

A STUDY OF THE PARTICIPATORY AND FINANCIAL OPPORTUNITIES
AFFORDED TO WOMEN'S ATHLETICS BY NORTH CAROLINA NCAA
MEMBER INSTITUTIONS

Amy M. Howe

A thesis submitted to the faculty of the University of North Carolina at Chapel Hill in
partial fulfillment of the requirements for the degree of Master of Arts in the Department
of Exercise and Sport Science (Sport Administration).

Chapel Hill
2007

Approved by

Advisor: Barbara Osborne, Esq.

Reader: Dr. Edgar Shields Jr.

Reader: Dr. Beth Miller

© 2007
Amy M. Howe
ALL RIGHTS RESERVED

ABSTRACT

Amy M. Howe: A Study of the Participatory and Financial Opportunities Afforded to Women's Athletic Programs by North Carolina NCAA member institutions
(Under the direction of Barbara Osborne)

This study examined financial and statistical data from North Carolina NCAA athletic programs. The purpose of the study was to determine the state of women's athletic programs in the state. The study sought to find if opportunities for women's athletics increased at the same rates as men's athletic programs. The study found that not only were men given more opportunities than women, but the percentage of increase for men was higher than that of women. The study also sought to compare women's opportunities in North Carolina with other women's NCAA programs in the United States. Overall, the study found that North Carolina athletic programs received fewer opportunities than the national average.

DEDICATION

This thesis is dedicated to my parents who have inspired me throughout my life. Their silent sacrifices and continued support have made my pursuit of a career in college athletics possible.

ACKNOWLEDGEMENTS

Several people have been instrumental in the successful completion of this project. I would like to thank my advisor, Barbara Osborne for her support and guidance throughout this project. Special thanks also to Dr. Ed Shields and Dr. Beth Miller for their generosity in serving on my thesis committee. Time is a valuable thing and to all those who gave up some of theirs to help me, I am thankful.

TABLE OF CONTENTS

LIST OF TABLES.....	viii
---------------------	------

LIST OF FIGURES.....	xi
----------------------	----

Chapter

I. INTRODUCTION	1
Statement of Purpose	2
Research Questions	2
Definition of Terms.....	3
Assumptions.....	4
Delimitations.....	4
Limitations	5
Significance of the Study	5
II. REVIEW OF LITERATURE	7
History of Title IX	7
Gender Equity Research	9
Criticism of Title IX.....	11
Resource Allocation.....	14
III. METHODOLOGY	19
Instrument	19
Subjects	19

Procedure	20
Statistical Analysis	20
IV. RESULTS	22
Financial and Participatory Opportunities: Men vs. Women.....	22
Financial and Participatory Opportunities: Change over Time	28
Financial and Participatory Opportunities: North Carolina vs. United States	43
V. DISCUSSION	58
Summary	58
Recommendations.....	64
APPENDICES	77
REFERENCES	107

LIST OF TABLES

Table

1. Recruiting Averages for North Carolina NCAA Institutions	23
2. Averages Coaching Salaries for North Carolina NCAA Institutions	24
3. Average Scholarship Budget for North Carolina NCAA Institutions	25
4. Average Expenses for North Carolina NCAA Institutions.....	26
5. Average Team Sponsorship and Athletic Participation for North Carolina NCAA Institutions	27
6. Average Number of Coaches for North Carolina NCAA Institution	27
7. Average Number of Teams Sponsored by North Carolina Division I NCAA Institutions	29
8. Average Number of Athletic Participants in North Carolina Division I NCAA Institutions	30
9. Average Number of Head Coaches in North Carolina Division I NCAA Institutions	31
10. Average Number of Assistant Coaches in North Carolina Division I NCAA Institutions	31
11. Average Head Coaching Salaries for Division I North Carolina NCAA Institutions	33
12. Average Assistant Coaching Salaries for Division I North Carolina NCAA Institutions	34
13. Average Coaching Salary Budgets for Division I North Carolina NCAA Institutions	35
14. Average Recruiting Budgets for Division I North Carolina NCAA Institutions	36
15. Average Scholarship Budgets for Division I North Carolina NCAA Institutions.....	37
16. Average Expenses for Division I North Carolina NCAA Institutions.....	37

17. Percent Change in the Financial Opportunities for Men's and Women's North Carolina Division II Athletic Programs (2002-03 to 2004-05)	40
18. Percent Change in the Participatory Opportunities for Men's and Women's North Carolina Division II Athletic Programs (2002-03 to 2004-05)	40
19. Percent Change in the Financial Opportunities for Men's and Women's North Carolina NCAA Athletic Programs (2002-03 to 2004-05)	42
20. Percent Change in the Participatory Opportunities for Men's and Women's North Carolina NCAA Athletic Programs (2002-03 to 2004-05)	42
21. Average Financial Opportunities of Division I Athletic Programs: United States vs. North Carolina	44
22. Percentage of Difference in the Financial Opportunities of Men's and Women's Division I Athletic Programs: United States vs. North Carolina	46
23. Average Participatory Opportunities of Division I Athletic Programs: United States vs. North Carolina	47
24. Average Enrollment and Athletic Participation for Division I Institutions: United States vs. North Carolina	48
25. Percentage of Difference in the Participatory Opportunities of Men's and Women's Division I Athletic Programs: United States vs. North Carolina	48
26. Average Financial Opportunities of Division II Athletic Programs: United States vs. North Carolina	50
27. Percentage of Difference in the Financial Opportunities of Men's and Women's Division II Athletic Programs: United States vs. North Carolina	51
28. Average Participatory Opportunities of Division II Athletic Programs: United States vs. North Carolina	52
29. Average Enrollment and Athletic Participation for Division II Institutions: United States vs. North Carolina	52
30. Percentage of Difference in the Participatory Opportunities of Men's and Women's Division II Athletic Programs: United States vs. North Carolina	53
31. Average Financial Opportunities of NCAA Athletic Programs: United States vs. North Carolina	54

32. Percentage of Difference in the Financial Opportunities of Men's and Women's NCAA Athletic Programs: United States vs. North Carolina.....	55
33. Average Participatory Opportunities of NCAA Athletic Programs: United States vs. North Carolina	56
34. Percentage of Difference in the Participatory Opportunities of Men's and Women's NCAA Athletic Programs: United States vs. North Carolina.....	56
35. Average Enrollment and Athletic Participation of North Carolina NCAA Institutions: United States vs. North Carolina	57
36. Athletic Opportunities Provided to Women's Division I Athletic Programs: United States vs. North Carolina	62
37. Athletic Opportunities Provided to Women's Division I Athletic Programs: United States vs. North Carolina	63

LIST OF FIGURES

1. Average Coaching Salaries for North Carolina NCAA Institutions	25
2. Percentage Change of Division I Team Sponsorship	29
3. Percentage Change of Division I Athletic Participation	30
4. Percentage Change of Division I Coaches	32
5. Percentage Change of Division I Head Coaching Salaries	33
6. Percentage Change of Division I Assistant Coaching Salaries	34
7. Percentage Change of Division I Coaching Salary Budgets	35
8. Percentage Change of Division I Recruiting Budgets	36
9. Percentage Change of Division I Expenses	38

CHAPTER I

INTRODUCTION

Enacted in 1972, Title IX of the Educational Amendments changed the landscape of athletics for females in the United States. Gone are the days when girls and women were forced to sit and watch idly from the sidelines. This landmark legislation made it illegal for schools receiving federal funding to discriminate on the basis of sex. While the effect of this federal law on female athletes was not anticipated, Title IX has served as a strong ally for women's sports. Since its enactment, athletic participation levels for females have increased dramatically. But as Judith M. Sweet, former senior vice president for championships and education services at the National Collegiate Athletic Association (NCAA) states, "It's pretty easy to show progress when you start with zero" (Lipka, 2006, paragraph 4). With just under 30,000 participants, females made up less than 15 percent of the total number of students participating in intercollegiate athletics prior to 1972. Currently, roughly 165,000 women and nearly 220,000 men participate in intercollegiate athletics, a much more equitable picture than the one painted just over thirty years ago (NCAA Participation Report, 2005).

Three decades have seen improvement, but females continue to play second-best to their male counterparts. At a time when many athletic departments struggle to B afloat, some are hesitant to pour money into women's programs they feel will not show them returns. The law has favored many female athletes who have sued universities for

sex discrimination and as a result, institutions are forced to seriously consider the resources they are making available to the women's teams.

Statement of Purpose

The purpose of the study was to examine the participatory and financial opportunities of women's athletics by North Carolina universities. This study examined the data available from the five most recently reported academic years starting from 2000-01. This study compared the women's programs to the men's programs and examined expenses, scholarship budgets, recruiting budgets, athletic participation, team sponsorship, number of coaches, and coaching salaries for each institution.

Research Questions

1. In which areas do North Carolina NCAA institutions differ in the participatory and financial opportunities offered for men's and women's athletics?
2. In Division I, have North Carolina institutions increased the participatory and financial opportunities for women at the same rate as men over the past five years?
3. In Division II, have North Carolina institutions increased the participatory and financial opportunities for women at the same rate as men over the past three years?
4. Have North Carolina NCAA institutions increased the participatory and financial opportunities for women at the same rate as men over the past three years?

5. Are there differences in the participatory and financial opportunities of women's athletics by North Carolina Division I institutions compared to other Division I institutions in the United States?
6. Are there differences in the participatory and financial opportunities of women's athletics by North Carolina Division II institutions compared to other Division II institutions in the United States?
7. Are there differences in the participatory and financial opportunities of women's athletics by North Carolina NCAA institutions compared other NCAA institutions in the United States?

Definition of Terms

For the purpose of this study, the following terms were defined:

- Coaching salaries: Compensation for duties related to coaching as reported by the Office of Postsecondary Education.
- Expenses: Costs associated with the operation of athletics teams as reported by the Office of Postsecondary Education.
- National Collegiate Athletic Association (NCAA): A voluntary association of about 1,200 colleges and universities, athletic conferences and sports organizations devoted to the administration of intercollegiate athletics. Each institution belongs to one of three divisions: I, II, or III.
- Participants: College students who participate in a varsity intercollegiate athletic team as of the day of the first scheduled contest.
- Participatory and financial opportunities: Measured by the following variables for a particular athletic program: Scholarship dollars, recruiting dollars, coaching

salaries (head and assistants), expenses, athletic participation, team sponsorship, and number of coaches.

- Recruiting expenses: Costs associated with the recruitment of athletic participants as reported by the Office of Postsecondary Education.
- Student-athlete scholarships: Aid granted to participants that requires enrollment in a collegiate institution and participation in an athletics team.
- Substantial proportionality: One of three ways an institution can ensure compliance with Title IX of the Educational Amendments of 1972. The institution must provide athletic opportunities to men and women that are substantially proportional to the rates of undergraduate enrollment of the institution within a one percent margin.

Assumptions

This study assumed that data gathered from the five academic years gives an accurate account of the spending and participation levels of each institution. Data from the study was gathered from the U.S. Department of Education's Office of Post-Secondary Education Equity in Athletics Disclosure website. Each university is required by law to submit the report.

Delimitations

This study analyzes data from colleges and universities located in North Carolina that sponsored varsity sports for both men and women. This study was also delimited to schools that belonged to the National Collegiate Athletic Association (NCAA). This includes institutions participating in Division I, II, and III.

