

# GENDER EQUITY IN INTERCOLLEGIATE ATHLETICS REPORT

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## **GENDER EQUITY IN INTERCOLLEGIATE ATHLETICS**

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. This is the ninth report prepared in accordance with this requirement.

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.

### **Gender Equity in Intercollegiate Athletics**

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. 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.

Ten public universities – Chicago State University, Eastern Illinois University, Governors State University, Illinois State University, Northern Illinois University, Southern Illinois University Carbondale, Southern Illinois University Edwardsville, the University of Illinois at Chicago, the University of Illinois at Springfield, and Western Illinois University – have filed a plan for achieving gender equity in intercollegiate athletics with the Illinois Board of Higher Education. A

few notes about the plans for four public universities:

- The University of Illinois at Urbana-Champaign did not issue gender equity tuition waivers so a gender equity plan is not required.
- Illinois State University did not utilize gender equity tuition waivers, however a plan was submitted and is included in this report.
- Northeastern Illinois University maintained a program until June 30, 1998. However, the university does not currently operate an intercollegiate athletics program so no plan is required.
- Governors State University started athletics in 2015 and submitted their first plan which is included in this report.

This report includes 10 tables and three 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 2014, 2015, and 2016 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. Appendices B and C offer 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 2014, 2015, and 2016. In Fiscal Year 2016, nine institutions issued 652 gender equity waivers with a total value of \$4.9 million. In Fiscal Year 2014, 623 waivers with a total value of \$4.3 million were issued at six institutions. Gender equity tuition waivers issued to female athletes increased from 526 to 550 between Fiscal Year 2014 to Fiscal Year 2016, and the value of these waivers rose from \$3.6 million to \$3.9 million. For male athletes, gender equity waivers increased slightly from 97 to 102 during the same time period, and the values rose from \$745,300 to \$928,900. In Fiscal Year 2016, the value of waivers issued to female student athletes comprised 80.9 percent of the total value 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 2014 to Fiscal Year 2016. Of the institutions that issue gender equity waivers, two issued waivers to both men and women athletes in Fiscal Year 2014 and Fiscal Year 2016, while three institutions issued waivers to both men and women in Fiscal Year 2015. 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 detail on participation in intercollegiate athletics by gender for Fiscal Years 2014, 2015, and 2016. During this time period approximately 44 percent of the participants were female. There was a slight increase (or 1.4 percent) in the total number of male and female students participating in intercollegiate athletics programs between Fiscal Year 2014 and Fiscal Year 2016.

A comparison of male and female participation in intercollegiate athletics to the proportion of undergraduate full-time enrollment is presented in Table 7. In Fiscal Years 2015 and 2016, females accounted for approximately 50 percent of the undergraduate enrollment and 44 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.



**Expenditures.** Table 8 summarizes expenditures for intercollegiate athletics by gender for Fiscal Years 1995, 2014, 2015, and 2016. Expenditures between Fiscal Year 1995 and Fiscal Year 2016 grew approximately four-fold for females and three-fold for males. Total expenditures between Fiscal Year 2014 and Fiscal Year 2016 grew from \$201.1 million to \$224.7 (or 11.7 percent). During this time, expenditures for female athletics rose from \$44.1 million to \$47.9 million (or 8.8 percent), while expenditures for male athletics grew from \$78.1 million to \$84.0 million (or 7.5 percent).

Table 9 provides a comparison of intercollegiate athletic expenditures by gender with the proportion of full-time undergraduate enrollment. In Fiscal Year 2015, female students comprised 50.2 percent of the full-time undergraduate population, and expenditures for female student athletes comprised 35.5 percent of total athletic expenditures by gender. In Fiscal Year 2016, the proportion of female students to total full-time undergraduate students increased slightly to 50.3 percent, and the athletic expenditures allocated to female students increased to 36.3 percent.

In Fiscal Year 2016, 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 Appendix C, the \$40.0 million spent directly on football in Fiscal Year 2016 was a full 83.5 percent of the amount expended for all women's sports combined, and the inclusion of football expenditures in the totals for Eastern Illinois University, Illinois State University, Northern Illinois University, Western Illinois University, Southern Illinois University Carbondale, and the University of Illinois at Urbana-Champaign dramatically skews the numbers at those institutions. At Chicago State University, Southern Illinois University Edwardsville, the University of Illinois at Chicago, and the University of Illinois at 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 (Fiscal Year 2016). At Chicago State University, female athletic expenditures represented 52.8 percent of gender specific athletic expenditures in Fiscal Year 2016.

**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 2014, 2015, and 2016. The proportion of athletic financial aid awarded to females has decreased slightly from 45.2 percent of total athletic financial aid in Fiscal Year 2014 to 44.5 percent in Fiscal Year 2016. During this same time period, the proportion of females participating in athletic programs has risen from 43.2 percent in Fiscal Year 2014 to 43.9 percent in Fiscal Year 2016.

Appendix B-1 shows the statewide change in participation by sport and gender between Fiscal Years 2014, 2015 and 2016, and Appendices B-2 through B-4 provide participation detail for each sport by institution. Appendix C provides intercollegiate athletic student aid, expenditures, and gender equity athletic waivers by sport and gender, by campus, for Fiscal Year 2016.

## **Conclusions**

The use of gender equity tuition waivers has helped Illinois public universities address federal Title IX requirements by providing opportunities for male and female athletes and by assisting with the equitable distribution of resources among genders. Comparisons to Fiscal Year 1995, the year prior to the authorization of gender equity waivers, show progress has been made in both the number of females participating in athletic programs (an increase of 86.1 percent) and the resources dedicated to female athletic programs (a three-fold increase in expenditures).

While progress has been made in addressing the issues of gender equity, that progress has slowed in recent years, and there is room for continued improvement. In Fiscal Year 2016, female students comprised 50.3 percent of full-time undergraduate enrollments. At the same time, expenditures for female athletic programs represented just 36.3 percent of total athletic expenditures, and only 44.5 percent of athletic financial aid was awarded to female student athletes.

Table 1

## VALUE OF GENDER EQUITY WAIVERS ISSUED BY GENDER

(in thousands of dollars)

	FY 2014			FY 2015			FY 2016		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Chicago State University	\$ -	\$ -	\$ -	\$ 227.7	\$ 263.2	\$ 490.9	\$ -	\$ 249.9	\$ 249.9
Eastern Illinois University	-	436.4	436.4	-	442.9	442.9	-	523.4	523.4
Governors State University*	-	-	-	-	25.1	25.1	-	30.6	30.6
Illinois State University**	-	-	-	-	-	-	-	-	-
Northern Illinois University	680.3	901.8	1,582.1	832.7	840.7	1,673.4	852.8	790.9	1,643.7
Western Illinois University	-	706.3	706.3	-	725.9	725.9	-	747.7	747.7
<u>Southern Illinois University</u>	<u>65.0</u>	<u>1,437.5</u>	<u>1,502.5</u>	<u>75.0</u>	<u>1,441.8</u>	<u>1,516.8</u>	<u>76.1</u>	<u>1,486.9</u>	<u>1,563.0</u>
Carbondale	-	897.5	897.5	-	862.9	862.9	-	897.4	897.4
Edwardsville	65.0	540.0	605.0	75.0	578.9	653.9	76.1	589.5	665.6
<u>University of Illinois</u>	<u>-</u>	<u>75.0</u>	<u>75.0</u>	<u>-</u>	<u>298.8</u>	<u>298.8</u>	<u>-</u>	<u>105.9</u>	<u>105.9</u>
Chicago	-	-	-	-	198.8	198.8	-	5.8	5.8
Springfield	-	75.0	75.0	-	100.0	100.0	-	100.1	100.1
Urbana/Champaign***	-	-	-	-	-	-	-	-	-
Total	<u>\$ 745.3</u>	<u>\$ 3,557.0</u>	<u>\$ 4,302.3</u>	<u>\$ 1,135.4</u>	<u>\$ 4,038.4</u>	<u>\$ 5,173.8</u>	<u>\$ 928.9</u>	<u>\$ 3,935.3</u>	<u>\$ 4,864.2</u>

\* Governors State University started athletics in Fiscal Year 2015 and was admitted into the National Association of Intercollegiate Athletics (NAIA), Chicagoland Collegiate Athletic Conference (CCAC) in Fiscal Year 2016.

\*\* Illinois State University did not issue tuition waivers in Fiscal Years 2014, 2015 and 2016.

\*\*\* University of Illinois at Urbana-Champaign did not issue tuition waivers in Fiscal Years 2014, 2015, and 2016.  
Northeastern Illinois University does not have an athletics program.

Source: IBHE Technical Questions Responses

Table 2  
NUMBER OF GENDER EQUITY WAIVERS ISSUED BY GENDER

	FY 2014			FY 2015			FY 2016		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Chicago State University*	-	-	-	32	22	54	-	25	25
Eastern Illinois University	-	87	87	-	66	66	-	100	100
Governors State University **	-	-	-	-	11	11	-	9	9
Illinois State University***	-	-	-	-	-	-	-	-	-
Northern Illinois University	87	106	193	92	88	180	92	85	177
Western Illinois University	-	125	125	-	118	118	-	118	118
<u>Southern Illinois University</u>	<u>10</u>	<u>192</u>	<u>202</u>	<u>10</u>	<u>186</u>	<u>196</u>	<u>10</u>	<u>189</u>	<u>199</u>
Carbondale	-	109	109	-	111	111	-	101	101
Edwardsville	10	83	93	10	75	85	10	88	98
<u>University of Illinois</u>	<u>-</u>	<u>16</u>	<u>16</u>	<u>-</u>	<u>58</u>	<u>58</u>	<u>-</u>	<u>24</u>	<u>24</u>
Chicago	-	-	-	-	36	36	-	2	2
Springfield	-	16	16	-	22	22	-	22	22
Urbana/Champaign****	-	-	-	-	-	-	-	-	-
Total	<u>97</u>	<u>526</u>	<u>623</u>	<u>134</u>	<u>549</u>	<u>683</u>	<u>102</u>	<u>550</u>	<u>652</u>

\* Chicago State University did not issue tuition waivers in Fiscal Year 2014.

\*\* Governors State University started athletics in Fiscal Year 2015 and was admitted into the National Association of Intercollegiate Athletics (NAIA), Chicagoland Collegiate Athletic Conference (CCAC) in Fiscal Year 2016.

\*\*\* Illinois State University did not issue tuition waivers in Fiscal Years 2014, 2015 and 2016.

\*\*\*\* University of Illinois at Urbana-Champaign did not issue tuition waivers in Fiscal Years 2014, 2015, and 2016.  
Northeastern Illinois University does not have an athletics program.

Source: IBHE Technical Questions Responses

Table 3  
GENDER EQUITY TUITION WAIVERS  
FISCAL YEAR 2014

(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
<u>Men's Sports</u>																		
Baseball	-	\$ -	-	\$ -	-	\$ -	23	\$ 158.2	-	\$ -	-	\$ -	9	\$ 58.8	-	\$ -	-	\$ -
Basketball	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Football	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Golf	-	-	-	-	-	-	10	87.0	-	-	-	-	1	6.2	-	-	-	-
Soccer	-	-	-	-	-	-	19	188.6	-	-	-	-	-	-	-	-	-	-
Swimming	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tennis	-	-	-	-	-	-	9	97.0	-	-	-	-	-	-	-	-	-	-
Track/Cross Country	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wrestling	-	-	-	-	-	-	26	149.5	-	-	-	-	-	-	-	-	-	-
Total Men's Sports	-	\$ -	-	\$ -	-	\$ -	87	\$ 680.3	-	\$ -	-	\$ -	10	\$ 65.0	-	\$ -	-	\$ -
<u>Women's Sports</u>																		
Basketball	-	\$ -	11	\$ 75.5	-	\$ -	8	\$ 16.0	13	\$ 95.5	14	\$ 108.1	14	\$ 100.0	-	\$ -	-	\$ -
Golf	-	-	1	7.8	-	-	10	78.9	9	60.3	8	45.3	3	20.8	-	-	-	-
Gymnastics	-	-	-	-	-	-	14	156.9	-	-	-	-	-	-	-	-	-	-
Soccer	-	-	25	101.2	-	-	28	211.7	32	199.7	-	-	21	133.3	-	-	6	25.5
Softball	-	-	13	62.6	-	-	-	-	18	131.0	18	102.2	18	115.3	-	-	1	3.0
Swimming	-	-	2	5.5	-	-	-	-	13	27.5	21	243.2	-	-	-	-	-	-
Tennis	-	-	5	33.0	-	-	8	143.3	7	13.6	9	120.4	5	40.7	-	-	-	-
Track/Cross Country	-	-	6	20.7	-	-	31	282.0	22	96.9	24	165.4	13	72.8	-	-	-	-
Rugby	-	-	13	24.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Volleyball	-	-	11	105.5	-	-	7	13.0	11	81.8	15	112.9	9	57.1	-	-	9	46.5
Total Women's Sports	-	\$ -	87	\$ 436.4	-	\$ -	106	\$ 901.8	125	\$ 706.3	109	\$ 897.5	83	\$ 540.0	-	\$ -	16	\$ 75.0
Total All Sports	-	\$ -	87	\$ 436.4	-	\$ -	193	\$ 1,582.1	125	\$ 706.3	109	\$ 897.5	93	\$ 605.0	-	\$ -	16	\$ 75.0

\* Chicago State University did not issue tuition waivers in Fiscal Year 2014.

