

Standing Committee Annual Report

Name of Committee or Council:

Gender Equity Committee

Chair

Sheila M. Bryant

Meeting Dates in Current Year:

November 4, 2016, January 10, 2017,
February 10, 2017, March 27, 2017, April
27, 2017, April 28, 2017

Major Actions or Accomplishments:

The Gender Equity Committee was a new Standing Committee commencing the 2016-2017 academic year. The Committee included members who had little or no knowledge of the compliance requirements in reference to Gender Equity in Athletics. We believed that bringing in an outside person or persons with expertise would benefit not only those on the committee with limited knowledge but also could benefit other major University stakeholders. Therefore, one of the Committee's first actions was to connect with experts in the area of Gender Equity in Athletics, review and evaluate the information obtained, and decide on which experts to approach about coming to APSU.

The Committee decided to contract to bring Dana Shaw, Esq. and Marissa W. Pollick, Esq. who are Attorneys at Law, Shumaker, Loop & Kendrick, LLP to campus on March 27, 2017 for a series of Gender Equity in Athletics Workshops. Mrs. Shaw and Ms. Pollick held workshops with the Gender Equity Committee and the Athletic Coaches. They also presented relevant information to APSU's Senior Leadership & other University Stakeholders, the Student Athletes Advisory Committee (SAAC), and other Student Athletes.

The Committee reviewed the current Gender Equity Plan. The current Plan is dated 2007-2013 and has not been reviewed since 2007-2008. Therefore, a complete review was and still is in order.

As stated in the National Collegiate Athletic Association (NCAA), Title IX measures equity in athletics in three distinct areas: (1) participation; (2) scholarships; and (3) other benefits, including the provision of equipment and supplies, scheduling, travel, tutoring, coaching, locker rooms, facilities, medical and training facilities and services, publicity, recruiting, and support services.

The Gender Equity Committee decided to begin their review with the third (3) area. The Committee reviewed and evaluated all Athletics facilities to include locker rooms, playing facilities, and Coaches' offices for all teams (Baseball, Basketball, Cross Country, Football, Golf, Tennis, Soccer, Softball, Track & Field, and Volleyball). The Committee also reviewed

the medical and training facilities, and the academic tutoring/study center for Athletics. The information, evaluations, and recommendations will be a part of the updated Gender Equity Plan for Athletics.

The third area also requires that the University solicit information from Coaches in a variety of subject areas. The Committee interviewed the following Coaches: Cross Country, Soccer, Softball, Tennis and Track & Field). We will continue our interviews in the 2017-2018 academic year and the information, evaluations, and recommendations will be a part of the updated Gender Equity Plan.

Recommendations: As stated previously, the Gender Equity Committee was a new committee commencing in the 2016-2017 academic year. The University has not updated its' Gender Equity Plan since 2008. This is an important and complex endeavor. It needs to be completed expeditiously but thoroughly.

The recommendation: Retain the committee membership with the exception of Ryan Millard.

1) I solicited the best times for meetings from all committee members. Mr. Millard did not respond. Additionally, he came to only one (1) meeting.

2) Cheryl Holt's knowledge has been very valuable to our work and her commitment to APSU is unwavering.