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ILLINOIS BOARD OF HIGHER EDUCATION
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To: Governor JB Pritzker
Senate President Don Harmon
Senate Minority Leader Dan McConchie
Secretary of the Senate Timothy Anderson
Speaker of the House Emanuel Chris Welch
House Minority Leader Jim Durkin
Clerk of the House John W. Hollman

From: Ginger Ostro, Executive Director

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

Date: June 30, 2021

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 tenth report prepared in accordance with this requirement.

We are pleased to submit this report to you. Should you have any questions or comments, please let us know.

Sincerely,

Ginger Ostro
Executive Director

GENDER EQUITY IN INTERCOLLEGIATE ATHLETICS REPORT



June 2021
Illinois Board of Higher Education

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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. For this report, the proportion of athletic expenditures to enrollment by gender is a key focus for analysis. This is the tenth 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. Waivers are intended to promote the proportion of athletic expenditures to enrollment by gender. Institutions that issue tuition waivers, including gender equity waivers, do not receive direct funding from the General Assembly for the waivers; rather, they are allowed to waive the required tuition for the student in question, representing a loss of potential revenue to the school.

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

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

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 Chicago, the University of Illinois 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 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 2018 and submitted their first plan which is included in this report.

This report includes ten tables and two appendices. Tables 1 through 4 summarize data on gender equity tuition waivers for those public universities that maintain intercollegiate athletic programs, including the institutions that issued the waivers in either Fiscal Year 2017, 2018, and 2019 as authorized by the Illinois Board of Higher Education Act. Tables 5 through 10 provide comparative participation and expenditure data for intercollegiate athletics by gender. Appendix A provides updated summaries of the plans submitted and currently on file with the Illinois Board of Higher Education. Appendix B 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 2017, 2018, and 2019. These waivers are issued annually to student athletes in addition to other financial aid. In Fiscal Year 2019, nine institutions issued 879 gender equity waivers with a total value of \$6.5 million. In Fiscal Year 2017, 951 waivers with a total value of \$7.3 million were issued at nine institutions. Gender equity tuition waivers issued to female athletes decreased from 709 to 667 between Fiscal Year 2017 to Fiscal Year 2019, and the value of these waivers decreased from \$5.3 million to \$4.4 million. For male athletes, gender equity waivers decreased slightly from 242 to 212 during the same time period, and the values rose from \$2 million to \$2.1 million due to rising costs. In Fiscal Year 2019, the number of waivers issued to female student athletes comprised 76 percent of the total number of gender equity tuition waivers issued.

Tables 3, 4, and 5 provide information on the use of gender equity tuition waivers by sport, gender, and institution from Fiscal Year 2017 to Fiscal Year 2019. Of the institutions that issue gender equity waivers, two issued waivers to both men and women athletes in Fiscal Year 2017 and Fiscal Year 2019, while three institutions issued waivers to both men and women in Fiscal Year 2018. 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 2017, 2018, and 2019. During this time period approximately 45 percent of the participants were female. There was a slight increase of 1.3 percent in the total number of female students participating in intercollegiate athletics programs between Fiscal Year 2017 and Fiscal Year 2019.

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 2018 and 2019, females accounted for approximately 50 percent of the undergraduate enrollment and 45 percent of all athletic participants. By comparison, in Fiscal Year 1995, the year prior to the authorization of gender equity waivers, the female undergraduate population was 50.7 percent of the total and female athletes represented only 34.2 percent of the total of participating athletes. This represents an increase of over 10 percentage points from levels of participation by female students in Fiscal Year 1995 and represents a narrowing of the participation gap between male and female athletes at the collegiate level.

Expenditures. Table 8 summarizes expenditures for intercollegiate athletics by gender for Fiscal Years 1995, 2017, 2018, and 2019. These figures are inclusive of the waivers granted to student athletes at the respective institutions. Expenditures between Fiscal Year 1995 and Fiscal Year 2019 grew approximately four-fold for females and three-fold for males. Total expenditures between Fiscal Year 2017 and Fiscal Year 2019 grew from \$207.6 million to \$242.9. During this time, expenditures for female athletics rose from \$43.3 million to \$53.6 million, while expenditures for male athletics grew from \$83.3 million to \$94.7 million. Due to the financial footprint of those institutions sponsoring men's football, the totals are unlikely to narrow. Thusly, proportionate athletic expenditure levels are the measure we focus on for analysis.

Table 9 provides a comparison of intercollegiate athletic expenditures by gender with the proportion of full-time undergraduate enrollment. In Fiscal Year 2018, 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 2019, 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. This represents a narrowing of the expenditure gap between male and female athletics in an effort to drive more equitable spending on inclusive opportunities for female athletes.

In Fiscal Year 2019, the largest disparities between athletic expenditures for females as compared to undergraduate enrollments occurred primarily at those schools offering intercollegiate football for men. As detailed in Table 9, the outsized percentage of expenditures spent directly on football in Fiscal Year 2019 at Eastern Illinois University, Illinois State University, Northern Illinois University, Western Illinois University, Southern Illinois University Carbondale, and the University of Illinois Urbana-Champaign dramatically skews the numbers at those institutions. At Chicago State University, Southern Illinois University Edwardsville, the University of Illinois Chicago, and the University of Illinois Springfield, schools not offering football, progress in gender equity has resulted in very little disparity in the proportion of athletic expenditures to enrollment by gender in the most recent reporting year (Fiscal Year 2019). At Chicago State University, female athletic expenditures represented 52.8 percent of gender specific athletic expenditures in Fiscal Year 2019.

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 2017, 2018, and 2019. Athletic financial aid for the male and female athletes is comprised of scholarships, grants and other institutional financial aid offered to student athletes annually. The proportion of athletic financial aid awarded to females has decreased slightly from 45.2 percent of total athletic financial aid in Fiscal Year 2017 to 44.5 percent in Fiscal Year 2019. During this same time period, the proportion of females participating in athletic programs has risen from percent in Fiscal Year 2017 to 43.9 percent in Fiscal Year 2019. This increase in proportional participation without commensurate increases in financial aid is highlighted by the decrease noted in female athletic financial aid.