\*\* Governors State University did not have athletics in Fiscal Year 2014.

Northeastern Illinois University does not have an athletics program.

Illinois State University and University of Illinois at Urbana-Champaign did not issue tuition waivers in Fiscal Year 2014.

Source: IBHE Technical Questions Responses

Table 4  
GENDER EQUITY TUITION WAIVERS  
FISCAL YEAR 2015

(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
<u>Men's Sports</u>																		
Baseball	12	\$ 89.8	-	\$ -	-	\$ -	29	\$ 222.1	-	\$ -	-	\$ -	6	\$ 41.9	-	\$ -	-	\$ -
Basketball	8	54.0	-	-	-	-	-	-	-	-	-	-	3	26.5	-	-	-	-
Football	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Golf	6	44.3	-	-	-	-	9	100.9	-	-	-	-	1	6.6	-	-	-	-
Soccer	-	-	-	-	-	-	18	185.1	-	-	-	-	-	-	-	-	-	-
Swimming	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tennis	-	-	-	-	-	-	11	141.2	-	-	-	-	-	-	-	-	-	-
Track/Cross Country	6	39.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wrestling	-	-	-	-	-	-	25	183.4	-	-	-	-	-	-	-	-	-	-
Total Men's Sports	32	\$ 227.7	-	\$ -	-	\$ -	92	\$ 832.7	-	\$ -	-	\$ -	10	\$ 75.0	-	\$ -	-	\$ -
<u>Women's Sports</u>																		
Basketball	8	\$ 75.3	8	\$ 101.2	11	\$ 25.1	-	\$ (0.8)	14	\$ 113.4	15	\$ 85.8	10	\$ 84.9	11	\$ 65.3	-	\$ -
Golf	3	50.1	1	6.1	-	-	8	86.5	9	51.8	8	54.1	5	34.3	5	29.7	1	1.0
Gymnastics	-	-	-	-	-	-	13	142.4	-	-	-	-	-	-	4	19.8	-	-
Soccer	1	0.6	26	98.9	-	-	28	216.0	26	178.8	-	-	20	156.7	6	34.6	8	28.5
Softball	-	-	13	93.7	-	-	-	-	18	129.8	16	133.3	14	101.2	1	4.9	3	17.3
Swimming	-	-	-	-	-	-	-	-	7	16.7	22	180.9	-	-	4	19.8	-	-
Tennis	2	15.7	5	46.1	-	-	10	133.6	6	29.0	8	120.5	4	35.3	1	4.9	-	-
Track/Cross Country	2	30.6	2	10.7	-	-	29	263.0	19	97.8	28	188.1	14	101.6	1	4.9	-	-
Rugby	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Volleyball	6	90.9	11	86.2	-	-	-	-	19	108.6	14	100.2	8	64.9	3	14.9	10	53.2
Total Women's Sports	22	\$ 263.2	66	\$ 442.9	-	25	88	\$ 840.7	118	\$ 725.9	111	\$ 862.9	75	\$ 578.9	36	\$ 198.8	22	\$ 100.0
Total All Sports	54	\$ 490.9	66	\$ 442.9	-	\$ 25.1	180	\$ 1,673.4	118	\$ 725.9	111	\$ 862.9	85	\$ 653.9	36	\$ 198.8	22	\$ 100.0

\* Governors State University started athletics in Fiscal Year 2015.  
Northeastern Illinois University does not have an athletics program.  
Illinois State University and University of Illinois at Urbana-Champaign did not issue tuition waivers in Fiscal Year 2015.

Source: IBHE Technical Questions Responses

Table 5  
GENDER EQUITY TUITION WAIVERS  
FISCAL YEAR 2016

(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
<u>Men's Sports</u>																		
Baseball	-	\$ -	-	\$ -	-	\$ -	25	\$ 215.9	-	\$ -	-	\$ -	7	\$ 52.4	-	\$ -	-	\$ -
Basketball	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Football	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Golf	-	-	-	-	-	-	11	101.5	-	-	-	-	3	23.7	-	-	-	-
Soccer	-	-	-	-	-	-	17	194.6	-	-	-	-	-	-	-	-	-	-
Swimming	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tennis	-	-	-	-	-	-	9	107.8	-	-	-	-	-	-	-	-	-	-
Track/Cross Country	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wrestling	-	-	-	-	-	-	30	233.0	-	-	-	-	-	-	-	-	-	-
Total Men's Sports	-	\$ -	-	\$ -	-	\$ -	92	\$ 852.8	-	\$ -	-	\$ -	10	\$ 76.1	-	\$ -	-	\$ -
<u>Women's Sports</u>																		
Basketball	9	\$ 68.4	14	\$ 115.7	-	\$ -	-	\$ -	13	\$ 123.0	14	\$ 91.4	12	\$ 79.9	2	\$ 5.8	1	\$ 1.0
Golf	4	41.8	1	2.0	2	5.0	9	101.5	9	66.5	8	77.8	7	53.6	-	-	-	-
Gymnastics	-	-	-	-	-	-	11	90.2	-	-	-	-	-	-	-	-	-	-
Soccer	1	3.1	29	102.7	-	-	26	200.8	30	171.8	-	-	19	103.3	-	-	10	38.5
Softball	-	-	15	87.1	-	-	-	-	17	117.4	15	145.6	14	105.7	-	-	1	2.0
Swimming	-	-	11	45.3	-	-	-	-	11	22.1	22	173.5	-	-	-	-	-	-
Tennis	2	25.6	5	40.0	-	-	10	113.7	5	40.8	11	147.7	10	80.0	-	-	-	-
Track/Cross Country	4	32.1	8	34.7	-	-	29	284.7	18	86.9	18	116.3	15	94.5	-	-	1	3.8
Rugby	-	-	6	10.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Volleyball	5	78.9	11	85.4	7	25.6	-	-	15	119.2	13	145.1	11	72.5	-	-	9	54.8
Total Women's Sports	25	\$ 249.9	100	\$ 523.4	9	\$ 30.6	85	\$ 790.9	118	\$ 747.7	101	\$ 897.4	88	\$ 589.5	2	\$ 5.8	22	\$100.1
Total All Sports	25	\$ 249.9	100	\$ 523.4	9	\$ 30.6	177	\$ 1,643.7	118	\$ 747.7	101	\$ 897.4	98	\$ 665.6	2	\$ 5.8	22	\$100.1

\* Governors State University was admitted into the National Association of Intercollegiate Athletics (NAIA), Chicagoland Collegiate Athletic Conference (CCAC) in Fiscal Year 2016.  
Northeastern Illinois University does not have an athletics program.  
Illinois State University and University of Illinois at Urbana-Champaign did not issue tuition waivers in Fiscal Year 2016.

Source: IBHE Technical Questions Responses

Table 6

PARTICIPATION IN INTERCOLLEGIATE ATHLETICS BY GENDER  
TOTAL PARTICIPANTS (DUPLICATED)

	FY2014		FY2015		FY2016		Change Fiscal Year 2014 - Fiscal Year 2016			
	Male	Female	Male	Female	Male	Female	Number		Percent	
							Male	Female	Male	Female
Chicago State University	93	80	100	116	89	97	(4)	17	(4.3) %	21.3 %
Eastern Illinois University	346	267	326	254	350	242	4	(25)	1.2	(9.4)
Governors State University *	-	-	-	-	25	28			-	-
Illinois State University	288	247	316	245	310	274	22	27	7.6	10.9
Northern Illinois University	241	219	242	220	242	218	1	(1)	0.4	(0.5)
Western Illinois University	317	205	311	193	304	169	(13)	(36)	(4.1)	(17.6)
<u>Southern Illinois University</u>	<u>478</u>	<u>369</u>	<u>511</u>	<u>396</u>	<u>469</u>	<u>345</u>	<u>(9)</u>	<u>(24)</u>	<u>(2)</u>	<u>(6)</u>
Carbondale	312	238	326	242	300	203	(12)	(35)	(3.8)	(14.7)
Edwardsville	166	131	185	154	169	142	3	11	1.8	8.4
<u>University of Illinois</u>	<u>668</u>	<u>516</u>	<u>641</u>	<u>527</u>	<u>675</u>	<u>557</u>	<u>7</u>	<u>41</u>	<u>27</u>	<u>37</u>
Chicago	229	161	211	190	218	199	(11)	38	(4.8)	23.6
Springfield	80	89	90	87	108	106	28	17	35.0	19.1
Urbana/Champaign	359	266	340	250	349	252	(10)	(14)	(2.8)	(5.3)
Total	<u>2,431</u>	<u>1,903</u>	<u>2,447</u>	<u>1,951</u>	<u>2,464</u>	<u>1,930</u>	<u>33</u>	<u>27</u>	<u>1.4 %</u>	<u>1.4 %</u>

\* Governors State University started athletics in Fiscal Year 2015 and was admitted into the National Association of Intercollegiate Athletics (NAIA), Chicagoland Collegiate Athletic Conference (CCAC) in Fiscal Year 2016.

Northeastern Illinois University does not have an athletics program.

Source: Equity in Athletics Disclosure Act Reports



Table 7

INTERCOLLEGIATE ATHLETIC PARTICIPATION  
AND PROPORTION OF FULL-TIME UNDERGRADUATE ENROLLMENT

	Fiscal Year 1995				Fiscal Year 2014				Fiscal Year 2015				Fiscal Year 2016			
	Athletic Participation		Full-Time Enrollment		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	Male	Female	Male	Female
Chicago State University	58.8 %	41.2 %	29.9 %	70.1 %	53.8 %	46.2 %	- %	- %	46.3 %	53.7 %	29.8 %	70.2 %	47.8 %	52.2 %	29.9 %	70.1 %
Eastern Illinois University	70.7	29.3	45.1	54.9	56.4	43.6	-	-	56.2	43.8	40.8	59.2	59.1	40.9	40.7	59.3
Governors State University **	-	-	-	-	-	-	-	-	-	-	-	-	47.2	52.8	36.8	63.2
Illinois State University	64.3	35.7	44.7	55.3	52.0	48.0	-	-	56.3	43.7	44.8	55.2	53.1	46.9	44.8	55.2
Northern Illinois University	64.3	35.7	46.5	53.5	52.4	47.6	-	-	52.4	47.6	50.8	49.2	52.6	47.4	50.8	49.2
Western Illinois University	68.8	31.3	52.0	48.0	60.7	39.3	-	-	61.7	38.3	50.5	49.5	64.3	35.7	49.5	50.5
<u>Southern Illinois University</u>	<u>65.5</u>	<u>34.5</u>	<u>55.3</u>	<u>44.7</u>	<u>56.4</u>	<u>43.6</u>	<u>-</u>	<u>-</u>	<u>56.3</u>	<u>43.7</u>	<u>50.7</u>	<u>49.3</u>	<u>57.6</u>	<u>42.4</u>	<u>50.6</u>	<u>49.4</u>
Carbondale	65.4	34.6	59.4	40.6	56.7	43.3	-	-	57.4	42.6	54.0	46.0	59.6	40.4	53.9	46.1
Edwardsville	65.7	34.3	44.1	55.9	55.9	44.1	-	-	54.6	45.4	46.8	53.2	54.3	45.7	46.8	53.2
<u>University of Illinois</u>	<u>66.6</u>	<u>33.4</u>	<u>52.2</u>	<u>47.8</u>	<u>56.4</u>	<u>43.6</u>	<u>-</u>	<u>-</u>	<u>54.9</u>	<u>45.1</u>	<u>53.5</u>	<u>46.5</u>	<u>54.8</u>	<u>45.2</u>	<u>53.2</u>	<u>46.8</u>
Chicago	61.1	38.9	47.1	52.9	58.7	41.3	-	-	52.6	47.4	49.6	50.4	52.3	47.7	49.4	50.6
Springfield	64.6	35.4	43.3	56.7	47.3	52.7	-	-	50.8	49.2	44.0	56.0	50.5	49.5	44.8	55.2
Urbana/Champaign	69.8	30.2	55.3	44.7	57.4	42.6	-	-	57.6	42.4	56.0	44.0	58.1	41.9	55.6	44.4
Total	<u>65.8 %</u>	<u>34.2 %</u>	<u>49.3 %</u>	<u>50.7 %</u>	<u>56.8 %</u>	<u>43.2 %</u>	<u>- %</u>	<u>- %</u>	<u>55.6 %</u>	<u>44.4 %</u>	<u>49.8 %</u>	<u>50.2 %</u>	<u>56.1 %</u>	<u>43.9 %</u>	<u>49.7 %</u>	<u>50.3 %</u>

\* Fiscal Year 2014 Enrollment Data is not available.

\*\* Governors State University started athletics in Fiscal Year 2015 and was admitted into the National Association of Intercollegiate Athletics (NAIA), Chicagoland Collegiate Athletic Conference (CCAC) in Fiscal Year 2016.  
Northeastern Illinois University does not have an athletics program.

