LAMAR DANIEL, INC.
CONSULTANTS FOR GENDER EQUITY AND SPORTS MANAGEMENT

TITLE IX

COMPLIANCE REPORT

FOR

OKLAHOMA STATE UNIVERSITY

PREPARED BY

LAMAR DANIEL, INC.
CONSULTANTS FOR GENDER EQUITY AND SPORTS MANAGEMENT
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DECEMBER 2006
INTRODUCTION

This report is a part of the continuing relationship between the Oklahoma State University (OSU) Athletic Department in Stillwater, Oklahoma and Lamar Daniel of LAMAR DANIEL, INC., which began in 1996. At that time, a former Oklahoma State University Athletic Director became proactive in his approach to comply with the athletic provisions of Title IX of the Education Amendment of 1972 by inviting Lamar Daniel to OSU for the purpose of providing advice on OSU’s Title IX compliance status. After a gap of three years, the invitation was again extended in 1999-2000 and renewed by successive ADs. Annual reviews and reports have been done since the 1999-2000 academic year. Periodic assistance by telephone and E-mail have been ongoing since the beginning of the relationship. Because of its progressive, innovative approach to Title IX by previous ADs and the current AD, the previous and current Senior Women Administrators and the Senior Associate AD, OSU has never had a Title IX complaint against the athletic program.

The current report addresses the compliance status of OSU with the athletic provisions of Title IX of the Education Amendments of 1972, as amended, 20 U.S.C. Sections 1681 et. seq., and its implementing regulation at 34 C.F.R. Part 106. As a means of assessing compliance, LAMAR DANIEL, INC. followed the Policy Interpretation on Intercollegiate Athletics issued by the Office for Civil Rights (OCR) on December 11, 1979, 44 Fed. Reg. 71413 et. seq. (1979), subsequent policy clarifications, legal precedent (where applicable) and OCR practices. The findings were made for the 2005-2006 academic year, except where indicated. Preliminary to the review, OSU provided specific data requested by LAMAR DANIEL, INC. During the onsite portion of the review (December 6-8, 2006), head coaches, appropriate administrators, support staff, and women student-athletes from each team were interviewed. The conclusions reached herein are based on these data alone.

OSU is a member of the NCAA Division I (1-A football) and the Big XII Conference and is subject to the rules and regulations of those organizations. As a recipient of federal financial assistance, OSU is required to comply with Title IX.
I. EFFECTIVE ACCOMMODATION OF STUDENT INTERESTS AND ABILITIES

A. Regulatory Requirement

The regulation requires institutions to accommodate effectively the interests and abilities of students to the extent necessary to provide equal opportunity in the selection of sports and levels of competition. [34 C.F.R. Section 106.41(c)(1)]

B. Selection of Sports

OSU offers eighteen varsity intercollegiate teams, nine for men and nine for women. These teams and the number of participants on each in 2005-2006 are set out below.

<table>
<thead>
<tr>
<th>SPORT</th>
<th>MEN PARTICIPANTS</th>
<th>WOMEN PARTICIPANTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseball</td>
<td>40</td>
<td>NA</td>
</tr>
<tr>
<td>Basketball</td>
<td>14</td>
<td>15</td>
</tr>
<tr>
<td>Equestrian</td>
<td>NA</td>
<td>66</td>
</tr>
<tr>
<td>Football</td>
<td>115</td>
<td>NA</td>
</tr>
<tr>
<td>Golf</td>
<td>13</td>
<td>9</td>
</tr>
<tr>
<td>Soccer</td>
<td>NA</td>
<td>29</td>
</tr>
<tr>
<td>Softball</td>
<td>NA</td>
<td>18</td>
</tr>
<tr>
<td>Tennis</td>
<td>8</td>
<td>10</td>
</tr>
<tr>
<td>Track: XC</td>
<td>14</td>
<td>44</td>
</tr>
<tr>
<td>Indoor</td>
<td>23</td>
<td>43</td>
</tr>
<tr>
<td>Outdoor</td>
<td>22</td>
<td>40</td>
</tr>
<tr>
<td>Wrestling</td>
<td>34</td>
<td>NA</td>
</tr>
<tr>
<td>TOTAL</td>
<td>283</td>
<td>274</td>
</tr>
</tbody>
</table>

The number of participants was established during interviews with the head coaches. Participants are defined in the Policy Interpretation of 1979 as those athletes:

a. Who are receiving the institutionally-sponsored support normally provided to athletes competing at the institution involved, e.g., coaching, equipment, medical and training room services, on a regular basis during a sport’s season; and

b. Who are participating in organized practice sessions and other team meetings and activities on a regular basis during a sport’s season; and

c. Who are listed on the eligibility or squad lists maintained for each sport; or
d. Who, because of injury cannot meet a., b., or c. above but continue to receive financial aid on the basis of athletic ability.¹

This definition is reinforced in OCR’s “Clarification of Intercollegiate Athletics Policy Guidance: The Three-Part Test” dated January 1996. The “Clarification” adds:

Under this definition, OCR considers a sport’s season to commence on the date of a team’s first intercollegiate competition. As a general rule, all athletes who are listed on a team’s squad list or eligibility list and are on the team as of the team’s first competitive event are counted as participants by OCR. In determining the number of participation opportunities for the purposes of the interests and abilities analysis, an athlete who participates in more than one sport will be counted as a participant in each sport in which he or she participates.

In determining participation opportunities, OCR includes, among others, those athletes who do not receive scholarships (e.g., walk-ons), those athletes who compete on teams sponsored by the institution even though the team may be required to raise some or all of its operation funds,² and those athletes who practice but may not compete.³

The number of participants was established during interviews with the head coaches.

Specifically, participants are:

(1) those individuals whose names appear on the NCAA official eligibility lists at the time of the first competition;

(2) those individuals whose names are added to the NCAA official eligibility lists after the first competition during the season;

(3) those individuals who practice and/or compete during the regular season;

(4) those individuals who receive athletic financial assistance who are red-shirted for medical or other reasons but have eligibility remaining;

(5) those individuals who have been dismissed from the team for disciplinary or other reasons but continue to receive athletic financial assistance and are eligible to compete

¹ This refers to medical redshirts or otherwise injured participants but not medical exemptions who no longer practice or participate and whose grants-in-aid are not countable in the number allowed by the NCAA for a sport.

² This refers only to varsity intercollegiate sports, not club sports that are a lower level of competition.