Appendix B-1 shows the statewide change in participation by sport and gender between Fiscal Years 2017, 2018 and 2019, and Appendices B-2 through B-4 provide participation detail for each sport by institution.

Conclusions

The use of gender equity tuition waivers has helped Illinois public universities 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, slow progress has been made in both the number of females participating in athletic programs and the resources dedicated to female athletic programs which amounts to a three-fold increase in expenditures.

Table 1

VALUE OF GENDER EQUITY WAIVERS ISSUED BY GENDER

(in thousands of dollars)

	FY 2017			FY 2018			FY 2019		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Chicago State University	\$ 227.7	\$ 263.2	\$ 490.9	\$ -	\$ 249.9	\$ 249.9	\$ -	\$ 234.1	\$ 234.1
Eastern Illinois University	-	436.4	436.4	-	442.9	442.9	\$ -	\$ -	-
Governors State University	-	25.1	25.1	-	25.1	25.1	\$ -	\$ 234.1	234.1
Illinois State University*	-	-	-	-	-	-	\$ 52.4	\$ -	52.4
Northern Illinois University	715.6	854.0	1,569.6	920.1	840.7	1,760.8	837.0	586.4	1,423.4
Western Illinois University	-	725.9	725.9	-	725.9	725.9	-	808.6	808.6
<u>Southern Illinois University</u>	<u>75.0</u>	<u>1,441.8</u>	<u>1,516.8</u>	<u>76.1</u>	<u>1,441.8</u>	<u>1,517.9</u>	<u>-</u>	<u>897.5</u>	<u>897.5</u>
Carbondale	-	862.9	862.9	-	862.9	862.9	-	897.5	897.5
Edwardsville	75.0	578.9	653.9	76.1	578.9	655.0	-	-	-
<u>University of Illinois</u>	<u>1,067.5</u>	<u>1,566.4</u>	<u>2,633.9</u>	<u>74.7</u>	<u>1,496.2</u>	<u>1,570.9</u>	<u>1,260.0</u>	<u>1,613.0</u>	<u>2,873.0</u>
Chicago	977.4	1,377.5	2,354.9	-	1,290.9	1,290.9	1,206.3	1,386.7	2,593.0
Springfield	90.1	188.9	279.0	74.7	205.3	280.0	53.7	226.3	280.0
Urbana/Champaign** @	-	-	-	-	-	-	-	-	-
Total	<u>\$ 2,085.8</u>	<u>\$ 5,312.8</u>	<u>\$ 7,398.6</u>	<u>\$ 1,070.9</u>	<u>\$ 5,222.5</u>	<u>\$ 6,293.4</u>	<u>\$ 2,149.4</u>	<u>\$ 4,373.7</u>	<u>\$ 6,523.1</u>

* Illinois State University did not issue tuition waivers in Fiscal Years 2017 and 2018.

** University of Illinois at Urbana-Champaign did not issue tuition waivers to male athletes in Fiscal Years 2017, 2018, and 2019.

@ University of Illinois at Urbana-Champaign did not issue tuition waivers to female athletes in Fiscal Years 2018, and 2019.

Northeastern Illinois University does not have an athletics program.

Source: IBHE Technical Questions Responses

RAMP Resource Allocation Management Program

Table 2

NUMBER OF GENDER EQUITY WAIVERS ISSUED BY GENDER

	FY 2017			FY 2018			FY 2019		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Chicago State University	32	22	54	-	25	25	-	20	20
Eastern Illinois University	-	87	87	-	66	66	-	77	77
Governors State University	-	-	-	-	11	11	-	-	-
Illinois State University**	-	-	-	-	-	-	-	-	-
Northern Illinois University	87	106	193	92	88	180	94	91	185
Western Illinois University	-	125	125	-	118	118	-	125	125
<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>202</u>	<u>212</u>
Carbondale	-	109	109	-	111	111	-	111	111
Edwardsville	10	83	93	10	75	85	10	91	101
<u>University of Illinois</u>	<u>113</u>	<u>177</u>	<u>290</u>	<u>115</u>	<u>167</u>	<u>282</u>	<u>108</u>	<u>152</u>	<u>260</u>
Chicago	95	110	205	99	124	223	96	111	207
Springfield	18	40	58	16	43	59	12	41	53
Urbana/Champaign***	-	27	27	-	-	-	-	-	-
Total	<u>242</u>	<u>709</u>	<u>951</u>	<u>217</u>	<u>661</u>	<u>878</u>	<u>212</u>	<u>667</u>	<u>879</u>

** Illinois State University did not issue tuition waivers in Fiscal Years 2017, 2018 and 2019.

*** University of Illinois at Urbana-Champaign did not issue tuition waivers in Fiscal Years 2017, 2018, and 2019.

Northeastern Illinois University does not have an athletics program.

