of Illinois Springfield	
	Number	Value	Number	Value	Number	Value	Number	Value	Number	Value	Number	Value	Number	Value	Number	Value	Number	Value
Men's Sports																		
Baseball	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	45	\$ 190.0	12	\$ 116.5	-	\$ -	-	\$ -
Basketball	-	-	-	-	11	61.0	-	-	-	-	11	54.2	-	-	-	-	-	-
Football	-	-	-	-	-	-	-	-	-	-	127	533.7	-	-	-	-	-	-
Golf	-	-	-	-	4	11.0	3	37.9	-	-	14	76.5	1	9.1	-	-	-	-
Gymnastics	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hockey	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Soccer	-	-	-	-	16	87.1	18	168.7	-	-	-	-	-	-	-	-	-	-
Swimming	-	-	-	-	-	-	-	-	-	-	18	125.1	-	-	-	-	-	-
Tennis	-	-	-	-	-	-	6	68.0	-	-	-	-	-	-	-	-	-	-
Track/Cross Country	-	-	-	-	9	16.4	-	-	-	-	60	199.7	-	-	-	-	-	-
Wrestling	-	-	-	-	-	-	22	165.9	-	-	-	-	-	-	-	-	-	-
Total Men's Sports	-	\$ -	-	\$ -	40	\$ 175.5	49	\$ 440.5	-	\$ -	275	\$ 1,179.2	13	\$ 125.6	-	\$ -	-	\$ -
Women's Sports																		
Basketball	-	\$ -	15	\$ 126.2	13	\$ 64.5	-	\$ -	13	\$ 108.7	10	\$ 46.9	10	\$ 96.6	6	\$ 69.1	1	\$ 5.0
Golf	-	-	-	-	4	10.3	7	74.0	11	78.2	20	99.8	-	-	6	86.8	1	0.5
Gymnastics	-	-	-	-	-	-	12	111.3	-	-	-	-	-	-	-	-	-	-
Soccer	20	203.0	24	76.3	20	93.3	27	196.8	20	143.3	43	145.3	26	181.0	22	283.3	5	24.6
Softball	-	-	20	94.4	-	-	21	141.7	17	140.9	35	150.3	17	150.8	18	243.3	7	50.9
Swimming	-	-	-	-	-	-	-	-	5	23.9	34	160.4	-	-	25	265.2	-	-
Tennis	-	-	8	20.4	-	-	8	151.4	7	23.3	-	-	7	70.5	8	208.2	-	-
Track/Cross Country	3	4.5	1	9.1	8	21.0	25	203.4	15	75.9	49	176.5	22	138.2	12	96.9	2	10.0
Volleyball	1	1.8	12	94.3	14	72.8	-	-	11	85.8	10	45.8	11	97.4	5	70.0	2	9.0
Total Women's Sports	24	\$ 209.3	80	\$ 420.7	59	262	100	\$ 878.7	99	\$ 680.0	201	\$ 825.0	93	\$ 734.6	102	\$ 1,322.8	18	\$ 100.0
Total All Sports	24	\$ 209.3	80	\$ 420.7	99	\$ 437.4	149	\$ 1,319.1	99	\$ 680.0	476	\$ 2,004.2	106	\$ 860.2	102	\$ 1,322.8	18	\$ 100.0

Illinois State University and University of Illinois at Urbana-Champaign did not issue tuition waivers in Fiscal Year 2021.

Source: IBHE Gender Equity RAMP

Table 5
GENDER EQUITY TUITION WAIVERS
FISCAL YEAR 2022

(in thousands of dollars)

	Chicago State University		Eastern Illinois University		Governors State University		Northern Illinois University		Western Illinois University		Southern Illinois University Carbondale		Southern Illinois University Edwardsville		University of Illinois Chicago		University of Illinois Springfield	
	Number	Value	Number	Value	Number	Value	Number	Value	Number	Value	Number	Value	Number	Value	Number	Value	Number	Value
Men's Sports																		
Baseball	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	8	\$ 76.6	-	\$ -	-	\$ -
Basketball	-	-	-	-	23	107.1	-	-	-	-	-	-	-	-	-	-	-	-
Football	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Golf	-	-	-	-	5	15.0	5	73.1	-	-	-	-	3	27.7	-	-	-	-
Gymnastics	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hockey	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Soccer	-	-	-	-	22	125.7	23	207.1	-	-	-	-	-	-	-	-	-	-
Swimming	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tennis	-	-	-	-	-	-	5	84.7	-	-	-	-	-	-	-	-	-	-
Track/Cross Country	-	-	-	-	10	17.4	-	-	-	-	-	-	-	-	-	-	-	-
Wrestling	-	-	-	-	-	-	20	144.6	-	-	-	-	-	-	-	-	-	-
Total Men's Sports	-	\$ -	-	\$ -	60	\$265.2	53	\$ 509.5	-	\$ -	-	\$ -	11	\$ 104.3	-	\$ -	-	\$ -
Women's Sports																		
Basketball	-	\$ -	18	\$ 111.5	15	\$ 58.7	-	-	12	\$ 87.5	4	\$ 40.3	16	\$ 171.6	13	\$ 221.7	6	\$ 31.4
Golf	-	-	-	-	4	10.0	6	68.7	10	74.0	8	76.0	-	-	7	96.8	2	9.0
Gymnastics	-	-	-	-	-	-	12	114.4	-	-	-	-	-	-	-	-	-	-
Soccer	12	70.8	21	71.7	30	125.7	26	177.9	29	146.5	27	150.2	24	193.8	-	-	16	71.1
Softball	-	-	19	104.6	-	-	-	-	12	143.6	15	124.9	11	101.0	-	-	11	64.9
Swimming	-	-	-	-	-	-	-	-	4	19.9	21	191.2	-	-	-	-	-	-
Tennis	8	59.1	1	9.9	-	-	8	134.5	6	20.5	-	-	7	81.4	1	23.8	2	6.5
Track/Cross Country	-	-	1	9.1	6	16.7	21	189.7	15	78.5	25	140.3	19	122.5	-	-	8	43.9
Volleyball	8	69.7	14	85.7	13	83.4	-	-	13	92.5	9	74.9	13	107.7	16	257.7	10	70.7
Total Women's Sports	28	\$ 199.6	74	\$392.5	68	\$294.5	73	\$ 685.1	101	\$ 663.0	109	\$ 797.8	90	\$ 778.0	37	\$ 600.0	55	\$297.5
Total All Sports	28	\$ 199.6	74	\$392.5	128	\$559.7	126	\$1,194.6	101	\$ 663.0	109	\$ 797.8	101	\$ 882.3	37	\$ 600.0	55	\$297.5

Illinois State University and University of Illinois at Urbana-Champaign did not issue tuition waivers in Fiscal Year 2022.

Source: IBHE Gender Equity RAMP

Table 6

PARTICIPATION IN INTERCOLLEGIATE ATHLETICS BY GENDER
TOTAL PARTICIPANTS (DUPLICATED)

	FY2020		FY2021		FY2022		Change Fiscal Year 2020 - Fiscal Year 2022			
	Male	Female	Male	Female	Male	Female	Number		Percent	
							Male	Female	Male	Female
Chicago State University	109	131	96	121	131	125	22	(6)	20.2 %	(4.6) %
Eastern Illinois University	363	220	368	246	373	255	10	35	2.8	15.9
Governors State University	52	59	52	58	70	70			-	-
Illinois State University	297	257	313	306	344	287	47	30	15.8	11.7
Northern Illinois University	230	210	249	219	248	189	18	(21)	7.8	(10.0)
Western Illinois University	260	172	260	145	260	143	-	(29)	-	(16.9)
<u>Southern Illinois University</u>	<u>421</u>	<u>365</u>	<u>414</u>	<u>386</u>	<u>423</u>	<u>399</u>	<u>2</u>	<u>34</u>	<u>(2)</u>	<u>24</u>
Carbondale	256	226	261	223	269	229	13	3	5.1	1.3
Edwardsville	165	139	153	163	154	170	(11)	31	(6.7)	22.3
<u>University of Illinois</u>	<u>753</u>	<u>655</u>	<u>734</u>	<u>621</u>	<u>714</u>	<u>623</u>	<u>(39)</u>	<u>(32)</u>	<u>(15)</u>	<u>(13)</u>
Chicago	224	190	203	189	177	197	(47)	7	(21.0)	3.7
Springfield	170	143	181	133	183	130	13	(13)	7.6	(9.1)
Urbana/Champaign	359	322	350	299	354	296	(5)	(26)	(1.4)	(8.1)
Total	<u>2,485</u>	<u>2,069</u>	<u>2,486</u>	<u>2,102</u>	<u>2,563</u>	<u>2,091</u>	<u>78</u>	<u>22</u>	<u>3.1 %</u>	<u>1.1 %</u>