Source: IBHE Technical Questions Responses, IBHE Data Book

Table 8a  
INTERCOLLEGIATE ATHLETIC EXPENDITURES

(in thousands of dollars)

	Fiscal Year 1995				Fiscal Year 2014				Fiscal Year 2015				Fiscal Year 2016			
	Male	Female	Other *	Total	Male	Female	Other *	Total	Male	Female	Other *	Total	Male	Female	Other *	Total
Chicago State University	\$ 523.6	\$ 391.5	\$ 469.1	\$ 1,384.2	\$ 1,816.8	\$ 2,035.8	\$ 2,255.6	\$ 6,108.2	\$ 1,749.7	\$ 1,814.1	\$ 1,579.9	\$ 5,143.7	\$ 1,890.1	\$ 2,113.4	\$ 1,359.2	\$ 5,362.7
Eastern Illinois University	1,642.5	648.3	942.0	3,232.8	4,644.2	2,817.0	4,122.7	11,583.9	4,984.7	2,886.1	2,897.2	10,768.0	4,705.2	2,760.4	2,917.0	10,382.6
Governors State University **	-	-	-	-	-	-	-	-	111.8	86.4	128.7	326.9	562.2	588.9	-	1,151.1
Illinois State University	2,385.9	1,497.6	2,739.6	6,623.1	6,892.0	5,567.0	-	12,459.0	7,244.8	5,671.8	-	12,916.6	7,419.3	5,883.5	-	13,302.8
Northern Illinois University	3,498.6	1,620.7	2,392.9	7,512.2	12,815.8	5,971.5	5,822.7	24,610.0	12,991.1	6,386.3	6,540.3	25,917.7	13,921.9	6,192.1	7,508.5	27,622.5
Western Illinois University	1,465.2	759.7	981.6	3,206.5	5,765.5	3,082.7	-	8,848.2	6,283.8	3,394.3	2,906.9	12,585.0	6,130.5	3,361.6	2,512.3	12,004.4
<u>Southern Illinois University</u>	<u>2,710.0</u>	<u>1,611.0</u>	<u>1,861.4</u>	<u>6,182.4</u>	<u>10,341.1</u>	<u>7,246.0</u>	<u>13,101.9</u>	<u>30,689.0</u>	<u>10,073.4</u>	<u>7,119.9</u>	<u>14,349.2</u>	<u>31,542.5</u>	<u>10,670.3</u>	<u>7,165.3</u>	<u>13,188.1</u>	<u>31,023.7</u>
Carbondale	2,133.0	1,283.0	1,534.4	4,950.4	7,715.5	4,566.7	10,585.1	22,867.3	7,312.5	4,335.5	11,689.2	23,337.2	7,795.7	4,375.6	10,949.0	23,120.3
Edwardsville	577.0	328.0	327.0	1,232.0	2,625.6	2,679.3	2,516.8	7,821.7	2,760.9	2,784.4	2,660.0	8,205.3	2,874.6	2,789.7	2,239.1	7,903.4
<u>University of Illinois</u>	<u>8,467.4</u>	<u>3,311.8</u>	<u>14,039.9</u>	<u>25,819.1</u>	<u>35,844.7</u>	<u>17,345.9</u>	<u>53,618.1</u>	<u>106,808.7</u>	<u>39,113.5</u>	<u>18,004.4</u>	<u>50,969.4</u>	<u>108,087.3</u>	<u>38,718.2</u>	<u>19,871.0</u>	<u>65,233.0</u>	<u>123,822.2</u>
Chicago	1,664.5	1,034.8	1,575.8	4,275.1	4,430.2	4,726.6	11,714.3	20,871.1	4,612.3	5,103.3	6,501.6	16,217.2	5,072.8	5,462.2	7,269.0	17,804.0
Springfield	152.9	63.7	100.1	316.7	797.9	889.9	762.7	2,450.5	1,053.5	1,087.9	895.4	3,036.8	1,126.5	1,166.5	983.4	3,276.4
Urbana/Champaign	6,650.0	2,213.3	12,364.0	21,227.3	30,616.6	11,729.4	41,141.1	83,487.1	33,447.7	11,813.2	43,572.4	88,833.3	32,518.9	13,242.3	56,980.6	102,741.8
Total	<u>\$ 20,693.2</u>	<u>\$ 9,840.6</u>	<u>\$ 23,426.5</u>	<u>\$ 53,960.3</u>	<u>\$ 78,120.1</u>	<u>\$ 44,065.9</u>	<u>\$ 78,921.0</u>	<u>\$ 201,107.0</u>	<u>\$ 82,552.8</u>	<u>\$ 45,363.3</u>	<u>\$ 79,371.6</u>	<u>\$ 207,287.7</u>	<u>\$ 84,017.7</u>	<u>\$ 47,936.2</u>	<u>\$ 92,718.1</u>	<u>\$ 224,672.0</u>

\* Nonprogram Specific Expenditure

\*\* Governors State University started athletics in Fiscal Year 2015 and was admitted into the National Association of Intercollegiate Athletics (NAIA), Chicagoland Collegiate Athletic Conference (CCAC) in Fiscal Year 2016.  
Northeastern Illinois University does not have an athletics program.

Source: IBHE Technical Questions Responses

Table 8b  
INTERCOLLEGIATE ATHLETIC EXPENDITURES

(in thousands of dollars)

	FY1995 - FY2016							
	Dollar Change				Percent Change			
	Male	Female	Other *	Total	Male	Female	Other *	Total
Chicago State University	\$ 1,366.5	\$ 1,721.9	\$ 890.1	\$ 3,978.5	261.0 %	439.8 %	189.7 %	287.4 %
Eastern Illinois University	\$ 3,062.7	\$ 2,112.1	\$ 1,975.0	\$ 7,149.8	186.5	325.8	209.7	221.2
Governors State University **	\$ 562.2	\$ 588.9	\$ -	\$ 1,151.1	-	-	-	-
Illinois State University	\$ 5,033.4	\$ 4,385.9	\$ (2,739.6)	\$ 6,679.7	211.0	292.9	(100.0)	100.9
Northern Illinois University	\$ 10,423.3	\$ 4,571.4	\$ 5,115.6	\$ 20,110.3	297.9	282.1	213.8	267.7
Western Illinois University	\$ 4,665.3	\$ 2,601.9	\$ 1,530.7	\$ 8,797.9	318.4	342.5	-	274.4
<u>Southern Illinois University</u>	<u>\$ 7,960.3</u>	<u>\$ 5,554.3</u>	<u>\$ 11,326.7</u>	<u>\$ 24,841.3</u>	<u>293.7</u>	<u>344.8</u>	<u>608.5</u>	<u>401.8</u>
Carbondale	\$ 5,662.7	\$ 3,092.6	\$ 9,414.6	\$ 18,169.9	265.5	241.0	613.6	367.0
Edwardsville	\$ 2,297.6	\$ 2,461.7	\$ 1,912.1	\$ 6,671.4	398.2	750.5	584.7	541.5
<u>University of Illinois</u>	<u>\$ 30,250.8</u>	<u>\$ 16,559.2</u>	<u>\$ 51,193.1</u>	<u>\$ 98,003.1</u>	<u>357.3</u>	<u>500.0</u>	<u>364.6</u>	<u>379.6</u>
Chicago	\$ 3,408.3	\$ 4,427.4	\$ 5,693.2	\$ 13,528.9	204.8	427.9	361.3	316.5
Springfield	\$ 973.6	\$ 1,102.8	\$ 883.3	\$ 2,959.7	636.8	1,731.2	882.4	934.5
Urbana/Champaign	\$ 25,868.9	\$ 11,029.0	\$ 44,616.6	\$ 81,514.5	389.0	498.3	360.9	384.0
Total	<u>\$ 63,324.5</u>	<u>\$ 38,095.6</u>	<u>\$ 69,291.6</u>	<u>\$ 170,711.7</u>	<u>306.0 %</u>	<u>387.1 %</u>	<u>295.8 %</u>	<u>316.4 %</u>

\* Nonprogram Specific Expenditure

\*\* Governors State University started athletics in Fiscal Year 2015 and was admitted into the National Association of Intercollegiate Athletics (NAIA), Chicagoland Collegiate Athletic Conference (CCAC) in Fiscal Year 2016.

Northeastern Illinois University does not have an athletics program.

Source: IBHE Technical Questions Responses

Table 8c

## INTERCOLLEGIATE ATHLETIC EXPENDITURES

(in thousands of dollars)

	FY2014- FY2016							
	Dollar Change				Percent Change			
	Male	Female	Other *	Total	Male	Female	Other *	Total
Chicago State University	\$ 73.3	\$ 77.6	\$ (896.4)	\$ (745.50)	4.2 %	4.3 %	(88.0) %	(16.3) %
Eastern Illinois University	\$ 61.0	\$ (56.6)	\$ (1,205.7)	\$ (1,201.30)	1.2	(2.0)	(36.6)	(10.8)
Governors State University **	\$ 562.2	\$ 588.9	\$ -	\$ 1,151.10	-	-	-	-
Illinois State University	\$ 527.3	\$ 316.5	\$ -	\$ 843.80	7.3	5.6	-	4.6
Northern Illinois University	\$ 1,106.1	\$ 220.6	\$ 1,685.8	\$ 3,012.50	8.5	3.5	28.6	11.9
Western Illinois University	\$ 365.0	\$ 278.9	\$ 2,512.3	\$ 3,156.20	5.8	8.2	100.3	25.9
<u>Southern Illinois University</u>	<u>\$ 7,960.3</u>	<u>\$ 5,554.3</u>	<u>\$ 11,326.7</u>	<u>\$ 334.70</u>	<u>293.7</u>	<u>344.8</u>	<u>608.5</u>	<u>5.4</u>
Carbondale	\$ 80.2	\$ (191.1)	\$ 363.9	\$ 253.00	1.1	(4.4)	4.4	1.3
Edwardsville	\$ 249.0	\$ 110.4	\$ (277.7)	\$ 81.70	9.0	4.0	(21.7)	1.2
<u>University of Illinois</u>	<u>\$ 30,250.8</u>	<u>\$ 16,559.2</u>	<u>\$ 51,193.1</u>	<u>\$ 17,013.50</u>	<u>357.3</u>	<u>500.0</u>	<u>364.6</u>	<u>65.9</u>
Chicago	\$ 642.6	\$ 735.6	\$ (4,445.3)	\$ (3,067.10)	39	71	(282)	(21)
Springfield	\$ 328.6	\$ 276.6	\$ 220.7	\$ 825.90	214.9	434.2	56.4	32.6
Urbana/Champaign	\$ 1,902.3	\$ 1,512.9	\$ 15,839.5	\$ 19,254.70	5.7	12.8	37.2	21.9
Total	<u>\$ 5,897.6</u>	<u>\$ 3,870.3</u>	<u>\$ 13,797.1</u>	<u>\$ 23,565.00</u>	<u>7.5 %</u>	<u>8.8 %</u>	<u>17.5 %</u>	<u>11.7 %</u>

\* Nonprogram Specific Expenditure

\*\* Governors State University started athletics in Fiscal Year 2015 and was admitted into the National Association of Intercollegiate Athletics (NAIA), Chicagoland Collegiate Athletic Conference (CCAC) in Fiscal Year 2016.

Northeastern Illinois University does not have an athletics program.

Source: IBHE Technical Questions Responses

Table 9

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

	Fiscal Year 2014				Fiscal Year 2015				Fiscal Year 2016			
	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	47.2 %	52.8 %	- %	- %	49.1 %	50.9 %	29.8 %	70.2 %	47.2 %	52.8 %	29.9 %	70.1 %
Eastern Illinois University	62.2	37.8	-	-	63.3	36.7	40.8	59.2	63.0	37.0	40.7	59.3
Governors State University **	-	-	-	-	56.4	43.6	36.2	63.8	48.8	51.2	36.8	63.2
Illinois State University	55.3	44.7	-	-	56.1	43.9	44.8	55.2	55.8	44.2	44.8	55.2
Northern Illinois University	68.2	31.8	-	-	67.0	33.0	50.8	49.2	69.2	30.8	50.8	49.2
Western Illinois University	65.2	34.8	-	-	64.9	35.1	50.5	49.5	64.6	35.4	49.5	50.5
<u>Southern Illinois University</u>	<u>58.8</u>	<u>41.2</u>	<u>-</u>	<u>-</u>	<u>58.6</u>	<u>41.4</u>	<u>50.7</u>	<u>49.3</u>	<u>59.8</u>	<u>40.2</u>	<u>50.6</u>	<u>49.4</u>
Carbondale	62.8	37.2	-	-	62.8	37.2	54.0	46.0	64.0	36.0	53.9	46.1
Edwardsville	49.5	50.5	-	-	49.8	50.2	46.8	53.2	50.7	49.3	46.8	53.2
<u>University of Illinois</u>	<u>67.4</u>	<u>32.6</u>	<u>-</u>	<u>-</u>	<u>68.5</u>	<u>31.5</u>	<u>53.5</u>	<u>46.5</u>	<u>66.1</u>	<u>33.9</u>	<u>53.2</u>	<u>46.8</u>
Chicago	48.4	51.6	-	-	47.5	52.5	49.6	50.4	48.2	51.8	49.4	50.6
Springfield	47.3	52.7	-	-	49.2	50.8	44.0	56.0	49.1	50.9	44.8	55.2
Urbana/Champaign	72.3	27.7	-	-	73.9	26.1	56.0	44.0	71.1	28.9	55.6	44.4
Total	<u>63.9 %</u>	<u>36.1 %</u>	<u>- %</u>	<u>- %</u>	<u>64.5 %</u>	<u>35.5 %</u>	<u>49.8 %</u>	<u>50.2 %</u>	<u>63.7 %</u>	<u>36.3 %</u>	<u>49.7 %</u>	<u>50.3 %</u>

\* Fiscal Year 2014 Enrollment Data is not available.