Limitations

This study was limited to information gathered from the Department of Education's website. Each institution is responsible for submitting reports that contain information total revenue and expenses of the athletic programs. Differences in reporting among the various institutions limit the reliability of the data.

Significance of the Study

While many athletes play sports "for fun," the value of collegiate athletic participation for women is much greater than diversion and entertainment. A report by the Women's Sports Foundation cites physical activity and sport as solutions to many of the problems facing girls in the United States. Participation in sport decreases the risk of unhealthy behavior such as smoking, illicit drug-use, unintended pregnancy and high-risk sexual behavior. Physically active girls were also shown to have a lower risk of heart disease, breast cancer, osteoporosis, obesity, depression, and suicide. In addition, sports participation is found to have a positive impact on the educational gains of American girls (Women's Sports Foundation, 2004). Sports do not exist separately from the university as a whole, but rather, act in conjunction and enhance the educational experience. This study analyzes the extent to which North Carolina universities are contributing to the overall educational experience of the females attending. It is not only the universities' educational obligation to provide equal opportunity, but also their legal duty.

Most data relating to gender-equity sheds light on how institutions are doing individually or illustrate the trends of universities and colleges across the United States as a collective unit. Data collected from *The Chronicle of Higher Education*, the NCAA,

and other organizations often group schools by division in order to make comparisons.

Few studies segregate universities by location to determine how a particular state compares to the rest of the United States. This study sought to do just that.

CHAPTER II

REVIEW OF LITERATURE

To many, Title IX is synonymous with the opportunity to kick, throw, run, shoot, score, and compete. To others, Title IX is reverse discrimination, a quota system that has limited the opportunities of men and boys. The first section of this literature review will explore the history of Title IX and the trends in athletic participation for males and females since the law's inception. The second section will explore the criticism of the law and the last section will examine the allocation of resources by university athletic departments.

History of Title IX

Title IX of the Educational Amendment Act was enacted in 1972 to prohibit institutions receiving federal aid from discriminating on the basis of sex. Title IX provides that: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of or be subjected to discrimination under any education program or activity receiving federal financial assistance" (20 U.S.C. §§ 1681). This law applies to all programs within educational institutions and was not meant to be exclusionary to athletic programs. However, subsequent policies and interpretation have affirmed the federal law's application to intercollegiate athletic departments. Title IX

provided the groundwork that led to the surge in athletic opportunities for women and girls throughout the United States.

In 1979, the federal government issued a policy interpretation created to aid in the implementation and compliance of the law with regards to athletic programs (Office of Civil Rights, 1979). This interpretation divides athletic issues into three major categories: athletic financial assistance, equivalence in other athletic benefits and opportunities, and accommodation of interests and abilities. The first section requires an institution to divide the scholarship dollars in proportion to the participation of men and women in the athletic program. If 40% of athletes are women, 40% of the scholarship budget should be allocated to women. Compliance is presumed when institutions offer scholarships at a rate within one percent point of the proportion of men's or women's participation (Office of Civil Rights, 1979). The second part of the Policy Interpretation calls for equivalent treatment, benefits, and opportunities in areas such as equipment and supplies, games and practice times, travel and per diem allowances, tutoring, coaching, facilities, publicity, support services, and recruitment of student-athletes. Part three, the most controversial of the policy interpretation, requires the institution to "effectively accommodate" the needs of the underrepresented sex. As the term "effectively accommodate" is ambiguous at best, the Policy Interpretation puts forth a test which measures whether an institution has provided adequate athletic opportunity to male and female students. Commonly known as the "effective accommodation test", an institution is considered compliant with Title IX if it satisfies one of the three "prongs":

1. Provide athletic participation opportunities to men and women that are substantially proportionate to their respective rates of enrollment

2. Show a history and continuing practice of program expansion for the underrepresented sex
3. Fully and effectively accommodate the interests and abilities of the underrepresented sex

While an institution need only meet one of these requirements to be in compliance with Title IX's participation requirements, much debate has arisen regarding the first prong's requirement of substantial proportionality. It is the most concrete prong of the three-part test and has been considered as a "safe harbor" for Title IX compliance (U.S. Department of Education, 2003). The Office for Civil Rights, the enforcing body of Title IX, does not recommend any part of the three-part test above another, and an institution is no more compliant if it shows substantial proportionality than if it fully and effectively accommodates the interests and abilities of the underrepresented sex. The former, however, is simply a mathematical calculation while the latter, a less tangible means of compliance.

Gender Equity Research

In 1991, the NCAA surveyed its member institutions regarding expenditures for men's and women's athletic programs. While it was not intended to serve as a measuring stick for compliance under Title IX, it did provide a basis of comparison. The report contains summary information regarding revenues and expenses, personnel, participation, and other comparable variables of men's and women's teams. After publication of the report, the NCAA commissioned a task-force charged with "defining gender equity, examining the NCAA policies to evaluate their impact on gender equity, and recommending a path toward measuring and realizing gender equity in intercollegiate

athletics” (NCAA, 2004, p. 8). One of the recommendations put forth by the task-force was to replicate the 1991-1992 gender equity survey and the NCAA now makes public its annual Gender-Equity Reports.

Each year since 1982, the NCAA compiles a report detailing Sports Sponsorship and Participation Rates of member institutions. While women have shown the greatest growth in participation over the past twenty years, men’s participation has also risen steadily. About 165,000 female student-athletes competed in the 2004-05 season. While this is nearly a 200% growth from twenty years prior, women still have less participants today than men did twenty years ago (NCAA, 2006). Almost 220,000 men competed in sports in the 2004-05 season.

Since 1977, Acosta and Carpenter have published a longitudinal gender equity study of women in intercollegiate sport. The most recent data reveal that women are participating at a rate higher than ever before (Acosta & Carpenter, 2006). While participation for women continues to rise, their research shows a continual decline in women coaching other women. In 1972 when Title IX was enacted, over 90% of women’s teams were coached by women. In 2006, only 42.4% of women’s teams were coached by women. This marks the lowest ever representation of females as coaches of women’s teams (Acosta & Carpenter, 2006). Acosta and Carpenter’s research also documented the highest ever number of paid assistant coaches for women’s teams.

The Women’s Law Project took a different approach with their research on gender equity. In their study *Gender Equity in Intercollegiate Athletics: Where Does Pennsylvania Stand?* (2005), researchers looked at data from every college and university in the state of Pennsylvania. They analyzed athletic opportunities and athletic

expenditures, which included operating expenses, scholarship amounts, recruiting dollars, and coaching salaries for each institution. The study looked at data from three consecutive years and reported how the schools were doing in terms of gender equity. Comparisons were made based on divisions and NCAA member institutions were compared to those unaffiliated with the NCAA. This study illustrated in what areas Pennsylvania's institutions were providing equitable opportunities and resources for women's athletics and in which areas they were lacking.

Criticism of Title IX

Opinions of Title IX run the gamut from total support to cautious skepticism to full-blown resistance. Many who believe that the spirit of the law is just, believe that its implementation has been flawed. Many critics accuse Title IX of being used as a quota system that has disadvantaged male athletes and amounted to reverse discrimination (Hogshead-Makar, 2003). Proponents argue it can not be a quota because there are ways besides substantial proportionality to be compliant with the law. Some believe women are not as interested in sports as men and point to the fact that many institutions have trouble filling roster spots while men are "more willing to warm the bench even if they [aren't] getting a scholarship" (Tierney, 2006, paragraph 6). Jessica Gavora, author of the book, *Tilting the Playing Field*, says that fewer women have an interest in sport so it is natural that more men would want to play on college teams (O'Toole, 2002). Christine Grant, associate professor and former Director of Athletics at the University of Iowa disagrees with the presumption that women are less interested in sports. She states, "I was here in 1972 when there was really no interest on the part of girls to participate....The schools were forced to offer opportunity, and my goodness, it's

now up to 42 percent” (U.S. Department of Education, 2003). Others agree that it is not a “chicken or egg” conundrum and that creating opportunities creates interest and participation (Hogshead-Makar, 2003).

The Courts have also rejected claims of women’s inherent lack of interest in sports. In *Pederson v. Louisiana State University* (2000), the Court criticized the University’s “hubris” in arguing that women were less interested in sports “remarkable” (p. 878) In *Cohen v. Brown University* (1997), the United States Court of Appeals stated:

To assert that Title IX permits institutions to provide fewer athletics participation opportunities for women than for men, based upon the premise that women are less interested in sports than men, is...to ignore the fact that Title IX was enacted in order to remedy discrimination that results from stereotyped notions of women’s interests and abilities. Interest and ability rarely develop in a vacuum; they evolve as a function of opportunity and experience... [W]omen’s lower rate of participation in athletics reflects women’s historical lack of opportunities to participate in sports. (p. 178-179)

The Court also noted that “ the tremendous growth in women’s participation in sports since Title IX was enacted disproves Brown’s argument that women are less interested in sports for reasons unrelated to lack of opportunity” (*Cohen v. Brown*, 1996, p. 180).

Cutting and adding sports has been a frequent practice at institutions throughout the country. University administrators examine various factors such as financial considerations, interest level, and liability concerns when making a decision to add or drop certain sports (National Women’s Law Center, 2002). Since 1988-1989, 2,346 men’s sports have been added while 3,592 women’s sports were added. The net change from 1988-1989 to 2004-05 was positive for both men and women, however women clearly had the most growth with 2,052 teams. Men had a positive net change of 70

teams in that same time period. In 2004-05, the average NCAA institution sponsored 7 men's sports and 8 women's sports (NCAA, 2006).

Where there is a mention of men's teams being discontinued, Title IX is often cited as a culprit. Govora argues that Title IX causes sex discrimination rather than ending it. She says that "Title IX has created a new class of victim" (O'Toole, 2002, paragraph 16). It is not only the outside critics of Title IX that point an accusatory finger, it is often the administrators, those making the decisions to add or drop teams, who attribute the change to Title IX. In September of 2006, James Madison University announced it was discontinuing seven men's sports and three women's sports in order to comply with Title IX (Brainard, 2006). OCR has emphasized "that nothing in Title IX requires the cutting or reduction of teams in order to demonstrate compliance with Title IX, and that the elimination of teams is a disfavored practice" (Office for Civil Rights, 2003, paragraph 11), but regardless, Title IX continues to be blamed for the elimination of men's teams. One James Madison athlete called it an "out-of-whack implementation of the law" (Pennington, 2006, paragraph 24). Many students at James Madison have voiced their disagreement with the administration's decision to drop men's and women's sports and have organized rallies and protests (Lipka, 2006). The men's swimming team has created a website (www.savejmuswimming.com) in attempts to garner support for their team. The website outlines the three-part test of Title IX and poses the question, "What about Test 2 and Test 3 as stated above? Were these even considered?" (What is Title IX, 2006)

Mike Moyer, president of the National Wrestling Coaches Association agrees with Title IX as it was written, but believes its implementation has disadvantaged many

males, particularly those of non-revenue sports such as wrestling (Daily Oklahoman, 2006). Indeed, wrestling has taken a hit since Title IX was enacted in 1972. To blame it on Title IX is unfair, many proponents believe. The National Women's Law Center (2002) points out that when Title IX was not being enforced from 1984 to 1988, schools cut wrestling teams at a rate almost three times more than during the following twelve years when Title IX was again enforced. In a 2001 study done by the Government Accountability Office (GAO), they found that of the 948 schools that added at least one women's team, 72 % did so without eliminating any teams. Many Title IX advocacy groups believe that adding opportunities for women without cutting men's teams is not only possible, but practical (Women's Law Center, 2002).

