

**THE GENDER EQUITY
SCORECARD
VI**

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The North Texas Mean Green repeated as the national champions on the sixth annual Gender Equity Scorecard. The Mean Green of the Sun Belt Conference was the only school of 115 Division 1-A colleges to receive an A+ on the scorecard.

North Texas received a combined score of -9.61 on the five criteria in the study: participation, scholarship, operating expenses, recruitment budget, and coaches' salaries. The scorecard is the sum total of the colleges score on the five criteria. On each of the criteria, a standard or goal was established. The colleges received a + or - score depending on how close they came to the standard. The goals for participation and scholarship were 0.0. The goals for operating expenses, recruitment budget, and coaches' salaries were 40%. (An example of the computation for my school, Penn State, is contained in Attachment I.)

The 115 colleges included in the study were from the 11 major Division 1-A conferences. They were evaluated according to their degree of commitment to their women's intercollegiate sports programs for the 2006-07 academic/athletic year. The scorecard was based on the criteria utilized by the *Chronicle of Higher Education* in its study on "gender equity" in 2008. All of the statistics were obtained from the *Chronicle's* study, according to data submitted to the U.S. Department of Education, as required by the Equity in Athletics Disclosure Act of 1994.

(Note: Data was not listed for four of the colleges.)

The colleges were graded on a scale of A to F-.

	<u># of Colleges '05-'06</u>	<u># of Colleges '06-'07</u>
A= 0 to -19.99	11	12
B= -20 to -29.99	28	26
C = -30 to -39.99	30	27
D = -40 to -49.99	27	32
F = -50 & -50.99	8	15
F- = -60 & below	<u>11</u>	<u>3</u>
Total =	115	115

In addition to North Texas, there were six schools that received an A grade in the study: the Eastern Michigan Eagles, Miami (Ohio) Redhawks, Penn State Nittany Lions, Buffalo Bulls, Ohio Bobcats, and the Washington State Cougars. The three schools that completed the Top Ten had grades of A-: Hawaii Warriors, Stanford Cardinal, and Nevada-Reno Wolf Pack. This was the fourth consecutive year that Buffalo, Stanford, and Nevada made the Top Ten. It was the second consecutive appearance in the Top Ten for Eastern Michigan and Miami (Ohio). The Florida Atlantic Owls and the Maryland Terrapins were the other two colleges with an A- grade.

Four of the schools in the Top Ten were from the Mid-American Conference (MAC): Eastern Michigan, Miami (Ohio), Buffalo, and Ohio.

<u>Rank</u>	<u>College</u>	<u>Score</u>	<u>Grade</u>
1	North Texas	-9.61	A+
2	Eastern Michigan	-11.19	A
3	Miami (Ohio)	-12.57	A
4	Penn State	-12.81	A
5	Buffalo	-14.19	A
6	Ohio	-14.49	A
7	Washington State	-14.74	A
8	Hawaii	-15.23	A-
9	Stanford	-15.82	A-
10	Nevada-Reno	-16.62	A-
11	Florida Atlantic	-18.82	A-
12	Maryland	-19.12	A-

(The complete rankings from 1-115 and the Grades are included in Attachment II.)

At the other end of the spectrum, 18 of the colleges received an F for failure with a score below -50.0. Three of these schools actually received an F-, since their scores were below -60.0. These schools were: Tulane Green Wave, Louisiana-Lafayette Ragin' Cajuns, and the Memphis Tigers. The schools with an F grade, their score, and ranking:

<u>Rank</u>	<u>College</u>	<u>Score</u>
98	Southern California	-50.95
99	Tennessee	-52.49
100	Michigan State	-52.86
101	Vanderbilt	-53.11
102	Cincinnati	-53.22
103	Southern Mississippi	-53.75
104	Clemson	-54.17
105	Virginia Tech	-54.21
106	Oregon	-54.24
107	Boise State	-54.49
108	Wake Forest	-54.78
109	Oklahoma State	-55.24
110	East Carolina	-57.81
111	Kansas State	-58.18
112	Oklahoma	-59.57

The schools with a grade of F- and their ranking are:

<u>Rank</u>	<u>College</u>	<u>Score</u>
113	Tulane	-65.52
114	Louisiana-Lafayette	-67.67
115	Memphis	-78.87

- This is the fourth consecutive year that six of the schools received an F or F-. They are: Vanderbilt Commodores, Wake Forest Demon Deacons, Memphis Tigers, Southern Mississippi Golden Eagles, East Carolina Pirates, and the Oklahoma State Cowboys.
- Three of the schools have received an F or F- in three of the past four athletic/academic years: Oregon Ducks, Clemson Tigers, and the Louisiana Lafayette Ragin' Cajuns.
- This is also the fourth consecutive year that Memphis received an F- grade.
- Memphis dethroned Louisiana-Lafayette as the chief cellar-dweller, thus returning to the bottom of the basement—the position the Tigers also held in '04-'05.