Source: Equity in Athletics Disclosure Act Reports

Table 7
 INTERCOLLEGIATE ATHLETIC PARTICIPATION
 AND PROPORTION OF FULL-TIME UNDERGRADUATE ENROLLMENT

	Fiscal Year 2020				Fiscal Year 2021				Fiscal Year 2022			
	Athletic Participation		Full-Time Enrollment		Athletic Participation		Full-Time Enrollment		Athletic Participation		Full-Time Enrollment	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Chicago State University	45.4 %	54.6 %	31.7 %	68.3 %	44.2 %	55.8 %	29.2 %	70.8 %	51.2 %	48.8 %	33.2 %	66.8 %
Eastern Illinois University	62.3	37.7	41.3	58.7	59.9	40.1	39.2	60.8	59.4	40.6	39.8	60.2
Governors State University	46.8	53.2	38.9	61.1	47.3	52.7	35.8	64.2	50.0	50.0	37.7	62.3
Illinois State University	53.6	46.4	44.1	55.9	50.6	49.4	42.5	57.5	54.5	45.5	42.4	57.6
Northern Illinois University	52.3	47.7	48.0	52.0	53.2	46.8	46.0	54.0	56.8	43.2	46.3	53.7
Western Illinois University	60.2	39.8	46.7	53.3	64.2	35.8	44.6	55.4	64.5	35.5	43.0	57.0
<u>Southern Illinois University</u>	53.6	46.4	49.7	50.3	51.8	48.3	47.5	52.5	51.5	48.5	46.7	53.3
Carbondale	53.1	46.9	52.8	47.2	53.9	46.1	50.5	49.5	54.0	46.0	50.5	49.5
Edwardsville	54.3	45.7	47.1	52.9	48.4	51.6	45.1	54.9	47.5	52.5	43.4	56.6
<u>University of Illinois</u>	53.5	46.5	51.2	48.8	54.2	45.8	50.8	49.2	53.4	46.6	50.8	49.2
Chicago	54.1	45.9	48.0	52.0	51.8	48.2	47.4	52.6	47.3	52.7	46.7	53.3
Springfield	54.3	45.7	45.7	54.3	57.6	42.4	44.5	55.5	58.5	41.5	43.5	56.5
Urbana/Champaign	52.7	47.3	53.5	46.5	53.9	46.1	53.4	46.6	54.5	45.5	53.7	46.3
Total	<u>54.6 %</u>	<u>45.4 %</u>	<u>48.6 %</u>	<u>51.4 %</u>	<u>54.2 %</u>	<u>45.8 %</u>	<u>47.4 %</u>	<u>52.6 %</u>	<u>55.1 %</u>	<u>44.9 %</u>	<u>47.4 %</u>	<u>52.6 %</u>

Sources: IBHE Gender Equity RAMP & IBHE Data Book

Table 8a
INTERCOLLEGIATE ATHLETIC EXPENDITURES

(in thousands of dollars)

	Fiscal Year 2020				Fiscal Year 2021				Fiscal Year 2022			
	Male	Female	Other *	Total	Male	Female	Other *	Total	Male	Female	Other *	Total
Chicago State University	\$ 2,255.9	\$ 3,039.4	\$ 2,267.1	\$ 7,562.4	\$ 1,909.8	\$ 2,491.0	\$ 1,909.8	\$ 6,310.6	\$ 2,640.1	\$ 2,924.2	\$ 2,500.5	\$ 8,064.8
Eastern Illinois University	5,553.1	3,008.9	2,852.4	11,414.4	5,466.9	3,314.6	2,800.8	11,582.3	5,644.7	3,175.8	5,369.0	14,189.5
Governors State University	664.1	887.6	-	1,551.6	596.3	979.2	360.1	1,935.6	946.4	973.4	286.1	2,205.9
Illinois State University	7,996.9	6,186.2	-	14,183.1	8,228.7	6,322.0	99.8	14,650.5	9,142.3	6,903.6	127.6	16,173.5
Northern Illinois University	11,215.2	5,279.8	125.0	16,620.1	8,285.0	4,469.6	-	12,754.6	10,180.2	5,262.6	-	15,442.8
Western Illinois University	5,415.5	3,137.9	2,708.4	11,261.8	5,026.0	3,007.3	2,666.5	10,699.8	5,875.9	3,297.0	2,531.4	11,704.3
<u>Southern Illinois University</u>	<u>12,822.4</u>	<u>8,159.5</u>	<u>15,932.4</u>	<u>36,914.3</u>	<u>10,842.1</u>	<u>7,389.8</u>	<u>11,080.1</u>	<u>29,312.0</u>	<u>12,127.2</u>	<u>8,260.8</u>	<u>10,458.4</u>	<u>30,846.4</u>
Carbondale	9,204.2	4,970.2	13,197.3	27,371.7	7,038.2	4,171.0	8,592.0	19,801.2	7,830.1	4,370.5	7,994.2	20,194.8
Edwardsville	3,618.2	3,189.3	2,735.1	9,542.6	3,804.0	3,218.8	2,488.1	9,510.8	4,297.1	3,890.3	2,464.2	10,651.6
<u>University of Illinois</u>	<u>53,537.1</u>	<u>24,083.4</u>	<u>65,907.7</u>	<u>143,528.2</u>	<u>44,838.3</u>	<u>20,754.6</u>	<u>59,208.8</u>	<u>124,801.7</u>	<u>58,201.1</u>	<u>25,297.9</u>	<u>68,826.3</u>	<u>152,325.3</u>
Chicago	5,565.7	5,571.4	6,809.4	17,946.5	5,433.5	5,783.8	5,593.5	16,810.8	5,411.5	6,500.4	7,094.7	19,006.6
Springfield	1,460.7	1,492.1	990.4	3,943.2	1,585.6	1,547.8	926.3	4,059.8	1,655.3	1,573.5	970.6	4,199.5
Urbana/Champaign	46,510.7	17,019.9	58,107.9	121,638.4	37,819.2	13,423.0	52,688.9	103,931.1	51,134.3	17,223.9	60,761.0	129,119.2
Total	\$ 99,460.2	\$ 53,782.7	\$ 89,793.0	\$ 243,035.9	\$ 85,193.2	\$ 48,728.1	\$ 78,125.9	\$ 212,047.1	\$ 104,758.0	\$ 56,095.4	\$ 90,099.3	\$ 250,952.6

* Nonprogram Specific Expenditure

Source: IBHE Gender Equity RAMP

Table 8b
INTERCOLLEGIATE ATHLETIC EXPENDITURES

(thousands of dollars)

	FY1995 - FY2022							
	Dollar Change				Percent Change			
	Male	Female	Other *	Total	Male	Female	Other *	Total
Chicago State University	\$ 2,116.5	\$ 2,532.7	\$ 2,031.4	\$ 6,680.6	404.2 %	646.9 %	433.0 %	482.6 %
Eastern Illinois University	\$ 4,002.2	\$ 2,527.5	\$ 4,427.0	\$ 10,956.7	243.7	389.9	470.0	338.9
Governors State University	\$ 946.4	\$ 973.4	\$ 286.1	\$ 2,205.9	-	-	-	-
Illinois State University	\$ 6,756.4	\$ 5,406.0	\$ (2,612.0)	\$ 9,550.4	283.2	361.0	(95.3)	144.2
Northern Illinois University	\$ 6,681.6	\$ 3,641.9	\$ (2,392.9)	\$ 7,930.6	191.0	224.7	(100.0)	105.6
Western Illinois University	\$ 4,410.7	\$ 2,537.3	\$ 1,549.8	\$ 8,497.8	301.0	334.0	-	265.0
<u>Southern Illinois University</u>	<u>\$ 9,417.2</u>	<u>\$ 6,649.8</u>	<u>\$ 8,597.0</u>	<u>\$ 24,664.0</u>	<u>347.5</u>	<u>412.8</u>	<u>461.9</u>	<u>398.9</u>
Carbondale	\$ 5,697.1	\$ 3,087.5	\$ 6,459.8	\$ 15,244.4	267.1	240.6	421.0	307.9
Edwardsville	\$ 3,720.1	\$ 3,562.3	\$ 2,137.2	\$ 9,419.6	644.7	1,086.1	653.6	764.6
<u>University of Illinois</u>	<u>\$ 49,733.7</u>	<u>\$ 21,986.1</u>	<u>\$ 54,786.4</u>	<u>\$ 126,506.2</u>	<u>587.4</u>	<u>663.9</u>	<u>390.2</u>	<u>490.0</u>
Chicago	\$ 3,747.0	\$ 5,465.6	\$ 5,518.9	\$ 14,731.5	225.1	528.2	350.2	344.6
Springfield	\$ 1,502.4	\$ 1,509.8	\$ 870.5	\$ 3,882.8	982.6	2,370.2	869.6	1,226.0
Urbana/Champaign	\$ 44,484.3	\$ 15,010.6	\$ 48,397.0	\$ 107,891.9	668.9	678.2	391.4	508.3
<u>Total</u>	<u>\$ 84,064.8</u>	<u>\$ 46,254.8</u>	<u>\$ 66,672.8</u>	<u>\$ 196,992.3</u>	<u>406.2 %</u>	<u>470.0 %</u>	<u>284.6 %</u>	<u>365.1 %</u>
Nonprogram Specific Expenditure								