³ This does not include male practice players on women’s teams. Male practice players do not meet some of the criteria of a participant and are not eligible to compete in women’s sports.
under NCAA rules;

(6) those individuals who enroll and/or practice during the nontraditional seasons only if they receive athletic financial assistance.

Participants are not:

(1) those who are fifth-year students whose eligibility has expired but still receive athletic financial assistance;

(2) those who are medically exempt, i.e., who receive athletic financial assistance but cannot participate because of career-ending injuries;

(3) those who enroll and/or practice during the nontraditional season unless they receive athletic financial assistance for the period;\(^4\)

(4) those who try out and quit or are cut prior to the first contest of the regular season.

These definitions of participants are based on the Policy Interpretation of 1979 and subsequent OCR practices.

C. Compliance Standard (Three - Part Test)

Compliance with the effective accommodation of interests and abilities section of Title IX is assessed in any one of three ways; i.e., if any one of the following three tests is met, the University will comply with Title IX in the area of interests and abilities.

1. "Whether intercollegiate level participation opportunities for male and female students are provided in numbers substantially proportionate to their respective enrollments."

\[
\begin{array}{c|c}
\text{Full-time Undergraduate Male Students} & 7,833 \ (51.6\%) \\
\text{Full-time Undergraduate Female Students} & 7,355 \ (48.4\%) \\
\hline
\text{Total Enrollment} & 15,188 \\
\end{array}
\]

The above enrollment is for the spring semester of 2006. Fall semester of 2005 was only 0.1% difference: 51.7% males and 48.3% females.

\[
\begin{array}{c|c}
\text{Male Participants} & 283 \ (50.8\%) \\
\end{array}
\]

\(^4\) Non-traditional or “other seasons” are practice times when very limited competition is allowed, but not required, for certain sports prior to (lacrosse, softball and baseball) or after (soccer and volleyball) the NCAA championship seasons when competition is required. Teams allowed to have outside competition during this period often compete against lower level or non-NCAA opponents if they compete at all, and there are no requirements that officials be certified, official records maintained, etc. In Division I, walk-ons are usually allowed at this time and may or may not be allowed in pre-season practice prior to the championship or regular season.
Female Participants

(b) There is a plus .8% difference between the participation rate and the enrollment rate of women students. OSU is providing intercollegiate level participation opportunities in substantial proportion to the enrollment rate of female students.

2. “Where the members of one sex have been and are underrepresented among intercollegiate athletes, whether the institution can show a history and continuing practice of program expansion which is demonstrably responsive to the developing interests and abilities of the members of that sex;”

3. “Where the members of one sex are underrepresented among intercollegiate athletes, and the institution cannot show a continuing practice of program expansion such as that cited above, whether it can be demonstrated that the interests and abilities of the members of that sex have been fully and effectively accommodated by the present program.”

The second and third tests were not considered because OSU met the first test to comply with 34 C.F.R. Section 106.41(c)1, the Effective Accommodation of Interests and Abilities.

D. Recommendations/Comments

None. OSU is providing participation opportunities to men and women student-athletes in substantial proportion to their rates of enrollment.
II. ATHLETIC FINANCIAL ASSISTANCE (SCHOLARSHIPS)

A. Regulatory Requirement

Institutions must provide reasonable opportunities for awards of financial assistance for members of each sex in proportion to the number of students of each sex participating in athletics.
[34 C.F.R. Section 106.37(c)]

B. Policy Interpretation

The Policy Interpretation of 1979 clarifies that compliance will be determined by means of a financial comparison which considers whether proportionately equal amounts of financial assistance (scholarship aid) are available to the men’s and women’s program. This is done by totaling the amounts awarded to each sex and comparing the ratio of men and women participating in the intercollegiate athletics program. Participants are counted only one time although some may compete in two and three sports; hence, the participation rate will differ for some sports from the participation opportunities rate found in the previous section.

C. The “Bowling Green Letter”

On July 23, 1998, OCR issued a letter to the General Counsel of Bowling Green University in response to a request concerning allowable differences between the rates of participation and the rates of the awards of athletic financial assistance. OCR took the position in this letter that a difference in excess of 1% must be justified by nondiscriminatory reasons or a violation of 34 C.F.R. Section 106.37(c) resulted. This was a marked change from the previous years when statistical tests were required to determine if differences were significant. The "Bowling Green Letter" has been distributed to all schools as current OCR policy.

D. Assistance Awarded to Each Team and Modified Participant Count

<table>
<thead>
<tr>
<th>SPORT</th>
<th>MEN AMOUNT</th>
<th>MEN PART.</th>
<th>WOMEN AMOUNT</th>
<th>WOMEN PART.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseball</td>
<td>$ 191,648.00</td>
<td>40</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Basketball</td>
<td>266,240.00</td>
<td>14</td>
<td>$ 244,997.00</td>
<td>15</td>
</tr>
<tr>
<td>Equestrian</td>
<td>NA</td>
<td>NA</td>
<td>202,120.00</td>
<td>66</td>
</tr>
<tr>
<td>Football</td>
<td>1,598,755.00</td>
<td>115</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Golf</td>
<td>87,970.00</td>
<td>13</td>
<td>102,385.00</td>
<td>9</td>
</tr>
<tr>
<td>Soccer</td>
<td>NA</td>
<td>NA</td>
<td>213,335.00</td>
<td>28</td>
</tr>
<tr>
<td>Softball</td>
<td>NA</td>
<td>NA</td>
<td>174,550.00</td>
<td>17</td>
</tr>
<tr>
<td>Tennis</td>
<td>92,374.00</td>
<td>8</td>
<td>146,100.00</td>
<td>10</td>
</tr>
<tr>
<td>Track/XC</td>
<td>213,785.00</td>
<td>26</td>
<td>347,623.50</td>
<td>52</td>
</tr>
<tr>
<td>Wrestling</td>
<td>169,285.00</td>
<td>34</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>TOTALS</td>
<td>$2,620,057.00</td>
<td>250</td>
<td>$1,431,110.50</td>
<td>197</td>
</tr>
</tbody>
</table>
E. Differences Between Participation and Award Ratios

The total amount of athletic financial assistance awarded in 2005-2006 was $4,051,167.50. Men represented 55.9% of the participants and received 64.7% of the awards. Women represented 44.1% of the participants and received 35.3% of the awards. There is a difference of 8.8% favoring the men’s program. That difference is significant.

