INTRODUCTION

This report is a part of the continuing relationship between the Oklahoma State University (OSU) Athletic Department in Stillwater, Oklahoma 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 (October 22-24, 2007), 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 2006-2007 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>39</td>
<td>NA</td>
</tr>
<tr>
<td>Basketball</td>
<td>13</td>
<td>15</td>
</tr>
<tr>
<td>Equestrian</td>
<td>NA</td>
<td>62</td>
</tr>
<tr>
<td>Football</td>
<td>119</td>
<td>NA</td>
</tr>
<tr>
<td>Golf</td>
<td>9</td>
<td>6</td>
</tr>
<tr>
<td>Soccer</td>
<td>NA</td>
<td>22</td>
</tr>
<tr>
<td>Softball</td>
<td>NA</td>
<td>19</td>
</tr>
<tr>
<td>Tennis</td>
<td>8</td>
<td>12</td>
</tr>
<tr>
<td>Track: XC</td>
<td>15</td>
<td>47</td>
</tr>
<tr>
<td>Indoor</td>
<td>22</td>
<td>48</td>
</tr>
<tr>
<td>Outdoor</td>
<td>23</td>
<td>48</td>
</tr>
<tr>
<td>Wrestling</td>
<td>35</td>
<td>NA</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>283</strong></td>
<td><strong>279</strong></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."

   (a) Full-time Undergraduate Male Students: 7,982 (51%)
   Full-time Undergraduate Female Students: 7,664 (49%)
   15,646

   The above enrollment is for the fall semester of 2006. Spring semester of 2007 was only .1% difference: 51.1% males and 48.9% females.

   Male Participants 283 (50.4%)

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.
(b) There is a plus .6% difference between the participation rate of female student-athletes and the enrollment rate of female students. OSU is providing intercollegiate level participation opportunities in substantial proportion to the enrollment rates of male and 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>$188,841.00</td>
<td>39</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Basketball</td>
<td>193,400.00</td>
<td>12</td>
<td>$271,630.00</td>
<td>15</td>
</tr>
<tr>
<td>Equestrian</td>
<td>NA</td>
<td>NA</td>
<td>228,515.00</td>
<td>62</td>
</tr>
<tr>
<td>Football</td>
<td>1,523,782.90</td>
<td>119</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Track/XC</td>
<td>239,902.73</td>
<td>26</td>
<td>363,677.60</td>
<td>51</td>
</tr>
<tr>
<td>Wrestling</td>
<td>181,359.00</td>
<td>35</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>TOTALS</td>
<td>$2,514,901.63</td>
<td>248</td>
<td>$1,590,041.60</td>
<td>187</td>
</tr>
</tbody>
</table>
E. Differences Between Participation and Award Ratios

The total amount of athletic financial assistance awarded in 2006-2007 was $4,104,943.23. Men represented 57% of the participants and received 61.3% of the awards. Women represented 43% of the participants and received 38.7% of the awards. There is a difference of 4.3% favoring the men’s program. That difference is significant; however, OSU awards the maximum number of athletic grants-in-aid allowed by the NCAA for the sports offered.

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, 100 were males and 58 were females. In the case of incoming freshmen, 32 men and no women were provided this aid.

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 2006-2007, only 1.18 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>Softball</td>
<td>.20</td>
</tr>
<tr>
<td>Golf</td>
<td>.18</td>
</tr>
<tr>
<td>Equestrian</td>
<td>.80</td>
</tr>
<tr>
<td>TOTAL</td>
<td>1.18</td>
</tr>
</tbody>
</table>

2. The difference between the rates of participation and the rates of the awards is due to the fact that two women’s sports have high rates of participation and relatively low grants-in-aid allowed by the NCAA (e.g., equestrian –62 participants and only 15 grants-in-aid and cross country/track – 52 participants and 18 grants-in-aid). This situation cannot be remedied without additional grants-in-aid allowed for women’s sports by the NCAA.