Source: IBHE Gender Equity RAMP

Table 8c
INTERCOLLEGIATE ATHLETIC EXPENDITURES

(in thousands of dollars)

	FY2020- FY2022							
	Dollar Change				Percent Change			
	Male	Female	Other *	Total	Male	Female	Other *	Total
Chicago State University	\$ 384.2	\$ (115.2)	\$ 233.4	\$ 502.38	17.0 %	(3.8) %	10.3 %	6.6 %
Eastern Illinois University	\$ 91.6	\$ 166.9	\$ 2,516.6	\$ 2,775.10	1.6	5.5	88.2	24.3
Governors State University	\$ 282.3	\$ 85.9	\$ 286.1	\$ 654.27	42.5	9.7	-	42.2
Illinois State University	\$ 1,145.4	\$ 717.4	\$ 127.6	\$ 1,990.40	14.3	11.6	-	14.0
Northern Illinois University	\$ (1,035.0)	\$ (17.2)	\$ (125.0)	\$ (1,177.22)	(9.2)	(0.3)	(100.0)	(7.1)
Western Illinois University	\$ 460.4	\$ 159.1	\$ (177.0)	\$ 442.50	8.5	5.1	(6.5)	3.9
<u>Southern Illinois University</u>	<u>\$ (695.1)</u>	<u>\$ 101.3</u>	<u>\$ (5,474.1)</u>	<u>\$ (6,067.87)</u>	<u>(5.4)</u>	<u>1.2</u>	<u>(34.4)</u>	<u>(16.4)</u>
Carbondale	\$ (1,374.1)	\$ (599.7)	\$ (5,203.1)	\$ (7,176.91)	(14.9)	(12.1)	(39.4)	(26.2)
Edwardsville	\$ 678.9	\$ 701.0	\$ (270.9)	\$ 1,109.04	18.8	22.0	(9.9)	11.6
<u>University of Illinois</u>	<u>\$ 4,664.0</u>	<u>\$ 1,214.5</u>	<u>\$ 2,918.6</u>	<u>\$ 8,797.18</u>	<u>8.7</u>	<u>5.0</u>	<u>4.4</u>	<u>6.1</u>
Chicago	\$ (154.2)	\$ 929.0	\$ 285.3	\$ 1,060.08	(3)	17	4	6
Springfield	\$ 194.6	\$ 81.5	\$ (19.8)	\$ 256.29	13.3	5.5	(2.0)	6.5
Urbana/Champaign	\$ 4,623.6	\$ 204.0	\$ 2,653.2	\$ 7,480.81	9.9	1.2	4.6	6.2
Total	<u>\$ 5,297.8</u>	<u>\$ 2,312.7</u>	<u>\$ 306.3</u>	<u>\$ 7,916.75</u>	<u>5.3 %</u>	<u>4.3 %</u>	<u>0.3 %</u>	<u>3.3 %</u>

* Nonprogram Specific Expenditure

Source: IBHE Gender Equity RAMP

Table 9

INTERCOLLEGIATE ATHLETIC EXPENDITURES - PERCENT MALE AND FEMALE
AND PROPORTION OF FULL-TIME UNDERGRADUATE ENROLLMENT

	Fiscal Year 2020				Fiscal Year 2021				Fiscal Year 2022			
	Athletic Expenditures		Full-Time Enrollment		Athletic Expenditures		Full-Time Enrollment		Athletic Expenditures		Full-Time Enrollment	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Chicago State University	42.6 %	57.4 %	31.7 %	68.3 %	43.4 %	56.6 %	29.2 %	70.8 %	47.4 %	52.6 %	33.2 %	66.8 %
Eastern Illinois University	64.9	35.1	41.3	58.7	62.3	37.7	39.2	60.8	64.0	36.0	39.8	60.2
Governors State University	42.8	57.2	38.9	61.1	37.8	62.2	35.8	64.2	49.3	50.7	37.7	62.3
Illinois State University	56.4	43.6	44.1	55.9	56.6	43.4	42.5	57.5	57.0	43.0	42.4	57.6
Northern Illinois University	68.0	32.0	48.0	52.0	65.0	35.0	46.0	54.0	65.9	34.1	46.3	53.7
Western Illinois University	63.3	36.7	46.7	53.3	62.6	37.4	44.6	55.4	64.1	35.9	43.0	57.0
<u>Southern Illinois University</u>	<u>61.1</u>	<u>38.9</u>	<u>49.7</u>	<u>50.3</u>	<u>59.5</u>	<u>40.5</u>	<u>47.5</u>	<u>52.5</u>	<u>59.5</u>	<u>40.5</u>	<u>46.7</u>	<u>53.3</u>
Carbondale	64.9	35.1	52.8	47.2	62.8	37.2	50.5	49.5	64.2	35.8	50.5	49.5
Edwardsville	53.2	46.8	47.1	52.9	54.2	45.8	45.1	54.9	52.5	47.5	43.4	56.6
<u>University of Illinois</u>	<u>69.0</u>	<u>31.0</u>	<u>51.2</u>	<u>48.8</u>	<u>68.4</u>	<u>31.6</u>	<u>50.8</u>	<u>49.2</u>	<u>69.7</u>	<u>30.3</u>	<u>50.8</u>	<u>49.2</u>
Chicago	50.0	50.0	48.0	52.0	48.4	51.6	47.4	52.6	45.4	54.6	46.7	53.3
Springfield	49.5	50.5	45.7	54.3	50.6	49.4	44.5	55.5	51.3	48.7	43.5	56.5
Urbana/Champaign	73.2	26.8	53.5	46.5	73.8	26.2	53.4	46.6	74.8	25.2	53.7	46.3
Total	<u>64.9 %</u>	<u>35.1 %</u>	<u>48.6 %</u>	<u>51.4 %</u>	<u>63.6 %</u>	<u>36.4 %</u>	<u>47.4 %</u>	<u>52.6 %</u>	<u>65.1 %</u>	<u>34.9 %</u>	<u>47.4 %</u>	<u>52.6 %</u>

Source: IBHE Gender Equity RAMP & IBHE Data Book

Table 10

INTERCOLLEGIATE ATHLETIC STUDENT FINANCIAL AID EXPENDITURES - PERCENT MALE AND FEMALE
AND PROPORTION OF INTERCOLLEGIATE ATHLETIC PARTICIPANTS