Resource Allocation

Those whose fingers do not point to Title IX as the scapegoat for the dropping of men's sports often turn their finger towards revenue producing sports, namely football and men's basketball. Jennifer Chapman, president of the university's student athletic advisory council at James Madison believes that the cuts at her school were a financial decision and a scheme to focus resources on high-profile men's sports (Pennington, 2006). With roster sizes often reaching or exceeding 100, football certainly takes up much of the athletic financial "pie". In 2003, Division I-A institutions spent approximately \$7.1 million on football operating expenses, which was about 53% of all operating expenses in the United States (Fulks, 2004). In his study on college football and Title IX, Rich Haglund (2006) argues that the unwillingness to alter the status quo of college football leads to the elimination of non-revenue men's sports and "as long as no institution ... is willing to do something about the sacred cow that is college football,

men who want to participate in varsity athletics but do not want to play football will be left out, and the sexes will be pitted against each other for the remaining opportunities” (p. 447). In his study, Kevin Rapp (2005) argues that the Bowl Championship Series, “an inseparable part of the arms race, is directly at odds with the spirit of Title IX” (p. 1169). Another researcher argues that “Title IX cannot coexist under the current structure of college football” (Farrell, 1995, p. 997). Farrell’s article was written over ten years ago but the “big-business” aspect of college football does not seem to be losing speed. Many Title IX proponents attest that men’s sports do not need to be cut in order to provide ample opportunity to women but that the problem lies in the “embarrassing waste of money occurring in men’s football and basketball (Lopiano, 2000, paragraph 2). Judith Sweet notes the contradiction of the supposed lack of funding for sports and coaching salaries topping \$3 million (Lipka, 2006).

While heavy spending for football and men’s basketball cannot be concealed, they are rightly labeled “revenue-producing sports.” Large Division I-A universities, such as Ohio State and the University of Texas, bring in huge profits for their universities. In 2004, Texas spent almost \$14.5 million and produced revenues of approximately \$53.2 million. Ohio State topped Division I-A spending with about \$25.7 million and yielded a profit around \$26 million (U.S. Department of Education, 2006). Some argue that football should be exempt from Title IX due to its uniqueness and its ability to bring in money for athletic departments. Schools that yield a profit, however, are the minority. While there is a perception that most football teams are bringing in revenue, in 2001, only 36% of Division I and II football teams had revenues that exceeded or equaled their

expenses (Women's Law Center, 2002). This means that almost two-thirds of football teams ran deficits.

As the landscape of college athletics has become more competitive, so have coaching salaries. While universities are limited in the types of benefits they are able to give student-athletes, coaches operate in a free market and athletic departments are unrestricted in what they can offer them. According to USA Today, 42 of the 119 Division I-A football coaches are making over \$1 million in 2006 (Upton & Weiburg, 2006). This does not count the many additional benefits afforded to coaches such as subsidized housing or endorsements. While such salaries are rare for coaches of women's teams, 2006 marked a milestone for women's equal-pay advocates. Famed Tennessee women's basketball coach Pat Summitt became the first female coach to pass the \$1-million salary mark (Lipka, 2006). This was a marked increase from her starting salary thirty years prior when she was given \$8,900 in her first year as a head coach (Lipka, 2006).

Although Summitt's million dollar mark was a victory for women's athletics, head coaches and assistant coaches continue to lag behind the men. In 2002-03, the average expenses for all head coaches' salaries increased for men's and women's teams. According to the *2002-03 NCAA Gender-Equity Report*, Division I men's teams head coaches' salaries increased by more than women's teams head coaches' salaries. In Division II and III, the opposite was true and women saw greater gains. At 46%, Division II allocated a higher proportion of head coaches' salary dollars to women's teams than any other division. In Division I-A, 35% of the overall head coaches' salary budget is allocated to women's coaches. Salaries for women's teams' assistant coaches

also lag behind those of the men's teams. While Division I-AAA women's assistant coaches receive 46% of the salary budget, women's assistant coaches in every other division received no more than 32% of the salary budget (NCAA, 2004).

Division I, II and III institutions are all members of the NCAA but all have different membership requirements and philosophies. The most notable difference of Division I and II schools from Division III is their ability to reward student-athletes financial aid based on athletic performance. Division III on the other hand, is not able to offer athletic scholarships to student-athletes. Division III has a philosophy that is explicit in its treatment of men's and women's athletics. Division III institutions seek to "provide equitable athletics opportunities for males and female and give equal emphasis to men's and women's sports" (NCAA Division III Manual, 2006, p.216). Division II recognizes the dual role of athletics in its service and "recognizes the need to 'balance' the role of the athletics program to serve both the campus (participants, student body, faculty-staff) and the general public (community, area, state)" (NCAA Division II Manual, 2006, p.280). Division I is unique in its recognition of football and basketball as income producing sports and has the following requirements for member institutions. A Division I member institution:

Sponsors at the highest feasible level of intercollegiate competition one or both of the traditional spectator oriented, income-producing sports of football and basketball. In doing so, members of Division I recognize the differences in institutional objectives in support of football; therefore, the division provides competition in that sport in Division I-A and Division I-AA. (NCAA Division I Manual, 2006, p. 357).

While NCAA divisions differ in various ways, all attest to the importance of providing equal opportunities to men and women. Intercollegiate athletics are meant to provide

educational opportunities to students and are meant to enhance the overall educational experience of student-athletes.

CHAPTER III

METHODOLOGY

Instrument

The Equity in Athletics Disclosure Act (EADA) of 1994 mandates that each college and university in the United States that receives federal financial aid and has an intercollegiate athletic program must collect and report financial and statistical information from their men's and women's sports (U.S Department of Education). There are nearly 2,000 colleges and universities that meet this criteria and the data collected from schools is made available to the public through the OPE Equity in Athletics website (Office of Postsecondary Education). The Department of Education uses this information in the report it submits to Congress on gender equity in intercollegiate athletics. The calendar begins July 1 of each year and institutions are required to submit an EADA report by October 15. Among items contained in the annual report are staffing information, participant and operating expenses, revenues and expenses, and coaches' salaries. The number of athletes in each sport is also available as well as the recruiting budget for each gender.

Subjects

North Carolina has 41 colleges and universities that are members of the NCAA. Each member is classified among three divisions. Division I is further broken up in I-A, I-AA, and I-AAA. North Carolina is home to 17 Division I institutions, 20 Division II

institutions, and 4 Division III institutions. This study analyzed data from all NCAA members in the state of North Carolina, both private and public, and all divisions. While this study focused on universities in North Carolina, it also looked at data from all NCAA institutions throughout the country. Totaling 995 NCAA institutions, there are 327 Division I schools, 227 Division II schools, and 391 Division III schools in the United States.

Procedure

For this study, current data was gathered from the Equity in Athletics website. EADA reports from past years were obtained from *The Chronicle of Higher Education*. This study analyzed the following data for each institution:

- Expenses
- Scholarship budgets
- Recruiting budgets
- Average coaching salaries (full-time and assistants)
- Athletic participation
- Team sponsorship
- Number of coaches (full-time and assistants)
- Proportion of female athletes compared to female undergraduate enrollment

Statistical Analysis

This study analyzed the entire population of North Carolina universities and colleges that are members of the NCAA. A profile of each of the 41 state institutions using the previously stated variables was created. Since the subjects made up a census

and not a sample, no tests of significance were used. Instead, means were computed and the study provided direct empirical comparisons of the means.

CHAPTER IV

RESULTS

The purpose of this study was to analyze data from the North Carolina intercollegiate athletic programs in order to analyze the opportunities offered to women. Results from this study are presented in three different sections. The first section addresses research question 1 and presents the differences in the participatory and financial opportunities for men and women in North Carolina. The second section addresses research questions 2-4 and looks at the change in opportunities of North Carolina men's and women's programs over time. The last section attempts to answer research questions 5-7 by comparing data from North Carolina institutions with data from the United States.

Financial and Participatory Opportunities: Men vs. Women

Research Question 1

Q1 In which areas do North Carolina NCAA institutions differ in the participatory and financial opportunities offered for men's and women's athletics?

North Carolina institutions differed in the amount of opportunities provided to men and women in various areas during the 2004-05 academic year. The following variables were considered when determining the participatory and financial opportunities for men and women: number of participants, number of teams, number of head and assistant coaches, average head coaching salaries, average assistant coaching salaries,

total salary budget, recruiting budget, scholarship budget and total expenses. Recruiting budgets, scholarship budgets, and total expenses were broken down further to determine how many dollars per participant were being spent. These variables are not mutually exclusive and an increase in one may lead to the change in another. For instance, if there are more male athletes than female athletes and all other factors are equal, several variables such as expenses per participant and recruiting dollars per participant would favor females. Also, the recruiting budget, scholarship budget, and coaching salaries are classified as expenses so the expenses for men's and women's programs will be affected by changes to these variables. For this reason, it is not beneficial to "tally up" the categories to see which gender is given more opportunities but rather, look at each variable on its own.

The largest discrepancy between men and women was found in the recruiting budgets. Male athletes in North Carolina received nearly 70% of the recruiting budget and at an average of \$97,150 spent per institution, it was more than double the budget allocated to the women's programs. The recruiting dollars per participant also favored the men. While \$318 was spent per female participant, \$151 more per participant was spent on men. Table 1 illustrates the findings from this data.

Table 1

Recruiting Averages for North Carolina NCAA Institutions

	Men	Women	Men's Share	Women's Share
Recruiting Budget	\$97,150	\$41,837	69.9%	30.1%
Recruiting Dollars per Participant	\$468	\$318	59.6%	40.4%

The budget allocated to the salaries of men's coaches was substantially greater than the salary budget for women's head coaches. Institutions allocated an average of \$885,024 to men's coaches and \$452,119 to women's coaches. Head coaches for men's teams in North Carolina made an average about \$20,000 more than coaches of women's teams. The average head coach salary for men's teams was \$57,972 and the average salary for those coaching women's teams was \$37,432. For assistant coaches, the average salary for assistant coaches of men's teams was \$29,057 and the average salary for assistant coaches of women's teams was \$17,839. While the actual difference was less than the difference of head coaching salaries, assistant coaches for men's teams made about 63% more than men's assistant coaches. Coaching salary data is shown in Table 2 and the illustration for this comparison can be seen in Figure 1.