3. Another factor contributing to the substantial 4% disparity is that men’s sports may have awarded more out-of-state grants-in-aid than 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.
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. For incoming freshmen, there may be a problem. Although no head coach complained, 32 males and no females entered the program (the male student-athletes were in football, men’s basketball and baseball (1). OSU needs to adopt a nondiscriminatory policy to address this issue and disseminate it to head coaches in order to avoid problems from arising.
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. There was a problem with both men’s and women’s cross country/track involving the color of the uniforms and sizes (mostly the small sizes).

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. The amount and availability of equipment for both men’s and women’s cross country/track was a problem that was created by the major equipment provider.
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 two full-time assistants and several students assisting him. The Head Equipment Manager is certified, but his assistants are not. One assistant also works with football, but he assists baseball as well. The other assistant also works with football and is involved with shipping and receiving. Laundry is done in the football equipment room for baseball, football and soccer. 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 most 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 and wrestling. This agreement will result in equipment and supplies for student-athletes to be even more readily available.

d. Recommendations/Comments

The only problem in this area affected men’s and women’s cross country/track. Basically, the equipment provider could not deliver on all the equipment needed for these teams nor could they provide the correct color. This is being addressed and should be resolved by the next year.

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 2006-2007

<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>56</td>
<td>56</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Basketball</td>
<td>29</td>
<td>29</td>
<td>29</td>
<td>29</td>
</tr>
<tr>
<td>Equestrian</td>
<td>NA</td>
<td>NA</td>
<td>14</td>
<td>15</td>
</tr>
<tr>
<td>Football</td>
<td>12</td>
<td>12</td>
<td>NA</td>
<td>NA</td>
</tr>
</tbody>
</table>

<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>Golf</td>
<td>24</td>
<td>24</td>
<td>24</td>
<td>24</td>
</tr>
<tr>
<td>SPORT</td>
<td>MEN # EVENTS</td>
<td># ALLOWED BY NCAA</td>
<td>WOMEN # EVENTS</td>
<td># ALLOWED BY NCAA</td>
</tr>
<tr>
<td>-------------</td>
<td>--------------</td>
<td>-------------------</td>
<td>----------------</td>
<td>-------------------</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>56</td>
<td>56</td>
</tr>
<tr>
<td>Tennis</td>
<td>24</td>
<td>25</td>
<td>24</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>12</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 scheduled or competed in the maximum number of regular season competitive events allowed under NCAA rules, or one less, except men’s and women’s indoor/outdoor track. The number in which men’s and women’s indoor/outdoor track competed was sufficient, according to the Head Coaches of those sports. Several teams had cancellations due to weather or other nondiscriminatory factors and could not be rescheduled (softball-3, men’s tennis-1, women’s tennis-1). Some participants competed in additional meets that did not count as a competitive date for the team.\(^5\)

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.

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:

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.

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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.
(56). The Head Baseball Coach chose not to schedule competition, and the Head Softball Coach scheduled 12 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 was indoor track. The men’s outdoor track had seven 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 cross country/track, softball and tennis. One women’s outdoor track participant competed in the NCAA Regionals for the sport.

e. Recommendations/Comments

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 2006-2007. The sources of the information are the travel data and interviews with coaches and participants.

<table>
<thead>
<tr>
<th>MODE</th>
<th>MEN # OF TRIPS</th>
<th>WOMEN # OF TRIPS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Air</td>
<td>36</td>
<td>26</td>
</tr>
<tr>
<td>Bus</td>
<td>25</td>
<td>52</td>
</tr>
<tr>
<td>Van</td>
<td>20</td>
<td>7</td>
</tr>
</tbody>
</table>

Three men’s teams (basketball, football and golf) had eleven and one half charter flights. Two women’s teams had a total of nine and a half trips by charter air: six by women’s basketball and three and a half by women’s golf. Several of the flights of the men’s and women’s track teams involved only a few participants. The women’s soccer and tennis teams had several long trips by bus. Some 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 sufficient.

e. Recommendations/Comments

1. Again, the only problem area is the comparative distances traveled using land transportation. To avoid this from reoccurring, we again 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. The soccer team’s travel budget needs an increase to allow for more air travel during the season.

3. There are no other problems in this area.

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

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 two full-time golf coaches, both work with both the men’s and women’s teams.