	Fiscal Year 2020				Fiscal Year 2021				Fiscal Year 2022			
	Athletic Financial Aid		Athletic Participants		Athletic Financial Aid		Athletic Participants		Athletic Financial Aid		Athletic Participants	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Chicago State University	39.5 %	60.5 %	45.4 %	54.6 %	33.7 %	66.3 %	44.2 %	55.8 %	43.8 %	56.2 %	51.2 %	48.8 %
Eastern Illinois University	59.6	40.4	62.3	37.7	60.8	39.2	59.9	40.1	62.4	37.6	59.4	40.6
Governors State University	41.8	58.2	46.8	53.2	34.2	65.8	47.3	52.7	48.6	51.4	50.0	50.0
Illinois State University	52.1	47.9	53.6	46.4	52.8	47.2	50.6	49.4	54.2	45.8	54.5	45.5
Northern Illinois University	59.2	40.8	52.3	47.7	59.5	40.5	53.2	46.8	59.1	40.9	56.8	43.2
Western Illinois University	57.8	42.2	60.2	39.8	59.6	40.4	64.2	35.8	61.1	38.9	64.5	35.5
<u>Southern Illinois University</u>	<u>55.7</u>	<u>44.3</u>	<u>53.6</u>	<u>46.4</u>	<u>56.3</u>	<u>43.7</u>	<u>51.8</u>	<u>48.3</u>	<u>55.2</u>	<u>44.8</u>	<u>51.5</u>	<u>48.5</u>
Carbondale	59.0	41.0	53.1	46.9	59.9	40.1	53.9	46.1	60.5	39.5	54.0	46.0
Edwardsville	49.8	50.2	54.3	45.7	50.4	49.6	48.4	51.6	46.6	53.4	47.5	52.5
<u>University of Illinois</u>	<u>43.9</u>	<u>56.1</u>	<u>53.5</u>	<u>46.5</u>	<u>51.8</u>	<u>48.2</u>	<u>54.2</u>	<u>45.8</u>	<u>51.5</u>	<u>48.5</u>	<u>53.4</u>	<u>46.6</u>
Chicago	40.3	59.7	54.1	45.9	41.2	58.8	51.8	48.2	37.0	63.0	47.3	52.7
Springfield	50.5	49.5	54.3	45.7	49.9	50.1	57.6	42.4	48.8	51.2	58.5	41.5
Urbana/Champaign	44.6	55.4	52.7	47.3	57.3	42.7	53.9	46.1	58.4	41.6	54.5	45.5
Total	<u>50.4 %</u>	<u>49.6 %</u>	<u>54.6 %</u>	<u>45.4 %</u>	<u>53.5 %</u>	<u>46.5 %</u>	<u>54.2 %</u>	<u>45.8 %</u>	<u>54.2 %</u>	<u>45.8 %</u>	<u>55.1 %</u>	<u>44.9 %</u>

Source: IBHE Gender Equity RAMP & Equity in Athletics Disclosure Act Reports



Intercollegiate sports opportunities available to both men and women:

Chicago State University (CSU) offers a total of 15 intercollegiate sports programs, seven for men and eight for women. In Fiscal Year 2022, there were 240 participants, 131 females and 109 males.

Activities to be undertaken by the institution to achieve gender equity in intercollegiate athletics: Chicago State has established internal controls and audit functions to ensure compliance with the gender equity laws set forth by Title IX and the U.S. Office of Civil Rights (OCR). In an effort to further accommodate the interests and abilities of women in participating sports, the University started a new athletic program, women's soccer in Fiscal Year 2018, along with assuring that all sports were provided with equal and adequate locker room space in Fiscal Year 2019.

Identification of the barriers to achieving and maintaining equitable intercollegiate athletic opportunities for men and women:

First-time, full-time freshman, annually comprise approximately 15 percent of CSU's undergraduate student population. Each year, approximately 5-8 percent of Chicago State's first-time, full-time freshman undergraduate population are athletes.

Additionally, based on Fiscal Year 2022 data, 66.8 percent of Chicago State's undergraduate students are females. A large portion of this female student population are non-traditional students, or students who began their college careers at another institution. According to Fiscal Year 2022 data, females represent approximately 49 percent of athletes, which is not nearly representative of the percentage of females in the general student body. This creates a barrier to achieving and maintaining equitable intercollegiate athletic opportunities for men and women for two main reasons. First, in order for Chicago State to maintain compliance with Title IX, the University is not able to achieve a proportional number of female athletes to the percentage of females in the general student population. Second, a large portion of the female student body are not first-time, full-time freshman, and therefore not representative of many of the female athletes. In order to achieve and maintain equitable intercollegiate athletic opportunities for men and women, Chicago State will continue to work to promote scholarship and athletic opportunities equally for male and female athletes. Track and field is one sport where equal recruitment of men and women is necessary to help achieve and maintain equity. However, this must be done without compromising the athletic and academic quality of our athletic programs.

The use of tuition waivers for attaining gender equity in intercollegiate sports:

Chicago State provided 28 full gender equity tuition waivers to female student-athletes in Fiscal Year 2022. These waivers assist the University in increasing the number of athletic opportunities available to women.



Intercollegiate sports opportunities available to both men and women:

The National Collegiate Athletic Association continues to find that Eastern Illinois University is fully in compliance with the gender equity provisions of the Title IX of the Education Act. Eastern Illinois University offers a total of 21 intercollegiate sports, 10 for men and 11 for women. In Fiscal Year 2022, 220 females and 363 males participated in these sports.

Activities to be undertaken by the institution to achieve gender equity in intercollegiate athletics: Eastern Illinois University utilizes “program three” to accommodate fully and effectively the interests and abilities of the underrepresented sex as defined by the U.S. Office of Civil Rights. Related to compliance objectives with “Prong Three”, the University continues to assess the potential athletic interests and abilities of both females and males through the following activities: monitoring athletic programs offered by feeder schools and conducting surveys of incoming freshmen and transfer students regarding their perceived athletic interests and abilities. The results of the interests and abilities survey as well as data about high school athletic participation in Illinois can be found on the Eastern Illinois Office of Civil Rights and Diversity website. The Athletic Department continues to post guidelines for proposing new intercollegiate sports on the Athletic Department website.

Identification of the barriers to achieving and maintaining equitable intercollegiate athletic opportunities for men and women:

Delivering a quality, broad-based athletic program remains challenging for an underfunded, comprehensive university. Eastern Illinois University continues to evaluate the issues associated with deferred maintenance and heavily utilized facilities for all sports and support services. The athletic department surveys the facility needs of all the athletic teams in an effort to develop a Facility Plan which identifies and prioritizes the facility needs of the department. As monies become available, the athletic department will work toward those projects based on the priority and the available resources at that time.

Progress in achieving sports equity in compliance with Title IX of the Education Amendments Act of 1972:

The University continues to provide opportunities for women to communicate their athletic interests and abilities to the administration. The University periodically engages in self-studies of the interests and abilities of students to ensure that the athletic department is meeting the interests and abilities of the underrepresented gender. In an effort to maintain a balance in coaching opportunities, the Athletic Department continued the plan of improving the opportunities for coaches of women sports to have car allowances as well as increases in salaries.

The use of tuition waivers for attaining gender equity in intercollegiate sports:

The use of tuition waivers for attaining gender equity continues to be an integral and critical part of providing proportionally equal amounts of financial assistance to men’s and women’s athletic teams. Equity could not be achieved without such waivers.

Intercollegiate sports opportunities available to both men and women:

The 2018-19 calendar year marked the arrival of seven varsity sports programs at Governors State University (GSU)— men’s and women’s basketball, men’s and women’s cross country, men’s and women’s golf and women’s volleyball. Since then the athletic programs have grown and in Fiscal Year 2022, they supported 52 males and 59 females.

Activities to be undertaken by the institution to achieve gender equity in intercollegiate athletics:

In Fiscal Year 2022, Governors State granted tuition waivers to all seven varsity programs with the total distribution amount equaling \$559,700. In addition, women’s and men’s teams utilized the same practice and game facilities, used the same mode of transportation for away games, were provided the same amount of per diem per meal per sport, had access to the same support and training staffs, and were uniformly promoted through the department’s website and promotional activities.

Identification of the barriers to achieving and maintaining equitable intercollegiate athletic opportunities for men and women:

Tuition waivers for Fiscal Year 2022 generated a female-to-male ratio of 53 percent to 47 percent. Undergraduate enrollment figures for GSU broke down as follows: 62 percent (female) and 38 percent (male). Governors State will continue to work on the waiver ratios to match those of the undergraduate population at the school.

Progress in achieving sports equity in compliance with Title IX of the Education Amendments Act of 1972:

Governors State earned admittance into the National Association of Intercollegiate Athletics (NAIA). The Association finds GSU in compliance with gender equity as it pertains to Title IX of the Education Amendments Act. GSU’s athletic program is still in its early stages, but shows strong signs of getting off on the right foot. In 2022, athletic participation at GSU was split 50/50 between genders.

The use of tuition waivers for attaining gender equity in intercollegiate sports:

Governors State distributed 68 waivers to female athletic teams and granted 60 waivers to male teams. In terms of funding and operating costs, GSU covered expenses for women’s teams that totaled \$973,400 and for men’s teams, \$946,400.

Intercollegiate sports opportunities available to both men and women:

Illinois State University offers a total of 19 intercollegiate sports. Eleven of the programs are for women, eight are for men. During Fiscal Year 2022, 297 men and 257 women participated in intercollegiate athletics.

Activities to be undertaken by the institution to achieve gender equity in intercollegiate athletics: Illinois State utilizes “prong three,” or “test three” to fully and effectively accommodate the interests and abilities of the underrepresented gender as detailed in Title IX guidelines. The University may periodically survey the student population for their athletic interests and abilities. Results of past surveys have shown that needs are currently being met. In addition, the University will monitor the offerings at high schools in Illinois, through consultation with the Illinois High School Association. Equity initiatives and goals created during the third cycle of National Collegiate Athletic Association (NCAA) Athletics Certification were evaluated and prioritized. Participation opportunities, the student-athlete experience, and sport resources including facilities, budgets, recruiting, coaches and support services are each evaluated for compliance with the established benchmarks. Illinois State Athletics received full certification for the third cycle of NCAA Certification in the fall of 2011. This was the third time Illinois State went through this evaluation process, and the third time to be certified at the highest level.