Summer school aid is considered under this section but is not part of the above comparison. The only criterion for compliance in this area is that access to summer school be equal. All teams had student-athletes (returning) in summer school in 2006. Of the returning student-athletes, 117 were males and 65 were females. In the case of incoming freshmen, prospective student-athletes or PSAs, 30 men and only five women were provided this aid. Two were in women’s soccer. The Head Women’s Soccer Coach stated that she was at first denied the opportunity for the two participants to attend. She then paid for it herself.

F. Conclusion

1. OSU has the maximum number of grants-in-aid available to the women’s program as well as the men’s program. In 2005-2006, 4.59 grants-in-aid were available for women student-athletes and not awarded. The women’s sports not awarding the maximum were:

<table>
<thead>
<tr>
<th>SPORT</th>
<th>GRANTS-IN-AID NOT AWARD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basketball</td>
<td>1.00</td>
</tr>
<tr>
<td>Cross Country/Track</td>
<td>.15</td>
</tr>
<tr>
<td>Softball</td>
<td>1.63</td>
</tr>
<tr>
<td>Golf</td>
<td>.70</td>
</tr>
<tr>
<td>Soccer</td>
<td>.18</td>
</tr>
<tr>
<td>Equestrian</td>
<td>.93</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>4.59</strong></td>
</tr>
</tbody>
</table>

2. I recommend awarding all available grant-in-aid money to seniors (or walk-ons whose eligibility will be exhausted in May) on the various teams for the spring semester. If all seniors were awarded the maximum on a team with grant-in-aid money available, shift the grants-in-aid to a women’s team that can use it.

3. Other factors contributing to the very substantial 8.8% disparity are the large number of equestrian participants (66) and the low number of grants-in-aid
allowed for the sport (15); the relatively large number of women cross country/track participants (52) and the low number of grants-in aid (18) allowed; and possibly, men’s sports may have awarded substantially more out-of-state grants-in-aid than did women’s sports. There is no problem with one sex awarding more out-of-state grants-in-aid than the other sex if both have the same opportunities to recruit and award out-of-state aid. That is questionable at OSU.

4. OSU, if challenged, should adopt the position that because it awards the maximum amount of aid allowed by the NCAA to all women’s teams, the difference between the rates of the award and the rates of participation are nondiscriminatory.

5. In the case of summer school, there does not appear to be a problem with summer school for returning student-athletes. There is a problem with summer school for female PSAs. The same criteria for early summer school that is applicable to males must also be available to females. Also, the Head Women’s Soccer Coach should be reimbursed for having to pay for the two PSAs.
III. EQUAL OPPORTUNITY AND THE EQUIVALENCE STANDARD:
THE REMAINING COMPONENTS OF TITLE IX

A. Regulatory Requirement
[34 C.F.R. Section 106.41(c)]

Institutions must provide equal athletic opportunities for members of both sexes. In
determining whether an institution is providing equal opportunity, several factors must be
considered.

“Unequal aggregate expenditures for members of each sex or unequal expenditures for
male and female teams … will not constitute noncompliance…., but the Assistant
Secretary (for Civil Rights of the U. S. Department of Education) may consider the
failure to provide necessary funds for teams for one sex in assessing equality of
opportunity for members of each sex.”

B. Policy Interpretation

Compliance with each factor or component is assessed by comparing the availability,
quality and kinds of benefits, opportunities and treatment of both sexes. If the
components are found to be equivalent, then the institution will be in compliance.
Equivalence means equal or equal in effect. Under the equivalence standard, identical
benefits, budgets, opportunities, or treatment are not required, provided the overall effect
of any difference does not have a disparate impact on one sex.

C. The Factors/Components

1. The Provision of Equipment and Supplies
[34 C.F.R. Section 106.41(c)(2)]

a. Quality and Suitability

The equipment provided is suitable for the various sports and rated by the coaches and
participants as good to excellent.

b. Amount and Availability

Participants on most men’s and women’s teams are provided all the equipment and
supplies necessary to practice and compete. Men and women golf participants provide
their own practice clothes because there are no practice clothes made specifically for golf.
Men track participants were required, as always, to furnish their own practice gear (e.g.,
shorts and T-shirts).
c. Maintenance and Replacement

A full-time equipment manager oversees the football equipment, maintains the football equipment room and oversees the laundry operation. He has one full-time assistant and several students assisting him. The Head Equipment Manager is certified, but his assistant is not. The assistant also works with football, but he assists baseball as well. Laundry is done in the football equipment room for baseball and football. Team managers for men’s and women’s basketball, wrestling and soccer do their teams’ laundry there. Men’s and women’s cross country/track participants do their own laundry. Equestrian participants launder their own practice apparel and the show clothes are dry-cleaned. Softball has their own washer/dryer at the team clubhouse, and a student manager does all their laundry there. The men’s and women’s tennis participants do all their own laundry. Tournament apparel for men’s and women’s golf are dry-cleaned.

Equipment is stored in various locations at or near the team locker rooms or coaches’ offices. The men’s and women’s tennis coaches have an empty office near their offices to store some of their equipment; however, the Head Men’s and Women’s Tennis Coaches also rent space off campus to store some of their equipment. The Head Equipment Manager orders equipment and supplies for all teams. Head Coaches for baseball, wrestling, softball and men’s and women’s golf have equipment deals with manufacturers that result in some equipment provided for their teams at no cost. The Athletic Department has a new equipment agreement with a major manufacturer that covers all sports except men’s and women’s golf. This agreement will result in equipment and supplies for student-athletes to be even more readily available.

d. Recommendations/Comments

1. Men’s cross country/track participants were the only athletes that provided any items of equipment and supplies necessary to practice and compete, their practice T-shirts and shorts. According to the Head Coach, his budget was too low to purchase these items. The Head Equipment Manager stated that the new contract with the major equipment provider would eliminate this problem.