<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,</td>
</tr>
<tr>
<td>Tennis</td>
<td>2 FT</td>
<td>1 FT, 1 GA, 1 VOL.</td>
</tr>
<tr>
<td>Track/XC</td>
<td>2 FT, 1 GA</td>
<td>3 FT, 3 VOLS.</td>
</tr>
<tr>
<td>Wrestling</td>
<td>3 FT, 1 VOL.</td>
<td>NA</td>
</tr>
</tbody>
</table>

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 16.5 years and the average for women's sports is 10.7 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

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6 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.
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 offsetting.

2. 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/Academic Affairs 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, women’s golf, football and men’s basketball. Her staff has the following assignments. Two of her staff are Learning Specialists, and one is the Learning Center Coordinator who also does Life Skills. The remaining three are Sports Counselors. One of the Sports Counselors assists soccer, equestrian, women’s tennis and women’s basketball participants. Another Sports Counselor assists men’s golf, men’s and women’s cross country/track, wrestling, baseball and men’s tennis. The last is the football sports counselor. He also assists with Life Skills.

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 locker room was rated as poor by the Head Coach and the one for men’s basketball was rated as fair. 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. Most of 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 and was rated as fair.

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 being raised/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></td>
<td>Indoor batting &amp; pitching facility/Good</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Basketball Men &amp; Women</td>
<td>Gallagher-Iba Arena/ Good. Practice Gym/ Adequate</td>
<td>Men’s &amp; women’s basketball share practice gym and arena. Concerts, etc. and wrestling competition use Gallagher-Iba Arena</td>
<td>Maintenance and Preparation by Facilities/Game Operations/ Good</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>SPORT</td>
<td>QUALITY</td>
<td>EXCLUSIVE USE</td>
<td>&amp; PREPARATION</td>
</tr>
<tr>
<td>---------------</td>
<td>------------------------------</td>
<td>----------------------------------------</td>
<td>----------------------------------------------</td>
</tr>
<tr>
<td>Softball</td>
<td>Cowgirl Stadium/Good</td>
<td>Exclusive use of Cowgirl Stadium.</td>
<td>Maintenance and Preparation by Athletics Facilities staff/Good, but new dirt on the field needs daily maintenance.</td>
</tr>
<tr>
<td></td>
<td>Pitching Facility &amp; Indoor Batting Facility/Good</td>
<td>Indoor Batting &amp; Pitching Facility shared with baseball</td>
<td></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>
<tr>
<td>Track/XC Men &amp; Women</td>
<td>Droke Track &amp; Field Complex/ Poor No indoor facility. No outdoor home competition. XC practice anywhere. OSU XC Complex/ Excellent</td>
<td>Track used by anyone. XC Course used for high school meets.</td>
<td>Maintenance by Facilities staff and men’s coaches. Setup of XC Course assisted by Game Operations &amp; Facilities staff.</td>
</tr>
<tr>
<td>Wrestling</td>
<td>Practice area in Athletic Ctr./ Excellent. Competition in Gallagher-Iba Arena/ Excellent</td>
<td>Exclusive use of practice area. Share Arena with men’s &amp; women’s basketball &amp; other activities.</td>
<td>Maintenance by Facilities staff/Good. Preparation by Game Operations/Good</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 several years.

2. Property near the school has been purchased, and most of the new facilities will be built there.
3. A new building that will house football and the administrative staff is under construction in the West End Zone. Once this is completed three grass practice fields will be constructed and then a new indoor facility that will be used by all outdoor sports.

4. It is not known when the new facilities for soccer, track, tennis and baseball will be constructed. Financing allows for only one project at a time.

7. Provision of Medical and Training Facilities and Services
   [34 C.F.R. Section 106.41(c)(8)]

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. Walk-ons must provide proof of coverage. No student-athlete on aid 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 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.

Seven full-time, one hourly wage and one volunteer strength coaches staff the weight room. All the full-time staff members are nationally certified except the hourly wage staff member. One of the full-time staff is a female the Trainer/Physical Therapist for all student-athletes is the Strength Coach for men’s and women’s golf. He is certified as a strength coach as well. All these staffs were highly rated.

