Gender, Diversity, and Student Athlete Well-being Subcommittee  
Meeting Minutes  
October 11, 2010  
U.S. Century Bank Arena

Attendance: Charmaine DeFrancesco (CD); Robert Dollinger; Sharon Eaddy; Larry Lundsford; Shirlyon McWhorter; Duane Wiles; Liz Augustine; Ciprian Mejia; Stephen Fain; Julie Berg; Danijela Tomic; Susan Himburg; Rob Frye; Felecia Townsend; Ed Hondal

Guest: Helen Grant – Gender Consultant

I. Approval of agenda & minutes
II. Questions/comments to/from Gender consultant
   • Consultant will investigate the proportionality of female athlete participation to enrollment data and research recruitment policies and other areas and strategies. Other data to be examined includes: squad list count of participants on each team (discounting medical, athletes that quit, and walk-ons before 1st game); recruiting budgets; academics; max number of competitions; official visits; courtesy cars and cell phones, etc. If proportionality is not met, then there is time to examine the history of adding a new women’s sport and looking at other program areas.
   • Consultant asked group to remember comparing men to women sports participation has the following dynamic. For example looking at courtesy cars could be 5 for 5, same for equipment and supplies, but there are areas that may not be so comparable best example is baseball and basketball. OCR (Office of Civil Rights compliance) has large number of complaints having to do with base/square footage of stadiums, number of coaches, etc. At the end of Ms. Grant’s review, a report will be submitted and that will help the committee with the gender equity plan for certification.
   • Consultant assured committee that many other schools bring in consultants. Last year she consulted for approximately 23 schools, including Baylor, Georgia, Oklahoma, Murray State, and Louisville. OCR seems to have tightened investigations, but they are also there to help the institution meet the goals.
   • The question was posed what percentage point difference would lead to a penalty. The answer is generally an acceptable 2-2.5% difference, if an institution wants to meet “substantial proportionality.” To this discussion, Julie added that sports currently have a cap to mitigate the variance in enrollment.
   • Report should be complete in 20 to 25 days.
   • Shirlyon commented that EOP has worked with OCR and they are there to make the things we already do better. They help us get it right.

III. Comments regarding data
   • Susan explained what is on Sharepoint and the access members have to those documents.
   • Susan distributed survey example. Discussion of using survey or focus group followed. With majority agreeing focus groups should be used to collect data.
• Ciprian suggested that focus groups be smaller and possible either divided by sport or by gender if not both. He suggested this will avoid dominance by any particular team or player and will be more conducive to players being open and honest about their experiences. He also suggested a division in focus groups based on fall or spring sports.

• Charmaine and Liz agreed to work together to recruit two female and two male focus groups with at least one representative from each sport. Volunteers for meeting with focus groups include: Steve, Felecia, Shirlyon and Rob. Susan suggested Charmaine be at all 4 focus group meetings.

IV. Updates from Workgroups

Gender working days – 10/14  10-12:30 10/21 1-3:30 10/28 9:30-12 all in PC 112

Shell for self study is up there and they can download it as a word file and start looking at the responses but can’t complete without looking at EADA reports. Consultant data is also available

SH: required tables to be completed as of last Wednesday, staff changes, and by tonight should have data. Will do in excel.

Updates:

Shirlyon – meeting about questions and what is being done. Set three meetings after those we will have more feedback for the committee.

Steve – trying to get group together – next Monday afternoon 2:00 -10/18 and set after that, meet possibly - SH will send our meeting request. Rob may also volunteer a room.

Dr. J. – 10/26 work session can group meet next week Dr. J unavailable. Can we find more people to diversity group – Charmaine will work with the group until Dr. J returns. Monday at 2:00 10/18

Next meeting - 3 reports,

11/1 – at 2:00 location TBA. Each committee will have a report to give.

Larry – question regarding OCR is it one and the same for NCAA – OCR will look at three prongs not to worry unless someone complained.

None of meetings are closed - written report by end of November.