2. The Head Softball Coach stated that participants would have to provide their own fielding gloves. The softball participants stated that they were provided everything. Softball participants have never had to provide gloves in the past, and the new Head Coach may have been mistaken about this. Softball participants should have their gloves provided.
2. Scheduling of Games and Practice Times
[34 C.F.R. Section 106.41(c)(3)]

a. The Number of Regular Season Competitive Events per Sport in 2005-2006

<table>
<thead>
<tr>
<th>SPORT</th>
<th>MEN</th>
<th>NCAA MAX.</th>
<th>WOMEN</th>
<th>NCAA MAX.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseball</td>
<td>54</td>
<td>56</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Basketball</td>
<td>28</td>
<td>28</td>
<td>28</td>
<td>28</td>
</tr>
<tr>
<td>Equestrian</td>
<td>NA</td>
<td>NA</td>
<td>14</td>
<td>15</td>
</tr>
<tr>
<td>Football</td>
<td>11</td>
<td>11</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Golf</td>
<td>24</td>
<td>24</td>
<td>23</td>
<td>24</td>
</tr>
<tr>
<td>Soccer</td>
<td>NA</td>
<td>NA</td>
<td>20</td>
<td>20</td>
</tr>
<tr>
<td>Softball</td>
<td>NA</td>
<td>NA</td>
<td>47</td>
<td>56</td>
</tr>
<tr>
<td>Tennis</td>
<td>25</td>
<td>25</td>
<td>25</td>
<td>25</td>
</tr>
<tr>
<td>Track: XC</td>
<td>6</td>
<td>7</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>In &amp; Outdoor</td>
<td>12</td>
<td>18</td>
<td>11</td>
<td>18</td>
</tr>
<tr>
<td>Wrestling</td>
<td>16</td>
<td>16</td>
<td>NA</td>
<td>NA</td>
</tr>
</tbody>
</table>

All men’s and women’s teams except baseball, softball and indoor/outdoor track competed in either one less or the maximum number of regular season competitive events allowed for those sports under NCAA rules. The number in which men’s and women’s indoor/outdoor track competed was sufficient, according to the Head Coaches of those sports. Some participants competed in additional meets that did not count as a competitive date for the teams. The Head Baseball Coach scheduled the maximum allowed, but some were cancelled due to weather. The softball team was under the previous coach and the new Head Coach was not sure about the scheduling.

b. The Number and Length of Practice Opportunities and the Time of Day Practice Opportunities are Scheduled

The number of practice opportunities and the length (per week) are governed by NCAA rules. Practice times are based on class schedules. All teams practice at the most desirable times.

c. The Time of Day Competitive Opportunities are Scheduled

Competition is scheduled seven days a week at various times of the day or evening depending on the sport. Neither coaches nor women participants had any complaints about the time of day participation opportunities are scheduled.

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5 For a track meet to count as a competitive date, there must be a minimum of fourteen (14) participants entered in the meet. It is commonplace for some participants to compete in additional meets.
d. The Opportunities to Engage in Pre-Season and Post-Season Competition

The following teams had the opportunity to compete in pre-season, "other" season, or nontraditional season competition:

<table>
<thead>
<tr>
<th>SPORT</th>
<th>MEN # EVENTS</th>
<th># ALLOWED BY NCAA</th>
<th>WOMEN # EVENTS</th>
<th># ALLOWED BY NCAA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseball</td>
<td>0</td>
<td>No Limit</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Basketball</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Soccer</td>
<td>NA</td>
<td>NA</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Softball</td>
<td>NA</td>
<td>NA</td>
<td>4</td>
<td>No Limit</td>
</tr>
</tbody>
</table>

The baseball and softball teams are allowed scrimmages in the fall, but each scrimmage counts toward the maximum number of competitive events during the traditional season (56). The Head Baseball Coach chose not to schedule competition, and the Head Softball Coach scheduled four dates of competition. All other teams allowed competition during these periods competed in the maximum.

All teams or individuals that qualified for post-season are allowed to compete. The only men’s teams not competing were indoor track and football. The men’s wrestling team won their fourth consecutive National Championship. Men’s golf also won the National Championship for that sport. Men’s basketball competed in the first round of the National Invitational Tournament (NIT). Men’s cross country competed in the National Championship, finishing 8th. Men’s tennis competed in the second round of the NCAA championship, and men’s outdoor track had five participants that competed in the NCAA Regionals and three in the NCAA Championship.

All women’s teams or participants on certain teams competed in post-season competition, except women’s basketball, soccer, softball and tennis. The equestrian team competed in the Varsity Equestrian Championship, finishing second, and the women’s golf team competed in the NCAA Championship, finishing 18th. The women’s cross country/track team finished 8th in the NCAA championship and seven outdoor participants went to the NCAA Regionals and two to the NCAA Championship.

e. Recommendations/Comments

1. Softball should schedule the maximum competition allowed.

2. The Scheduling of Games and Practice Times is equivalent.

3. Travel and Per Diem Allowances
   [34 C.F.R. Section 106.41(c)(4)]
a. Modes of Transportation

Below is the total number of trips by mode of transportation to regular season competitive events for all men’s and women’s teams in 2005-2006. The sources of the information are the travel data and interviews with coaches and participants.

In addition to the modes of transportation set out below the women’s indoor and outdoor teams used a combination of bus and vans on eight trips.

<table>
<thead>
<tr>
<th>MODE</th>
<th>MEN # OF TRIPS</th>
<th>WOMEN # OF TRIPS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Air</td>
<td>44</td>
<td>34</td>
</tr>
<tr>
<td>Bus</td>
<td>25</td>
<td>38</td>
</tr>
<tr>
<td>Van</td>
<td>20</td>
<td>6</td>
</tr>
</tbody>
</table>

Four men’s teams (basketball, football, golf and wrestling) had sixteen and a half charter air flights. Two women’s teams had a total of ten trips by charter air: six for women’s basketball and four for women’s golf. All men’s and women’s teams flew at least twice. Several of the flights of the men’s and women’s track teams involved only a few participants. The women’s soccer team had four trips by bus of 8, 9-10 and 12 hours. At least three of these should have been by air. There remains a disparity affecting women participants in modes of transportation.

b. Housing Furnished During Travel

When overnight travel is required, each team stays in moderately good to excellent lodging establishments selected by a member of the coaching staff or an administrator. Participants share rooms. All teams assign two-three participants to a room, one per bed. If three are assigned to a room, when there is an odd number, a rollaway bed is provided. There were no exceptions.

c. Length of Stay Before and After Competitive Events

Teams arrive either the day before or in sufficient time to warm up prior to a competitive event and leave immediately after the event in order to return to campus, except when commercial air travel is involved. In that case, participants have to sometimes stay overnight and fly back the next day.

d. Dining Arrangements and Per Diem Allowances (Meal Costs) for Each Team

Teams eat as a group with one of the coaches or an administrator paying the full bill, or participants are given money for the meal. There are no problems with these arrangements. OSU has adopted the per diem rates used by the U.S. Government for high rate geographical areas (HRGA). These rates were used consistently. All participants indicated that the amount and quality of food provided to them was
e. Recommendations/Comments

1. Again, the only problem area is the comparative distances traveled using land transportation. To avoid this from reoccurring, we recommend that OSU adopt a policy where any trips of eight hours or more be made by air unless the Head Coach can present compelling evidence of why the competition is necessary to require student-athletes to travel these long distances by bus.