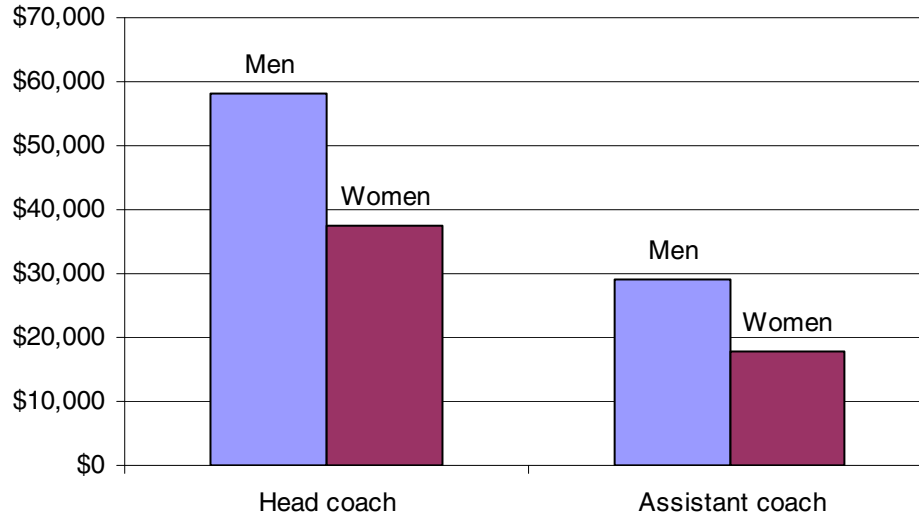
Table 2

Average Coaching Salaries for North Carolina NCAA Institutions

	Men	Women	Men's Share	Women's Share
Overall Salary Budget	\$885,024	\$452,119	66.2%	33.8%
Head Coaching Salaries	\$57,972	\$37,439	-	-
Assistant Coaching Salaries	\$29,057	\$17,839	-	-

Figure 1

Average Coaching Salaries for North Carolina NCAA Institutions



The average scholarship budget for male participants was greater than that of female participants. At \$1,237,979, men received about 43% more of the scholarship budget than women. However, when broken down per participant, women received about 6% more scholarship dollars than men. Women received \$6,473 per participant and men received \$6,123 per participant. Table 3 contains data relating to this comparison.

Table 3

Average Scholarship Budget for North Carolina NCAA Institutions

	Men	Women	Men's Share	Women's Share
Scholarship Budget	\$1,237,979	\$864,990	58.9%	41.1%
Scholarship Dollars per Participant	\$6,123	\$6,473	48.6%	51.4%

On average, each institution in North Carolina spent \$3,146,875 on the men's athletic program and \$1,539,989 on the women's program. This means that almost twice as much money was spent on men's teams than on women's teams. When broken down by participant, more money was spent on men than women. Dollars spent on each male participant were \$3,478 more than were spent on each female participant. Comparisons are shown in Table 4.

Table 4

Average Expenses for North Carolina NCAA Institutions

	Men	Women	Men's Share	Women's Share
Expenses	\$3,146,875	\$1,539,989	67.1%	32.9%
Expense Dollars per Participant	\$15,168	\$11,690	56.5%	43.5%

Each NCAA institution in North Carolina had an average of 207 males participating in intercollegiate athletics. With 132 female participants, women made up about 39% of the overall participants. While women lagged behind men in the number of participants, there were more women's teams in North Carolina than men's teams. Women's programs sponsored an average of 7.3 sports per institution while men's programs sponsored 6.8 teams. In actual terms, this means that in North Carolina, there were 22 more women's teams than men's teams but about 3,100 more male participants than female participants. Table 5 shows the comparisons between the number of teams and participants.

Table 5

Average Team Sponsorship and Athletic Participation for North Carolina NCAA Institutions

	Men	Women	Men's Share	Women's Share
Team Sponsorship	6.8	7.3	48.1%	51.9%
Athletic Participation	207	132	61.2%	38.8%

The number of head coaches for North Carolina institutions was closely aligned with the number of teams. Men's teams had an average of 7 head coaches per institutions while women had slightly more with an average of 7.5 head coaches per institution. On average, men's teams had 5.5 more assistant coaches per institution than women's teams. Women's programs had an average of 9.5 assistant coaches while the men's teams had an average of 15 assistant coaches. Overall, men's teams had about 30% more coaches than women's teams. Although there were more coaches for men's teams, there were more coaches per participant for women than there were for men. There were just less than 8 female participants for every women's coach and just over 9 male participants for every men's coach. Data from the comparisons can be found in Table 6.

Table 6

Average Number of Coaches for North Carolina NCAA Institutions

	Men	Women	Men's Share	Women's Share
Number of Head Coaches	7.0	7.5	48.1%	51.9%
Number of Assistant Coaches	15.0	9.5	61.1%	38.9%
Number of Overall Coaches	21.9	16.9	56.5%	43.5%

Financial and Participatory Opportunities: Change over Time

The first research question analyzed actual numbers in order to compare the opportunities of men and women during one academic year. Research questions 2-4 analyze the change over time and require a different approach. Rather than looking at data from one year, this portion of the study looks at the percentage of change from year to year. Profiles from the 41 North Carolina NCAA institutions were created and are included in the Appendices. Profiles for Division I contain data from the 2000-01 academic year through the 2004-05 year. Prior to 2002-03 year the Chronicle of Higher Education only solicited reports from Division I colleges. Their database does not contain data from Division II and Division III before this point so these profiles contain data from three consecutive years, starting in 2002-03.

Research Question 2

Q2 In Division I, have North Carolina institutions increased the participatory and financial opportunities for women at the same rate as men over the past five years?

An increase was found in most categories from the 2000-01 academic year to the 2004-05 year for both men's and women's Division I athletic programs in North Carolina. Two areas saw a decrease in numbers from both men and women during this time. The average number of teams sponsored decreased by 18.1% for men and 17.1% for females. In 2001, North Carolina Division I institutions sponsored an average of 9.1 men's teams and 9.4 women's teams. Five years later, North Carolina schools sponsored only 7.5 men's teams and 7.8 women's teams. Table 7 reveals data associated with these findings and Figure 2 illustrates the percentage of change over time.

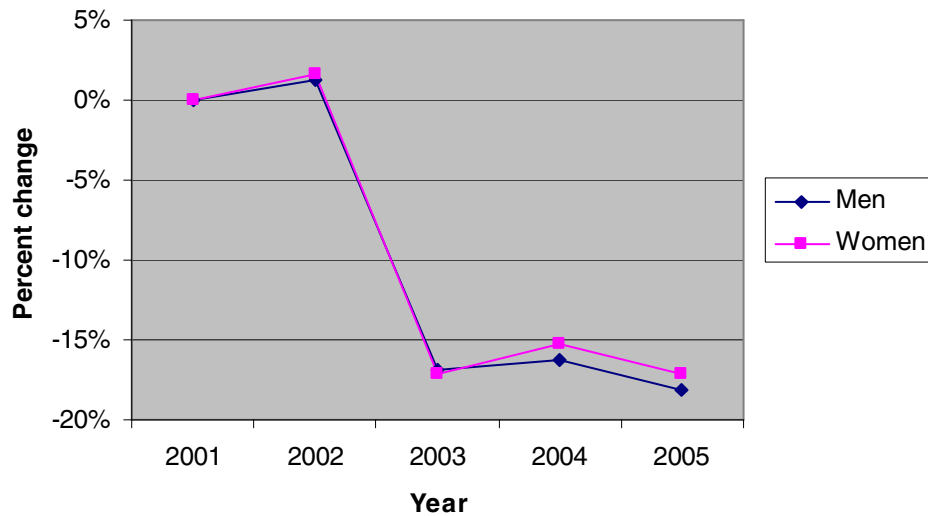
Table 7

Average Number of Teams Sponsored by North Carolina Division I NCAA Institutions

	Men's Teams	Percent Change	Women's Teams	Percent Change
2001	9.1	-	9.4	-
2002	9.2	1.2%	9.6	1.6%
2003	7.6	-16.8%	7.8	-17.1%
2004	7.6	-16.2%	8.0	-15.2%
2005	7.5	-18.1%	7.8	-17.1%

Figure 2

Percentage Change of Division I Team Sponsorship



The number of athletes also decreased for men and women during this time period, although the change was slight. Men saw less than a 1% decrease in the number of participants per institution while women saw a 3.3% decrease in athletic participants. Data from this comparison can be found in Table 8 and Figure 3 illustrates the change in percentage of male and female athletes over time.

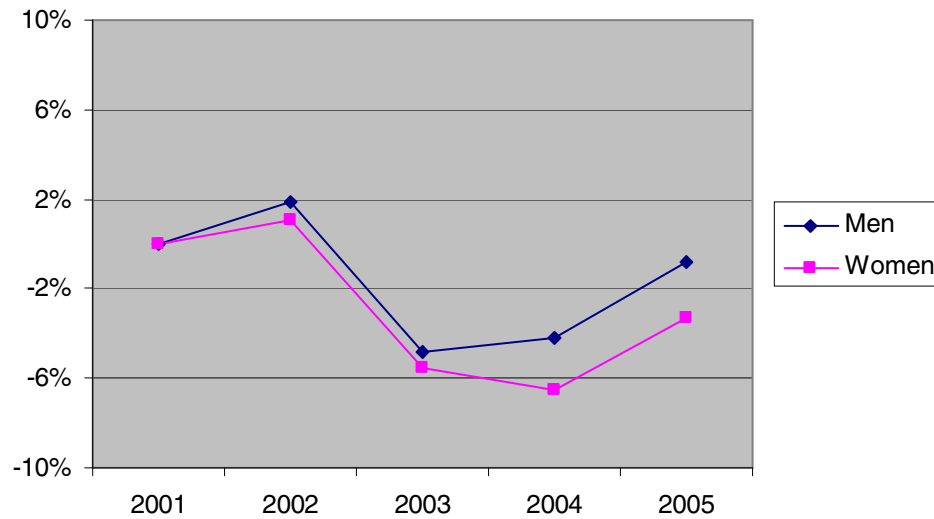
Table 8

Average Number of Athletic Participants in North Carolina Division I NCAA Institutions

	Men's Participants	Percent Change	Women's Participants	Percent Change
2001	251.1	-	186.3	-
2002	255.9	1.9%	188.2	1.0%
2003	239.1	-4.8%	176.0	-5.5%
2004	240.6	-4.2%	174.2	-6.5%
2005	249.1	-0.8%	180.1	-3.3%

Figure 3

Percentage Change of Division I Athletic Participation



While the number of teams and the number of participants decreased for both men's and women's teams, the number of head and assistant coaches increased for both men and women during this five year period. There was a 6.6% increase in the number of men's head coaches at Division I institutions in North Carolina while women saw a 9.7% increase. The change in the number of assistant coaches was similar for both men

and women and both increased over the five year period. In 2001, there was an average of 17.6 assistant coaches per institution and that number rose to 21.1 coaches in 2005. This was nearly a 20% increase. For women's coaches, the number of assistant coaches rose 21.6%. Tables 9-10 present data associated with change of head and assistant coaches over five years. Figure 4 illustrates the percentage change in the number of overall coaches during this time.