Identification of the barriers to achieving and maintaining equitable intercollegiate athletic opportunities for men and women:

Illinois State University is committed to delivering a quality, broad-based athletics program. Scholarship opportunities for women’s and men’s sports are fully funded at NCAA maximums. Illinois State continues to monitor the issues associated with a few aging, inadequate facilities, as well as shared use facilities for sports and support services. The opening of the east side of Hancock Stadium in the fall of 2013 was a big boost to the gateway to campus and Normal. During Fiscal Year 2022, 54.5 percent of our student- athletes were male and 45.5 percent were female.

Progress in achieving sports equity in compliance with Title IX of the Education Amendments Act of 1972:

Illinois State University continues to monitor female participation rates, financial aid allocated to female student-athletes and expenditures for female sport programs. In addition, the University monitors budget items that affect student-athlete well-being, especially related to academic support. Also reviewed annually are the allocation of resources to ensure proportional support for all program areas outlined in the NCAA Athletics Certification review that addresses gender, diversity, and student-athlete well-being.

The use of tuition waivers for attaining gender equity in intercollegiate sports:

Illinois State University does not utilize gender equity tuition waivers.



Intercollegiate sports opportunities available to both men and women:

Northern Illinois University is a Division I member of the National Collegiate Athletic Association (NCAA) offering a total of 17 intercollegiate sports all competing in the Mid-American Conference. Seven of the programs are for men and ten are for women.

Activities to be undertaken by the institution to achieve gender equity in intercollegiate athletics: Northern Illinois University continues to strive to achieve and maintain gender equity within the scope of the athletic department as detailed in Title IX guidelines and interpretations. Equity initiatives and goals created during the third cycle of NCAA Certification are now being implemented and will be periodically evaluated, although the NCAA has changed its certification process to not include future comprehensive reviews. Any third cycle incomplete initiatives will be re-evaluated and those still deemed appropriate will be combined with new proposals for prioritizing and completion dates will be reaffirmed. Participation opportunities, the student-athlete experience, and sport resources including facilities, budgets, recruiting, coaches and support services are each evaluated annually for compliance with the established benchmarks. The Athletic Board, our internal governing body, is apprised annually on the progress and our department's and institution's' commitment to gender equity.

Identification of the barriers to achieving and maintaining equitable intercollegiate athletic opportunities for men and women:

With the continued loss of most of the state funding for the athletic program and the limited ability to generate significant new funds to accommodate program expansion for women's sports, the major barrier for Northern Illinois University intercollegiate athletics programs continues to be maintaining appropriate resource distribution to our existing programs while providing additional funding to increase opportunities for women without decreasing opportunities for men. Secondly, the disparity in demand by the public for access, tickets, and media attention for men's sports severely challenges our marketing, promotions, and athletics communications staffs to provide equitable services to sports programs.

Progress in achieving sports equity in compliance with Title IX of the Education Amendments Act of 1972:

Northern Illinois University continues to build on the cornerstones of its gender equity plans to support a gender equitable athletic program. With the guidance of the Department of Education's Office for Civil Rights, the University completed its 1993 Commitment to Resolve a Title IX complaint filed when the women's field hockey team was discontinued and their resources reallocated to begin a larger, regionally desirable, women's soccer program. Subsequently, the University entered into a similar agreement to resolve a complaint when both its men's and women's swimming program were discontinued and the resources were reallocated to create a women's indoor and outdoor track and field program. Northern Illinois University has invested financial resources in its athletic facilities, including the construction of an end zone complex at the football stadium that houses an academic center, weight room and athletic training room for all student-athletes' benefit. Other significant facility enhancements since 2007 include the construction of the track and soccer complex, which is used by almost 40 percent of the student-athlete population, new outfield and infield for the softball stadium and enhanced gymnastics practice facilities designed so that gymnastics no longer shares a practice space with the men's wrestling team. Enhanced locker rooms for softball, track and field and women's soccer have also been prioritized. A renovation to Chick Evans Field House enhanced the experiences and competitiveness of both our men's and women's tennis programs and allowed both programs to limit driving 30 miles to practice at the closest indoor tennis facility. Additionally, as mentioned previously participation opportunities, the student-athlete experience, and sport program resources including facilities, as well as, budgets, recruiting, coaches and support services are each evaluated annually for compliance with the established benchmarks.

The use of tuition waivers for attaining gender equity in intercollegiate sports:

Northern Illinois University's continued use of gender equity tuition waivers has provided critical support for the gender equity objectives of the athletic department, and has enhanced its ability to provide equitable financial

assistance to its male and female student-athletes. The University's commitment to fully funding scholarships for the women's athletic teams to the maximum allowed by the NCAA has been possible due to this waiver allocation. In Fiscal Year 2018, the NCAA modified the definition of a full grant-in-aid to "up to cost of attendance." Only with the assistance of these available waivers, has Northern Illinois University been able to implement this NCAA permissive legislation across all sports programs, male and female. Without these waivers, leadership would be required to significantly modify its philosophy on full implementation.

Intercollegiate sports opportunities available to both men and women:

Southern Illinois University Carbondale offers 18 sports, nine for men and nine for women. The sports of cross country, indoor track & field, and outdoor track & field are counted as three sports for each gender. During Fiscal Year 2022, we had 269 men and 229 women participating in intercollegiate athletics at percentages of 54 percent male and 46 percent female. (For this count, student-athletes are counted in each sport in which they participate.) The undergraduate on-campus enrollment for Fiscal Year 2022 as reported to the Integrated Postsecondary Education Data System (IPEDS) was 50.5 percent male and 49.5 percent female.

Activities to be undertaken by the institution to achieve gender equity in intercollegiate athletics: The University continues in its efforts to monitor and achieve compliance with Title IX. Our roster management policy is in place to hold our male and female participation ratios in line with the proportion of men and women enrolled at the institution. We do this by capping participation on men's teams and encouraging walk-ons to increase the number of female student-athletes. We continue to offer financial incentives to female teams to cover the additional equipment, athletic apparel and travel expenses of walk-on student-athletes. We have added language to the employment contracts of four coaches to further incentivize meeting roster management targets.

Identification of the barriers to achieving and maintaining equitable intercollegiate athletic opportunities for men and women:

Budgetary issues continue to be the greatest barrier to achieving gender equity in terms of addressing potential issues in coaches' compensation and recruiting expenditures.

Progress in achieving sports equity in compliance with Title IX of the Education Amendments Act of 1972:

Gender equity tuition waivers are critical to meeting the requirement that our scholarship ratio for men and women be equal to the unduplicated participation rates of men and women. Our scholarship ratios for Fiscal Year 2021 were 58 percent male and 42 percent female. (For scholarship ratio calculation purposes, student-athletes are only counted once regardless of the number of sports in which they compete.)

We are still utilizing NCAA Student-Athlete Opportunity Fund (SAOF) monies to subsidize the cost of fifth-year (eligibility exhausted) aid and summer school aid for women's sports and men's non-revenue sports to increase the opportunities available to those student-athletes and thus far have been able to award aid to all who have applied.

With respect to treatment issues, we continue to monitor and adjust budget items that affect student-athlete well-being, especially related to competition travel. We have adjusted sport budgets as necessary in order to provide student-athletes with more adequate per diem allotments for food (minimum of \$25/day) and to ensure that no more than three student-athletes share a room (each with a bed). We continue to monitor sport budgets to minimize use of vans on long trips and to provide drivers in those instances to ensure safer travel.

The use of tuition waivers for attaining gender equity in intercollegiate sports:

During Fiscal Year 2022 the University allocated gender equity tuition waivers to 109 women. The gender equity tuition waivers continue to play a vital role in the University's ability to provide equitable opportunities, scholarships, and treatment to its female student-athletes.

Intercollegiate sports opportunities available to both men and women:

Southern Illinois University Edwardsville offered 18 sports, nine for men and nine for women in Fiscal Year 2022. The sports of cross country, indoor track & field and outdoor track & field are counted as three sports for each gender. During Fiscal Year 2022, we had 154 men and 170 women participating in intercollegiate athletics at percentages of 47.5 percent male and 52.5 percent female. The undergraduate enrollment for Fiscal Year 2022 as reported to the Integrated Postsecondary Education Data System (IPEDS) was 43.4 percent male and 56.6 percent female.