Source: IBHE Technical Questions Responses

RAMP Resource Allocation Management Program

Table 3
GENDER EQUITY TUITION WAIVERS
FISCAL YEAR 2017

(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	-	\$ -	-	\$ -	27	\$ 272.8	-	\$ -	-	\$ -	6	\$ 41.9	25	\$ 278.6	-	\$ -
Basketball	8	54.0	-	-	-	-	-	-	-	-	-	-	3	26.5	14	216.7	7	43.6
Football	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Golf	6	44.3	-	-	-	-	11	78.9	-	-	-	-	1	6.6	-	-	-	-
Soccer	-	-	-	-	-	-	14	122.8	-	-	-	-	-	-	15	160.8	11	46.5
Swimming	-	-	-	-	-	-	-	-	-	-	-	-	-	-	21	122.2	-	-
Tennis	-	-	-	-	-	-	5	43.2	-	-	-	-	-	-	8	127.8	-	-
Track/Cross Country	6	39.6	-	-	-	-	-	-	-	-	-	-	-	-	12	71.3	-	-
Wrestling	-	-	-	-	-	-	27	197.9	-	-	-	-	-	-	-	-	-	-
Total Men's Sports	32	\$ 227.7	-	\$ -	-	\$ -	84	\$ 715.6	-	\$ -	-	\$ -	10	\$ 75.0	95	\$ 977.4	18	\$ 90.1
<u>Women's Sports</u>																		
Basketball	8	\$ 75.3	11	\$ 75.5	11	\$ 25.1	-	\$ -	14	\$113.4	15	\$ 85.8	10	\$ 84.9	14	\$ 190.6	8	\$ 39.9
Golf	3	50.1	1	7.8	-	-	8	96.5	9	51.8	8	54.1	5	34.3	7	57.5	-	-
Gymnastics	-	-	-	-	-	-	13	119.7	-	-	-	-	-	-	9	142.1	-	-
Soccer	1	0.6	25	101.2	-	-	24	203.2	26	178.8	-	-	20	156.7	21	239.7	5	11.0
Softball	-	-	13	62.6	-	-	-	-	18	129.8	16	133.3	14	101.2	17	220.0	14	74.5
Swimming	-	-	2	5.5	-	-	-	-	7	16.7	22	180.9	-	-	16	175.6	-	-
Tennis	2	15.7	5	33.0	-	-	10	149.3	6	29.0	8	120.5	4	35.3	8	146.2	-	-
Track/Cross Country	2	30.6	6	20.7	-	-	30	285.3	19	97.8	28	188.1	14	101.6	6	45.0	4	14.1
Rugby	-	-	13	24.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Volleyball	6	90.9	11	105.5	-	-	-	-	19	108.6	14	100.2	8	64.9	12	160.8	9	49.4
Total Women's Sports	22	\$ 263.2	87	\$436.4	11	\$ 25.1	85	\$ 854.0	118	\$725.9	111	\$862.9	75	\$578.9	110	\$1,377.5	40	\$188.9
Total All Sports	54	\$ 490.9	87	\$436.4	11	\$ 25.1	169	\$1,569.6	118	\$725.9	111	\$862.9	85	\$653.9	205	\$2,354.9	58	\$279.0

* Chicago State University did not issue tuition waivers in Fiscal Year 2017.

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 2017.

Source: IBHE Technical Questions Responses

RAMP Resource Allocation Management Program

Table 4
GENDER EQUITY TUITION WAIVERS
FISCAL YEAR 2018

(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	-	\$ -	-	\$ -	-	\$ -	27	\$ 291.2	-	\$ -	-	\$ -	7	\$ 52.4	-	\$ -	-	\$ -
Basketball	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	38.1
Football	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Golf	-	-	-	-	-	-	10	112.5	-	-	-	-	3	23.7	-	-	-	-
Soccer	-	-	-	-	-	-	21	209.7	-	-	-	-	-	-	-	-	11	36.6
Swimming	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tennis	-	-	-	-	-	-	9	109.7	-	-	-	-	-	-	-	-	-	-
Track/Cross Country	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wrestling	-	-	-	-	-	-	24	197.0	-	-	-	-	-	-	-	-	-	-
Total Men's Sports	-	\$ -	-	\$ -	-	\$ -	91	\$ 920.1	-	\$ -	-	\$ -	10	\$ 76.1	-	\$ -	16	\$ 74.7
<u>Women's Sports</u>																		
Basketball	9	\$ 68.4	12	\$ 91.7	-	\$ -	-	\$ -	13	\$ 123.0	14	\$ 91.4	12	\$ 79.9	11	\$ 65.3	7	\$ 38.9
Golf	4	41.8	-	-	2	5.0	9	105.4	9	66.5	8	77.8	7	53.6	5	29.7	1	0.5
Gymnastics	-	-	-	-	-	-	13	114.0	-	-	-	-	-	-	4	19.8	-	-
Soccer	1	3.1	29	104.7	-	-	26	203.4	30	171.8	-	-	19	103.3	6	34.6	16	60.4
Softball	-	-	5	99.7	-	-	-	-	17	117.4	15	145.6	14	105.7	1	4.9	11	57.2
Swimming	-	-	-	-	-	-	-	-	11	22.1	22	173.5	-	-	4	19.8	-	-
Tennis	2	25.6	5	47.2	-	-	10	139.3	5	40.8	11	147.7	10	80.0	1	4.9	1	5.0
Track/Cross Country	4	32.1	2	9.9	-	-	28	314.8	18	86.9	18	116.3	15	94.5	1	4.9	-	-
Rugby	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Volleyball	5	78.9	13	102.2	7	25.6	-	-	15	119.2	13	145.1	11	72.5	3	14.9	7	43.3
Total Women's Sports	25	\$ 249.9	66	\$ 455.4	-	31	86	\$ 876.9	118	\$ 747.7	101	\$ 897.4	88	\$ 589.5	36	\$ 198.8	43	\$ 205.3
Total All Sports	25	\$ 249.9	66	\$ 455.4	-	\$ 30.6	177	\$ 1,797.0	118	\$ 747.7	101	\$ 897.4	98	\$ 665.6	36	\$ 198.8	59	\$ 280.0

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 2018.