CONFERENCE CHAMPIONS

Special recognition should go to the Georgia Bulldogs, who were conference champions of the SEC for six consecutive years.. Interestingly, the Stanford Cardinal were denied a 6th consecutive championship of the Pacific-10 Conference by the Washington State Cougars by the narrowest of margins.

The Maryland Terrapins returned to the conference champions' level after a year hiatus. The Terps have now been champions of the ACC for five of the last six years. The San Diego State Aztecs also returned after a year's absence and have now been champions of the Mountain West Conference for three of the past four years.

The North Texas Mean Green were three-peat champions of the Sun Belt Conference. The Penn State Nittany Lions and Connecticut Huskies were repeat champions of the Big Ten and Big East Conferences, respectively.

The complete list of conference champions, their score and grade:

<u>Conference</u>	<u>College</u>	<u>Score</u>	<u>Grade</u>
Sun Belt	North Texas	-9.61	A+
Mid-American (MAC)	Eastern Michigan	-11.19	A
Big Ten	Penn State	-12.81	A
Pacific-10 (PAC-10)	Washington State	-14.74	A
Western Athletic (WAC)	Hawaii	-15.23	A-
Atlantic Coast (ACC)	Maryland	-19.12	A-
Big 12	Texas A&M	-21.48	B+
Big East	Connecticut	-22.65	B+
Southeastern (SEC)	Georgia	-24.24	B
Mountain West	San Diego State	-26.23	B
Conference USA	Central Florida	-27.43	B-

The “dubious achievement” awards should also be directed to the college that finished in the basement of their conferences. The bottom of the barrel list:

<u>Conference</u>	<u>College</u>	<u>Score</u>	<u>Grade</u>
Sun Belt	Louisiana-Lafayette	-67.07	F-
MAC	Northern Illinois	-39.02	C-
Big Ten	Michigan State	-52.86	F
PAC-10	Oregon	-54.24	F
WAC	Boise State	-54.49	F
ACC	Wake Forest	-54.78	F
Big 12	Oklahoma	-59.57	F
Big East	Cincinnati	-53.22	F
SEC	Vanderbilt	-53.11	F
Mountain West	New Mexico	-46.76	D
Conference USA	Memphis	-78.87	F-

There are several points of interest that should be emphasized:

- This is the fourth consecutive year in the basement of their conference for the Boise State Broncos, the Oregon Ducks, and the Vanderbilt Commodores.
- The Northern Illinois Huskies and the Ragin’ Cajuns of Louisiana-Lafayette finished in the bottom of their conference for the third consecutive year.
- Michigan State was a repeat offender in the Big Ten.
- The Wake Forest Demon Deacons, Oklahoma Sooners, Cincinnati Bearcats, New Mexico Lobos, and the Memphis Tigers were newcomers to the list for ’06-’07.
- It should also be noted that only Northern Illinois (C-) and New Mexico (D) did not receive an F on the scorecard.

THE CONFERENCES

The MAC repeated as champion of the Conferences with an average grade of B on the Gender Equity Scorecard. The MAC has now reigned on top for four of the past five athletic/academic years. The MAC had four schools with A’s and five with B’s. The MAC was relatively strong from the top to bottom with Northern Illinois the lowest with a C-.

The WAC has been the perennial runner-up to the MAC. The WAC had been champions in ’04-’05. The WAC with an average grade of B- was paced by Hawaii and Nevada-Reno, who had grades of A-.

The Big 10 with a C+ average grade finished third. The Big 10 was paced by Penn State (A), Purdue (B), and Wisconsin, Indiana, and Minnesota with B- grades.

The ranking, score, and average grade of the 11 conferences is contained in the following chart.

<u>Rank</u>	<u>Conference</u>	<u>Average Score</u>	<u>Average Grade</u>
1	MAC	-23.47	B
2	WAC	-29.65	B-
3	Big 10	-32.73	C+
4	Mountain West	-34.73	C
5	PAC-10	-35.49	C
6	Big 12	-39.04	C-
7	Sun Belt	-40.09	D+
8	ACC	-41.61	D+
9	Big East	-43.00	D
10	SEC	-43.07	D
11	Conference USA	-43.30	D

At the other end of the spectrum, Conference USA replaced the Big East in the basement. Conference USA had seven schools with a D or F. Tulsa and Memphis had F-. East Carolina and Southern Mississippi had an F grade. Texas El-Paso, Alabama-Birmingham, and Rice had D's.