Table 9

Average Number of Head Coaches in North Carolina Division I NCAA Institutions

	Men's Coaches	Percent Change	Women's Coaches	Percent Change
2001	7.1	-	7.3	-
2002	7.6	6.6%	7.8	7.3%
2003	7.8	9.1%	8.0	9.7%
2004	7.9	10.7%	8.3	13.7%
2005	7.6	6.6%	8.0	9.7%

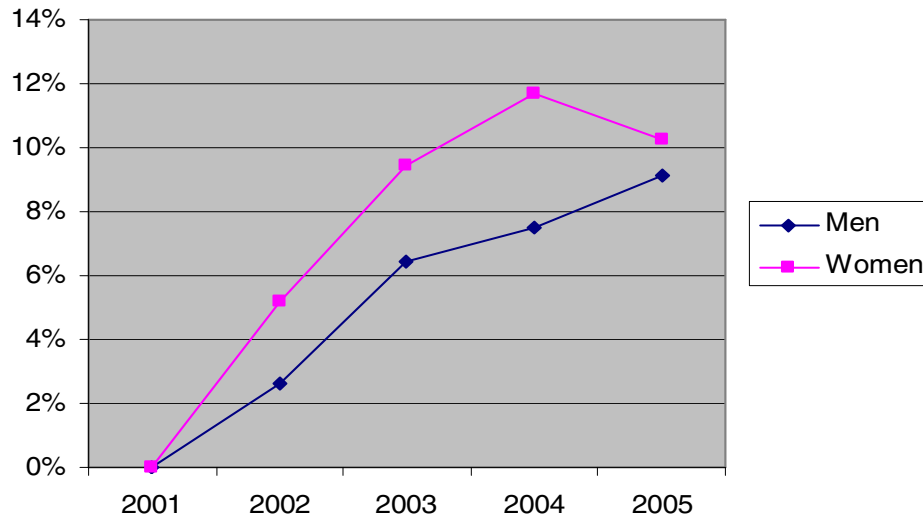
Table 10

Average Number of Assistant Coaches in North Carolina Division I NCAA Institutions

	Men's Coaches	Percent Change	Women's Coaches	Percent Change
2001	17.6	-	12.2	-
2002	19.4	10.0%	14.0	14.4%
2003	20.2	14.7%	14.7	20.2%
2004	20.4	15.7%	14.9	21.6%
2005	21.1	19.7%	14.9	21.6%

Figure 4

Percentage Change of Division I Coaches



The largest percentage of change over the five year period was found in the salaries offered to coaches. While the head salaries increased for both men's and women's coaches, the gains for men's coaches outpaced those for women's coaches. The average salaries for head coaches increased each year. From 2001 to 2005, men saw nearly a 60% increase in the average salary while women saw just over a 40% increase. While men's head coaches saw a greater gain than women's head coaches, the outcome was reversed for assistant coaches. The average salary for women's assistant coaches increased by nearly \$12,000 from 2001 to 2005. This equates to nearly a 70% change. Men saw over a \$14,000 increase in the average assistant coach salary which is a 48.1% change. Data from this comparison is contained in Tables 11-12 and Figures 5-6 illustrate this comparison.

Table 11

Average Head Coaching Salaries for Division I North Carolina NCAA Institutions

	Men's Salary	Percent Change	Women's Salary	Percent Change
2001	\$57,272	-	\$37,683	-
2002	\$60,619	5.8%	\$39,278	4.2%
2003	\$61,352	7.1%	\$41,901	11.2%
2004	\$79,966	39.6%	\$54,237	43.9%
2005	\$91,351	59.5%	\$52,829	40.2%

Figure 5

Percentage Change of Division I Head Coaching Salaries

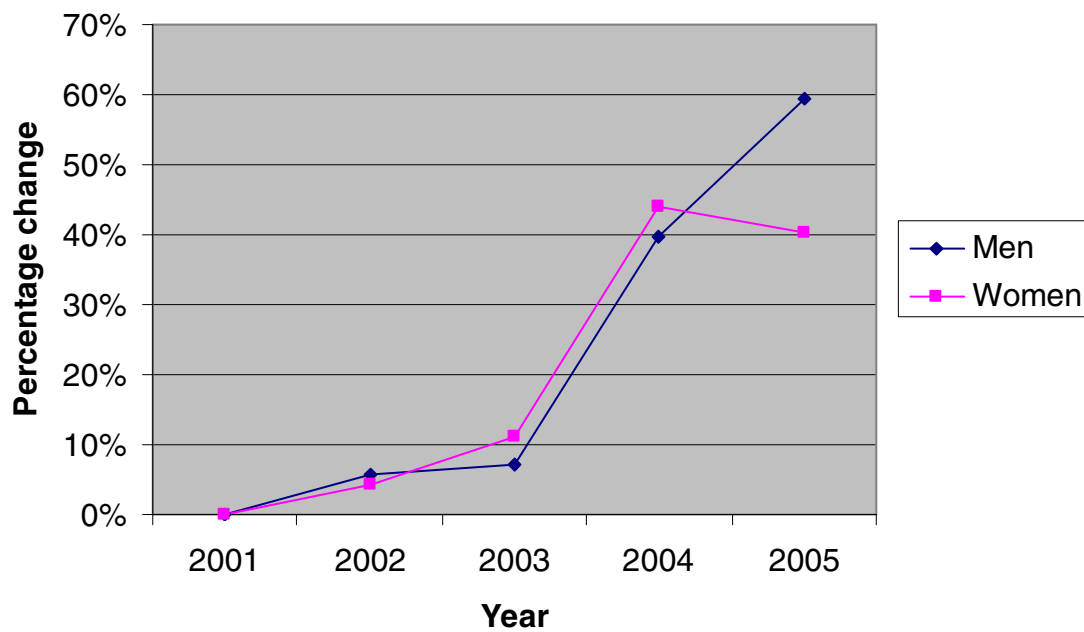


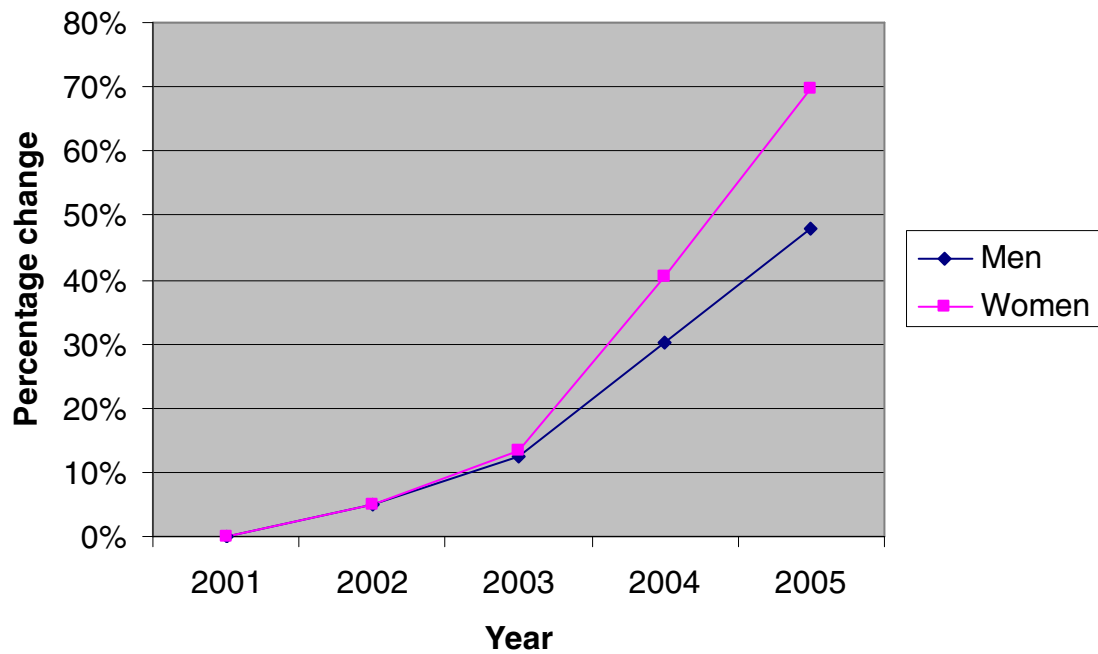
Table 12

Average Assistant Coaching Salaries for Division I North Carolina NCAA Institutions

	Men's Salary	Percent Change	Women's Salary	Percent Change
2001	\$29,716	-	\$16,591	-
2002	\$31,216	5.0%	\$17,422	5.0%
2003	\$33,430	12.5%	\$18,831	13.5%
2004	\$38,672	30.1%	\$23,286	40.4%
2005	\$44,007	48.1%	\$28,184	69.9%

Figure 6

Percentage Change of Division I Assistant Coaching Salaries



Since the average salaries for men's and women's coaches increased, along with number of coaches for each institution, it follows that the overall salary budget would increase for men and women during that time. The increase was comparable for both

genders, with men seeing gains about 2 % higher than women. Each saw over a 50% increase in the budget allocated to coaching salaries. Data from each year is presented in Table 13 and Figure 7 illustrates the change in percentage for the overall salary budget for men's and women's programs.

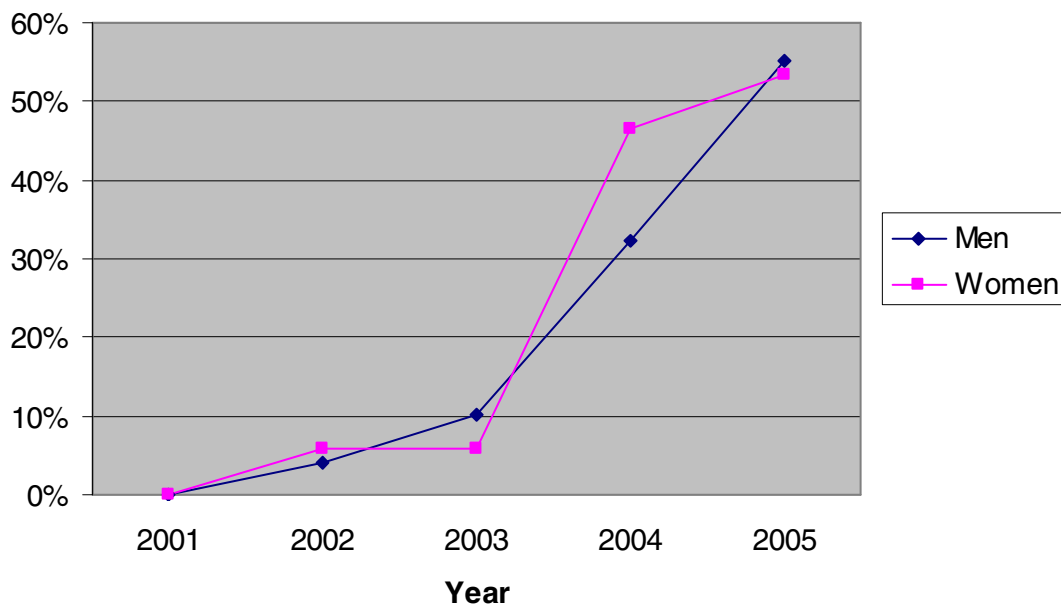
Table 13

Average Coaching Salary Budgets for Division I North Carolina NCAA Institutions

	Men's Budget	Percent Change	Women's Budget	Percent Change
2001	\$1,009,780	0.0%	\$503,899	0.0%
2002	\$1,051,499	4.1%	\$533,732	5.9%
2003	\$1,111,912	10.1%	\$533,035	5.8%
2004	\$1,335,241	32.2%	\$738,436	46.5%
2005	\$1,566,190	55.1%	\$772,620	53.3%

Figure 7

Percentage Change of Division I Coaching Salary Budgets



The recruiting budgets for men's and women's teams did not see a consistent increase from 2001 to 2005 although both saw an overall increase in budget. Budgets were lowest in 2002 and reached their peak in 2004 for both men and women. Figure 8 illustrates this change. The average recruiting budget for men's teams increased 5.1% from 2001 to 2005 while women's budget increased at a slightly higher rate of 10%. Data from this comparison is found in Table 14.