Source: IBHE Technical Questions Responses

RAMP Resource Allocation Management Program

Table 5
GENDER EQUITY TUITION WAIVERS
FISCAL YEAR 2019

(in thousands of dollars)

	Chicago State University		Eastern Illinois University		Governors State University		Illinois 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	Number	Value
Men's Sports																				
Baseball	-	\$ -	-	\$ -	-	\$ -	-	\$ -	31	\$ 237.8	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Basketball	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	28.9	-	-
Football	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Golf	-	-	-	-	-	-	-	-	9	104.2	-	-	-	-	4	30.6	1	3.5	-	-
Soccer	-	-	-	-	-	-	-	-	22	222.8	-	-	-	-	6	47.9	6	21.3	-	-
Swimming	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tennis	-	-	-	-	-	-	-	-	6	79.3	-	-	-	-	-	-	-	-	-	-
Track/Cross Country	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wrestling	-	-	-	-	-	-	-	-	26	193.0	-	-	-	-	-	-	-	-	-	-
Total Men's Sports	-	\$ -	-	\$ -	-	\$ -	-	\$ -	94	\$ 837.0	-	\$ -	-	\$ -	10	\$ 78.5	12	\$ 53.7	-	\$ -
Women's Sports																				
Basketball	6	\$ 52.4	12	\$ 91.7	-	\$ -	-	\$ -	4	\$ 4.5	14	\$ 110.6	13	\$ 85.8	13	\$ 90.6	7	\$ 33.4	1	\$ 1.0
Golf	4	66.2	-	-	-	-	-	-	7	74.3	9	61.4	5	61.5	2	15.1	-	-	-	-
Gymnastics	-	-	-	-	-	-	-	-	12	54.6	-	-	-	-	-	-	-	-	-	-
Soccer	1	1.0	29	104.7	-	-	-	-	24	190.5	28	189.0	-	-	24	152.0	10	50.5	10	38.5
Softball	-	-	16	99.7	-	-	-	-	5	5.5	18	127.4	14	100.9	17	124.8	15	85.5	1	2.0
Swimming	-	-	-	-	-	-	-	-	-	-	14	24.0	29	217.4	-	-	-	-	-	-
Tennis	-	-	5	47.2	-	-	-	-	4	25.2	7	63.3	8	94.4	7	52.5	-	-	-	-
Track/Cross Country	2	2.0	2	9.9	-	-	-	-	26	221.2	23	121.4	29	216.2	16	115.9	-	-	1	3.8
Rugby	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Volleyball	7	112.5	13	102.2	-	-	-	-	9	10.5	12	111.5	13	121.3	12	85.6	9	56.5	9	54.8
Total Women's Sports	20	\$ 234.1	77	\$ 455.4	-	\$ -	-	\$ -	91	\$ 586.4	125	\$ 808.6	111	\$ 897.5	91	\$ 636.5	41	\$ 225.9	22	\$ 100.1
Total All Sports	20	\$ 234.1	77	\$ 455.4	-	\$ -	-	\$ -	185	\$ 1,423.4	125	\$ 808.6	111	\$ 897.5	101	\$ 715.0	53	\$ 279.6	22	\$ 100.1

Northeastern Illinois University does not have an athletics program.

University of Illinois at Urbana-Champaign did not issue tuition waivers in Fiscal Year 2019.

Source: IBHE Technical Questions Responses

RAMP Resource Allocation Management Program

Table 6

PARTICIPATION IN INTERCOLLEGIATE ATHLETICS BY GENDER
TOTAL PARTICIPANTS (DUPLICATED)

	FY2017		FY2018		FY2019		Change Fiscal Year 2017 - Fiscal Year 2019			
	Number		Number		Number		Number		Percent	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Chicago State University	65	76	103	94	97	105	32	29	49.2 %	38.2 %
Eastern Illinois University	347	220	341	215	344	212	(3)	(8)	(0.9)	(3.6)
Governors State University	-	-	-	-	25	28	25	28	NA	NA
Illinois State University	315	274	282	289	293	260	(22)	(14)	(7.0)	(5.1)
Northern Illinois University	242	216	230	210	236	200	(6)	(16)	(2.5)	(7.4)
Western Illinois University	273	196	269	184	306	188	33	(8)	12.1	(4.1)
<u>Southern Illinois University</u>	<u>437</u>	<u>318</u>	<u>414</u>	<u>327</u>	<u>407</u>	<u>338</u>	<u>(30)</u>	<u>20</u>	<u>(13)</u>	<u>14</u>
Carbondale	269	189	258	199	249	197	(20)	8	(7.4)	4.2
Edwardsville	168	129	156	128	158	141	(10)	12	(6.0)	9.3
<u>University of Illinois</u>	<u>699</u>	<u>606</u>	<u>731</u>	<u>645</u>	<u>736</u>	<u>644</u>	<u>37</u>	<u>38</u>	<u>24</u>	<u>15</u>
Chicago	224	194	211	188	224	209	-	15	-	7.7
Springfield	145	146	173	155	177	143	32	(3)	22.1	(2.1)
Urbana/Champaign	330	266	347	302	335	292	5	26	1.5	9.8
Total	<u>2,378</u>	<u>1,906</u>	<u>2,370</u>	<u>1,964</u>	<u>2,444</u>	<u>1,975</u>	<u>66</u>	<u>69</u>	<u>2.8 %</u>	<u>3.6 %</u>