\*\* Governors State University started athletics in Fiscal Year 2015 and was admitted into the National Association of Intercollegiate Athletics (NAIA), Chicagoland Collegiate Athletic Conference (CCAC) in Fiscal Year 2016.

Northeastern Illinois University does not have an athletics program.

Source: IBHE Technical Questions Responses, IBHE Data Book

Table 10

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

	Fiscal Year 2014				Fiscal Year 2015				Fiscal Year 2016			
	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	43.3 %	56.7 %	53.8 %	46.2 %	39.0 %	61.0 %	46.3 %	53.7 %	42.8 %	57.2 %	47.8 %	52.2 %
Eastern Illinois University	58.0	42.0	56.4	43.6	60.0	40.0	56.2	43.8	59.5	40.5	59.1	40.9
Governors State University *	-	-	-	-	71.0	29.0	-	-	50.7	49.3	47.2	52.8
Illinois State University	52.0	48.0	52.0	48.0	53.1	46.9	56.3	43.7	52.2	47.8	53.1	46.9
Northern Illinois University	59.4	40.6	52.4	47.6	60.6	39.4	52.4	47.6	60.8	39.2	52.6	47.4
Western Illinois University	60.8	39.2	60.7	39.3	59.3	40.7	61.7	38.3	59.6	40.4	64.3	35.7
<u>Southern Illinois University</u>	56.0	45.4	56.4	43.6	54.8	45.2	56.3	43.7	55.7	44.3	57.6	42.4
Carbondale	58.1	41.9	56.7	43.3	59.3	40.7	57.4	42.6	60.0	40.0	59.6	40.4
Edwardsville	46.3	53.7	55.9	44.1	45.8	54.2	54.6	45.4	47.3	52.7	54.3	45.7
<u>University of Illinois</u>	53.0	47.0	56.4	43.6	53.4	46.6	54.9	45.1	54.3	45.7	54.8	45.2
Chicago	39.3	60.7	58.7	41.3	38.4	61.6	52.6	47.4	40.6	59.4	52.3	47.7
Springfield	46.3	53.7	47.3	52.7	48.0	52.0	50.8	49.2	60.1	39.9	50.5	49.5
Urbana/Champaign	58.8	41.2	57.4	42.6	59.7	40.3	57.6	42.4	59.4	40.6	58.1	41.9
Total	<u>54.8 %</u>	<u>45.2 %</u>	<u>56.8 %</u>	<u>43.2 %</u>	<u>55.3 %</u>	<u>44.7 %</u>	<u>55.6 %</u>	<u>44.4 %</u>	<u>55.5 %</u>	<u>44.5 %</u>	<u>56.1 %</u>	<u>43.9 %</u>

\* Governors State University started athletics in Fiscal Year 2015 and was admitted into the National Association of Intercollegiate Athletics (NAIA), Chicagoland Collegiate Athletic Conference (CCAC) in Fiscal Year 2016.

Northeastern Illinois University does not have an athletics program.

Source: IBHE Technical Questions Responses, Equity in Athletics Disclosure Act Reports

## **APPENDIX A**

### **SUMMARY OF GENDER EQUITY PLANS**

## **Appendix A**

### **Summary of Gender Equity Plans**

The following are updates from each of the ten institutions that have submitted a Gender Equity Plan with the Illinois Board of Higher Education.

#### Institutions that have submitted a plan:

- Chicago State University
- Eastern Illinois University
- Governors State University
- Illinois State University
- Northern Illinois University
- Southern Illinois University - Carbondale
- Southern Illinois University - Edwardsville
- University of Illinois - Chicago
- University of Illinois - Springfield
- Western Illinois University

#### A few notes about the plans:

- The University of Illinois at Urbana-Champaign did not issue gender equity tuition waivers so a gender equity plan is not required.
- Illinois State University did not utilize gender equity tuition waivers, however a plan was submitted and is included in this report.
- Northeastern Illinois University maintained a program until June 30, 1998. However, the university does not currently operate an intercollegiate athletics program so no plan is required.
- Governors State University started athletics in 2015 and submitted their first plan which is included in this report.





**Intercollegiate sports opportunities available to both men and women:**

Chicago State University offers a total of 15 intercollegiate sports programs, seven for men and eight for women. In Fiscal Year 2016, there were 151 participants, 80 females and 71 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 2015, along with assuring that all sports were provided with equal and adequate locker room space in Fiscal Year 2016.

**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 Chicago State'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 2016 data, 69 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 2016 data, females represent approximately 52 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.

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

Chicago State has undergone a complete review of the current gender equity plan established as part of the accreditation process with the National Collegiate Athletic Association (NCAA). This review included input from OCR and the retention of an experienced Title IX consultant in Fiscal Year 2014. The review in Fiscal Year 2015 included facilities, financial aid, operating and academic support services, and accommodation of interests and abilities. In addition, Chicago State conducts an annual review and assessment of the parameters of the NCAA Certification plan to ensure adherence is maximized throughout the future growth and evolution of the athletics program.

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

Chicago State provided 23 full gender equity tuition waivers to female student-athletes in Fiscal Year 2016 and in Fiscal Year 2015. 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 the 2015-16 academic year, 287 females and 185 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. At the beginning of the 2015-16 academic year, one of the head coaching positions to be filled was for the women’s tennis team. Previously, a male occupied that position but the new hire is a female.

**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 2015-16 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. As a result, 49 student-athletes competed (27 females and 22 males).

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

Governors State granted tuition waivers to all seven varsity programs with the total distribution amount equaling \$178,765. 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 2015-16 generated a female-to-male ratio of 57 percent to 43 percent. Undergraduate enrollment figures for GSU broke down as follows: 63 percent (female) and 37 percent (male). Governors State will continue to work on the waiver ratios to match those of the undergraduate population at the school. GSU will continue to be challenged by the downsizing of operation funds caused by the Illinois State budget impasse.

**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. Since GSU Athletics was in its first-year of competition in 2015-16, data is limited in terms of measuring progress due to the small sample size. We do know that challenges are faced in recruiting student-athletes for the women's golf team due to the lower participation levels nationally for this sport.

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

Governors State distributed \$101,065 in waivers to four female teams and granted \$77,700 in waivers to three male teams. In terms of funding and operating costs, GSU covered expenses for men's teams that totaled \$231,851 and for women's teams, \$289,182.



**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 2016, 238 men and 204 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 2016, 53 percent of our student-athletes were male and 47 percent were female. Our scholarship ratios for Fiscal Year 2016 were 52 percent male and 48 percent 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.



## Northern Illinois University

### **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. For Fiscal Year 2016, Northern Illinois University has reviewed its participation rates and respective undergraduate enrollment rates and has determined, that we have substantially proportionate participation rates and undergraduate enrollment rates. Therefore, our compliance standard is prong one - participation, within a tolerable differential.

**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 2015, 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 2016, we had 297 men and 198 women participating in intercollegiate athletics at percentages of 60 percent male and 40 percent female. (For this count, student-athletes are counted in each sport in which they participate.) The undergraduate on-campus enrollment for Fiscal Year 2016 as reported to the Integrated Postsecondary Education Data System (IPEDS) was 53.1 percent male and 46.9 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 2016 were 60 percent male and 40 percent female. (For scholarship ratio calculation purposes, student-athletes are only counted once regardless of the number of sports in which they compete.) Our unduplicated student-athlete count for scholarship purposes for Fiscal Year 2016 was 62.1 percent male and 37.9 percent female.

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 2016 the University allocated gender equity tuition waivers to 101 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 2016. The sports of cross country, indoor track & field and outdoor track & field are counted as three sports for each gender. During Fiscal Year 2016, we had 152 men and 125 women participating in intercollegiate athletics at percentages of 55 percent male and 45 percent female. The undergraduate enrollment for Fiscal Year 2016 as reported to the Integrated Postsecondary Education Data System (IPEDS) was 47 percent male and 53 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 2016, our female scholarships outpaced our male scholarships by 7.2 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 2016 were 46.4 percent male and 53.6 percent female. For scholarship ratio calculation purposes, student-athletes are only counted once regardless of the number of sports in which they compete. In regards 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 2016, the University allocated gender equity tuition waivers (full or portion) to 88 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:**

The University of Illinois at Chicago (UIC) is in compliance with Title IX of the Education Act. UIC sponsors 20 sports, 11 for women and nine for men. During the 2015-2016 academic year, UIC had 173 female student-athletes and 156 male student athletes.

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

After a multi-year review with sport sponsorship at UIC, two female sport teams were added to comply with Title IX. Women's golf began competition in 2012 and women's soccer began competition in 2014. With the addition of these two sport programs, UIC is in compliance with Title IX.

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

Funding is always an issue in regards to continually keeping up with the needs of our student-athletes and maintaining equitable opportunities for both men and women. UIC continually evaluates the needs of both male and female student-athletes through surveys, meetings with the student-athlete advisory committee and coaches to ensure we are meeting the needs of our students in an equitable manner.

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

Providing sport participation for the underrepresented sex with the expansion of sport opportunities. UIC added women's soccer and women's golf

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

UIC relies heavily on tuition waivers to supplement the scholarship budgets of all our coaches. The availability of tuition waivers allows UIC to offer equal financial assistance to both male and female sports. Especially with the addition of two females sports in the last five years.



**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 11 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 and women's outdoor track and field was added in 2016-2017, and men's indoor track and field is planned for 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 wrestling, and football.

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

Over the past 5 years, the University has continued to expand its opportunities for female participants with the addition of three women's sports creating approximately 45 additional intercollegiate opportunities (women's cross country, and indoor and outdoor track and field). In addition, there has been growth in 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. No sports have been eliminated in the modern history of the athletics program. The University continues to survey the interest and abilities of our student population, as well as stay abreast of any new sports trends emerging in our conference or region that would enhance our current athletic portfolio and make sense 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 and staggered implementation of cross-country and track and field. For instance, the female-to-male student-athlete population breakdown was 51.79 percent to 48.21 percent for 2015-2016, while the general student gender breakdown was 55.31 percent to 44.69 percent respectively. The recent addition of a bachelor's of nursing program to the University may be responsible for rising concentration of females in the undergraduate general student population. The 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

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

In order to demonstrate a good faith effort in ensuring full compliance with Title IX, in addition to the University's plan to meet part one of the three part test (substantial proportionality), under part three of the three-part test, the University will conduct a comprehensive and objective assessment of the interests and abilities of its underrepresented sex (females). The University could also cite the recent history of increasing opportunities for women, as evidence towards meeting part two (history of increasing opportunities for underrepresented sex). The following steps will be implemented prior to ensure effective accommodation by the University's intercollegiate athletic program; survey 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.

**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 2016, 255 men and 132 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 8) 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 2014, 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 in the previous three-year period (2007-2008, 2008-2009, 2009-2010) and has provided a higher percentage of scholarships to female student-athletes compared to the rate of participation during this time.





## **APPENDIX B**

### **INTERCOLLEGIATE ATHLETIC PARTICIPATION BY SPORT**

Appendix B-1

ILLINOIS PUBLIC UNIVERSITIES  
INTERCOLLEGIATE ATHLETICS PARTICIPATION BY SPORT

(duplicated)

	FY2014	FY2015	FY2016	FY2014- FY2016	
				Change	% Change
<u>Men's Sports</u>					
Baseball	339	337	354	15	4.4 %
Basketball	152	149	152	-	-
Football	646	651	661	15	2.3
Golf	85	87	90	5	5.9
Gymnastics	44	37	34	(10)	(22.7)
Hockey	-	-	-	-	-
Soccer	159	166	176	17	10.7
Swimming	93	89	97	4	4.3
Tennis	82	97	92	10	12.2
Track/Cross Country	745	750	723	(22)	(3.0)
Wrestling	<u>86</u>	<u>84</u>	<u>85</u>	<u>(1)</u>	<u>(1.2)</u>
Total Men's Sports	2,431	2,447	2,464	33	1.4 %
<u>Women's Sports</u>					
Basketball	151	158	173	22	14.6
Golf	82	94	87	5	6.1
Gymnastics	72	69	70	(2)	(2.8)
Soccer	188	240	251	63	33.5
Softball	185	178	187	2	1.1
Swimming	159	163	149	(10)	(6.3)
Tennis	87	85	84	(3)	(3.4)
Track/Cross Country	809	787	763	(46)	(5.7)
Volleyball	154	161	166	12	7.8
Other	<u>16</u>	<u>16</u>	<u>-</u>	<u>(16)</u>	<u>(100.0)</u>
Total Womens' Sports	1,903	1,951	1,930	27	1.4 %
Total All Sports	<u>4,334</u>	<u>4,398</u>	<u>4,394</u>	<u>60</u>	<u>1.4 %</u>

Source: Equity in Athletics Disclosure Act Reports

Appendix B-2

PARTICIPATION BY SPORT  
FISCAL YEAR 2014

(duplicated)

	Chicago State University	Eastern Illinois University	Illinois State University	Northern Illinois University	Western Illinois University	Southern Illinois University		University of Illinois			Total
						Carbondale	Edwardsville	Chicago	Springfield	Urbana/ Champaign	
<u>Men's Sports</u>											
Baseball	28	34	37	34	36	41	28	35	31	35	339
Basketball	18	18	14	16	11	19	13	16	13	14	152
Football	-	93	103	116	105	109	-	-	-	120	646
Golf	9	9	9	9	14	11	8	-	9	7	85
Gymnastics	-	-	-	-	-	-	-	23	-	21	44
Hockey	-	-	-	-	-	-	-	-	-	-	-
Soccer	-	26	-	26	30	-	26	30	21	-	159
Swimming	-	17	-	-	23	26	-	27	-	-	93
Tennis	6	9	8	8	8	8	9	10	6	10	82
Track/Cross Country	32	140	117	-	90	98	57	88	-	123	745
Wrestling	-	-	-	32	-	-	25	-	-	29	86
Total Men's Sports	93	346	288	241	317	312	166	229	80	359	2,431
<u>Women's Sports</u>											
Basketball	13	18	14	14	13	15	14	15	14	21	151
Golf	6	7	8	10	9	11	8	8	7	8	82
Gymnastics	-	-	18	23	-	-	-	15	-	16	72
Soccer	-	29	24	29	34	-	24	-	21	27	188
Softball	-	21	21	22	19	20	20	21	22	19	185
Swimming	-	23	36	-	20	28	-	19	-	33	159
Tennis	8	7	10	9	11	9	8	7	9	9	87
Track/Cross Country	42	132	99	97	83	137	44	61	-	114	809
Volleyball	11	14	17	15	16	18	13	15	16	19	154
Rugby/Other	-	16	-	-	-	-	-	-	-	-	16
Total Women's Sports	80	267	247	219	205	238	131	161	89	266	1,903

(duplicated)

Governors State University and Northeastern Illinois University did not have athletics programs in Fiscal Year 2014.