Figure 8

Percentage Change of Division I Recruiting Budgets

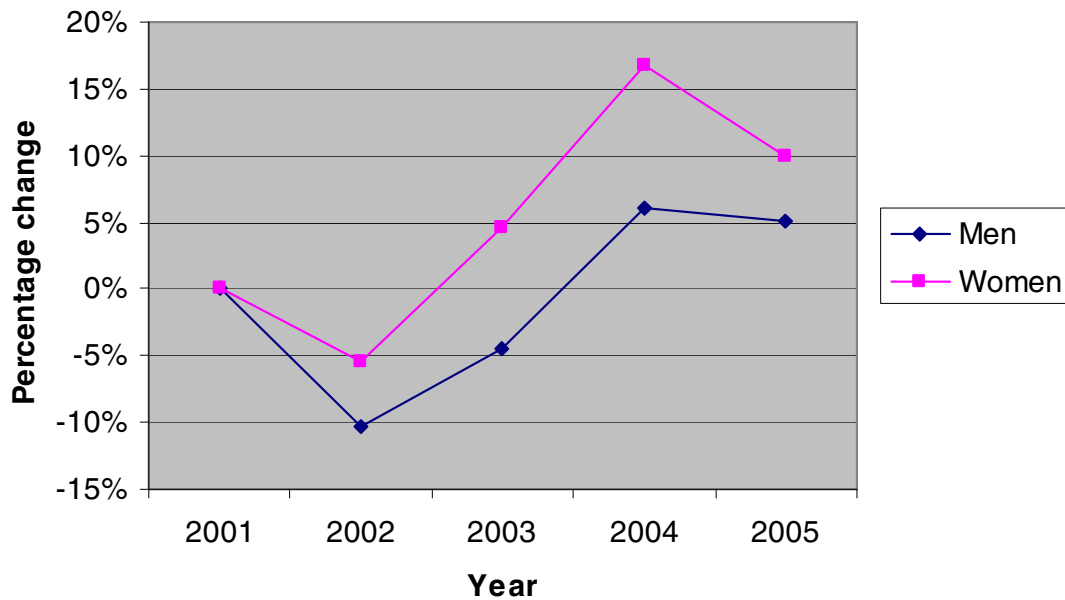


Table 14

Average Recruiting Budgets for Division I North Carolina NCAA Institutions

	Men's Budget	Percent Change	Women's Budget	Percent Change
2001	\$203,262	-	\$79,136	-
2002	\$182,298	-10.3%	\$74,846	-5.4%
2003	\$194,316	-4.4%	\$82,721	4.5%
2004	\$215,627	6.1%	\$92,422	16.8%
2005	\$213,707	5.1%	\$87,021	10.0%

The scholarship budget saw a drastic increase for both men and women. The budget for men's teams increased by 39.1% from 2001 to 2005 while female participants saw a similar increase, receiving 42.4% more in scholarship dollars in 2005 than in 2001. Data relating to this comparison can be found in Table 15.

Table 15

Average Scholarship Budgets for Division I North Carolina NCAA Institutions

	Men's Budget	Percent Change	Women's Budget	Percent Change
2001	\$1,472,315	0.0%	\$1,021,948	0.0%
2005	\$2,048,692	39.1%	\$1,455,678	42.4%

The overall expenses for Division I teams in North Carolina increased for both men and women. Although the increase from 2001 to 2005 was about \$753,000 greater per year for men than women, the percentage of increase was almost the same at about 29%. Table 16 contains data relating to the overall expenses and Figure 9 illustrates the comparison.

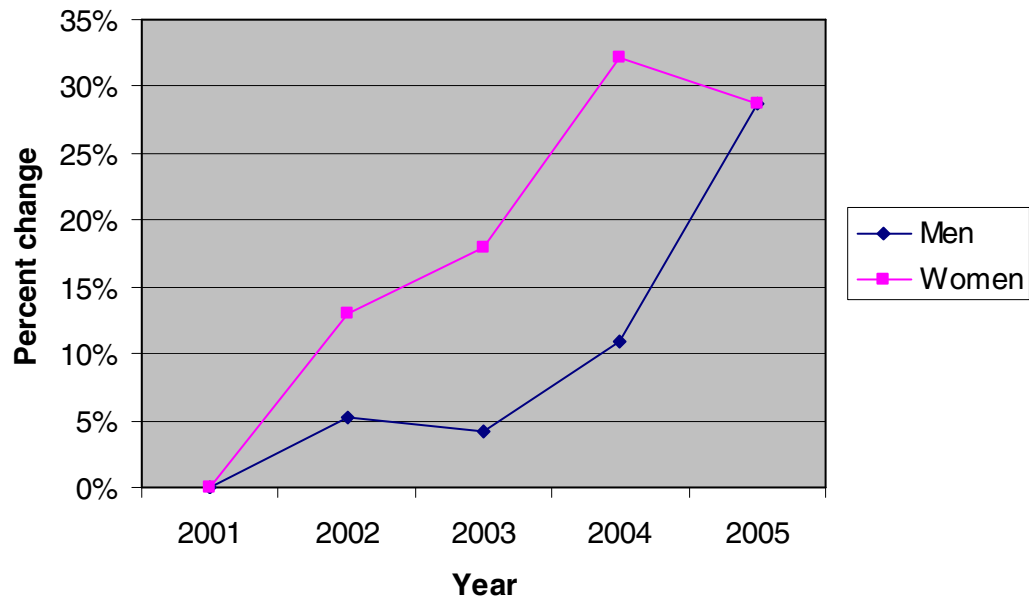
Table 16

Average Expenses for Division I North Carolina NCAA Institutions

	Men's Budget	Percent Change	Women's Budget	Percent Change
2001	\$4,838,742	0.0%	\$2,255,085	0.0%
2002	\$5,090,292	5.2%	\$2,547,976	13.0%
2003	\$5,042,328	4.2%	\$2,658,243	17.9%
2004	\$5,370,282	11.0%	\$2,980,822	32.2%
2005	\$6,231,425	28.8%	\$2,902,091	28.7%

Figure 9

Percentage Change of Division I Expenses



Research Question 3

Q3 In Division II, have North Carolina institutions increased the participatory and financial opportunities for women at the same rate as men over the past three years?

Financial opportunities for both men's and women's Division II athletic programs increased in most areas over the three years studied. Women saw a decrease in opportunities in two categories while men saw a decrease in one category.

Both men's and women's programs experienced a decrease in the recruiting budgets. Men saw a 9.9% decrease from 2003 to 2005 while women's recruiting budget decreased less than 1%. Women experienced a 17.4% increase in the average salary of head coaches while men saw a 15.1% increase. Men saw a similar increase in the assistant coaching salaries; however, women saw a decline of 11.2% in assistant coaching salaries. The overall salary budget increase favored the men at 24.1% while women's programs saw a 2.5% increase in the overall salary budget. The scholarship budget increased for both men and women; women saw a greater gain at 29.1% compared to men's 23.3% gain. The overall expenses for men and women increased at about the same rate. Men's programs experienced a 13.3% gain while women's programs had a 12.3% gain. Data relating to the comparison of men's and women's change in financial opportunities is displayed in Table 17.

Table 17

Percent Change in the Financial Opportunities for Men's and Women's North Carolina Division II Athletic Programs (2002-03 to 2004-05)

	Men	Women	Difference in percentage
Head Coaching Salaries	15.1%	17.4%	2.3%
Assistant Coaching Salaries	15.0%	-11.2%	26.2%
Salary Budget	24.1%	2.5%	21.6%
Recruiting Budget	-9.9%	-0.6%	9.3%
Expenses	13.3%	12.3%	1.0%
Scholarship Budget	23.3%	29.1%	5.8%

Men's and women's Division II programs all experienced an increase in the participatory opportunities from 2002-03 to 2004-05. The number of teams each institution sponsored increased by 4.3% for men's programs and 3.8% for women's programs. The number of male athletes increased 13.5% and the number of female athletes increased by 3.5%. The number of men's head coaches stayed fairly even with less than a 1% change while number of men's assistant coaches increased by 5.9%. Women's programs experienced a 2.2% increase in head coaches and 7.7% increase in assistant coaches. Data relating to these comparisons can be found in Table 18.

Table 18

Percent Change in the Participatory Opportunities for Men's and Women's North Carolina Division II Athletic Programs (2002-03 to 2004-05)

	Men	Women	Difference in percentage
Team Sponsorship	4.3%	3.8%	0.5%
Athletic Participation	13.5%	3.5%	10.0%
Number of Head Coaches	0.8%	2.2%	1.4%
Number of Assistant Coaches	5.9%	7.7%	1.8%

Research Question 4

Q4 Have North Carolina NCAA institutions increased the participatory and financial opportunities for women at the same rate as men over the past three years?

Research questions 2-3 looked at the change in opportunities for Division I and Division II institutions in North Carolina. Research question 4 looks at all NCAA institutions in North Carolina and analyzes the change in participatory and financial opportunities for men's and women's athletic programs.

The greatest discrepancy was between men's and women's head coaching salaries. Men's head coaching salaries increased by about 33% from 2003 to 2005 while women's head coaching salaries increased by almost 20%. Men's and women's assistant coaching salaries both increased by nearly 21%. The overall salary budget increased by about 37% for men and about 29% for women's programs. Men's teams saw an 8.7% increase in recruiting expenses while women's teams experienced just under a 5% increase. The scholarship budget for men's teams increased by 17.6% and the scholarship budget increased by 15.4% for women's teams. Men experienced a greater increase in the overall expenses than the increase seen by women's athletic programs in North Carolina. Men's expenses increased by 21.8% while women's expenses increased 17.9% over the three year period studied. Table 19 contains data related to these findings.

Table 19

Percent Change in the Financial Opportunities for Men's and Women's North Carolina NCAA Athletic Programs (2002-03 to 2004-05)

	Men	Women	Difference in percentage
Head Coaching Salaries	32.8%	19.6%	13.2%
Assistant Coaching Salaries	20.6%	20.7%	0.1%
Salary Budget	36.9%	28.8%	8.1%
Recruiting Budget	8.7%	4.8%	3.8%
Expenses	21.8%	17.9%	3.9%
Scholarship Budget	17.6%	15.4%	2.2%

The number of teams sponsored by men's and women's programs in North Carolina increased by about 1.5%. At 9.3%, men saw a greater increase in the number of male participants than women (3.2%). Both remained fairly steady with the number of head coaches increasing by less than 2% for men's and women's teams. The number of men's assistant coaches increased by 7.2% while the number of women's assistant coaches increased by about 2%. Data from these comparisons can be found in Table 20.