2. It is also possible that the soccer team’s travel budget needs an increase.

3. There are no other problems in this area.

4. Opportunity to Receive Coaching and the Assignment and Compensation of Coaches

[34 C.F.R. Section 106.41(c)(5-6)]


Below is a chart comparing the current full-time, part-time and graduate assistant (GA) coaches for men’s and women’s teams. While there are now two full-time golf coaches, both work with both the men’s and women’s teams; however, each coach works more with the players of one sex than the other. For that reason, they are indicated in the chart below with the team with which each work the most, based on the two Head Coaches and women participants interviewed.

<table>
<thead>
<tr>
<th>SPORT</th>
<th>MEN</th>
<th>WOMEN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseball</td>
<td>3 FT, 1 VOL.</td>
<td>NA</td>
</tr>
<tr>
<td>Basketball</td>
<td>4 FT</td>
<td>4 FT</td>
</tr>
<tr>
<td>Equestrian</td>
<td>NA</td>
<td>3 FT</td>
</tr>
<tr>
<td>Football</td>
<td>10 FT, 2 GAs</td>
<td>NA</td>
</tr>
<tr>
<td>Golf</td>
<td>2 FT</td>
<td>2 FT</td>
</tr>
<tr>
<td>Soccer</td>
<td>NA</td>
<td>3 FT</td>
</tr>
<tr>
<td>Softball</td>
<td>NA</td>
<td>3 FT, 1 GA</td>
</tr>
<tr>
<td>Tennis</td>
<td>2 FT</td>
<td>1 FT, 1 GA</td>
</tr>
<tr>
<td>Track/XC</td>
<td>2 FT, 1 GA, 2 VOLS,</td>
<td>3 FT, 3 VOLS.</td>
</tr>
<tr>
<td>Wrestling</td>
<td>3 FT, 1 VOL.</td>
<td>NA</td>
</tr>
</tbody>
</table>

While Opportunity to Receive Coaching and Academic Tutoring [34 C.F.R. Section 106.41(c)(5)] and the Assignment and Compensation of Coaches and Tutors [34 C.F.R. Section 106.41(c)(6)] are separate in both the Title IX regulation and the Policy Interpretation, the above combination significantly simplifies the review of each.
All men’s and women’s teams have the maximum number of coaches allowed under NCAA rules for the sports offered. Overall, there are 26 full-time coaches and three GAs in the men’s program and 19 full-time coaches and one GA in the women’s program. Two of the three GAs in the men’s program are in football. These positions cannot be upgraded. The other two GAs are in the women’s tennis and men’s cross country/track. These positions are in lieu of full-time coaches.

b. Assignment (Qualifications) and Compensation of Coaches

All coaches are highly qualified, most having participated at both the high school or club and college levels in the sport they coach. Some have competed on national teams and played and coached professionally. While some coaches also have coaching experience at the high school and professional level, the average number of years of experience at the college level for coaches of men's sports is 15.6 years and the average for women's sports is 9.7 years. The difference is attributable to a very senior men’s coaching staff as compared to the women’s staff overall.

In order for there to be a violation of Title IX with respect to coaching salaries, there must be a difference in the availability of coaches or the qualifications of coaches, and the difference must be shown to have a disparate impact on women student-athletes. There were no problems in the availability of coaches. Also, if there is some problem with respect to the delivery of coaching services to the student-athletes, Title IX jurisdiction can be asserted in this area. Again, there were no problems. Otherwise, coaching salaries would fall under other federal laws: the Equal Pay Act, the Fair Labor Standards Act and Title VII of the 1964 Civil Rights Act. While I am familiar with these laws, I am not an expert on them.

c. Recommendations/Comments

1. Because there is only one GA in the women’s program that is assigned to coach in lieu of a full-time assistant (tennis) and one in the men’s program (track), the situation is off-setting.

2. The Head Men’s Tennis Coach pays his full-time assistant out of the tennis budget. He has no fringe benefits.

3. The Opportunity to Receive Coaching and the Assignment and Compensation of Coaches is equivalent.
5. Opportunity to Receive Tutoring and the Assignment and Compensation of Tutors
   [34 C.F.R. Section 106.41(c)(5)-(6)]

a. Procedures, Tutor Qualifications, Compensation and Availability

The Associate AD/Director of Academic Services for Student-Athletes oversees the entire program. She reports to the Senior Vice President and Provost. The Associate AD has six full-time staff. In addition to overseeing the program, the Associate AD works directly with softball, football and men’s basketball. Her staff has the following assignments:

Assistant Director - works with all women’s sports except softball.

Assistant Director and Eligibility Manager - works with all men’s sports except basketball and football.

Senior Academic Advisor - works with football

Coordinator of Learning Program

Learning Specialist (a)

Learning Specialist (b)

The efforts of all these individuals were rated as good to excellent.

Student-athletes become aware of the academic services available to them when they are being recruited. Each prospect visits with an academic counselor. At the beginning of the year, academic services staff meet with the teams to which they are assigned and review the services provided. No team has priority. At-risk students, regardless of sex, are the top priority.

Academic services have an account to pay for tutors if that is the service needed. Tutors are paid between $8.00 - $25.00 per hour depending on the course and the level of tutoring provided (undergraduate, graduate, etc.). Tutors for specific courses must have taken the course and received an “A.” They must be recommended by a faculty member or provide a transcript to prove they are capable of tutoring.

b. Recommendations/Comments

The Opportunity to Receive Tutoring and the Assignment and Compensation of Tutors is equivalent.
6. Provision of Locker Rooms, Practice and Competitive Facilities
[34 C.F.R. Section 106.41(c)(7)]

**LOCKER ROOMS**

a. Quality and Availability

The only men’s team not provided a locker room is the tennis team. The only men’s team without exclusive use of their locker room is the men’s golf team; however, the team has lockers assigned the year around in the men’s locker room at Karsten Creek Golf Club. The locker room facility is excellent. The cross country/track and football locker rooms were rated as average by the Head Coaches. The remainder of the men’s locker rooms were rated as good to excellent.