Source: Equity in Athletics Disclosure Act Reports

Appendix B-3

PARTICIPATION BY SPORT  
FISCAL YEAR 2015

(duplicated)

	Chicago State University	Eastern Illinois University	Illinois State University	Northern Illinois University	Western Illinois University	Southern Illinois University		University of Illinois			Total
						Carbondale	Edwardsville	Chicago	Springfield	Urbana/ Champaign	
<u>Men's Sports</u>											
Baseball	30	35	34	37	33	36	27	34	36	35	337
Basketball	18	14	15	15	15	17	12	15	13	15	149
Football	-	98	114	113	105	111	-	-	-	110	651
Golf	8	10	10	10	13	8	9	-	10	9	87
Gymnastics	-	-	-	-	-	-	-	20	-	17	37
Hockey	-	-	-	-	-	-	-	-	-	-	-
Soccer	-	30	-	25	33	-	26	27	25	-	166
Swimming	-	19	-	-	20	27	-	23	-	-	89
Tennis	7	9	10	13	9	10	10	12	6	11	97
Track/Cross Country	37	111	133	-	83	117	73	80	-	116	750
Wrestling	-	-	-	29	-	-	28	-	-	27	84
Total Men's Sports	100	326	316	242	311	326	185	211	90	340	2,447
<u>Women's Sports</u>											
Basketball	14	16	12	21	15	15	12	12	14	27	158
Golf	6	8	10	10	10	13	8	10	9	10	94
Gymnastics	-	-	17	22	-	-	-	16	-	14	69
Soccer	23	29	27	28	32	-	27	26	22	26	240
Softball	-	20	19	23	18	19	20	18	18	23	178
Swimming	-	20	37	-	21	33	-	23	-	29	163
Tennis	7	7	10	12	8	10	8	6	7	10	85
Track/Cross Country	53	124	95	88	73	131	64	65	-	94	787
Volleyball	13	14	18	16	16	21	15	14	17	17	161
Rugby/Other	-	16	-	-	-	-	-	-	-	-	16
Total Women's Sports	116	254	245	220	193	242	154	190	87	250	1,951

Governors State University began their athletics program in Fiscal Year 2015 but only exhibition.

Northeastern Illinois University does not have an athletics program.

Source: Equity in Athletics Disclosure Act Reports

Appendix B-4

PARTICIPATION BY SPORT  
FISCAL YEAR 2016

(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	
<u>Men's Sports</u>												
Baseball	26	35	15	34	35	36	34	32	35	36	36	354
Basketball	16	15	-	14	16	16	16	14	15	14	16	152
Football	-	100	-	113	114	105	106	-	-	-	123	661
Golf	5	8	5	12	10	13	10	9	-	11	7	90
Gymnastics	-	-	-	-	-	-	-	-	16	-	18	34
Hockey	-	-	-	-	-	-	-	-	-	-	-	-
Soccer	-	38	-	-	27	29	-	27	28	27	-	176
Swimming	-	22	-	-	-	24	28	-	23	-	-	97
Tennis	6	8	-	10	10	10	9	9	11	9	10	92
Track/Cross Country	36	124	5	127	-	71	97	52	90	11	110	723
Wrestling	-	-	-	-	30	-	-	26	-	-	29	85
Total Men's Sports	89	350	25	310	242	304	300	169	218	108	349	2,464
<u>Women's Sports</u>												
Basketball	11	20	13	14	23	13	14	13	17	12	23	173
Golf	6	7	2	7	11	8	11	8	8	11	8	87
Gymnastics	-	-	-	17	20	-	-	-	19	-	14	70
Soccer	26	32	-	28	26	34	-	24	24	24	33	251
Softball	-	20	-	24	25	19	16	20	21	18	24	187
Swimming	-	19	-	35	-	16	29	-	20	-	30	149
Tennis	7	9	-	9	11	5	12	8	6	6	11	84
Track/Cross Country	38	121	4	123	84	58	104	56	68	18	89	763
Volleyball	9	14	9	17	18	16	17	13	16	17	20	166
Rugby/Other	-	-	-	-	-	-	-	-	-	-	-	-
Total Women's Sports	97	242	28	274	218	169	203	142	199	106	252	1,930

Governors State University first reported varsity participation in Fiscal Year 2016.

Northeastern Illinois University does not have an athletics program.

Source: Equity in Athletics Disclosure Act Reports



## **APPENDIX C**

### **FISCAL YEAR 2016 INTERCOLLEGIATE ATHLETIC EXPENDITURES**

## APPENDIX C-1

ILLINOIS PUBLIC UNIVERSITIES  
FISCAL YEAR 2016 INTERCOLLEGIATE ATHLETICS EXPENDITURESInstitution: Statewide Total

(in thousands of dollars)	Intercollegiate Athletics Student Aid						Intercollegiate Athletics Operating Expenditures				Tuition Waivers Granted Under 110 ILCS 205/9.24*			
	Tuition Waivers				Other Student Financial Aid	Total Athletics Student Aid	Coaches/ Assistants Salaries	All Other Operating Expenditures	Athletics Student Aid	Total Operating Expenditures	Number of Waivers			
	Number of Waivers			Amount							Full	Partial	Total	Amount
	Full	Partial	Total											
Women's Sports														
Basketball	102	38	140	\$ 1,172.8	\$ 2,827.2	\$ 3,999.9	\$ 3,637.9	\$ 4,749.5	\$ 3,999.9	\$ 12,387.4	47	18	65	\$ 485.2
Golf	38	24	62	542.1	839.5	1,381.6	441.4	687.3	1,381.6	2,510.3	24	16	40	348.2
Gymnastics	24	31	55	448.0	1,289.4	1,737.3	576.0	643.0	1,737.3	2,956.3	10	1	11	90.2
Rugby	–	6	6	10.5	1.5	12.0	–	4.7	12.0	16.7	–	6	6	10.5
Soccer	61	130	191	1,126.4	1,660.9	2,787.2	1,174.8	1,225.5	2,787.2	5,187.5	41	74	115	620.2
Softball	81	77	158	1,279.3	1,418.2	2,697.5	1,573.5	2,094.3	2,697.5	6,365.3	41	21	62	457.8
Swimming	15	86	101	562.7	984.8	1,547.5	506.2	717.5	1,547.5	2,771.1	12	32	44	240.9
Tennis	56	12	68	723.4	1,372.0	2,095.5	560.7	640.9	2,095.5	3,297.1	27	16	43	447.8
Track/Cross Country	64	104	168	1,063.7	1,685.0	2,748.7	1,099.7	1,371.0	2,748.7	5,219.5	46	47	93	653.0
Volleyball	63	61	124	1,083.8	2,198.0	3,281.7	1,785.7	2,157.4	3,281.7	7,224.9	40	31	71	581.5
Total Women's Sports	504	569	1,073	\$ 8,012.5	\$ 14,276.4	\$ 22,289.0	\$ 11,356.0	\$ 14,291.3	\$ 22,289.0	\$ 47,936.2	288	262	550	\$ 3,935.3
Men's Sports														
Baseball	76	144	220	\$ 1,286.0	\$ 1,819.6	\$ 3,105.6	\$ 1,794.8	\$ 2,828.1	\$ 3,105.6	\$ 7,728.5	21	11	32	\$ 268.3
Basketball	97	33	130	1,176.0	3,053.3	4,229.3	6,570.2	9,275.9	4,229.3	20,075.4	–	–	-	–
Football	269	139	408	2,871.3	10,300.4	13,171.7	10,137.7	16,723.1	13,171.7	40,032.5	–	–	-	–
Golf	18	34	52	346.5	531.3	877.7	632.3	1,126.7	877.7	2,636.8	5	9	14	125.2
Gymnastics	–	–	-	–	361.4	361.4	276.1	379.4	361.4	1,017.0	–	–	-	–
Hockey	–	–	-	–	–	-	–	–	-	-	–	–	-	–
Soccer	32	95	127	741.8	615.3	1,357.1	847.6	711.9	1,357.1	2,916.6	13	4	17	194.6
Swimming	8	75	83	338.3	232.1	570.3	186.8	233.6	570.3	990.6	–	–	-	-
Tennis	16	48	64	546.8	755.7	1,302.5	545.6	841.0	1,302.5	2,689.0	4	5	9	107.8
Track/Cross Country	16	107	123	522.7	1,206.0	1,728.7	940.8	1,124.8	1,728.7	3,794.3	–	–	-	–
Wrestling	13	40	53	339.8	576.2	916.0	543.7	677.0	916.0	2,136.7	11	19	30	233.0
Total Men's Sports	545	715	1,260	\$ 8,169.2	\$ 19,451.2	\$ 27,620.3	\$ 22,475.7	\$ 33,921.5	\$ 27,620.3	\$ 84,017.6	54	48	102	\$ 928.9
Nonprogram Specific Expenditures	17	24	41	\$ 196.9	\$ 7.8	\$ 204.7	\$ –	\$ 9,543.0	\$ 204.7	\$ 92,718.1	–	–	–	\$ –
University Total	1,066	1,308	2,374	\$ 16,378.6	\$ 33,735.4	\$ 50,114.0	\$ 33,831.6	\$ 57,755.8	\$ 50,114.0	\$ 224,671.9	342	310	652	\$ 4,864.2

\* Gender equity tuition waivers reported here also are included in the tuition waivers reported in columns 1 through 4.



APPENDIX C-2

ILLINOIS PUBLIC UNIVERSITIES  
FISCAL YEAR 2016 INTERCOLLEGIATE ATHLETICS EXPENDITURES

Institution: Chicago State University

(in thousands of dollars)	Intercollegiate Athletics Student Aid						Intercollegiate Athletics Operating Expenditures				Tuition Waivers Granted Under 110 ILCS 205/9.24*			
	Tuition Waivers				Other Student Financial Aid	Total Athletics Student Aid	Coaches/ Assistants Salaries	All Other Operating Expenditures	Athletics Student Aid	Total Operating Expenditures	Number of Waivers			
	Number of Waivers			Amount							Full	Partial	Total	Amount
	Full	Partial	Total											
Women's Sports														
Basketball	-	9	9	\$ 68.4	\$ 213.0	\$ 281.4	\$ 173.7	\$ 203.6	\$ 281.4	\$ 658.7	-	9	9	\$ 68.4
Golf	1	3	4	41.8	100.0	141.8	35.0	30.7	141.8	207.5	1	3	4	41.8
Gymnastics	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rugby	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Soccer	-	1	1	3.1	183.0	186.1	75.0	81.2	186.1	342.3	-	1	1	3.1
Softball	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Swimming	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tennis	1	1	2	25.6	150.0	175.6	19.0	38.7	175.6	233.3	1	1	2	25.6
Track/Cross Country	1	3	4	32.1	128.9	161.0	20.0	44.2	161.0	225.2	1	3	4	32.1
Volleyball	4	1	5	78.9	213.7	292.6	77.1	76.7	292.6	446.4	4	1	5	78.9
Total Women's Sports	7	18	25	\$ 249.9	\$ 988.6	\$ 1,238.5	\$ 399.8	\$ 475.1	\$ 1,238.5	\$ 2,113.4	7	18	25	\$ 249.9
Men's Sports														
Baseball	9	3	12	\$ 68.2	\$ 242.7	\$ 310.9	\$ 89.0	\$ 253.4	\$ 310.9	\$ 653.3	-	-	-	\$ -
Basketball	2	2	4	28.5	235.7	264.2	223.0	219.2	264.2	706.4	-	-	-	-
Football	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Golf	5	1	6	44.4	18.8	63.2	25.6	25.4	63.2	114.2	-	-	-	-
Gymnastics	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hockey	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Soccer	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Swimming	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tennis	-	7	7	45.4	101.5	146.9	19.0	40.9	146.9	206.8	-	-	-	-
Track/Cross Country	6	1	7	49.4	91.9	141.3	20.0	48.1	141.3	209.4	-	-	-	-
Wrestling	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Men's Sports	22	14	36	\$ 235.9	\$ 690.6	\$ 926.5	\$ 376.6	\$ 587.0	\$ 926.5	\$ 1,890.1	-	-	-	\$ -
Nonprogram Specific Expenditures	-	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,359.2	-	-	-	\$ -
University Total	29	32	61	\$ 485.8	\$ 1,679.2	\$ 2,165.0	\$ 776.4	\$ 1,062.1	\$ 2,165.0	\$ 5,362.7	7	18	25	\$ 249.9

\* Gender equity tuition waivers reported here also are included in the tuition waivers reported in columns 1 through 4.