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), the Saddling Barn (equestrian), 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 poor, and the other two training rooms as good.
d. Availability of Medical Personnel and Assistance

The Director of Sports Medicine/Head Team Physician is a full-time employee of the Athletic Department. He coordinates the other physicians who work with the athletic program. A formal arrangement with an orthopedic surgeon secures his services for 2-3 days each week. All other physicians are employed on an as needed basis; however, comprehensive health care is provided including full physicals for freshmen and transfer student-athletes and an annual medical appraisal of all returning student-athletes. All are provided the opportunity to see a doctor if necessary.

e. Availability and Qualifications of Athletic Trainers

Six 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 Head Trainer is over the program, and he reports to the Director of Sports Medicine/Head Team Physician. 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 travels with football and oversees the two GAs who assist him and assist the Head Trainer with football. The Head Trainer started his employment in August of 2007. He covers football home and away. One full-time assistant covers men’s basketball home and away and oversees the GA who is assigned to men’s and women’s tennis and cheer. Another full-time staff covers women’s soccer home and away and oversees the GAs who works with men’s and women’s track. Still another full-time assistant trainer, a female, covers women’s basketball home and way and oversees the GAs who covers softball and equestrian. The last full-time assistant trainer covers wrestling home and away and oversees the GA assigned to baseball.

Six of the seven GAs are females. The GA assigned to football is also assigned to equestrian; however, he cannot cover both in the fall. The Head Equestrian Coach stated that he has had no coverage this fall, and this has been a concern of his. Half of his competition is in the fall. The other football GA will assist with the team in the spring. Two of the GAs are assigned to men’s and women’s cross country/track and will travel with them. Two other GAs are assigned to baseball and softball and will travel with their assigned sports. Finally, the last GA covers men’s and women’s tennis and cheer, but she does not travel.

f. Recommendations/Comments

1. For the first time this fall, a full-time trainer was assigned to women’s soccer. This is a positive step, long overdue because of their injury rates.

2. The fact that the Director of Operations for Equestrian is a certified trainer minimizes the Head Coach’s concerns.
3. We had to chase down several rumors and misconceptions about the weight room and the training room. Lead staff members need to make sure that dress codes are enforced equally and treatment of women athletes is done with respect. Concerns by student-athletes about the dress code and the perceived attitudes of some of their staff were discussed with both the Head Strength Coach and the Head Trainer.

4. The Provision of Medical and Training Facilities and Services is equivalent for the first time at OSU.

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 club level of the Football Stadium. Football, and men’s and women’s basketball 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 all three meals during the pre-season in the club level of the Football Stadium. 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, women’s tennis, 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 the 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 (17 years) covers men’s basketball home and away and softball. Another Assistant SID covers baseball and soccer home and away. He has five years experience. Another full-time Assistant SID covered women’s basketball home and away and men’s and women’s golf. He has seven years experience. The fourth assistant SID has six years experience and covers wrestling and assists with football. He travels with football and to some wrestling competition. Students cover equestrian, men’s and women’s tennis, women’s cross country/track and men’s cross country/track.

Most of the full-time staff members except one were rated as good. Those not rated as good were rated average, but the head coaches who provided the ratings also stated that the coverage was better than in the previous year. The students assigned to men’s cross country/track, women’s cross country/track and equestrian were rated well.

b. Quantity and Quality of Publications

High quality media guides were provided to all men’s and women’s teams. Posters, schedule magnets, schedule cards 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). Equestrian was provided a Spectator Guide. Football also received a spring game poster. Season ticket brochures were provided for baseball, women’s basketball, football, soccer, softball and wrestling. Men’s basketball remains sold out.

c. Other Publicity Resources and Promotional Services

Marketing and promotions are 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. Some home men’s and women’s tennis matches are promoted.

Radio broadcasts for all games are done for men’s and women’s basketball, football, baseball and wrestling. Eight baseball games were televised as were all men’s basketball
games, seven football games, seven women’s basketball games, one soccer game and one wrestling match.