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 2017				Fiscal Year 2018				Fiscal Year 2019			
	Athletic Participation		Full-Time Enrollment *		Athletic Participation		Full-Time Enrollment		Athletic Participation		Full-Time Enrollment	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Chicago State University	46.1 %	53.9 %	30.0 %	70.0 %	52.3 %	53.9 %	30.0 %	70.0 %	48.0 %	52.0 %	31.3 %	68.7 %
Eastern Illinois University	61.2	38.8	39.8	60.2	61.3	38.8	41.2	58.8	61.9	38.1	42.6	57.4
Governors State University	42.0	58.0	35.8	64.2	41.5		36.7	63.3	42.0	58.0	37.6	62.4
Illinois State University	53.5	46.5	45.1	54.9	49.4	46.5	45.1	54.9	53.0	47.0	45.1	54.9
Northern Illinois University	52.8	47.2	50.7	49.3	52.3	47.2	50.3	49.7	54.1	45.9	49.8	50.2
Western Illinois University	58.2	41.8	49.4	50.6	59.4	41.8	49.4	50.6	61.9	38.1	48.5	51.5
<u>Southern Illinois University</u>	<u>57.9</u>	<u>42.1</u>	<u>51.0</u>	<u>49.0</u>	<u>55.9</u>	<u>42.1</u>	<u>50.6</u>	<u>49.4</u>	<u>54.6</u>	<u>45.4</u>	<u>50.2</u>	<u>49.8</u>
Carbondale	58.7	41.3	55.4	44.6	56.5	41.3	54.8	45.2	55.8	44.2	55.2	44.8
Edwardsville	56.6	43.4	46.5	53.5	54.9	43.4	46.5	53.5	52.8	47.2	45.9	54.1
<u>University of Illinois</u>	<u>53.1</u>	<u>46.9</u>	<u>53.4</u>	<u>46.6</u>	<u>53.1</u>	<u>46.9</u>	<u>53.1</u>	<u>46.9</u>	<u>53.3</u>	<u>46.7</u>	<u>52.3</u>	<u>47.7</u>
Chicago	52.1	47.9	50.2	49.8	52.9	47.9	49.8	50.2	51.7	48.3	48.7	51.3
Springfield	49.8	50.2	50.2	49.8	52.7	50.2	51.0	49.0	55.3	44.7	51.5	48.5
Urbana/Champaign	55.4	44.6	55.1	44.9	53.5	44.6	55.0	45.0	53.4	46.6	54.5	45.5
Total	<u>55.2 %</u>	<u>44.8 %</u>	<u>52.5 %</u>	<u>47.5 %</u>	<u>54.5 %</u>	<u>44.8 %</u>	<u>50.0 %</u>	<u>50.0 %</u>	<u>55.2 %</u>	<u>44.8 %</u>	<u>49.6 %</u>	<u>50.4 %</u>

Northeastern Illinois University does not have an athletics program.

Sources: IBHE Technical Questions Responses, IBHE Data Book
RAMP Resource Allocation Management Program

Table 8a
INTERCOLLEGIATE ATHLETIC EXPENDITURES

(in thousands of dollars)

	Fiscal Year 2017				Fiscal Year 2018				Fiscal Year 2019			
	Male	Female	Other *	Total	Male	Female	Other *	Total	Male	Female	Other *	Total
Chicago State University	\$ 1,749.7	\$ 1,814.1	\$ 2,255.6	\$ 5,819.4	\$ 1,890.1	\$ 2,113.4	\$ 1,579.9	\$ 5,583.4	\$ 1,895.9	\$ 1,897.7	\$ 1,359.2	\$ 5,152.8
Eastern Illinois University	\$ -	\$ -	4,122.7	4,122.7	\$ 4,705.2	\$ 2,760.4	2,897.2	10,362.8	\$ 5,292.9	\$ 3,207.5	2,917.0	11,417.4
Governors State University	\$ 111.8	\$ 86.4	-	198.2	\$ 562.3	\$ 588.9	128.7	1,279.8	\$ 476.2	\$ 648.0	-	1,124.2
Illinois State University	\$ 7,365.0	\$ 6,011.0	-	13,376.0	\$ 7,419.3	\$ 5,883.5	-	13,302.8	\$ 8,278.7	\$ 6,260.0	-	14,538.7
Northern Illinois University	\$13,074.1	\$ 6,459.3	5,740.5	25,273.9	\$ 13,160.3	\$ 6,195.2	6,177.0	25,532.5	\$ 12,532.7	\$ 5,890.1	7,237.3	25,660.0
Western Illinois University	\$ 6,283.8	\$ 3,394.3	-	9,678.1	\$ 6,130.5	\$ 3,361.6	2,906.9	12,399.0	\$ 6,016.1	\$ 3,527.9	2,512.3	12,056.3
<u>Southern Illinois University</u>	<u>8,046.7</u>	<u>4,943.0</u>	<u>13,101.9</u>	<u>26,091.6</u>	<u>9,582.3</u>	<u>6,267.9</u>	<u>14,349.2</u>	<u>30,199.4</u>	<u>9,424.1</u>	<u>6,251.8</u>	<u>13,188.1</u>	<u>28,864.0</u>
Carbondale	6,532.4	3,443.9	10,585.1	20,561.4	6,707.7	3,478.2	11,689.2	21,875.1	6,436.1	3,403.0	10,949.0	20,788.1
Edwardsville	1,514.3	1,499.1	2,516.8	5,530.2	2,874.6	2,789.7	2,660.0	8,324.3	2,988.0	2,848.8	2,239.1	8,075.9
<u>University of Illinois</u>	<u>46,760.4</u>	<u>20,585.0</u>	<u>55,573.2</u>	<u>122,918.6</u>	<u>47,834.9</u>	<u>24,021.7</u>	<u>57,489.7</u>	<u>129,346.3</u>	<u>50,299.4</u>	<u>25,353.5</u>	<u>67,092.9</u>	<u>142,745.8</u>
Chicago	5,165.7	5,464.3	7,523.7	18,153.7	5,160.4	5,972.3	5,634.8	16,767.5	5,156.4	6,121.8	7,177.9	18,456.1
Springfield	1,397.8	1,418.3	922.2	3,738.3	1,463.4	1,478.6	940.2	3,882.2	1,534.0	1,581.7	1,005.0	4,120.7
Urbana/Champaign	40,196.9	13,702.4	47,127.3	101,026.6	41,211.1	16,570.8	50,914.7	108,696.6	43,609.0	17,650.0	58,910.0	120,169.0
Total	\$83,391.5	\$43,293.1	\$80,793.9	\$ 207,478.5	\$ 91,284.9	\$ 51,192.6	\$ 85,528.6	\$ 228,006.0	\$ 94,215.9	\$ 53,036.5	\$ 94,306.8	\$ 241,559.2

* Nonprogram Specific Expenditure

Northeastern Illinois University does not have an athletics program.