APPENDIX C-3

ILLINOIS PUBLIC UNIVERSITIES  
FISCAL YEAR 2016 INTERCOLLEGIATE ATHLETICS EXPENDITURES

Institution: Eastern Illinois University

(in thousands of dollars)	Intercollegiate Athletics Student Aid						Intercollegiate Athletics Operating Expenditures				Tuition Waivers Granted Under 110 ILCS 205/9.24*			
	Tuition Waivers				Other Student Financial Aid	Total Athletics Student Aid	Coaches/ Assistants Salaries	All Other Operating Expenditures	Athletics Student Aid	Total Operating Expenditures	Number of Waivers			
	Number of Waivers			Amount							Full	Partial	Total	Amount
	Full	Partial	Total											
Women's Sports														
Basketball	14	–	14	\$ 115.7	\$ 213.1	\$ 328.8	\$ 231.9	\$ 187.4	\$ 328.8	\$ 748.1	14	–	14	\$ 115.7
Golf	–	1	1	2.0	47.7	49.7	19.6	22.7	49.7	92.0	–	1	1	2.0
Gymnastics	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Rugby	–	6	6	10.5	1.5	12.0	–	4.7	12.0	16.7	–	6	6	10.5
Soccer	2	27	29	102.7	159.9	262.6	71.3	57.3	262.6	391.2	2	27	29	102.7
Softball	6	9	15	87.1	114.4	201.5	113.8	110.9	201.5	426.2	6	9	15	87.1
Swimming	–	11	11	45.3	16.7	62.0	20.3	22.8	62.0	105.1	–	11	11	45.3
Tennis	5	–	5	40.0	90.0	130.0	26.9	31.5	130.0	188.4	5	–	5	40.0
Track/Cross Country	1	7	8	34.7	170.7	205.4	92.9	66.6	205.4	364.9	1	7	8	34.7
Volleyball	11	–	11	85.4	150.1	235.5	96.4	95.9	235.5	427.8	11	–	11	85.4
Total Women's Sports	39	61	100	\$ 523.4	\$ 964.1	\$ 1,487.5	\$ 673.1	\$ 599.8	\$ 1,487.5	\$ 2,760.4	39	61	100	\$ 523.4
Men's Sports														
Baseball	1	26	27	\$ 84.6	\$ 157.7	\$ 242.3	\$ 138.2	\$ 171.1	\$ 242.3	\$ 551.6	–	–	–	\$ –
Basketball	13	–	13	95.7	184.0	279.7	342.1	330.3	279.7	952.1	–	–	–	–
Football	48	29	77	427.6	814.4	1,242.0	591.5	530.1	1,242.0	2,363.6	–	–	–	–
Golf	–	2	2	16.6	46.5	63.1	19.6	25.7	63.1	108.4	–	–	–	–
Gymnastics	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Hockey	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Soccer	–	17	17	52.3	49.4	101.7	64.7	67.5	101.7	233.9	–	–	–	–
Swimming	–	13	13	19.8	16.4	36.2	20.3	23.2	36.2	79.7	–	–	–	–
Tennis	–	5	5	28.3	39.7	68.0	16.5	23.0	68.0	107.5	–	–	–	–
Track/Cross Country	–	18	18	63.1	90.7	153.8	93.0	61.6	153.8	308.4	–	–	–	–
Wrestling	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Total Men's Sports	62	110	172	\$ 788.0	\$ 1,398.8	\$ 2,186.8	\$ 1,285.9	\$ 1,232.5	\$ 2,186.8	\$ 4,705.2	–	–	–	\$ –
Nonprogram Specific Expenditures	–	–	–	\$ –	\$ –	\$ –	\$ –	\$ –	\$ –	\$ 2,917.0	–	–	–	\$ –
University Total	101	171	272	\$ 1,311.4	\$ 2,362.9	\$ 3,674.3	\$ 1,959.0	\$ 1,832.3	\$ 3,674.3	\$ 10,382.6	39.0	61.0	100.0	\$ 523.4

\* Gender equity tuition waivers reported here also are included in the tuition waivers reported in columns 1 through 4.

APPENDIX C-4

ILLINOIS PUBLIC UNIVERSITIES  
FISCAL YEAR 2016 INTERCOLLEGIATE ATHLETICS EXPENDITURES

Institution: Governors State University

(in thousands of dollars)	Intercollegiate Athletics Student Aid						Intercollegiate Athletics Operating Expenditures				Tuition Waivers Granted Under 110 ILCS 205/9.24*			
	Tuition Waivers				Other Student Financial Aid	Total Athletics Student Aid	Coaches/ Assistants Salaries	All Other Operating Expenditures	Athletics Student Aid	Total Operating Expenditures	Number of Waivers			
	Number of Waivers			Amount							Full	Partial	Total	Amount
	Full	Partial	Total											
Women's Sports														
Basketball	–	13	13	\$ 41.8	\$ 208.9	\$ 250.7	\$ 43.3	\$ 35.6	\$ 250.7	\$ 329.6	–	–	–	\$ –
Golf	–	2	2	5.0	13.4	18.4	6.1	1.9	18.4	26.4	–	2	2	5.0
Gymnastics	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Rugby	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Soccer	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Softball	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Swimming	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Tennis	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Track/Cross Country	–	4	4	7.9	54.9	62.8	16.0	4.4	62.8	83.2	–	–	–	–
Volleyball	–	9	9	29.2	62.9	92.1	36.5	21.1	92.1	149.8	–	7	7	25.6
Total Women's Sports	–	28	28	\$ 83.9	\$ 340.1	\$ 424.0	\$ 101.9	\$ 63.1	\$ 424.0	\$ 588.9	–	9	9	\$ 30.6
Men's Sports														
Baseball	–	–	–	\$ –	\$ –	\$ –	\$ –	\$ –	\$ –	\$ –	–	–	–	\$ –
Basketball	–	15	15	45.8	274.3	320.1	55.5	31.1	320.1	406.7	–	–	–	–
Football	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Golf	–	4	4	7.5	33.6	41.1	15.2	4.8	41.1	61.0	–	–	–	–
Gymnastics	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Hockey	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Soccer	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Swimming	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Tennis	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Track/Cross Country	–	5	5	11.2	62.9	74.1	16.0	4.4	74.1	94.5	–	–	–	–
Wrestling	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Total Men's Sports	–	24	24	\$ 64.5	\$ 370.8	\$ 435.3	\$ 86.7	\$ 40.2	\$ 435.3	\$ 562.2	–	–	–	\$ –
Nonprogram Specific Expenditures	–	–	–	\$ –	\$ –	\$ –	\$ –	\$ –	\$ –	\$ –	–	–	–	\$ –
University Total	–	52	52	\$ 148.4	\$ 710.9	\$ 859.3	\$ 188.6	\$ 103.3	\$ 859.3	\$ 1,151.2	–	9	9	\$ 30.6

\* Gender equity tuition waivers reported here also are included in the tuition waivers reported in columns 1 through 4.

APPENDIX C-5

ILLINOIS PUBLIC UNIVERSITIES  
FISCAL YEAR 2016 INTERCOLLEGIATE ATHLETICS EXPENDITURES

Institution: Illinois State University

(in thousands of dollars)	Intercollegiate Athletics Student Aid						Intercollegiate Athletics Operating Expenditures				Tuition Waivers Granted Under 110 ILCS 205/9.24*			
	Tuition Waivers										Number of Waivers			
	Number of Waivers			Amount	Other Student Financial Aid	Total Athletics Student Aid	Coaches/ Assistants Salaries	All Other Operating Expenditures	Athletics Student Aid	Total Operating Expenditures	Full	Partial	Total	Amount
	Full	Partial	Total											
<u>Women's Sports</u>														
Basketball	12	–	12	\$ 122.1	\$ 257.4	\$ 379.5	\$ 478.6	\$ 444.6	\$ 379.5	\$ 1,302.7	–	–	–	\$ -
Golf	7	–	7	70.1	41.0	111.1	45.1	91.0	111.1	247.2	–	–	–	-
Gymnastics	13	–	13	142.4	240.0	382.4	72.3	72.9	382.4	527.6	–	–	–	-
Rugby	–	–	-	–	–	-	–	–	-	-	–	–	–	-
Soccer	14	8	22	219.4	175.2	394.6	245.1	125.5	394.6	765.2	–	–	–	-
Softball	13	5	18	166.5	152.8	319.3	157.4	288.3	319.3	765.0	–	–	–	-
Swimming	1	12	13	65.4	213.1	278.5	113.4	98.0	278.5	489.9	–	–	–	-
Tennis	8	–	8	84.4	165.2	249.6	49.7	65.1	249.6	364.4	–	–	–	-
Track/Cross Country	11	15	26	199.4	209.0	408.4	140.0	127.9	408.4	676.3	–	–	–	-
Volleyball	10	1	11	121.4	181.7	303.1	198.1	244.0	303.1	745.2	–	–	–	-
Total Women's Sports	89	41	130	\$ 1,191.1	\$ 1,635.4	\$ 2,826.5	\$ 1,499.7	\$ 1,557.3	\$ 2,826.5	\$ 5,883.5	-	-	-	\$ -
<u>Men's Sports</u>														
Baseball	8	10	18	\$ 164.3	\$ 123.9	\$ 288.2	\$ 185.3	\$ 355.6	\$ 288.2	\$ 829.1	–	–	–	\$ -
Basketball	13	–	13	144.2	331.6	475.8	759.6	734.8	475.8	1,970.2	–	–	–	-
Football	62	19	81	768.2	1,043.9	1,812.1	983.3	775.2	1,812.1	3,570.6	–	–	–	-
Golf	1	3	4	38.2	53.0	91.2	67.0	88.2	91.2	246.4	–	–	–	-
Gymnastics	–	–	-	–	–	-	–	–	-	-	–	–	–	-
Hockey	–	–	-	–	–	-	–	–	-	-	–	–	–	-
Soccer	–	–	-	–	–	-	–	–	-	-	–	–	–	-
Swimming	–	–	-	–	–	-	–	–	-	-	–	–	–	-
Tennis	5	2	7	70.4	79.5	149.9	49.7	67.0	149.9	266.6	–	–	–	-
Track/Cross Country	3	20	23	123.8	144.7	268.5	140.0	127.9	268.5	536.4	–	–	–	-
Wrestling	–	–	-	–	–	-	–	–	-	-	–	–	–	-
Total Men's Sports	92	54	146	\$ 1,309.1	\$ 1,776.6	\$ 3,085.7	\$ 2,184.9	\$ 2,148.7	\$ 3,085.7	\$ 7,419.3	-	-	-	\$ -
Nonprogram Specific Expenditures	-	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-	-	\$ -
University Total	181	95	276	\$ 2,500.2	\$ 3,412.0	\$ 5,912.2	\$ 3,684.6	\$ 3,706.0	\$ 5,912.2	\$ 13,302.8	-	-	-	\$ -

\* Gender equity tuition waivers reported here also are included in the tuition waivers reported in columns 1 through 4.