Women’s tennis and soccer do not have locker rooms. The soccer team either uses the visiting football locker room in the Athletic Center or the women’s basketball locker room on game day. Those situations were rated by soccer as poor. Like the men’s golf team, the women’s golf team uses the women’s locker room at Karsten Creek Golf Club. It is an excellent facility, and lockers are assigned for the year. The remaining women’s locker rooms were rated as good to excellent; however, the equestrian changing room at the Saddling Barn has no showers or restrooms.

**PRACTICE AND COMPETITIVE FACILITIES**

b. Quality, Availability and Exclusivity of Use and the Maintenance and Preparation of the Facilities for Practice and Competition

Below is a list of the facilities for each team. The head coaches and women participants evaluated the quality and the maintenance and preparation.

<table>
<thead>
<tr>
<th>SPORT</th>
<th>FACILITY/ QUALITY</th>
<th>AVAILABILITY/ EXCLUSIVE USE</th>
<th>MAINTENANCE &amp; PREPARATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseball</td>
<td>Reynolds Stadium/ “Older facility, needs updating” Funds are now been raised/Average Indoor batting &amp; pitching facility/Good</td>
<td>Exclusive for Practice and Competition. Indoor facility shared with softball.</td>
<td>Maintenance and Preparation by groundskeepers, coaches and team/Good</td>
</tr>
<tr>
<td>Basketball Men &amp; Women</td>
<td>Gallagher-Iba Arena/ Excellent. Practice Gym/ Excellent</td>
<td>Men’s &amp; women’s basketball share practice gym and arena. Concerts, etc. and wrestling competition use Gallagher-Iba</td>
<td>Maintenance and Preparation by Facilities/Game Operations/ Good</td>
</tr>
<tr>
<td>SPORT</td>
<td>FACILITY/ QUALITY</td>
<td>AVAILABILITY/ EXCLUSIVE USE</td>
<td>MAINTENANCE &amp; PREPARATION</td>
</tr>
<tr>
<td>---------------------</td>
<td>----------------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------------------------------------</td>
<td>------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Equestrian</td>
<td>Animal Science Arena – Indoor &amp; outdoor &amp; OSU Outdoor Arena/Good to Excellent, but have outgrown.</td>
<td>Animal Science facility shared with students in that discipline. OSU Outdoor Arena is exclusively team’s facility.</td>
<td>Maintenance by Animal Science Staff at this facility. Maintenance &amp; Preparation for shows at OSU Arena by coaches &amp; participants</td>
</tr>
<tr>
<td>Football</td>
<td>Lewis Field and Boone Pickens Stadium. One full practice field &amp; two forty-yard practice fields/ Good for all</td>
<td>Exclusive use of practice fields. Stadium used for some other activities</td>
<td>Maintenance and preparation by Facilities/Game Operations/Good</td>
</tr>
<tr>
<td>Golf Men &amp; Women</td>
<td>Karsten Creek Golf Course &amp; Stillwater Country Club/ Excellent No home tournaments.</td>
<td>Used by members of golf clubs.</td>
<td>Maintenance and Preparation by professional groundskeepers/ Excellent</td>
</tr>
<tr>
<td>Soccer</td>
<td>OSU Soccer Complex Practice &amp; compete on same field/ Field is Good. Rest is Fair.</td>
<td>Exclusive use</td>
<td>Maintenance by Athletics Facilities staff/ Not Good. Preparation by Facilities staff &amp; Game Operations/ Not Good</td>
</tr>
<tr>
<td>Softball</td>
<td>Cowgirl Stadium/Good Pitching Facility &amp; Indoor Batting Facility/Good</td>
<td>Exclusive use of Cowgirl Stadium. Indoor Batting &amp; Pitching Facility shared with baseball</td>
<td>Maintenance and Preparation by Athletics Facilities staff/Good, but new dirt on the field needs daily maintenance.</td>
</tr>
<tr>
<td>Tennis Men &amp; Women</td>
<td>Men- University of Tulsa Indoor Courts/Fair. OSU Outdoor Courts/Fair. Women – Edmond Indoor Courts &amp; University of Tulsa Indoor Courts/Good. University Courts/Fair</td>
<td>Indoor Courts shared with others. OSU Courts used by OSU student body</td>
<td>Maintenance by coaches &amp; participants/or Indoor staff. Preparation for matches by coaches</td>
</tr>
</tbody>
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<td>Maintenance by coaches &amp; participants/or Indoor staff. Preparation for matches by coaches</td>
</tr>
</tbody>
</table>
The teams experiencing the worst facility problems are men’s and women’s track, and men’s and women’s tennis. Problems with the track and tennis facilities affect both men and women equally.

c. Recommendations/Comments

1. Facilities are the biggest problem facing OSU; however, a large and generous gift will result in new or refurbished facilities within the next few years.

2. A new fence was provided for softball. The infield was a source of complaint by the student-athletes and Head Coach. According to our notes from the previous year, the infield must be worked every day or it will become too hard. Facilities staff needs to address this.

3. There has also been a problem with the maintenance and preparation of the soccer field that also needs addressing.

4. Next year, we would like to do a full facilities review in order to see some of these changes and update us about where OSU is now.
a. Health, Accident and Injury Insurance Coverage

Primary coverage on all student-athletes is through their parents' or student health insurance. At whatever point the primary coverage stops, the Athletic Department's secondary coverage begins. If a student-athlete has no coverage, the Athletic Department pays the entire cost through its own insurance. No student-athlete pays any costs.

b. Availability and Quality of Weight and Conditioning Facilities

There is one weight room for all student-athletes, and it is located in the OSU Athletic Center. The weight room was redone last year and is rated as good to excellent by all coaches and participants who were interviewed. Teams are scheduled to use the facility by the Strength Coach assigned to each team. The Head Strength Coach makes sure there are no conflicts. One hundred student-athletes can use the facility at a time. No coaches had any complaints about their scheduled time of use.