Activities to be undertaken by the institution to achieve gender equity in intercollegiate athletics: The University continues in its efforts to monitor and achieve compliance with Title IX. We currently employ a roster management policy with set maximums for our male teams and set minimums for our female teams. In 2012, we conducted an entire campus needs and interest survey. We also continue to offer financial incentives in the form of scholarships and operational support to female teams to cover the additional equipment, apparel and travel expenses of additional walk-on student-athletes. In Fiscal Year 2022, our female scholarships outpaced our male scholarships by 78 percent.

Identification of the barriers to achieving and maintaining equitable intercollegiate athletic opportunities for men and women:

Budgetary issues continue to be the greatest barrier to achieving gender equity in terms of addressing potential issues in proportionality (prong 1).

Progress in achieving sports equity in compliance with Title IX of the Education Amendments Act of 1972:

Gender equity tuition waivers are critical to meeting Title IX requirements. Our scholarship ratios for Fiscal Year 2022 were 11 percent male and 89 percent female. For scholarship ratio calculation purposes, student-athletes are only counted once regardless of the number of sports in which they compete. In regard to operating budgets, expenditures were closely in line with participation percentages.

We are continuing to utilize NCAA Student-Athlete Fund (SAF) financial resources to subsidize the cost of our fifth-year (eligibility exhausted) aid program and summer school aid for women's sports to increase the opportunities available to those student-athletes.

With respect to treatment issues, we continue to monitor and adjust budget items that affect student-athlete well-being. Over the past four years, we have carefully reviewed and adjusted sport budgets as necessary in order to ensure student-athletes receive comparable meals and that no more than three student-athletes in any sport share a hotel room. All transportation costs were centralized to encourage smaller teams to minimize van usage for long trips to ensure safer travel.

The use of tuition waivers for attaining gender equity in intercollegiate sports:

During Fiscal Year 2022, the University allocated gender equity tuition waivers (full or portion) to 90 women. The gender equity tuition waivers continue to play a vital role in the University's ability to provide equitable opportunities, scholarships, and treatment to its female student-athletes.



Please describe the compliance status of the university with regard to the gender equity requirements of Title IX of the Higher Education Act

The University of Illinois Chicago (UIC) Department of Intercollegiate Athletics (DIA) is meeting the standard of compliance for the Title IX Education Act. For the 2021-2022 academic year, we had 289 student-athlete participants (non-duplicate), 148 females and 138 males. The UIC student-athlete figures equal to 51.75% female and 48.25% male in comparison to UIC undergraduate numbers of 52.63% female and 47.37% male. The DIA participation rate is within the OCR recommended rate of a 1-3% differential in FY22 (.88%). Roster limitations are set and controlled for each team for the FY23 fiscal cycle and this internal control will assist the DIA in continued compliance with the recommended OCR range and in compliance with Prong I.

Intercollegiate sports opportunities available to both men and women:

UIC sponsors eighteen Division I sports programs: eight programs for males and ten programs for female students.

Activities to be undertaken by the institution to achieve gender equity in intercollegiate athletics:

UIC athletics has established and set roster limitations reflective of NCAA national participation averages and monitor these numbers on an annual basis to ensure participation rates are reflective of the student body rates.

Identification of the barriers to achieving and maintaining equitable intercollegiate athletic opportunities for men and women:

Limited resources and general operational costs are a barrier to maintaining compliance. UIC DIA has created a plan to effectively monitor continual changes and to remain in compliance with Prong I, proportionality requirements.

Progress in achieving sports equity in compliance with Title IX of the Education Amendments Act of 1972:

The University of Chicago is meeting the standard of compliance with Title IX as the participation rate among student athletes is within the recommended OCR rate. Roster limitations are in place which will allow for ongoing compliance.

The use of tuition waivers for attaining gender equity in intercollegiate sports:

Tuition waivers are applied across the female sports primarily used in women's basketball, volleyball and golf.

Describe the compliance status of the university with regard to the gender equity requirement of Title IX of the Higher Education Act

Title IX is a law that requires all educational institutions in the United States receiving federal funding to remove barriers and provide equal opportunity on the basis of sex or gender. Sexual misconduct, including sexual harassment, stalking, domestic or dating violence, and sexual assault are prohibited, as is retaliation for pursuing individual rights under these legal and policy protections. Title IX also prohibits discrimination in the form of exclusion from the benefits of participating in educational programs or activities, including but not limited to collegiate sports.

Intercollegiate sports opportunities available to both men and women:

The University of Illinois Springfield transitioned to the National Collegiate Athletic Association (NCAA Division II) in 2010-11. The University also joined the Great Lakes Valley Conference at that time, originally sponsoring eleven intercollegiate varsity sports including: men's and women's soccer, women's volleyball, men's and women's basketball, softball, baseball, men's and women's tennis, and men's and women's golf. In 2015-2016, the sports of men's and women's cross country and Women's Indoor track were added. Men's outdoor track and field was added in 2016-2017, and men's indoor track and field added in 2017-2018. The University offers all sports sponsored within the Great Lakes Valley Conference with the exception of men's and women's swimming and diving, men's and women's lacrosse, men's wrestling, women's bowling, and football.

Activities to be undertaken by the institution to achieve gender equity in intercollegiate athletics:

Over the past 8 years, the University has continued to expand its opportunities for female participants with the addition of three women's sports creating approximately 60 additional intercollegiate opportunities (women's cross country, and indoor and outdoor track and field). In addition, there has been growth all of our existing female sport rosters. As necessary to meet both NCAA Division II as well as Great Lakes Valley Conference membership requirements, the University needed to expand both men and women sports offerings. The University continues to survey the interest and abilities of our student population, as well as stay abreast of any new sport trends emerging in our conference or region that would enhance our current athletic portfolio and make sense for the institution. In 2023, an overall athletics program review will be conducted and will look at sport opportunities for the institution.

Identification of the barriers to achieving and maintaining equitable intercollegiate athletic opportunities for men and women:

Our participation rates are within a close variance of meeting substantial proportionality as a result of ongoing roster management. Our women's soccer and softball have increased their roster sizes over the past two years. When a Bachelor of Nursing program was added to the University there was hope that may draw new female student-athletes; however, because of the idiosyncrasies of the program, student-athletes would not be eligible to represent UIS in intercollegiate athletics if they are admitted to the Nursing program, as it is accredited as a UIC program. UIS Athletic Department is realistic about the challenges of consistently meeting substantial proportionality, and as such, we continue to assess the climate for increasing opportunities for women and meeting the other prongs of Title IX.

Progress in achieving sports equity in compliance with Title IX of the Education Amendments Act of 1972:

The aforementioned program review will also provide information in regards to Title IX compliance from an athletic perspective. We will continue to demonstrate a good faith effort in ensuring full compliance with Title IX, in addition to the University's plan to meet at least one of the three-pronged components of the requirement, including the surveying of students and applicants for unmet interests and abilities of females, identify women's sports not currently offered, and response to the developing interests and abilities survey.

The use of tuition waivers for attaining gender equity in intercollegiate sports

Tuition waivers have assisted with increasing athletic aid for the underrepresented sex. We often have outside donors who want to designate funding for a sport of preference (men's basketball, etc). The gender equity tuition waivers have allowed us to enhance the women's sports and to ensure funding is increasing equitably.

Please describe the compliance status of the university regarding the gender equity requirements of Title IX of the Higher Education Act.

We are within substantial proportion of the gender equity requirements for proportion to campus enrollment of Title IX of the Higher Education Act and in exact proportion for the scholarships awarded to males and females.

What Intercollegiate sports opportunities are available to both men and women?

We have eight men's teams and nine women's teams. Men = Basketball, Football, Baseball, Golf, Gymnastics, Tennis, Track, and Wrestling. Women = Basketball, Golf, Gymnastics, Soccer, Softball, Swimming, Tennis, Track, and Volleyball.

What activities are being undertaken by the institution to achieve gender equity in intercollegiate athletics?

As a follow up to our 2017 Gender Equity Review, we developed a gender equity plan to address improvements for the male and female athletes identified in the gender equity review. This plan is in place for the next 4 years and will be monitored annually for progress.

Please identify any barriers to achieving and maintaining equitable intercollegiate athletic opportunities for men and women.

We set roster management goals for the following year based on the campus enrollment numbers from the current year. Once the enrollment in that following year is finalized, the roster numbers have already been established. As a result, small fluctuations in proportion can occur.

Describe your progress in achieving sports equity in compliance with Title IX of the Education Amendments Act of 1972.