Table 20

Percent Change in the Participatory Opportunities for Men's and Women's North Carolina NCAA Athletic Programs (2002-03 to 2004-05)

	Men	Women	Difference in percentage
Team Sponsorship	1.5%	1.4%	0.1%
Athletic Participation	9.3%	3.2%	6.1%
Number of Head Coaches	0.4%	1.7%	1.3%
Number of Assistant Coaches	7.2%	1.9%	5.3%

Financial and Participatory Opportunities: North Carolina vs. United States

Research questions 1-4 have focused solely on North Carolina NCAA institutions. Research questions 5-7 will expand the focus and look at data from colleges and universities outside North Carolina. Data from women's programs in North Carolina will be compared with the nation's data to determine whether or not differences exist. Research question 5 will analyze data from Division I while research question 6 will look at data from Division II. Given the small number of Division III institutions in North Carolina, a separate research question was deemed unnecessary. However, data from Division III institutions will be included in the last research question which examines all NCAA institutions. Although the focus will be on women's athletic programs, it is necessary to obtain data for men's programs in order to determine the percentage of opportunities given to women's programs. For each research question, data relating to the financial opportunities will first be analyzed and followed by data relating to the participatory opportunities offered to women's programs.

Research Question 5

Q5 Are there differences in the participatory and financial opportunities of women's athletics by North Carolina Division I institutions compared to other Division I institutions in the United States?

Financial data from Division I athletic programs in North Carolina was compared to data from all Division I NCAA institutions in the United States. The averages of the following variables were compared: head coaching salaries, assistant coaching salaries, recruiting budgets, scholarship budgets, and total expenses.

The averages of all Division I women’s programs in United States were greater than the North Carolina averages in each of the five categories. For men’s programs, the national averages were greater than the averages of North Carolina in three of the five categories. The average women’s head coaching salary for Division I head coach in the United States was \$64,537 compared to \$51,753 for North Carolina coaches. With an average salary of just over \$32,000, the average NCAA Division I assistant coach of a women’s team made \$5,746 more per year than a North Carolina assistant coach. On average, about \$16,700 more was allocated to women’s recruiting budgets and about \$192,000 more to women’s scholarship budgets of Division I schools in the United States as compared to North Carolina. The average NCAA Division I institution spent about \$750,000 more on overall expenses for women than Division I schools in North Carolina. Table 21 provides data from these comparisons for both men and women.

Table 21

Average Financial Opportunities of Division I Athletic Programs: United States vs. North Carolina

	Men		Women	
	N.C.	U.S.	N.C.	U.S.
Head Coaching Salaries	\$87,879	\$128,366	\$51,753	\$64,537
Assistant Coaching Salaries	\$41,610	\$55,651	\$26,275	\$32,021
Recruiting Budget	\$213,766	\$210,863	\$86,981	\$103,680
Scholarship Budget	\$2,048,692	\$1,991,637	\$1,455,678	\$1,647,714
Total Expenses	\$6,231,425	\$7,158,470	\$3,035,974	\$3,786,031

While the average budgets allocated to salaries, recruiting, scholarships, and total expenses were less for Division I North Carolina women’s programs compared to all Division I women’s programs, it is valuable to look not only at the actual numbers, but to

look at the how the women's budget compared to the men's budget. As shown, men had greater financial opportunities than women when looking both at North Carolina institutions and the national average. The next section will look at how much greater men received in each category than women.

The average Division I men's head coaching salary was almost 100% greater than the average Division I women's head coaching salary. In North Carolina, the difference was less; men's head coaches were paid 70% more than women's head coaches. North Carolina women's assistant coaches also fared better than did all Division I assistant coaches when compared to the men's assistant coaches. The average men's assistant coach in the United States was paid 74% more than the average women's assistant coach. In North Carolina, the difference was 58%. In the remaining three areas, Division I North Carolina women's programs fared worse not only in actual numbers, but had a lesser share of the budgets than did all Division I women's programs. While Division I men's programs received just more than double recruiting budget than women (103%), North Carolina men's recruiting budgets exceeded that of women's by 146%. The scholarship budgets were more equitable; men in the United States received 21% more than women and in North Carolina, men's budgets were 41% greater than women's. In North Carolina, more than double (105%) was spent on overall expenses of men and in the United States the difference was 89%. Table 22 contains data related to these findings.

Table 22

Percentage of Difference in the Financial Opportunities of Men's and Women's Division I Athletic Programs: United States vs. North Carolina

	N.C.	U.S
Head Coaching Salaries	70%	99%
Assistant Coaching Salaries	58%	74%
Recruiting Budget	146%	103%
Scholarship Budget	41%	21%
Total Expenses	105%	89%

There were fewer Division I participants per institutions in North Carolina than in the United States as a whole. In North Carolina, there were an average of 180 female participants per school compared to the Division I national average of 217 female participants. The North Carolina women's programs lagged behind the national average in not only the actual number of participants, but in the percentage of overall participants at each institution. In the United States, females made up about 45% of the participant population. In North Carolina, women made up only 42% of the overall participants. It should be noted that while on average there were less participants in North Carolina schools, the undergraduate enrollment was below the national average for both men and women. Division I institutions had an average enrollment of 5,038 for men and 5,787 for women. In North Carolina, the average enrollment for men was 3,730 and 4,480 for women. Although the percentage of women's participants were less in North Carolina than the national average, the percentage of female undergraduates was higher in North Carolina (54.6%) than the average female enrollment percentage in the United States (53.5%). Data from these comparisons can be found in Table 23.

Table 23

Average Enrollment and Athletic Participation for Division I Institutions: United States vs. North Carolina

	Men		Women	
	N.C.	U.S.	N.C.	U.S.
Athletic Participation	249	269	180	217
Percentage of Participant Population	58.0%	55.3%	42.0%	44.7%
Undergraduate Enrollment	3,730	5,038	4,480	5,787
Percentage of Undergraduate Population	45.4%	46.5%	54.6%	53.5%

On average, Division I institutions sponsored about 2.5 more women's teams than did North Carolina institutions. In both the United States and North Carolina, there were more women's teams than men's teams. There were 15% more Division I women's teams in the United States and in North Carolina, there were 5% more women's teams.

North Carolina women's programs also had fewer coaches; there was an average of 8 head coaches and 12.1 assistant coaches per institution which was slightly less than the Division I average of 8.5 head coaches and 13.3 assistant coaches. In North Carolina, there were about 5% more head coaches of women's teams but 45% more assistant coaches of men's teams as compared to women's. Of all Division I teams in the United States, there were 17% more head coaches of women's teams and 29% more assistant coaches of men's teams. Data from these comparisons can be found in Tables 24-25.

Table 24

Average Participatory Opportunities of Division I Athletic Programs: United States vs. North Carolina

	Men		Women	
	N.C.	U.S.	N.C.	U.S.
Athletic Participation	249	269	180	217
Team Sponsorship	7.5	8.9	7.8	10.2
Number of Head Coaches	7.6	7.3	8.0	8.5
Number of Assistant Coaches	17.5	17.2	12.1	13.3

Table 25

Percentage of Difference in the Participatory Opportunities of Men's and Women's Division I Athletic Programs: United States vs. North Carolina

	N.C.	U.S.
Athletic Participation	38%	24%
Team Sponsorship	5%	15%
Number of Head Coaches	5%	17%
Number of Assistant Coaches	45%	29%

Research Question 6

Q6 Are there differences in the participatory and financial opportunities of women's athletics by North Carolina Division II institutions compared to other Division II institutions in the United States?

Financial differences between the Division II national averages and North Carolina Division II averages were less compared to differences seen in Division I as reported in research question 4. With an average salary of nearly \$30,000, an average Division II head women's coach made more than the average North Carolina women's team coach who made about \$4,500 less per year. Assistant coaching salaries were very similar, with only about a \$100 difference between the North Carolina average and the United States average. Both groups made about \$11,300 per year.

The national average was higher when analyzing the recruiting budgets, scholarship budgets, and total expenses. The average recruiting budget for North Carolina women's teams was about \$7,391 and the national average was nearly \$6,000 more. In the United States, the average scholarship budget for Division II women's teams was \$411,170 compared to \$362,906 for North Carolina teams. The average Division II institution spent about \$189,000 more on overall expenses for women's teams than did Division II women's programs in North Carolina. Table 26 contains data associated with these findings.

Table 26

Average Financial Opportunities of Division II Athletic Programs: United States vs. North Carolina

	Men		Women	
	N.C.	U.S.	N.C.	U.S.
Head Coaching salaries	\$32,836	\$37,073	\$25,538	\$29,877
Assistant Coaching Salaries	\$18,545	\$18,188	\$11,284	\$11,394
Recruiting Budget	\$12,509	\$22,513	\$7,780	\$13,115
Scholarship Budget	\$548,873	\$556,697	\$362,906	\$411,170
Total Expenses	\$1,030,064	\$1,147,029	\$622,204	\$811,295

In the North Carolina, men's head coaches were paid 29% more than women's head coaches while in the United States, the percentage was slightly less (24%). In North Carolina, men's assistant coaches were paid about 64% more than women's coaches; in the United States, the percentage difference was slightly less (60%). In only one area did North Carolina women's programs fare better than the national average when compared to men's programs. Although North Carolina money spent on recruiting was 61% more for men than women, most Division II institutions spent 72% more on men's recruiting than women's recruiting. The scholarship budget for men's programs in North Carolina was 51% greater than the women's budgets and 66% more was spent on total expenses for men. In the United States, 35% more was allocated to the men's scholarship budget and 41% more to men's overall expenses. Table 27 contains data related to these comparisons.

Table 27

Percentage of Difference in the Financial Opportunities of Men's and Women's Division II Athletic Programs: United States vs. North Carolina

	N.C.	U.S
Head Coaching Salaries	29%	24%
Assistant Coaching Salaries	64%	60%
Recruiting Budget	61%	72%
Scholarship Budget	51%	35%
Total Expenses	66%	41%

On average, both North Carolina Division II institutions and all Division II institutions sponsored about 7 women's teams. However, the number of participants at each institution was much less at North Carolina schools. An average of 144 female athletes participated at each Division II institution, which was 50 more than the average number of participants at an average North Carolina school. The average North Carolina men's team also had fewer participants than the national average, although the difference was only 10 participants. The number of head coaches was similar, with North Carolina schools averaging 6.8 head coaches per institution and other Division II schools averaging 6.5 head coaches. Averaging just under 5 assistant coaches per institution, North Carolina women's teams had fewer assistant coaches than the national average of 6.4 coaches per institution. Table 28 contains data associated with these findings.

Table 28

Average Participatory Opportunities of Division II Athletic Programs: United States vs. North Carolina

	Men		Women	
	N.C.	U.S.	N.C.	U.S.
Athletic Participation	157	167	94	144
Team Sponsorship	6.1	6.4	6.9	7.1
Number of Head Coaches	6.2	6.0	6.8	6.5
Number of Assistant Coaches	8.4	9.3	4.7	6.4

Like Division I institutions in North Carolina, the average undergraduate enrollment for both men and women in Division II was less in North Carolina. Also similar to Division I schools, the percentage of females at each North Carolina schools (62.4%) was well above than the national average (56.9%). Despite women's dominance on college campuses, women in North Carolina Division II institutions made up only 37.4% of the participant population. In the United States, women made up 46.4% of the participant population. Data from these comparisons can be found in Table 29.