Source: IBHE Technical Questions Responses

RAMP Resource Allocation Management Program

Table 8b
INTERCOLLEGIATE ATHLETIC EXPENDITURES

(in thousands of dollars)

	FY1995 - FY2019							
	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

Northeastern Illinois University does not have an athletics program.

Source: IBHE Technical Questions Responses RAMP Resource Allocation Management Program

Table 8c
INTERCOLLEGIATE ATHLETIC EXPENDITURES

(in thousands of dollars)

	FY2017- FY2019							
	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

Northeastern Illinois University does not have an athletics program.

Source: IBHE Technical Questions Responses
RAMP Resource Allocation Management Program

Table 9

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

	Fiscal Year 2017				Fiscal Year 2018				Fiscal Year 2019			
	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 %	30.0 %	70.0 %	49.1 %	50.9 %	29.8 %	70.2 %	47.2 %	52.8 %	29.9 %	70.1 %
Eastern Illinois University	62.2	37.8	39.8	60.2	63.3	36.7	40.8	59.2	63.0	37.0	40.7	59.3
Governors State University	-	-	35.8	64.2	56.4	43.6	36.2	63.8	48.8	51.2	36.8	63.2
Illinois State University	55.3	44.7	45.1	54.9	56.1	43.9	44.8	55.2	55.8	44.2	44.8	55.2
Northern Illinois University	68.2	31.8	50.7	49.3	67.0	33.0	50.8	49.2	69.2	30.8	50.8	49.2
Western Illinois University	65.2	34.8	49.4	50.6	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>51.0</u>	<u>49.0</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	55.4	44.6	62.8	37.2	54.0	46.0	64.0	36.0	53.9	46.1
Edwardsville	49.5	50.5	46.5	53.5	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>53.4</u>	<u>46.6</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	50.2	49.8	47.5	52.5	49.6	50.4	48.2	51.8	49.4	50.6
Springfield	47.3	52.7	50.2	49.8	49.2	50.8	44.0	56.0	49.1	50.9	44.8	55.2
Urbana/Champaign	72.3	27.7	55.1	44.9	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>52.5 %</u>	<u>47.5 %</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>

Northeastern Illinois University does not have an athletics program.

Source: IBHE Technical Questions Responses, IBHE Data Book
RAMP Resource Allocation Management Program

Table 10

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

	Fiscal Year 2017				Fiscal Year 2018				Fiscal Year 2019			
	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>	<u>56.0</u>	<u>45.4</u>	<u>56.4</u>	<u>43.6</u>	<u>54.8</u>	<u>45.2</u>	<u>56.3</u>	<u>43.7</u>	<u>55.7</u>	<u>44.3</u>	<u>57.6</u>	<u>42.4</u>
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>	<u>53.0</u>	<u>47.0</u>	<u>56.4</u>	<u>43.6</u>	<u>53.4</u>	<u>46.6</u>	<u>54.9</u>	<u>45.1</u>	<u>54.3</u>	<u>45.7</u>	<u>54.8</u>	<u>45.2</u>
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>

Northeastern Illinois University does not have an athletics program.

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

RAMP Resource Allocation Management Program

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 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 2018 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 2019, there were 202 participants, 105 females and 97 males.

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

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

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

First-time, full-time freshman, annually comprise approximately 15 percent of 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 2019 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 2019 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 2017. The review in Fiscal Year 2018 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 20 full gender equity tuition waivers to female student-athletes in Fiscal Year 2019. 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 2018-19 academic year, 212 females and 344 males participated in these sports.

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

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

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

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

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

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

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

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



Intercollegiate sports opportunities available to both men and women:

The 2018-19 calendar year marked the arrival of seven varsity sports programs at Governors State University (GSU)— men's and women's basketball, men's and women's cross country, men's and women's golf and women's volleyball. As a result, 69 student-athletes competed (40 females and 29 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 \$164,370. 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 2018-19 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.

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 2018-19, 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 over 20 waivers to female athletic teams and granted 11 waivers to three male teams. In terms of funding and operating costs, GSU covered expenses for men's teams that totaled \$352,000 and for women's teams, \$465,000.



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 2019, 239 men and 260 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 2019, 56 percent of our student-athletes were male and 44 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 2019, 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 2018, the NCAA modified the definition of a full grant-in-aid to "up to cost of attendance." Only with the assistance of these available waivers, has Northern Illinois University been able to implement this NCAA permissive legislation across all sports programs, male and female. Without these waivers, leadership would be required to significantly modify its philosophy on full implementation.

Intercollegiate sports opportunities available to both men and women:

Southern Illinois University-Carbondale offers 18 sports, nine for men and nine for women. The sports of cross country, indoor track & field, and outdoor track & field are counted as three sports for each gender. During Fiscal Year 2019, we had 249 men and 197 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 2019 as reported to the Integrated Postsecondary Education Data System (IPEDS) was 53.9 percent male and 46.1 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 2019 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 2019 was 64 percent male and 36 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 2019 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 2019. The sports of cross country, indoor track & field and outdoor track & field are counted as three sports for each gender. During Fiscal Year 2019, we had 158 men and 141 women participating in intercollegiate athletics at percentages of 51 percent male and 49 percent female. The undergraduate enrollment for Fiscal Year 2019 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 2019, 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 2019 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 2019, the University allocated gender equity tuition waivers (full or portion) 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:

The University of Illinois 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 2018-2019 academic year, UIC had 224 female student-athletes and 209 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 2017. 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 2018-2019, 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 was added 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 177 female athletes to 143 male athletes for 2018-2019, 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 2019, 306 men and 188 women participated in these programs.

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

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

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

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

Female Participation & Funding

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

Gender Equity Committee Review

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

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

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

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

Summary of Eight-Part Analysis

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

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

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

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

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

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

positive responses, with a maximum of 4 female students expressing interest in varsity participation. This number is less than half of the average NCAA Division I bowling squad size (8.8 participants).