APPENDIX C-6

ILLINOIS PUBLIC UNIVERSITIES  
FISCAL YEAR 2016 INTERCOLLEGIATE ATHLETICS EXPENDITURES

Institution: Northern Illinois University

(in thousands of dollars)	Intercollegiate Athletics Student Aid						Intercollegiate Athletics Operating Expenditures				Tuition Waivers Granted Under 110 ILCS 205/9.24*			
	Tuition Waivers				Other Student Financial Aid	Total Athletics Student Aid	Coaches/ Assistants Salaries	All Other Operating Expenditures	Athletics Student Aid	Total Operating Expenditures	Number of Waivers			
	Number of Waivers			Amount							Full	Partial	Total	Amount
	Full	Partial	Total											
Women's Sports														
Basketball	9	4	13	\$ 118.5	\$ 319.6	\$ 438.1	\$ 396.0	\$ 477.5	\$ 438.1	\$ 1,311.6	–	–	-	\$ –
Golf	8	3	11	106.7	100.3	207.0	65.9	96.1	207.0	369.0	8	1	9	101.5
Gymnastics	10	6	16	96.1	262.1	358.2	102.3	138.0	358.2	598.5	10	1	11	90.2
Rugby	–	–	-	–	–	-	–	–	-	-	–	–	-	–
Soccer	18	15	33	212.8	220.9	433.7	139.4	169.4	433.7	742.5	18	8	26	200.8
Softball	17	3	20	195.6	159.5	355.1	162.4	241.6	355.1	759.1	–	–	-	–
Swimming	–	–	-	–	–	-	–	–	-	-	–	–	-	–
Tennis	9	2	11	116.1	208.2	324.3	62.2	85.8	324.3	472.3	9	1	10	113.7
Track/Cross Country	26	15	41	301.3	349.1	650.4	149.6	270.9	650.4	1,070.9	26	3	29	284.7
Volleyball	11	2	13	150.0	231.9	381.9	220.2	266.1	381.9	868.2	–	–	-	–
Total Women's Sports	108	50	158	\$ 1,297.1	\$ 1,851.6	\$ 3,148.7	\$ 1,298.0	\$ 1,745.4	\$ 3,148.7	\$ 6,192.1	71	14	85	\$ 790.9
Men's Sports														
Baseball	14	13	27	\$ 218.0	\$ 218.9	\$ 436.9	\$ 173.8	\$ 314.0	\$ 436.9	\$ 924.7	14	11	25	\$ 215.9
Basketball	12	1	13	172.0	211.4	383.4	577.0	901.0	383.4	1,861.4	–	–	-	–
Football	53	29	82	638.4	2,468.8	3,107.2	1,871.8	4,076.0	3,107.2	9,055.0	–	–	-	–
Golf	2	10	12	102.9	30.3	133.2	75.9	128.2	133.2	337.3	2	9	11	101.5
Gymnastics	–	–	-	–	–	-	–	–	-	-	–	–	-	–
Hockey	–	–	-	–	–	-	–	–	-	-	–	–	-	–
Soccer	14	7	21	199.7	131.4	331.1	172.2	210.5	331.1	713.8	13	4	17	194.6
Swimming	–	–	-	–	–	-	–	–	-	-	–	–	-	–
Tennis	4	5	9	107.8	72.1	179.9	67.4	119.4	179.9	366.7	4	5	9	107.8
Track/Cross Country	–	–	-	–	–	-	–	–	-	-	–	–	-	–
Wrestling	11	20	31	233.2	75.5	308.7	120.1	234.2	308.7	663.0	11	19	30	233.0
Total Men's Sports	110	85	195	\$ 1,672.0	\$ 3,208.4	\$ 4,880.4	\$ 3,058.2	\$ 5,983.3	\$ 4,880.4	\$ 13,921.9	44	48	92	\$ 852.8
Nonprogram Specific Expenditures	15	14	29	\$ 141.5	\$ –	\$ 141.5	\$ –	\$ 7,367.0	\$ 141.5	\$ 7,508.5	–	–	–	\$ –
University Total	233	149	382	\$ 3,110.6	\$ 5,060.0	\$ 8,170.6	\$ 4,356.2	\$ 15,095.7	\$ 8,170.6	\$ 27,622.5	115	62	177	\$ 1,643.7

\* Gender equity tuition waivers reported here also are included in the tuition waivers reported in columns 1 through 4.

## APPENDIX C-7

ILLINOIS PUBLIC UNIVERSITIES  
FISCAL YEAR 2016 INTERCOLLEGIATE ATHLETICS EXPENDITURESInstitution: Southern Illinois University Carbondale

(in thousands of dollars)	Intercollegiate Athletics Student Aid						Intercollegiate Athletics Operating Expenditures				Tuition Waivers Granted Under 110 ILCS 205/9.24*			
	Tuition Waivers				Other Student Financial Aid	Total Athletics Student Aid	Coaches/ Assistants Salaries	All Other Operating Expenditures	Athletics Student Aid	Total Operating Expenditures	Number of Waivers			
	Number of Waivers			Amount							Full	Partial	Total	Amount
	Full	Partial	Total											
Women's Sports														
Basketball	12	2	14	\$ 91.4	\$ 234.6	\$ 326.0	\$ 391.0	\$ 459.3	\$ 326.0	\$ 1,176.3	12	2	14	\$ 91.4
Golf	7	1	8	77.8	88.4	166.2	42.7	63.7	166.2	272.6	7	1	8	77.8
Gymnastics	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rugby	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Soccer	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Softball	13	2	15	145.6	153.7	299.3	175.2	276.7	299.3	751.2	13	2	15	145.6
Swimming	9	13	22	173.5	126.3	299.8	98.1	107.6	299.8	505.5	9	13	22	173.5
Tennis	6	5	11	147.7	140.7	288.4	46.3	59.5	288.4	394.2	6	5	11	147.7
Track/Cross Country	7	11	18	116.3	124.2	240.5	157.9	199.4	240.5	597.8	7	11	18	116.3
Volleyball	7	6	13	145.1	185.0	330.1	190.4	157.5	330.1	678.0	7	6	13	145.1
Total Women's Sports	61	40	101	\$ 897.4	\$ 1,052.9	\$ 1,950.3	\$ 1,101.6	\$ 1,323.7	\$ 1,950.3	\$ 4,375.6	61	40	101	\$ 897.4
Men's Sports														
Baseball	21	7	28	\$ 164.8	\$ 111.2	\$ 276.0	\$ 145.6	\$ 290.3	\$ 276.0	\$ 711.9	-	-	-	\$ -
Basketball	9	5	14	131.7	287.4	419.1	677.7	907.3	419.1	2,004.1	-	-	-	-
Football	54	32	86	475.3	957.0	1,432.3	938.9	1,173.4	1,432.3	3,544.6	-	-	-	-
Golf	5	4	9	55.3	65.6	120.9	41.8	72.2	120.9	234.9	-	-	-	-
Gymnastics	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hockey	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Soccer	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Swimming	8	8	16	114.9	144.5	259.4	71.3	78.3	259.4	409.0	-	-	-	-
Tennis	3	3	6	53.7	95.2	148.9	44.8	66.7	148.9	260.4	-	-	-	-
Track/Cross Country	4	14	18	92.3	181.3	273.6	157.9	199.3	273.6	630.8	-	-	-	-
Wrestling	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Men's Sports	104	73	177	\$ 1,088.0	\$ 1,842.2	\$ 2,930.2	\$ 2,078.0	\$ 2,787.5	\$ 2,930.2	\$ 7,795.7	-	-	-	\$ -
Nonprogram Specific Expenditures	-	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,949.0	-	-	-	\$ -
University Total	165	113	278	\$ 1,985.4	\$ 2,895.1	\$ 4,880.5	\$ 3,179.6	\$ 4,111.2	\$ 4,880.5	\$ 23,120.3	61	40	101	\$ 897.4

\* Gender equity tuition waivers reported here also are included in the tuition waivers reported in columns 1 through 4.

APPENDIX C-8

ILLINOIS PUBLIC UNIVERSITIES  
FISCAL YEAR 2016 INTERCOLLEGIATE ATHLETICS EXPENDITURES

Institution: Southern Illinois University Edwardsville

(in thousands of dollars)	Intercollegiate Athletics Student Aid						Intercollegiate Athletics Operating Expenditures				Tuition Waivers Granted Under 110 ILCS 205/9.24*			
	Tuition Waivers				Other Student Financial Aid	Total Athletics Student Aid	Coaches/ Assistants Salaries	All Other Operating Expenditures	Athletics Student Aid	Total Operating Expenditures	Number of Waivers			
	Number of Waivers			Amount							Full	Partial	Total	Amount
	Full	Partial	Total											
Women's Sports														
Basketball	8	5	13	\$ 100.6	\$ 161.7	\$ 262.3	\$ 291.0	\$ 177.4	\$ 262.3	\$ 730.7	8	4	12	\$ 79.9
Golf	3	5	8	51.3	26.0	77.3	39.5	37.8	77.3	154.6	3	4	7	53.6
Gymnastics	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Rugby	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Soccer	6	16	22	139.3	85.0	224.3	113.2	67.9	224.3	405.4	5	14	19	103.3
Softball	13	5	18	145.7	103.6	249.3	192.5	162.6	249.3	604.4	11	3	14	105.7
Swimming	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tennis	8	2	10	79.2	65.9	145.1	41.2	44.0	145.1	230.3	3	7	10	80.0
Track/Cross Country	6	10	16	95.1	42.8	137.9	71.2	38.8	137.9	247.9	5	10	15	94.5
Volleyball	4	9	13	85.4	124.0	209.4	142.7	64.3	209.4	416.4	3	8	11	72.5
Total Women's Sports	48	52	100	\$ 696.6	\$ 609.0	\$ 1,305.6	\$ 891.3	\$ 592.8	\$ 1,305.6	\$ 2,789.7	38	50	88	\$ 589.5
Men's Sports														
Baseball	12	16	28	\$ 163.6	\$ 39.3	\$ 202.9	\$ 145.4	\$ 125.3	\$ 202.9	\$ 473.6	7	-	7	\$ 52.4
Basketball	7	7	14	115.7	209.2	324.9	350.2	281.6	324.9	956.7	-	-	-	-
Football	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Golf	3	4	7	44.9	25.5	70.4	28.3	60.3	70.4	159.0	3	-	3	23.7
Gymnastics	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hockey	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Soccer	9	16	25	150.2	81.6	231.8	221.1	134.4	231.8	587.3	-	-	-	-
Swimming	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tennis	3	3	6	47.7	17.4	65.1	10.0	38.5	65.1	113.6	-	-	-	-
Track/Cross Country	3	16	19	89.9	34.9	124.8	69.2	40.6	124.8	234.6	-	-	-	-
Wrestling	2	20	22	106.6	45.1	151.7	110.2	87.8	151.7	349.7	-	-	-	-
Total Men's Sports	39	82	121	\$ 718.6	\$ 453.0	\$ 1,171.6	\$ 934.4	\$ 768.5	\$ 1,171.6	\$ 2,874.5	10	-	10	\$ 76.1
Nonprogram Specific Expenditures	2	10	12	\$ 55.4	\$ 7.8	\$ 63.2	\$ -	\$ 2,176.0	\$ 63.2	\$ 2,239.1	-	-	-	\$ -
University Total	89	144	233	\$ 1,470.6	\$ 1,069.8	\$ 2,540.4	\$ 1,825.7	\$ 3,537.3	\$ 2,540.4	\$ 7,903.3	48	50	98	\$ 665.6

\* Gender equity tuition waivers reported here also are included in the tuition waivers reported in columns 1 through 4.

APPENDIX C-9

ILLINOIS PUBLIC UNIVERSITIES  
FISCAL YEAR 2016 INTERCOLLEGIATE ATHLETICS EXPENDITURES

Institution: University of Illinois at Urbana-Champaign

(in thousands of dollars)	Intercollegiate Athletics Student Aid						Intercollegiate Athletics Operating Expenditures				Tuition Waivers Granted Under 110 ILCS 205/9.24*			
	Tuition Waivers				Other Student Financial Aid	Total Athletics Student Aid	Coaches/ Assistants Salaries	All Other Operating Expenditures	Athletics Student Aid	Total Operating Expenditures	Number of Waivers			
	Number of Waivers			Amount							Full	Partial	Total	Amount
	Full	Partial	Total											
Women's Sports														
Basketball	4	–	4	\$ 52.7	\$ 552.0	\$ 604.6	\$ 863.3	\$ 1,846.3	\$ 604.6	\$ 3,314.3	–	–	–	\$ –
Golf	1	2	3	40.9	247.7	288.6	119.3	171.4	288.6	579.3	–	–	–	–
Gymnastics	1	1	2	19.4	654.4	673.8	278.0	348.3	673.8	1,300.0	–	–	–	–
Rugby	–	–	-	–	–	-	–	–	–	-	–	–	–	–
Soccer	1	4	5	45.6	605.7	651.4	244.9	420.5	651.4	1,316.7	–	–	–	–
Softball	2	8	10	88.9	413.9	502.8	386.9	589.2	502.8	1,478.9	–	–	–	–
Swimming	–	11	11	87.6	537.9	625.5	179.2	358.6	625.5	1,163.3	–	–	–	–
Tennis	4	–	4	55.6	365.9	421.5	191.5	223.2	421.5	836.2	–	–	–	–
Track/Cross Country	6	5	11	113.7	466.9	580.7	291.7	444.9	580.7	1,317.2	–	–	–	–
Volleyball	1	–	1	16.6	591.9	608.4	446.2	881.7	608.4	1,936.3	–	–	–	–
Total Women's Sports	20	31	51	\$ 521.0	\$ 4,436.2	\$ 4,957.2	\$ 3,000.9	\$ 5,284.1	\$ 4,957.2	\$ 13,242.3	–	–	–	\$ –
Men's Sports														
Baseball	–	–	–	\$ –	\$ 546.8	\$ 546.8	\$ 491.0	\$ 647.8	\$ 546.8	\$ 1,685.6	–	–	–	\$ –
Basketball	–	–	–	–	591.5	591.5	2,408.2	4,342.3	591.5	7,341.9	–	–	–	–
Football	–	–	–	–	4,353.1	4,353.1	4,686.4	9,203.2	4,353.1	18,242.7	–	–	–	–
Golf	–	–	–	–	194.4	194.4	280.8	605.0	194.4	1,080.3	–	–	–	–
Gymnastics	–	–	–	–	352.9	352.9	228.2	296.7	352.9	877.8	–	–	–	–
Hockey	–	–	–	–	–	-	–	–	–	-	–	–	–	–
Soccer	–	–	–	–	–	-	–	–	–	-	–	–	–	–
Swimming	–	–	–	–	–	-	–	–	–	-	–	–	–	–
Tennis	–	–	–	–	254.0	254.0	241.1	403.0	254.0	898.1	–	–	–	–
Track/Cross Country	–	–	–	–	500.6	500.6	299.8	468.1	500.6	1,268.5	–	–	–	–
Wrestling	–	–	–	–	455.6	455.6	313.4	355.0	455.6	1,124.0	–	–	–	–
Total Men's Sports	–	–	–	\$ –	\$ 7,249.0	\$ 7,249.0	\$ 8,948.8	\$ 16,321.2	\$ 7,249.0	\$ 32,518.9	–	–	–	\$ –
Nonprogram Specific Expenditures	–	–	–	\$ –	\$ –	\$ –	\$ –	\$ –	\$ –	\$ 56,980.6	–	–	–	\$ –
University Total	20	31	51	\$ 521.0	\$ 11,685.2	\$ 12,206.2	\$ 11,949.7	\$ 21,605.3	\$ 12,206.2	\$ 102,741.8	–	–	–	\$ –

\* Gender equity tuition waivers reported here also are included in the tuition waivers reported in columns 1 through 4.



