

WESTERN KENTUCKY UNIVERSITY
Proposed Plan for Compliance with Title IX

April 18, 1996

**WESTERN KENTUCKY UNIVERSITY
PROPOSED PLAN FOR TITLE IX COMPLIANCE**

The following is a proposed plan for the University's compliance with Title IX. The plan calls for the establishment of three women's team sports, and spans the fiscal years beginning on July 1, 1996, and continuing through June 30, 2002, as indicated herein. The persons responsible for the authorship of this plan are Lewis Mills, Director of Athletics, Pam Herriford, Assistant Director of Athletics, Barry Brickman, Assistant Director of Athletics, Steve White, Faculty Athletic Representative, and Deborah T. Wilkins, University Counsel.

The plan proposes adding three women's athletic teams: swimming, softball and soccer, with accompanying staff, equipment, and facilities modifications. All salary figures include estimated fringe benefit expense of 27%.

I. TEAM SPORTS:

The proposal is to add three (3) women's teams to the current roster of athletic teams between 1996 and 1998.

A. SWIMMING / Team competition in Fall of 1997.

Coach William Powell is proposed for a new, full time position as Director of Aquatics. The additional amount included in the funding plan will be added to his current salary in Athletics. He will be relieved of teaching duties in the Department of Physical Education and Recreation and will assume additional coaching and administrative duties. Both he and the assistant coach will share equal responsibility for both men's and women's teams coaching, but Powell will oversee the entire swim program. This is necessary to avoid the implication that an assistant coach is overseeing the women's team, for example.

Seven in-state and seven out-of-state full scholarships will eventually be funded, with a built in increase of 5% for expected tuition increases.

B. SOFTBALL / Team competition in the Spring of 2000

The Softball team will begin development in the 1998 - 1999 fiscal year. The following will be funded at that time: Head Coach, recruiting, office supplies. Softball competition will begin in the Spring of 2000, therefore the following will be funded in the 1999 - 2000 fiscal year budget: Assistant Coach, equipment, travel, scholarships (five in-state and six out-of-state full scholarships, with a built in increase of 5% for expected tuition increases, the maximum allowed by NCAA), officials, recurring expenses i.e. recruiting, office expenses, head coach salaries.)

C. SOCCER / Team competition in Fall of 2002

The Soccer team will begin development in the 2000 - 2001 fiscal year. The following will be funded at that time: Head Coach, recruiting, office supplies. Soccer competition will begin in the Fall of 2002, therefore the following will be funded in the 2001 - 2002 fiscal year budget: Assistant Coach, equipment, travel, scholarships (five in-state and six out-of-state full scholarships, with a built in increase of 5% for expected tuition increases, the maximum allowed by NCAA), officials, a graduate assistant / intern position, overtime charges for facilities management, and recurring expenses i.e. recruiting, office expenses, head coach salaries.)

Estimates for all three sports do not include any provision for increases in salary over 3%, increases in benefits, or increases in scholarship costs.

II. ADDITIONAL SUPPORT STAFF FOR ALL SPORTS

The addition of three team sports, with seventy-five student athletes, would necessarily call for an increase in resources in the following areas:

Tutoring : Add two part-time employees to assist with tutoring, one in the 1997 - 1998 fiscal year and one in the 1999 - 2000 fiscal year.

Trainers: Add two graduate assistants / interns one in the 1997 - 1998 fiscal year and one in the 1999 - 2000 fiscal year.

Trainer Misc. Expenses will increase: Medical insurance, medical expenses, medical supplies, and medical equipment, in the 1998 - 1999 fiscal year.

Sports Information / Publicity / Marketing / Promotions: Add assistant sports information director, sports information intern, secretary, and increase operating expenses. Addition equipment, primarily computer, will be needed. These expenses are spread out over the 1997 -2000 fiscal years.

Athletics Facilities Management: Add two assistant / interns in facilities and allow for overtime in this area during the soccer season.

Establish Eligibility Officer: Justification: Adding three team sports, seventy-five (75) additional student athletes, and 6 coaches.

III. FACILITIES (ADDITIONAL, MODIFICATIONS, UPGRADES)

SWIMMING:

Need: 2 dressing/locker rooms
1 additional office for Assistant Coach

SOCCER:

Need: 1 locker room in Smith Stadium
1 office
1 equipment storage area

SOFTBALL:

Need: 1 locker room
1 office
1 equipment storage area

SUPPORT STAFF:

Need: five additional offices for trainer, promotion, etc.

ATHLETIC FIELDS:

Softball: Proposed plan is acceptable, but need to add dugouts, locker room, drinking water facilities, batting cage and storage area.

Soccer: Men's soccer matches are currently played on Fiex Field with practices conducted at Creason Field. The surface of Fiex Field will not withstand eight (8) to ten (10) additional competitions per year. Therefore, it will be necessary to develop the upper level of Creason Field to make it of competitive quality (i.e. adding bleachers, restroom facilities, scoreboard, P.A., and leveling the playing surface.) This would allow for a portion of the men's and women's matches to be played at both Creason and Fiex fields.

The lower level of Creason field should be widened and developed into an adequate surface for practice.

Finally, both fields should be fenced for security reasons and to enable the University to control access to the fields.