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

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

The GEC did not find a sport for which there is reasonable sufficient unmet interest and the ability to sustain a team for which WIU has a reasonable expectation of intercollegiate competition; therefore, it concludes that Western Illinois University meets Prong III compliance. However, the GEC will continue to routinely monitor students' interests and abilities in athletic opportunities at WIU in compliance with Title IX.

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

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

The University has increased scholarship opportunities for women 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)

				FY2017- FY2019	
	FY2017	FY2018	FY2019	Change	% Change
<u>Men's Sports</u>					
Baseball	344	354	358	14	4.1 %
Basketball	152	162	174	22	14.5
Football	637	635	614	(23)	(3.6)
Golf	82	84	86	4	4.9
Gymnastics	44	51	45	1	2.3
Hockey	-	-	-	-	-
Soccer	179	182	182	3	1.7
Swimming	86	85	92	6	7.0
Tennis	79	62	59	(20)	(25.3)
Track/Cross Country	703	717	700	(3)	(0.4)
Wrestling	<u>92</u>	<u>85</u>	<u>98</u>	<u>6</u>	<u>6.5</u>
Total Men's Sports	2,398	2,417	2,408	10	0.4 %
<u>Women's Sports</u>					
Basketball	163	187	171	8	4.9
Golf	87	84	86	(1)	(1.1)
Gymnastics	72	76	71	(1)	(1.4)
Soccer	258	245	233	(25)	(9.7)
Softball	192	195	193	1	0.5
Swimming	151	165	162	11	7.3
Tennis	82	82	87	5	6.1
Track/Cross Country	841	818	854	13	1.5
Volleyball	165	192	187	22	13.3
Other	<u>16</u>	<u>16</u>	<u>-</u>	<u>(16)</u>	<u>(100.0)</u>
Total Womens' Sports	2,027	2,060	2,044	17	0.8 %
Total All Sports	<u>4,425</u>	<u>4,477</u>	<u>4,452</u>	<u>27</u>	<u>0.6 %</u>

Source: Equity in Athletics Disclosure Act Reports

Appendix B-2
PARTICIPATION BY SPORT
FISCAL YEAR 2017

(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	23	35	41	35	32	34	34	35	40	35	344
Basketball	17	14	15	16	15	15	15	17	12	16	152
Football	-	100	114	113	105	103	-	-	-	102	637
Golf	8	8	8	11	10	9	9	-	12	7	82
Gymnastics	-	-	-	-	-	-	-	21	-	23	44
Hockey	-	-	-	-	-	-	-	-	-	-	-
Soccer	-	33	-	25	28	-	29	26	38	-	179
Swimming	-	18	-	-	14	26	-	28	-	-	86
Tennis	5	10	10	8	-	6	9	10	9	12	79
Track/Cross Country	12	129	127	-	69	98	57	88	-	123	703
Wrestling	-	-	-	34	-	-	29	-	-	29	92
Total Men's Sports	65	347	315	242	273	291	182	225	111	347	2,398
<u>Women's Sports</u>											
Basketball	9	19	13	19	21	13	13	15	15	26	163
Golf	5	7	8	9	10	9	8	9	13	9	87
Gymnastics	-	-	19	19	-	-	-	19	-	15	72
Soccer	25	32	29	27	29	-	27	31	24	34	258
Softball	-	21	26	23	20	16	21	19	22	24	192
Swimming	-	19	36	-	16	28	-	19	-	33	151
Tennis	7	9	5	10	8	10	6	9	9	9	82
Track/Cross Country	42	132	99	97	70	137	44	61	45	114	841
Volleyball	15	15	14	15	18	17	16	17	18	20	165
Rugby/Other	-	16	-	-	-	-	-	-	-	-	16
Total Women's Sports	103	270	249	219	192	230	135	199	146	284	2,027

(duplicated)

Northeastern Illinois University does not have an athletics program.

Source: Equity in Athletics Disclosure Act Reports

Appendix B-3
PARTICIPATION BY SPORT
FISCAL YEAR 2018

(duplicated)

	Chicago State University	Governors 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	-	39	39	34	32	32	34	34	48	34	354
Basketball	15	18	15	13	16	15	13	13	13	15	16	162
Football	-	-	115	99	104	106	103	-	-	-	108	635
Golf	5	7	7	8	10	12	8	9	-	11	7	84
Gymnastics	-	-	-	-	-	-	-	-	26	-	25	51
Hockey	-	-	-	-	-	-	-	-	-	-	-	-
Soccer	-	-	29	-	27	33	-	27	31	35	-	182
Swimming	-	-	17	-	-	16	23	-	29	-	-	85
Tennis	6	-	9	9	9	-	-	-	8	9	12	62
Track/Cross Country	49	3	110	114	-	55	117	73	80	-	116	717
Wrestling	-	-	-	-	30	-	-	23	-	-	32	85
Total Men's Sports	103	28	341	282	230	269	296	179	221	118	350	2,417
<u>Women's Sports</u>												
Basketball	12	14	17	13	15	21	14	15	14	16	36	187
Golf	5	4	6	8	8	9	9	9	8	11	7	84
Gymnastics	-	-	-	23	17	-	-	-	17	-	19	76
Soccer	16	-	29	25	25	34	-	29	27	25	35	245
Softball	-	-	20	26	26	20	17	18	18	23	27	195
Swimming	-	-	19	37	16	16	25	-	23	-	29	165
Tennis	8	-	9	6	6	8	10	8	9	8	10	82
Track/Cross Country	38	7	124	95	88	58	131	64	65	54	94	818
Volleyball	15	13	21	16	14	18	17	17	19	18	24	192
Rugby/Other	-	-	16	-	-	-	-	-	-	-	-	16
Total Women's Sports	94	38	261	249	215	184	223	160	200	155	281	2,060

Northeastern Illinois University does not have an athletics program.