We have achieved substantial proportionality since 2007 by establishing roster management numbers for all our sports. We have been within 1-3% since 2008 and achieved exact proportionality with scholarship dollars awarded to females and males for at least the past five years. We have also worked to improve facilities and services to our student-athletes across all sports including:

- Hiring additional athletic trainers to increase medical services to our teams as well as additional strength coaches to improved performance training for our teams.
- Providing 2-3 meals per day to all student-athletes (we used to only provide for FB, MBB, WBB and VB).
- Contracted with Nike to improve the quality of equipment for all sports.
- Established a facility plan to build a new separate soccer and track complex (currently they share a facility). – the soccer field was completed and operational late last season, the stadium complex that serves both programs and the track is being built and will both be completed this spring.
- Established and implemented a plan to allow access to a larger and upgraded weight room for more teams by Spring 2020 as well as upgrading and repurposing the North End of the stadium for Olympic sports use following the departure of the football team to their new facility.
- Completed a facility plan to enlarge the women's basketball locker room/lounge area and added comparable amenities to the men's basketball locker room.
- Established a facility plan to build an indoor practice facility for both baseball and softball. These projects are due for completion in April 2022.
- Established a facility plan to build an additional training space for men's and women's golf, including a new indoor putting space and an additional hitting area for the driving range. This project is currently underway and due for completion in June of 2021.

Describe your use of tuition waivers for attaining gender equity in intercollegiate sports.

DIA did not utilize tuition waivers in 2019-20 academic or competitive year.

Intercollegiate sports opportunities available to both men and women:

Western Illinois University (WIU) offers a total of 20 intercollegiate sports. Ten of these programs are for men and ten are for women. In Fiscal Year 2022, 260 men and 143 women participated in these programs.

Activities to be undertaken by the institution to achieve gender equity in intercollegiate athletics: In addition to monitoring students' interests and abilities in athletic opportunities at WIU, the Gender Equity Committee (GEC) has also engaged in initial review of 11 program components. Other athletic benefits and opportunities include equipment and supplies, scheduling of games and practice times, travel and per diem allowances, tutoring, coaching, locker rooms, practice and competitive facilities, medial and training facilities and services, publicity, support services, and recruitment. No apparent issues were identified. The GEC is currently working on a schedule of thorough analysis of each of these program areas.

Identification of the barriers to achieving and maintaining equitable intercollegiate athletic opportunities for men and women:

Scholarship opportunities have been enhanced for both women's and men's teams, and the University has continued to provide participation opportunities for men at the established level of sports offerings. Every effort has been made to achieve gender equity without the elimination of men's sports. At this time the University would find it difficult to expand our Athletic program. We continue to experience financial strains on the University and the Athletic department budgets.

Progress in achieving sports equity in compliance with Title IX of the Education Amendments Act of 1972:Female Participation & Funding

Western Illinois University has made significant progress toward achieving gender equity, as evidenced by the continued increase in female participation rates, financial aid allocated to female student athletes, and expenditures for women's sports programs.

Gender Equity Committee Review

During the reporting period, the GEC completed reviews of Prong III compliance to determine if its athletic program offerings met the interests and abilities of its underrepresented students – females.

Following OCR's 2010 policy clarification, the GEC reviewed an analysis of the unmet athletic interests of WIU's current and prospective students under the Prong III eight-factor test. The GEC had a particular interest in determining whether there is unmet interest in sports for which WIU would or could have sufficient competition. This analysis included a review of; 1) requests by students and admitted students that a particular sport be added, 2) requests that an existing club sport be elevated to intercollegiate team status, 3) club and intramural sport participation, 4) information from students, admitted students, coaches, administrators or others regarding interest in particular sports, 5) results of surveys or questionnaires of students and admitted students regarding interests in particular sports, 6) participation in interscholastic (high school) sports by admitted students, 7) participation rates in sports in high schools, amateur athletic associations, and community sports leagues that operate in areas from which WIU draws its students, and participation in intercollegiate sports in WIU's normal competitive regions.

WIU's competitive region includes Illinois, Indiana, Iowa, Missouri, and Wisconsin, as these are the states from which the University draws the majority of its students. A review of the intercollegiate competition in WIU's competitive region indicated that there are 12 National Collegiate Athletic Association (NCAA) championship sports and one emerging sport which WIU does not currently offer at the varsity level. These include: gymnastics, bowling, field hockey, ice hockey, rowing, skiing, equestrian, fencing, lacrosse, rifle, rugby, water polo, and sand volley ball. Of the 13 sports identified, gymnastics – with 15 programs in WIU's competitive region – is the only sport that WIU would have a reasonable expectation of sufficient intercollegiate competition. However, there is no indication that WIU students have sufficient interest to sustain a varsity level team in this sport. There are three sports – bowling, field hockey, and rowing – which each have five or six teams within WIU's competitive region. The nine sports remaining lack expectation of sufficient competition in that each has

less than five teams within WIU's competitive region. The GEC found that the information gathered under the first six factors of the eight factor test weighed against finding unmet interests among WIU's female student's in any sport not currently offered at WIU at the varsity level.

Summary of Eight-Part Analysis

Under the third factor, participation in club or intramural sports, the GEC noted that WIU offers a diverse array of club and intramural sports programs and will facilitate the addition of new programs if students show sufficient interest.

It further noted that WIU offered 31 club programs and students took advantage of almost 1,300 participation opportunities in these programs - six of which – bowling, equestrian, fencing, lacrosse, rugby and water polo – are NCAA recognized sports that WIU does not currently offer to female students at the varsity level. However, only three or fewer female students participated each semester in lacrosse and water polo and WIU does not have sufficient intercollegiate competition in its competitive region for fencing, rugby or equestrian.

In regard to bowling, 8 female students participated on the club bowling team during the fall 2011 semester, but none participated during the spring 2012 semester, and the club has now disbanded due to insufficient student interest. This suggests that students would not be interested in a varsity bowling team.

The GEC also noted that WIU sponsored 40 intramural leagues that provided over 6,700 participation opportunities, with female students taking advantage of over 1,350 participation opportunities. Despite this diverse array of opportunities, female students only participated in one sport that has an NCAA equivalent that WIU does not offer at the varsity level – sand volleyball. There are no varsity sand volleyball programs in WIU's competitive region.

Under the fourth and fifth factors, the GEC reviewed an analysis of information and results of surveys or questionnaires of students and admitted students regarding interests in particular sports. WIU also requested information from its coaches, athletics personnel, and club and intramural administrators about their knowledge of students' interests in varsity sports not currently being offered by WIU. In addition, WIU conducted a surveys of its full-time undergraduate students' athletic interests and abilities.

WIU's student interest surveys revealed little unmet interest in women's varsity sports that WIU does not currently offer. Equestrian was the only sport for which more than 5 female students expressed interest and ability in varsity participation. Equestrian received a maximum of 10 positive responses. This level of interest falls far short of the average NCAA Division I equestrian squad size (40.5 participants). Additionally, WIU lacks sufficient equestrian competition in its competitive region. Of the sports for which WIU might have sufficient intercollegiate competition if it were to add teams, bowling received the most positive responses, with a maximum of 4 female students expressing interest in varsity participation. This number is less than half of the average NCAA Division I bowling squad size (8.8 participants).

A review of the sixth factor revealed that the institution lacked a formal process to collect data regarding admitted students' participation in high school sports; however, it was determined through conversations with the admissions office staff that there was no anecdotal evidence suggesting admitted female students have notable interest in having WIU add a new varsity team. Beginning in fall 2017, the admissions office will collect information on the College Student Inventory regarding students' participation in high school sports.

The GEC found that the information gathered under the seventh and eighth factors of the eight-factor test suggests that potential WIU students would have an interest in varsity bowling and may have an interest in gymnastics, water polo, field hockey, ice hockey, lacrosse and rowing. As mentioned previously, gymnastics is the only sport that WIU would have a reasonable expectation of sufficient intercollegiate competition in its competitive region. As previously noted, there is no indication of sufficient interest to sustain a gymnastics team; however, the GEC will continue to monitor this sport.

The GEC did not find a sport for which there is reasonable sufficient unmet interest and the ability to sustain a team

for which WIU has a reasonable expectation of intercollegiate competition; therefore, it concludes that Western Illinois University meets Prong III compliance. However, the GEC will continue to routinely monitor students' interests and abilities in athletic opportunities at WIU in compliance with Title IX.