All home wrestling matches and all football and men’s basketball games were on the Internet via “MVP” pay for view broadcasts. All home games were on the Internet for baseball, soccer and softball.

There were no negative ratings of marketing and promotions.

d. Recommendations/Comment

1. SI is one full-time staff member short. The Assistant SID who covers men’s basketball also is assigned to softball, and this results in a conflict. In 2006-2007, for instance, he was not available until after March 13, the first round of the men’s post-season National Invitational Tournament (NIT). Softball had already completed almost one-third of its season at that time.

2. Equestrian needs help with promotions during their home shows. The Head Coach has been doing most of this himself.

3. Again, we recommend a poster and schedule card for equestrian. These are provided to four men’s sports but only three women’s sports.

4. Everything else is outstanding.

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 2006-2007 except the Head Men’s Cross Country/Track Coach and the Head Women’s Cross Country/Track Coach and the Head Women’s Golf 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 one Assistant Golf Coach.

<table>
<thead>
<tr>
<th>SPORT</th>
<th>BUDGET</th>
<th>EXPENDITURE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women’s Golf</td>
<td>$13,000.00</td>
<td>$18,000.00</td>
</tr>
<tr>
<td>Women’s Cross Country/Track</td>
<td>17,500.00</td>
<td>22,927.00</td>
</tr>
<tr>
<td>Men’s Cross Country/Track</td>
<td>13,500.00</td>
<td>15,959.00</td>
</tr>
</tbody>
</table>

Cell phones are provided to all the men’s coaching staff except the two GAs in football, the GA in women’s tennis and the GA in men’s cross country/track.

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

In 2006-2007, 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>7</td>
<td>NA</td>
</tr>
<tr>
<td>Basketball</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>Equestrian</td>
<td>NA</td>
<td>12</td>
</tr>
<tr>
<td>Football</td>
<td>49</td>
<td>NA</td>
</tr>
<tr>
<td>Golf</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Soccer</td>
<td>NA</td>
<td>7</td>
</tr>
<tr>
<td>Softball</td>
<td>NA</td>
<td>11</td>
</tr>
<tr>
<td>Tennis</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Track/Cross Country</td>
<td>25</td>
<td>16</td>
</tr>
<tr>
<td>Wrestling</td>
<td>11</td>
<td>NA</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td><strong>102</strong></td>
<td><strong>61</strong></td>
</tr>
</tbody>
</table>

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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. There were no concerns by head coaches about limitations on official visits.

d. Recommendations/Comments

1. We recommend that the assistant golf coach who does not receive a car or car allowance be provided one.

2. Based on expenditures, all three sports wherein a need for additional recruitment funds were expressed seems justified. The amounts are not large. Based on the expenditures and the amounts available to other top programs, we recommend the following to be increased for these teams recruitment budgets: women’s golf - $20,000, women’s cross country/track - $25,000 and men’s cross country/track - $18,000. The total amounts to a $19,000 increase.

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 Intercollegiate 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. The Director of Sports Medicine, the Coordinator of Athletic Facilities and the Spirit Group Coordinator also report to the Senior Associate AD. Sports Medicine, Film and Video Management, Athletic Equipment and Computer Support Services report to the Assistant AD for Administration/Facilities.
Three men’s sports (baseball, basketball and football) have Directors of Operations to assist in the administration of each program. Women’s sports have Director of Operations for basketball, softball, cross country/track and equestrian.

b. Office Space

In the men’s program, the sports with private offices for all head and assistant coaches are basketball and football. The two football GAs share an office. The assistant tennis coach does not have an office. He sometimes shares with the Head Coach. The Head and Assistant Wrestling Coaches have private offices, but the 2nd assistant and the volunteer coaches share one office. All for golf coaches share a large office at Karsten Creek Golf Club. In the women’s program, only the basketball and soccer 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 are in private cubicles 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 men’s and women’s basketball coaching staff each has one secretarial/clerical staff. 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. The remainder of the coaches do their own work or use student assistants. 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. When the West End Zone construction is competed, the football staff and the athletic administration will move there. This will leave available office space in the OSU Athletic Center for all coaches who do not have a private office.

2. There are no problems in this area.