Thirty-five years after the passage of Title IX, it is hardly unreasonable to expect that colleges and universities should be in the forefront of gender equity. There are many bright spots, such as North Texas, Stanford, Nevada-Reno and Buffalo, who have been consistently in the Top Ten. All of the schools with A and B+ grades should be highly commended, as well as all of the conference champions. Several conferences, such as the MAC, the Big Ten, and the WAC are emerging as the pacesetters for gender equity in athletics.

However, the fact that there are still 32 schools with a D and 18 with an F on the scorecard indicates there are still many miles to go before we reach positive gender equity on our college playing fields. Additionally, five of the 11 conferences have a D average. The sad fact is that the overall situation is not improving, but actually getting worse. In the Gender Equity Scorecard V, there were 27 schools with a D and 19 with an F, and there were five conferences with a D average. These numbers would simply not be accepted in any other field covered by Title IX. It seems we are more willing to accept women as attorneys and CEOs than we are as point guards and shortstops.

ATTACHMENT I.
EXAMPLE OF THE METHODOLOGY FOR PENN STATE’S SCORE

Participation is one of the three federal guidelines for a college to determine if they are providing enough participation opportunities for female athletes. This is the simplest approach and the one most colleges follow. In this test the percentage of female athletes should be proportional to the percentage of women in the student body. The score is based on how close the college reaches the optimal proportionality of 0.0.

For instance, at my school, Penn State, women comprised 45.20% of the total undergraduates and 43.24% of all athletes in 2006-07 for a difference of -1.96. Thus, Penn State’s score on the scorecard would be -1.96.

Scholarship is actually the only purely numerical section of guidelines, issued under Title IX regulations, governing scholarship funds allocated to women athletes. The Education Department’s Office for Civil Rights has specified that colleges must award the same proportions of aid to female athletes as there are women participating in varsity sports. The proportion is to be within one percentage point. The score is based on the “same proportion” principle, so it would be 0.0.

Penn State’s proportion of female athletes was 43.24% and the women’s proportion of the scholarship budget was 40.00% for a score of -3.24 on the scorecard.

Operating Budget is also not included in any specific guidelines. Interestingly, however, the Equity in Athletics Disclosure Act does chart how much of athletic departments’ budgets are allocated to women’s teams. A standard of 40% was established as the goal to be achieved. This is based on the findings by *The Chronicle of Higher Education* that the median for operating expenses for women’s teams for 2003-04 was 38% for all Division I teams. It should be emphasized that although schools are not required to spend the same amount of money on their male and female athletes, they are legally required to provide male and female athletes with equal benefits and services.

At Penn State the women’s share of the operating budget was 30.96%. This would give the Nittany Lions a score of -9.04.

Recruiting Budget is not mandated by Title IX regulations. If equal treatment for men’s and women’s sports is the goal, then the recruiting budget for women’s teams should be equivalent to the recruiting budget for men’s teams. Again, the 40% standard was selected as the goal. It should be noted that “Check It Out,” the National Women’s Law Center’s booklet about Title IX, recommends that the recruiting budget should be roughly equal to participation rates. I would suggest that the 40% goal is more than reasonable.

The women’s share of the recruiting budget at Penn State was 45.08% for a score of +5.08.

Coaching Salaries. While Title IX does not require that coaches of male and female teams be paid the same amount of money, it does require fairness in the assigning of quality coaches. The 40% standard is again used for the Index. In light of the extremely high expenses in Division 1-A football, as well as the potential huge profits that can be made in both Division 1-A football with the BCS bowl games and Division 1-A basketball with March Madness and the NCAA tournament, I would propose that both advocates and opponents of Title IX could accept the 40% standard as a reasonable, initial goal.

The women’s proportion of the coaches’ salaries for the Nittany Lions was 36.35% for a score of -3.65.