APPENDIX C-10

ILLINOIS PUBLIC UNIVERSITIES  
FISCAL YEAR 2016 INTERCOLLEGIATE ATHLETICS EXPENDITURES

Institution: University of Illinois at Chicago

(in thousands of dollars)	Intercollegiate Athletics Student Aid						Intercollegiate Athletics Operating Expenditures				Tuition Waivers Granted Under 110 ILCS 205/9.24*			
	Tuition Waivers				Other Student Financial Aid	Total Athletics Student Aid	Coaches/ Assistants Salaries	All Other Operating Expenditures	Athletics Student Aid	Total Operating Expenditures	Number of Waivers			Amount
	Number of Waivers			Full							Partial	Total		
	Full	Partial	Total										Amount	
Women's Sports														
Basketball	30	–	30	\$ 311.6	\$ 378.9	\$ 690.5	\$ 346.6	\$ 516.2	\$ 690.5	\$ 1,553.3	–	2	2	\$ 5.8
Golf	6	2	8	75.3	67.3	142.6	19.8	76.1	142.6	238.5	–	–	–	–
Gymnastics	–	24	24	190.1	132.9	323.0	123.5	83.8	323.0	530.3	–	–	–	–
Rugby	–	–	-	–	–	-	–	–	-	-	–	–	–	–
Soccer	4	34	38	191.9	95.7	287.6	119.2	131.4	287.6	538.2	–	–	–	–
Softball	6	25	31	259.6	168.7	428.4	207.0	213.5	428.4	848.9	–	–	–	–
Swimming	2	31	33	168.8	65.9	234.6	58.6	101.1	234.6	394.3	–	–	–	–
Tennis	12	–	12	134.0	107.4	241.4	80.2	48.2	241.4	369.7	–	–	–	–
Track/Cross Country	–	18	18	58.9	57.2	116.1	60.4	81.4	116.1	257.9	–	–	–	–
Volleyball	–	24	24	197.8	239.5	437.3	161.5	132.3	437.3	731.1	–	–	–	–
Total Women's Sports	60	158	218	\$ 1,588.0	\$ 1,313.5	\$ 2,901.5	\$ 1,176.6	\$ 1,384.1	\$ 2,901.5	\$ 5,462.2	-	2	2	\$ 5.8
Men's Sports														
Baseball	2	51	53	\$ 274.0	\$ 174.3	\$ 448.3	\$ 253.7	\$ 319.9	\$ 448.3	\$ 1,022.0	–	–	–	\$ –
Basketball	28	–	28	298.2	360.1	658.2	715.9	857.5	658.2	2,231.6	–	–	–	–
Football	–	–	-	–	–	-	–	–	-	-	–	–	–	–
Golf	–	–	-	–	–	-	–	–	-	-	–	–	–	–
Gymnastics	–	–	-	–	8.5	8.5	47.9	82.7	8.5	139.1	–	–	–	–
Hockey	–	–	-	–	–	-	–	–	-	-	–	–	–	–
Soccer	–	37	37	193.6	143.4	336.9	271.6	148.8	336.9	757.3	–	–	–	–
Swimming	–	39	39	175.5	38.3	213.7	58.6	102.7	213.7	374.9	–	–	–	–
Tennis	–	19	19	165.9	24.4	190.3	49.2	43.2	190.3	282.7	–	–	–	–
Track/Cross Country	–	25	25	66.5	57.7	124.2	59.0	81.9	124.2	265.1	–	–	–	–
Wrestling	–	–	-	–	–	-	–	–	-	-	–	–	–	–
Total Men's Sports	30	171	201	\$ 1,173.6	\$ 806.6	\$ 1,980.2	\$ 1,456.0	\$ 1,636.6	\$ 1,980.2	\$ 5,072.8	–	–	–	\$ –
Nonprogram Specific Expenditures	–	–	–	\$ –	\$ –	\$ –	\$ –	\$ –	\$ –	\$ 7,269.0	–	–	–	\$ –
University Total	90	329	419	\$ 2,761.7	\$ 2,120.1	\$ 4,881.7	\$ 2,632.6	\$ 3,020.7	\$ 4,881.7	\$ 17,804.0	–	2	2	\$ 5.8

\* Gender equity tuition waivers reported here also are included in the tuition waivers reported in columns 1 through 4.

APPENDIX C-11

ILLINOIS PUBLIC UNIVERSITIES  
FISCAL YEAR 2016 INTERCOLLEGIATE ATHLETICS EXPENDITURES

Institution: University of Illinois at Springfield

(in thousands of dollars)	Intercollegiate Athletics Student Aid						Intercollegiate Athletics Operating Expenditures				Tuition Waivers Granted Under 110 ILCS 205/9.24*			
	Tuition Waivers				Other Student Financial Aid	Total Athletics Student Aid	Coaches/ Assistants Salaries	All Other Operating Expenditures	Athletics Student Aid	Total Operating Expenditures	Number of Waivers			
	Number of Waivers			Amount							Full	Partial	Total	Amount
	Full	Partial	Total											
Women's Sports														
Basketball	–	5	5	\$ 27.0	\$ 121.2	\$ 148.1	\$ 99.7	\$ 62.6	\$ 148.1	\$ 310.4	–	1	1	\$ 1.0
Golf	–	1	1	4.8	41.0	45.8	11.9	39.0	45.8	96.7	–	–	-	–
Gymnastics	–	–	-	–	–	-	–	–	-	-	–	–	-	–
Rugby	–	–	-	–	–	-	–	–	-	-	–	–	-	–
Soccer	–	11	11	39.7	21.8	61.5	54.7	49.4	61.5	165.6	–	10	10	38.5
Softball	–	14	14	72.9	35.4	108.2	58.6	70.7	108.2	237.5	–	1	1	2.0
Swimming	–	–	-	–	–	-	–	–	-	-	–	–	-	–
Tennis	–	–	-	–	32.5	32.5	8.5	16.4	32.5	57.4	–	–	-	–
Track/Cross Country	–	4	4	17.3	0.2	17.5	28.4	14.9	17.5	60.8	–	1	1	3.8
Volleyball	–	9	9	54.8	74.7	129.5	48.1	60.5	129.5	238.1	–	9	9	54.8
Total Women's Sports	–	44	44	\$ 216.4	\$ 326.7	\$ 543.1	\$ 309.8	\$ 313.6	\$ 543.1	\$ 1,166.5	–	22	22	\$ 100.1
Men's Sports														
Baseball	–	–	-	\$ –	\$ 110.9	\$ 110.9	\$ 75.6	\$ 96.4	\$ 110.9	\$ 282.9	–	–	-	\$ –
Basketball	–	3	3	23.6	194.5	218.1	95.2	99.7	218.1	413.0	–	–	-	–
Football	–	–	-	–	–	-	–	–	-	-	–	–	-	–
Golf	–	–	-	–	18.8	18.8	15.2	39.3	18.8	73.3	–	–	-	–
Gymnastics	–	–	-	–	–	-	–	–	-	-	–	–	-	–
Hockey	–	–	-	–	–	-	–	–	-	-	–	–	-	–
Soccer	–	10	10	40.0	112.0	152.0	45.0	51.0	152.0	248.1	–	–	-	–
Swimming	–	–	-	–	–	-	–	–	-	-	–	–	-	–
Tennis	–	–	-	–	43.3	43.3	8.5	16.0	43.3	67.7	–	–	-	–
Track/Cross Country	–	–	-	–	12.0	12.0	14.2	15.2	12.0	41.4	–	–	-	–
Wrestling	–	–	-	–	–	-	–	–	-	-	–	–	-	–
Total Men's Sports	–	13	13	\$ 63.7	\$ 491.4	\$ 555.1	\$ 253.6	\$ 317.7	\$ 555.1	\$ 1,126.5	–	–	–	\$ –
Nonprogram Specific Expenditures	–	–	–	\$ –	\$ –	\$ –	\$ –	\$ –	\$ –	\$ 983.4	–	–	–	\$ –
University Total	–	57	57	\$ 280.1	\$ 818.1	\$ 1,098.2	\$ 563.4	\$ 631.3	\$ 1,098.2	\$ 3,276.3	–	22	22	\$ 100.1

\* Gender equity tuition waivers reported here also are included in the tuition waivers reported in columns 1 through 4.

APPENDIX C-12

ILLINOIS PUBLIC UNIVERSITIES  
FISCAL YEAR 2016 INTERCOLLEGIATE ATHLETICS EXPENDITURES

Institution: Western Illinois University

(in thousands of dollars)	Intercollegiate Athletics Student Aid						Intercollegiate Athletics Operating Expenditures				Tuition Waivers Granted Under 110 ILCS 205/9.24*			
	Tuition Waivers				Other Student Financial Aid	Total Athletics Student Aid	Coaches/ Assistants Salaries	All Other Operating Expenditures	Athletics Student Aid	Total Operating Expenditures	Number of Waivers			
	Number of Waivers			Amount							Full	Partial	Total	Amount
	Full	Partial	Total											
Women's Sports														
Basketball	13	–	13	\$ 123.0	\$ 166.8	\$ 289.8	\$ 322.9	\$ 338.9	\$ 289.8	\$ 951.6	13	–	13	\$ 123.0
Golf	5	4	9	66.5	66.7	133.2	36.6	56.8	133.2	226.6	5	4	9	66.5
Gymnastics	–	–	-	–	–	-	–	–	-	-	–	–	–	–
Rugby	–	–	-	–	–	-	–	–	-	-	–	–	–	–
Soccer	16	14	30	171.8	113.7	285.5	112.0	122.9	285.5	520.4	16	14	30	171.8
Softball	11	6	17	117.4	116.2	233.6	119.7	140.8	233.6	494.1	11	6	17	117.4
Swimming	3	8	11	22.1	24.9	47.0	36.6	29.4	47.0	113.0	3	8	11	22.1
Tennis	3	2	5	40.8	46.3	87.1	35.3	28.5	87.1	150.9	3	2	5	40.8
Track/Cross Country	6	12	18	86.9	81.1	168.0	71.7	77.7	168.0	317.4	6	12	18	86.9
Volleyball	15	–	15	119.2	142.6	261.8	168.5	157.3	261.8	587.6	15	–	15	119.2
Total Women's Sports	72	46	118	\$ 747.7	\$ 758.3	\$ 1,506.0	\$ 903.3	\$ 952.3	\$ 1,506.0	\$ 3,361.6	72	46	118	\$ 747.7
Men's Sports														
Baseball	9	18	27	\$ 148.5	\$ 93.8	\$ 242.3	\$ 97.3	\$ 254.3	\$ 242.3	\$ 593.9	–	–	–	\$ –
Basketball	13	–	13	120.6	173.7	294.3	365.9	571.1	294.3	1,231.3	–	–	–	–
Football	52	30	82	561.8	663.2	1,225.0	1,065.8	965.2	1,225.0	3,256.0	–	–	–	–
Golf	2	6	8	36.7	44.7	81.4	63.0	77.6	81.4	222.0	–	–	–	–
Gymnastics	–	–	-	–	–	-	–	–	-	-	–	–	–	–
Hockey	–	–	-	–	–	-	–	–	-	-	–	–	–	–
Soccer	9	8	17	106.0	97.6	203.6	72.9	99.7	203.6	376.2	–	–	–	–
Swimming	–	15	15	28.1	32.9	61.0	36.6	29.4	61.0	127.0	–	–	–	–
Tennis	1	4	5	27.6	28.6	56.2	39.4	23.3	56.2	118.9	–	–	–	–
Track/Cross Country	–	8	8	26.5	29.3	55.8	71.7	77.7	55.8	205.2	–	–	–	–
Wrestling	–	–	-	–	–	-	–	–	-	-	–	–	–	–
Total Men's Sports	86	89	175	\$ 1,055.8	\$ 1,163.8	\$ 2,219.6	\$ 1,812.6	\$ 2,098.3	\$ 2,219.6	\$ 6,130.5	–	–	–	\$ –
Nonprogram Specific Expenditures	–	–	–	\$ –	\$ –	\$ –	\$ –	\$ –	\$ –	\$ 2,512.3	–	–	–	\$ –
University Total	158	135	293	\$ 1,803.5	\$ 1,922.1	\$ 3,725.6	\$ 2,715.9	\$ 3,050.6	\$ 3,725.6	\$ 12,004.4	72	46	118	\$ 747.7

\* Gender equity tuition waivers reported here also are included in the tuition waivers reported in columns 1 through 4.