Source: Equity in Athletics Disclosure Act Reports

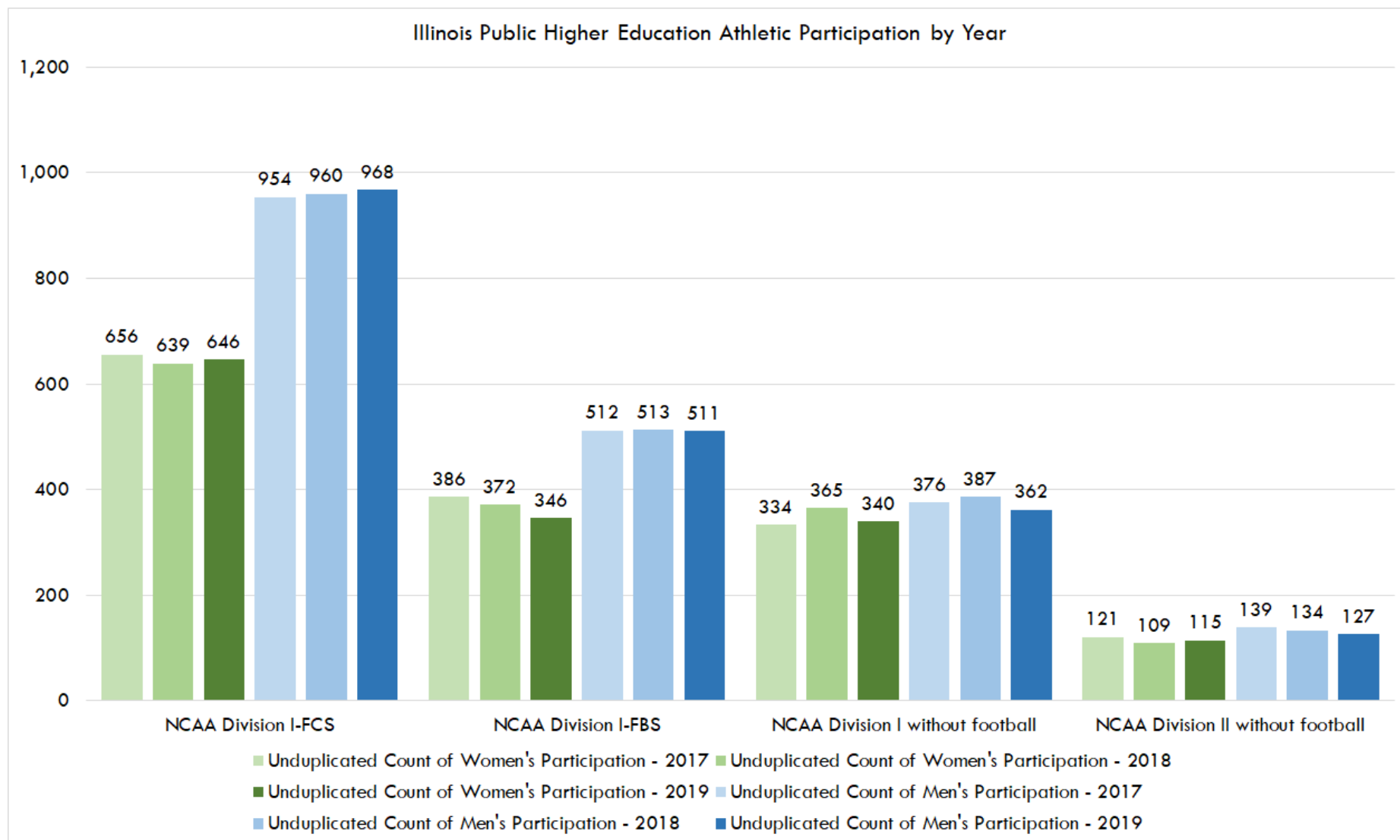
Appendix B-4
PARTICIPATION BY SPORT
FISCAL YEAR 2019

(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	28	42	-	42	34	32	30	33	35	47	35	358
Basketball	14	16	-	17	16	15	14	16	14	18	16	174
Football	-	92	-	100	108	112	99	-	-	-	103	614
Golf	5	7	-	7	11	12	9	8	-	11	9	86
Gymnastics	-	-	-	-	-	-	-	-	24	-	21	45
Hockey	-	-	-	-	-	-	-	-	-	-	-	-
Soccer	-	29	-	-	26	36	-	29	30	32	-	182
Swimming	-	19	-	-	-	18	23	-	32	-	-	92
Tennis	6	9	-	9	8	-	-	-	10	7	10	59
Track/Cross Country	44	130	-	118	-	81	117	73	80	-	116	700
Wrestling	-	-	-	-	33	-	-	26	-	-	39	98
Total Men's Sports	97	344	-	293	236	306	292	185	225	115	349	2,442
<u>Women's Sports</u>												
Basketball	13	16	11	14	13	13	15	21	14	15	26	171
Golf	5	6	4	9	8	10	12	8	8	8	8	86
Gymnastics	-	-	-	18	18	-	-	-	16	-	19	71
Soccer	24	23	-	25	25	26	-	29	23	23	35	233
Softball	-	21	-	22	24	20	18	21	21	21	25	193
Swimming	-	19	-	37	-	16	29	-	27	-	34	162
Tennis	8	7	-	8	9	9	12	7	8	10	9	87
Track/Cross Country	40	121	10	135	84	58	104	56	78	51	117	854
Volleyball	15	19	11	17	17	19	21	17	17	15	19	187
Rugby/Other	-	-	-	-	-	-	-	-	-	-	-	-
Total Women's Sports	105	232	36	285	198	171	211	159	212	143	292	2,044

Northeastern Illinois University does not have an athletics program.

Source: Equity in Athletics Disclosure Act Reports



Number of Waivers Issued by Gender at IL Public Universities 2017-2019