Penn State’s combined scores would equal -12.81. The Big Ten average was -32.73. This gave the Nittany Lions a grade of A and a rank of 4th among the 115 Division 1-A schools. The Lions also were crowned Gender Equity Champions of the Big Ten for the third time in the last four years. The score of the Lions per category:

	<u>Score</u>
Participation	-1.96
Scholarship	-3.24
Operating Budget	-9.04
Recruiting Budget	+5.08
Coaching Salaries	<u>-3.65</u>
Total =	-12.81

ATTACHMENT II. THE RANK, GRADE, AND SCORE FOR THE 115 COLLEGES

<u>RANK</u>	<u>COLLEGE</u>	<u>SCORE</u>	<u>RANK</u>	<u>COLLEGE</u>	<u>SCORE</u>	<u>RANK</u>	<u>COLLEGE</u>	<u>SCORE</u>
Grade A			Grade C			Grade D (continued)		
A+			C+			79	Rice	-44.67
1	North Texas	-9.01	39	Marshall	-30.03	80	Florida	-44.83
A			40	Wyoming	-31.15	81	Texas Christian	-44.87
2	Eastern Michigan	-11.19	41	Tulsa	-31.30	82	Boston College	-44.91
3	Miami (Ohio)	-12.57	42	Baylor	-31.47	83	Pitt	-45.07
4	Penn State	-12.81	43	Michigan	-31.52	84	Alabama	-45.35
5	Buffalo	-14.19	44	SMU	-31.99	85	Arkansas State	-45.55
6	Ohio	-14.49	45	Oregon State	-32.03	86	Louisville	-45.85
7	Washington State	-14.74	C			87	Arizona State	-45.86
A-			46	Bowling Green	-33.25	88	New Mexico	-46.87
8	Hawaii	-15.33	47	Texas Tech	-33.33	D-		
9	Stanford	-15.82	48	Illinois	-33.56	89	South Florida	-47.13
10	Nevada-Reno	-16.62	49	Texas	-33.71	90	Middle Tennessee	
11	Florida Atlantic	-18.82	50	Northwestern	-33.83		State	-47.20
12	Maryland	-19.12	51	Nebraska	-34.07	91	Miami	-47.39
Grade B			52	Akron	-34.17	92	Alabama-	
B+			53	San Jose State	-34.19		Birmingham	-47.45
13	Texas A&M	-21.48	54	Georgia Tech	-35.32	93	West Virginia	-47.79
14	Toledo	-21.65	55	North Carolina		94	Auburn	-48.10
15	Western Michigan	-22.55		State	-36.83	95	Kentucky	-48.29
16	Connecticut	-22.65	56	Washington	-36.85	96	California	-48.89
B			C-			97	Florida	
17	Kent State	-23.28	57	Mississippi State	-37.36		International	-48.95
18	Louisiana Tech	-24.03	58	UCLA	-37.43	Grade F		
19	Georgia	-24.24	59	Rutgers	-37.83	F		
20	Iowa State	-24.73	60	Arizona	-38.00	98	Southern	
21	Ball State	-25.25	61	South Carolina	-38.22		California	-50.95
22	Purdue	-26.00	62	Missouri	-38.91	99	Tennessee	-52.49
23	San Diego State	-26.23	63	New Mexico State	-38.92	100	Michigan State	-52.86
24	Utah State	-26.77	64	Troy	-39.01	101	Vanderbilt	-53.11
25	Colorado State	-26.81	65	Northern Illinois	-39.02	102	Cincinnati	-53.22
B-			Grade D			103	Southern	
26	Idaho	-27.13	D+				Mississippi	-53.75
27	Central Florida	-27.43	66	Louisiana State	-40.36	104	Clemson	-54.17
28	Florida State	-27.50	67	Arkansas	-40.42	105	Virginia Tech	-54.21
29	Utah	-28.02	68	Duke	-40.54	106	Oregon	-54.24
30	Wisconsin	-28.08	69	Ohio State	-40.65	107	Boise State	-54.49
31	Houston	-28.12	70	Virginia	-41.70	108	Wake Forest	-54.78
32	Minnesota	-28.27	71	Texas El Paso	-42.60	109	Oklahoma State	-55.24
33	Kansas	-28.89	72	North Carolina	-42.79	110	East Carolina	-57.81
34	California	-29.00	73	Syracuse	-42.85	111	Kansas State	-58.18
35	Indiana	-29.07	D			112	Oklahoma	-59.57
36	Central Michigan	-29.40	74	Louisiana-Monroe	-43.89	F-		
37	Fresno State	-29.45	75	Iowa	-43.92	113	Tulane	-65.52
38	BYU	-29.72	76	Mississippi	-44.10	114	Louisiana-	
			77	UNLV	-44.25		Lafayette	-67.67
			78	Notre Dame	-44.57	115	Memphis	-78.87