Six full-time strength coaches and three graduate assistants (GAs) staff the weight room. All the full-time staff members are nationally certified except one. Two of the GAs are females. The Trainer/Physical Therapist for all student-athletes is the Strength Coach for men’s and women’s golf.

c. Availability and Quality of Training Facilities

The main training room is located in the Athletic Center. Satellite facilities used for practice and/or game day are located at Droke Field House (men’s and women’s cross country/track and soccer), Reynolds Stadium (baseball) and Cowgirl Stadium (softball). The main training room contains all the latest modalities and was rated as good to excellent by coaches and participants. The Droke Field House satellite training room was rated as adequate, and the other two training rooms as good to excellent.

d. Availability of Medical Personnel and Assistance

The “team” physician, a D.O., is the only physician paid by the Athletic Department. The main team orthopedist receives referrals only. There is also a relationship with the Medical School nearby that provides a fellowship. Medical doctors travel with football (the D.O. and an orthopedist) and men’s basketball (to the Big XII and the NCAAs). Physicians cover home games for baseball, men’s and women’s basketball, soccer, softball and wrestling. Periodic visits by physicians are made to the training room.

e. Availability and Qualifications of Athletic Trainers

Seven full-time trainers and seven graduate assistants (GAs) comprise the nationally certified trainers for the athletic program. Assisting the trainers were several student assistant trainers who are assigned to various sports. The Director of Sports Medicine is over the program. He works with all sports but no longer travels with any. One of the
full-time trainers is a Physical Therapist. While he is assigned men’s and women’s golf as their trainer and strength coach, most of his work is in the training room. He does travel with football, but he also works with the Student Wellness Center. Of the remaining full-time trainers, two are assigned to football. The last two full-time trainers are assigned to women’s basketball and wrestling, respectively. The one assigned to women’s basketball is a female. The men’s and women’s cross country/track teams each have a certified GA assigned, and the GAs travel with both sports. Football, women’s soccer, softball, baseball and men’s and women’s tennis have certified GAs assigned for these sports. The ones for football, women’s soccer, softball and baseball travel to all away games, but the ones for men’s and women’s tennis rarely travels with the teams.

The Director of Sports Medicine stated that one of the full-time staff assigned to football would be reassigned to women’s soccer next year. In 2006, two full-time trainers, the Physical Therapist and one GA were assigned to football.

f. Recommendations/Comments

1. The weight room and the staff working there are outstanding.

2. The medical training staff expanded from the previous year.

3. With the assignment of a full-time trainer to women’s soccer, medical training will be equivalent.

8. Provision of Housing and Dining Facilities and Services

[34 C.F.R. Section 106.41(c)(9)]

a. Housing

Most freshmen live in dormitories unless they are locals. Other student-athletes may live in dorms or apartments on campus or off campus. On campus facilities now remain open during break periods, and there is no longer a need to provide special housing at these times. Football, women’s basketball, men’s golf and women’s golf participants all live on campus either in dormitories or on campus apartments. The football team stays at the Student Union Hotel on campus the night before a home game.

b. Dining

Participants whose grants-in-aid include room and board eat on campus or receive checks for food. There is a training table available in the press box of the Football Stadium. Football, men’s and women’s basketball and softball participants dine there for the evening meal. The men’s and women’s golf teams have a training table for lunch at the Karsten Creek Golf Club. Football participants eat at a dorm on campus during pre-season practice. During periods when the regular campus dining halls are closed, teams
that are in season are provided $39.00 per diem, less if a team meal is provided.

Pre-game meals are provided prior to home games for baseball (some), men’s and women’s basketball, football, soccer and softball. Equestrian participants are provided breakfast and lunch at their home shows. Both men’s basketball, football, soccer and softball are provided post-game food. Almost all teams are provided some food before, during and/or after home competitive events.

c. Recommendations/Comments

The Provision of Housing and Dining Facilities and Services is equivalent.

9. Publicity
   [34 C.F.R. Section 106.41(c)(10)]

a. Availability and Quality of Sports Information Personnel

Sports Information (SI) is under the supervision of a new Associate AD for Media Relations/Sports Information Director (SID). He has four full-time assistants and four student assistants to assist him. The SID has 15 years experience, and he covers football both home and away. The Assistant SID with the most experience (15 years) covers men’s basketball home and away and women’s golf. Another Assistant SID covers baseball home and away. He has three years experience. Another full-time Assistant SID covered women’s basketball home and away and men’s golf. He has eight years experience. The fourth assistant SID has six years experience and covers wrestling and softball. He travels with both. He also traveled with soccer in the post-season. Students cover equestrian, women’s tennis, women’s cross country/track and men’s cross country/track. The only one that travels is the one for equestrian. She is a GA, and equestrian pays her.

All of the full-time staff members except one were rated as good. The students assigned to men’s cross country/track, women’s cross country/track and equestrian were rated well except for the ones for men’s and women’s cross country/track.

b. Quantity and Quality of Publications

High quality media guides were provided to all men’s and women’s teams. The ones for men’s and women’s cross country/track were late. Posters, schedule magnets, schedule cards, season tickets brochures and programs of varying quality were provided for four men’s and three women’s sports (men: baseball, basketball, football and wrestling; women: basketball, soccer and softball). Flip cards were provided two men’s sports (basketball and wrestling) and two women’s sports (basketball and equestrian).
c. Other Publicity Resources and Promotional Services

Marketing and promotions are now under the supervision of the Director of University Marketing. The Associate AD/SWA works closely with him. Two Marketing Coordinators, one Promotions Coordinator and the Webmaster complete the full-time staff. Game day promotions are done for all home games for all sports except men’s and women’s golf and men’s and women’s cross country/track. Only men’s and women’s cross country have home competition, but only one each.

Radio broadcasts for all games are done for men’s and women’s basketball, football, baseball and wrestling. In 2005-2006, there was radio for four home soccer games and all home softball conference games (17). Four baseball games were televised as were 28 men’s basketball games, three football games, four women’s basketball games and one wrestling match. Softball had at least one game televised.

Four men’s sports had game broadcasts over the Internet: 4 football (tape delayed), 6 basketball, 27 baseball and 10 wrestling matches. Three women’s sports also had Internet broadcasts: basketball –16, softball –18, soccer –10. Not counting the four tape delayed football games broadcasts, men’s sports had 43 games on the Internet and women’s sports had 44.

There were no negative ratings of marketing and promotions.

d. Recommendations/Comment

1. We feel the new SID will make positive changes in Sports Information.

2. Again, every effort should be made to get the track media guides out on time.

3. Marketing and promotions staff has new leadership that has already made positive changes in this area.

4. We recommend a poster and schedule card for equestrian.

10. Recruitment of Student Athletes

[34 C.F.R. Section 106.41 (c)]

a. The Opportunity to Recruit

The opportunity to recruit is virtually synonymous with the opportunity to receive coaching (i.e., availability of coaches). If there are problems in the opportunity to receive coaching due to a lack of coaches, either full and/or part-time, there will usually be a
problem in the opportunity to recruit. The availability of coaches/recruiters is equivalent at OSU. The opportunity to recruit is also equivalent.

b. Financial and Other Resources

This is a very difficult area of Title IX, one that is often misinterpreted because some formula for spending is sought in determining compliance. There is no such formula. The standard is whether the needs of the men’s and women’s program overall are met on an equivalent basis. Exacerbating the difficulty is the fact that needs fluctuate annually and each team has different needs.