The use of tuition waivers for attaining gender equity in intercollegiate sports:

The University began utilizing gender equity tuition waivers in the 1996-1997 academic year to support increased female participation efforts. The number and distribution of these waivers continues to enhance efforts to increase participation opportunities for female student athletes and has allowed the university to provide those opportunities without negatively impacting men's intercollegiate athletics. Gender equity tuition waivers help in providing more equitable and adequate budget support for women's sports programs in accordance with Title IX, and have assisted the University in adding women's soccer in the fall of 1997 and women's golf in the fall of 2001. These additions have significantly increased the number of participant opportunities for women and has enhanced scholarship opportunities for male student athletes.

The University has increased scholarship opportunities for women and, during this reporting period, only provided scholarships to female student-athletes.

Appendix B-1

ILLINOIS PUBLIC UNIVERSITIES
INTERCOLLEGIATE ATHLETICS PARTICIPATION BY SPORT

(duplicated)

	FY2020	FY2021	FY2022	FY2020- FY2022	
				Change	% Change
<u>Men's Sports</u>					
Baseball	362	356	329	(33)	(9.1) %
Basketball	167	169	186	19	11.4
Football	632	669	702	70	11.1
Golf	96	95	93	(3)	(3.1)
Gymnastics	24	21	21	(3)	(12.5)
Soccer	206	206	267	61	29.6
Swimming/Diving	80	71	63	(17)	(21.3)
Tennis	68	72	69	1	1.5
Track/Cross Country	757	736	733	(24)	(3.2)
Wrestling	<u>93</u>	<u>91</u>	<u>100</u>	<u>7</u>	<u>7.5</u>
Total Men's Sports	2,485	2,486	2,563	78	3.1 %
<u>Women's Sports</u>					
Basketball	171	157	173	2	1.2
Golf	74	82	81	7	9.5
Gymnastics	57	65	59	2	3.5
Soccer	297	303	324	27	9.1
Softball	190	201	197	7	3.7
Swimming	174	173	175	1	0.6
Tennis	79	84	81	2	2.5
Track/Cross Country	852	856	806	(46)	(5.4)
Volleyball	175	181	195	20	11.4
Other	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Womens' Sports	2,069	2,102	2,091	22	1.1 %
Total All Sports	<u>4,554</u>	<u>4,588</u>	<u>4,654</u>	<u>100</u>	<u>2.2 %</u>

Source: Equity in Athletics Disclosure Act Reports

Appendix B-2
PARTICIPATION BY SPORT
FISCAL YEAR 2020

(duplicated)

	Chicago State University	Eastern Illinois University	Governors State University	Illinois State University	Northern Illinois University	Western Illinois University	Southern Illinois University		University of Illinois			Total
							Carbondale	Edwardsville	Chicago	Springfield	Urbana/Champaign	
Men's Sports												
Baseball	34	38	-	37	35	32	32	32	35	53	34	362
Basketball	16	15	16	16	15	16	14	16	15	12	16	167
Football	-	111	-	103	109	100	100	-	-	-	109	632
Golf	9	11	5	8	11	12	9	11	-	10	10	96
Gymnastics	-	-	-	-	-	-	-	-	-	-	24	24
Soccer	-	33	24	-	26	31	-	33	29	30	-	206
Swimming/Diving	-	16	-	-	-	16	21	-	27	-	-	80
Tennis	7	18	-	11	6	-	-	-	8	7	11	68
Track/Cross Country	43	121	7	122	-	53	80	49	110	58	114	757
Wrestling	-	-	-	-	28	-	-	24	-	-	41	93
Total Men's Sports	109	363	52	297	230	260	256	165	224	170	359	2,485
Women's Sports												
Basketball	15	14	13	15	16	15	14	13	12	16	28	171
Golf	6	6	4	9	7	10	10	-	7	7	8	74
Gymnastics	-	-	-	14	19	-	-	-	-	-	24	57
Soccer	27	23	24	30	26	24	27	31	26	28	31	297
Softball	-	24	-	20	25	21	18	21	18	20	23	190
Swimming/Diving	-	18	-	31	-	20	36	-	27	-	42	174
Tennis	8	11	-	7	9	6	-	9	7	12	10	79
Track/Cross Country	60	105	7	114	93	60	104	48	78	47	136	852
Volleyball	15	19	11	17	15	16	17	17	15	13	20	175
Rugby/Other	-	-	-	-	-	-	-	-	-	-	-	-
Total Women's Sports	131	220	59	257	210	172	226	139	190	143	322	2,069

Source: Equity in Athletics Disclosure Act Reports

Appendix B-3
PARTICIPATION BY SPORT
FISCAL YEAR 2021

(duplicated)

	Chicago	Eastern	Governors	Illinois	Northern	Western	Southern Illinois		University of Illinois			Total
	State	Illinois	State	State	Illinois	Illinois	University		Chicago	Springfield	Urbana/ Champaign	
	University	University	University	University	University	University	Carbondale	Edwardsville				
Men's Sports												
Baseball	-	40	-	43	39	36	32	35	42	53	36	356
Basketball	14	16	13	18	15	16	14	15	16	15	17	169
Football	-	114	-	108	118	116	107	-	-	-	106	669
Golf	9	7	6	8	11	14	9	11	-	10	10	95
Gymnastics	-	-	-	-	-	-	-	-	-	-	21	21
Soccer	17	26	24	-	25	29	-	28	26	31	-	206
Swimming/Diving	-	20	-	-	-	-	23	-	28	-	-	71
Tennis	7	14	-	12	9	-	-	-	9	9	12	72
Track/Cross Country	49	131	9	124	-	49	76	42	82	63	111	736
Wrestling	-	-	-	-	32	-	-	22	-	-	37	91
Total Men's Sports	96	368	52	313	249	260	261	153	203	181	350	2,486
Women's Sports												
Basketball	12	17	14	14	14	14	14	15	15	13	15	157
Golf	7	8	2	11	8	12	14	-	6	6	8	82
Gymnastics	-	-	-	22	20	-	-	-	-	-	23	65
Soccer	25	28	21	34	32	24	24	31	27	25	32	303
Softball	-	27	-	22	25	17	20	23	20	21	26	201
Swimming/Diving	-	24	-	34	-	-	41	-	30	-	44	173
Tennis	8	11	-	11	11	9	-	11	8	6	9	84
Track/Cross Country	56	114	8	138	93	52	90	66	64	49	126	856
Volleyball	13	17	13	20	16	17	20	17	19	13	16	181
Rugby/Other	-	-	-	-	-	-	-	-	-	-	-	-
Total Women's Sports	121	246	58	306	219	145	223	163	189	133	299	2,102

Source: Equity in Athletics Disclosure Act Reports

Appendix B-4
PARTICIPATION BY SPORT
FISCAL YEAR 2022

(duplicated)

	Chicago	Eastern	Governors	Illinois	Northern	Western	Southern Illinois		University of Illinois			Total
	State	Illinois	State	State	Illinois	Illinois	University		Chicago	Springfield	Urbana/ Champaign	
	University	University	University	University	University	University	Carbondale	Edwardsville				
Men's Sports												
Baseball	-	38	-	39	33	36	31	31	36	46	39	329
Basketball	16	16	29	18	14	16	16	14	17	15	15	186
Football	-	119	-	119	117	115	114	-	-	-	118	702
Golf	15	6	6	8	11	16	9	8	-	6	8	93
Gymnastics	-	-	-	-	-	-	-	-	-	-	21	21
Soccer	45	33	33	-	28	30	-	29	31	38	-	267
Swimming/Diving	-	17	-	-	-	-	28	-	18	-	-	63
Tennis	7	11	-	12	9	-	-	-	11	10	9	69
Track/Cross Country	48	133	2	148	-	47	71	46	64	68	106	733
Wrestling	-	-	-	-	36	-	-	26	-	-	38	100
Total Men's Sports	131	373	70	344	248	260	269	154	177	183	354	2,563
Women's Sports												
Basketball	11	14	15	14	14	15	15	18	17	13	27	173
Golf	7	7	4	9	10	12	12	-	7	7	6	81
Gymnastics	-	-	-	19	21	-	-	-	-	-	19	59
Soccer	28	28	32	31	31	24	31	32	28	27	32	324
Softball	-	29	-	21	20	19	21	20	19	20	28	197
Swimming/Diving	-	25	-	28	-	-	51	-	29	-	42	175
Tennis	9	9	-	11	11	9	-	10	7	7	8	81
Track/Cross Country	56	111	5	136	67	47	82	75	72	41	114	806
Volleyball	14	32	14	18	15	17	17	15	18	15	20	195
Rugby/Other	-	-	-	-	-	-	-	-	-	-	-	-
Total Women's Sports	125	255	70	287	189	143	229	170	197	130	296	2,091

Source: Equity in Athletics Disclosure Act Reports