After determining which items of a team’s budget constitute recruitment expenditures, each coach was asked to address the sufficiency of recruitment funds. All head coaches for all men’s and women’s sports stated that their recruitment budgets were sufficient for 2005-2006 except the Head Men’s Cross Country/Track Coach and the Head Women’s Cross Country/Track Coach.

"Other resources" for recruitment include such items as courtesy cars/car allowances, cell phones and media guides/recruitment brochures. Media guides were discussed under the Publicity component. Coaches use these in recruitment. Courtesy cars and cell phones fall under the jurisdiction of Title IX because these are also used in recruitment. Otherwise, both are a fringe benefit of employment, more appropriately addressed under federal employment statutes. All full-time coaches have courtesy cars/allowances except the Assistant Golf Coach who works primarily with women’s golf.

Cell phones are provided to all the men’s coaching staff except the two GAs in football who does not recruit. On the women’s coaching staff, the assistant women’s tennis coach, a GA who recruits, was not provided a cell phone.

c. Benefits, Opportunities and Treatment of Prospective Student-Athletes

In 2005-2006, the following number of prospects made official visits:

<table>
<thead>
<tr>
<th>SPORT</th>
<th>MEN</th>
<th>WOMEN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseball</td>
<td>13</td>
<td>NA</td>
</tr>
<tr>
<td>Basketball</td>
<td>6</td>
<td>13</td>
</tr>
<tr>
<td>Equestrian</td>
<td>NA</td>
<td>8</td>
</tr>
<tr>
<td>Football</td>
<td>50</td>
<td>NA</td>
</tr>
<tr>
<td>Golf</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Soccer</td>
<td>NA</td>
<td>4</td>
</tr>
</tbody>
</table>

7 For this reason, courtesy cars and cell phones to operations staff and additional cars to an individual head coach were not counted.
Prospective student-athletes are both flown and driven by automobile. They are lodged on campus or in local hotels and provided meals and entertainment on and off campus within NCAA rules. In 2005-2006, 70.7% of the prospect visits were by men and 29.3% were by women. The football prospects represented 49.1% of the visits by men and somewhat skews this comparison; however, there were no complaints by head coaches about limitations on official visits.

d. Recommendations/Comments

1. Although additional courtesy cars/car allowances have been increased for both men and women, a disparity still exists in that the primary assistant for women’s golf does not have a courtesy car.

2. Again, the need for additional recruitment funds for women’s cross country/track needs to be reviewed and the budget adjusted if warranted. I am not sure that men’s cross country/track is warranted, but it may be. The two needs do not offset because the women’s cross country/track program is twice the size of the men’s program and is expected to have that many participants in order to assist in proportional participation.

3. There are no other problems in this area.

11. Support Services

   [34 C.F.R. Section 106.41(c)]

a. Administrative Assistance

The Vice President for Athletic Programs/Director of Athletics (AD) oversees the intercollegiate athletics program for men and women. He reports to the President of OSU. Directly under the AD is the Senior Associate AD/Chief Operations Officer. Three Associate ADs report to administrators outside the Athletic Department. The Associate AD for Compliance reports to the President. The Associate AD/Academic Services reports to the Provost/Senior Vice President. The Associate AD/Business Operations reports to the Director of Accounting and Assistant Controller. The Associate AD/Administration and Facilities, the Associate AD/Media Relations, the Associate AD/Senior Woman Administrator (SWA) and the Associate AD/External Operations for
Development report to the AD. Also reporting to the AD are the Head Women’s Basketball Coach and the Head Men’s and Women’s Golf Coaches. The Head Men’s and Women’s Tennis Coaches report to the Associate AD/Business Operations. The Head Equestrian Coach and the remainder of the Head Coaches of men’s sports report to the Senior Associate AD. The remainder of Head Coaches of women’s sports report to the Associate AD/SWA.

Three men’s sports (baseball, basketball and football) have Directors of Operations to assist in the administration of each program. Women’s basketball and cross country/track also have Directors of Operations, and the equestrian program has an individual who is 50% herd manager, an administrative responsibility, and 50% clerical. The Head Softball Coach was to be assigned a Director of Operations in December.

Overall, men’s and women’s sports have an Associate AD dedicated to each of their programs while the other Associate ADs have responsibilities that affect both men’s and women’s programs.

b. Office Space

In the men’s program, the sports with private offices for all head and assistant coaches are basketball, football, golf, cross country/track and wrestling. The two football GAs share an office. The assistant tennis coach does not have an office. In the women’s program, only the basketball, soccer and golf coaches have private offices. The equestrian coaches are all in one room at the Saddling Barn and have no private space. The tennis GA coach has no office. The two assistant softball coaches share an office in the clubhouse. The offices could have been private, but the former head coach designed them to be together.

The women’s cross country/track coaches are all in the same office space at Droke Field House. Women soccer coaches were in private offices with high partitions separating each coach in the Athletic Center overlooking the Hall of Fame Room.

c. Secretarial and Clerical Assistance

Football has four secretarial/clerical staff to assist the ten full-time coaches, the Operations Director and two GAs. The baseball and men’s basketball coaching staff have one staff member each and a student assistant. Women’s basketball and softball have one each. The wrestling coaching staff has an office manager, according to the Head Coach. One secretarial/clerical staff member is assigned to assist men’s and women’s cross country/track and soccer. She is in the soccer area. Finally, an indicated earlier, equestrian has a staff member who is 50% clerical and 50% herd manager. All coaches who desire one have computers, and many do much of their own work. This minimizes the need for secretarial/clerical staff.

d. Office Equipment and Supplies
Office equipment and supplies are available for all as needed.

e. Recommendations/Comments

1. Coaches of women’s teams have less office space overall than coaches of men’s teams. The worst situation is the women’s cross country/track and equestrian teams. Providing sufficient office space for coaches of these teams needs to be part of the overall facilities plan.

2. Otherwise, there are no problems in this area.