Table 29

Average Enrollment and Athletic Participation for Division II Institutions: United States vs. North Carolina

	Men		Women	
	N.C.	U.S.	N.C.	U.S.
Athletic Participation	157	167	94	144
Percentage of Participant Population	62.6%	53.6%	37.4%	46.4%
Undergraduate Enrollment	766	1,674	1,270	2,209
Percentage of Undergraduate Population	37.6%	43.1%	62.4%	56.9%

In the United States, there were 16% more Division II male athletes than female. In North Carolina, the number of male participants exceeded the number of female participants by 67%. There were 11% more Division II women's teams than there were men's teams. In North Carolina, there were 13% more women's teams. In Division II, there were 9% more head female coaches than men's head coaches but 45% more men's assistant coaches. In North Carolina, women's head coaches exceeded men's head coaches by 10% but had men's teams had 80% more assistant coaches. Data from these comparisons can be found in Table 30.

Table 30

Percentage of Difference in the Participatory Opportunities of Men's and Women's Division II Athletic Programs: United States vs. North Carolina

	N.C.	U.S.
Athletic Participation	67%	16%
Team Sponsorship	13%	11%
Number of Head Coaches	10%	9%
Number of Assistant Coaches	80%	45%

Research Question 7

Q7 Are there differences in the participatory and financial opportunities of women's athletics by North Carolina NCAA institutions compared to other NCAA institutions in the United States?

Research question 7 examines data from Division I, Division II, and Division III institutions to determine differences exist between the national averages and averages from North Carolina institutions. The average salaries for women's head coaches in the United States exceeded the averages of North Carolina coaches. The national average for assistant coaches, however, was less than the North Carolina average. On average, North Carolina head women's coaches made \$36,816 while assistant coaches made \$17,386. The national average for women's head coaches was \$38,549 and \$15,814 for assistant coaches. North Carolina women's programs allocated an average of \$42,600 for recruiting which was similar to the national average of \$42,842. The scholarship budget was less for women in North Carolina as well as the overall expenses spent on women's athletics. Table 31 contains data relating to these comparisons.

Table 31

Average Financial Opportunities of NCAA Athletic Programs: United States vs. North Carolina

	Men		Women	
	N.C.	U.S.	N.C.	U.S.
Head Coaching Salaries	\$56,331	\$62,982	\$36,816	\$38,549
Assistant Coaching Salaries	\$28,039	\$26,872	\$17,386	\$15,814
Recruiting Budget	\$98,990	\$85,708	\$42,600	\$42,842
Scholarship Budget	\$1,237,979	\$1,328,248	\$864,990	\$1,076,046
Total Expenses	\$3,146,875	\$2,869,807	\$1,595,501	\$1,608,997

The average men's head coach of an NCAA institution made 63% more than women's head coaches. In North Carolina, men's head coaches made 53% more than women's coaches. The average men's assistant coaching salaries in the United States was 70% greater than women's salaries and in North Carolina, men's assistants made 61% more than women's assistants. Recruiting budgets for men in the United States was double the amount allocated for women's teams. NCAA men's programs received 23% more of the scholarship budget. In North Carolina, men received 132% more for recruiting than women's teams and 43% more of the scholarship budget. North Carolina institutions spent almost double on the overall expenses of men while the average NCAA institution spent 78% more on men's athletic programs. Data in Table 32 illustrates these comparisons.

Table 32

Percentage of Difference in the Financial Opportunities of Men's and Women's NCAA Athletic Programs: United States vs. North Carolina

	N.C.	U.S.
Head Coaching Salaries	53%	63%
Assistant Coaching Salaries	61%	70%
Recruiting Budget	132%	100%
Scholarship Budget	43%	23%
Total Expenses	97%	78%

Participation rates for women in North Carolina lagged behind the national average. Each institution in North Carolina had 132 female participants and sponsored an average of 7.3 teams. The national average is greater with an average of 160 participants and 8.7 teams per institution. While North Carolina women's programs had about the same number of head coaches as the national average, NCAA institutions averaged about

10 assistant coaches of women's teams while North Carolina schools averaged about 2 fewer assistant coaches. Data associated with these findings are contained in Table 33.

Table 33

Average Participatory Opportunities of NCAA Athletic Programs: United States vs. North Carolina

	Men		Women	
	N.C.	U.S.	N.C.	U.S.
Athletic Participation	205	213	132	160
Team Sponsorship	6.8	7.8	7.3	8.7
Number of Head Coaches	6.9	7.1	7.4	7.7
Number of Assistant Coaches	12.6	13.6	7.8	10.1

In North Carolina, there were about 56% more males participating in intercollegiate athletics than women while in the United States, there were 34% more male participants. North Carolina women's programs sponsored an average of 8% more teams while the national average for women was 12% more. Women in North Carolina had 6% more head coaches than men, but men had 63% more assistant coaches than women. In the United States women had 9% more head coaches while men had 35% more assistant coaches. Table 34 contains data relating to these comparisons.

Table 34

Percentage of Difference in the Participatory Opportunities of Men's and Women's NCAA Athletic Programs: United States vs. North Carolina

	N.C.	U.S.
Athletic Participation	56%	34%
Team Sponsorship	8%	12%
Number of Head Coaches	6%	9%
Number of Assistant Coaches	63%	35%

Just over 56% of undergraduates at North Carolina NCAA institutions were women. In the United States, nearly 55% of undergraduates were women. While the percentage of female undergraduates was higher in North Carolina than the national average, the percentage of female athletic participants was lower. Female athletes made up about 39% of the participants in North Carolina which was less than the national average of about 43%. Table 35 contains enrollment and participation numbers for men and women.

Table 35

Average Enrollment and Athletic Participation of North Carolina NCAA institutions: United States vs. North Carolina

	Men		Women	
	N.C.	U.S.	N.C.	U.S.
Athletic Participation	205	213	132	160
Percentage of Participant Population	60.9%	57.2%	39.1%	42.8%
Undergraduate Enrollment	1,987	2,553	2,556	3,066
Percentage of Undergraduate Population	43.7%	45.4%	56.3%	54.6%

CHAPTER V

DISCUSSION

The following discussion is organized into two sections. The first section gives a summary of the study along with an assessment of the results. The second section presents recommendations for future research.

Summary

The purpose of the study was to examine the participatory and financial opportunities provided to women's intercollegiate athletic programs in North Carolina. Profiles for each NCAA institution in North Carolina were created. Profiles included data averages from the following areas: head and assistant coaching salaries, recruiting budgets, scholarship budgets, overall expenses, athletic participation, team sponsorship, number of coaches, and coach/athlete ratio.

Research question 1 sought to determine differences in the opportunities offered to men's and women's athletic programs in North Carolina. Women led men in two areas; team sponsorship and number of head coaches. Although men had a greater scholarship budget, the per athlete scholarship spending was slightly higher for female participants. In all other areas studied, men had greater opportunities and resources. The greatest differences were found in the recruiting budgets. The average men's athletic recruiting budget was more than double that of women's.

Findings from the first research question found that women's athletic programs in North Carolina were not provided with opportunities equal to that of men's. These findings were not surprising, as past studies have found that despite progress, women continue to lag behind their male counterparts. Studies have also shown that while women's opportunities lag behind men's, progress has been made since Title IX's enactment and women are making progress towards equality. Research questions 2-4 sought to find if the strides made for women in North Carolina were made at a rate equal to men.

In Division I, opportunities for men's and women's athletic programs saw a similar change in most areas studied. The difference in the percentage of change between men's and women's athletic opportunities was greater than 5% in only two areas. Men's head coaches experienced nearly a 60% increase in salary over the five year period. Women also saw an increase, but just over 48%. Though men's head coaches saw a greater increase, women's assistant coaching in North Carolina surged from 2000-01 to 2004-05. Women saw nearly a 70% increase while men experienced about a 48% increase. In all other areas, men's and women's programs experienced a similar change from the five years studied within 5%.

In Division II, men's opportunities increased at a rate higher than women's opportunities from 2002-03 to 2004-05. In four of the ten areas analyzed, the difference in the percentage of change between men's and women's athletic opportunities was men's change in opportunities was 5% or greater. In only one of these four areas did women experience greater gains than men. Women's scholarship budget saw about a 29% increase while men experienced an increase just over 23%. Men saw greater gains

in athletic participation, assistant coaching salaries, and overall salary budget.

Interestingly, while Division I assistant coaches of women's teams experienced a severe increase in the average salary, Division II assistant women's coaches' salaries decreased by 11%. Men's Division II assistant salaries increased by 15% while the overall salary budget increased by about 24%.

As a whole, North Carolina men's athletic programs experienced an increase in opportunities greater than women over a three year period. Looking at data from all three divisions, none of the ten areas showed a change in opportunity for women greater than the change for men (within 1%). Men experienced gains (5% or higher) greater than women in three areas: athletic participation, number of assistant coaches, and head coaching salaries.

The results from research questions 2-4 are cause for concern. This portion of the study looked at the percentage of change, rather than actual change. Even when men and women experienced a similar increase in opportunities, it usually meant that the men saw a greater actual increase than women. For example, in Division II, men's and women's assistant coaches saw an identical percentage of change. However, the average men's salaries increased by about \$6,300 while the average women's salaries increased by just under \$4,000. The findings from this study suggest that the gap between men's and women's programs is widening.

The NCAA Gender Equity Report found that from 2002-03 to 2003-04 the dollar amount spent on men's head coaching salaries outpaced dollars spent on women's teams head coaches. This study found that not only did the actual dollar amount increase more for men than women, but the percentage of change was substantially greater. Data from

this study suggests that not only are the dollar amounts for women less than men, but women's athletic programs in North Carolina are not making swift progress towards equality.

Research questions 5-7 broadened the scope of the studied and analyzed data from NCAA institutions outside of North Carolina. Data was analyzed from the 2004-05 year. The findings illustrated that overall, women in North Carolina lagged behind national averages. In Division I, North Carolina had fewer opportunities for women in all of the nine categories studied. Since looking only at actual numbers from women's teams was limiting, the study also examined data from men's program in order to determine the difference in percentage from women's data. Not only did North Carolina Division I women's athletic programs lag behind men in actual numbers, the percentage of difference between North Carolina men's and women's programs was greater in seven of nine areas as compared to the percentage of difference between men's and women's programs in the United States. Table 36 shows which areas North Carolina women lagged behind the national average. An "X" in the U.S slot indicates that data from the national average was greater than North Carolina women's data by at least 5%.

Table 36

Athletic Opportunities Provided to Women's Division I Athletic Programs: United States vs. North Carolina

	Actual numbers		Percentage Difference from Men	
	U.S	N.C	U.S	N.C
Head Coaching Salaries	X			X
Assistant Coaching Salaries	X			X
Recruiting Budget	X		X	
Scholarship Budget	X		X	
Expenses	X		X	
Athletic Participation	X		X	
Team Sponsorship	X		X	
Number of Head Coaches	X		X	
Number of Assistant Coaches	X		X	

In Division II, North Carolina women's athletic opportunities also lagged behind the national averages. Assistant coaching salaries, team sponsorship, and number of head coaches were very similar for North Carolina and the United States. In all other areas, North Carolina women's programs were provided less. In only one area was the percentage difference from men less for North Carolina women than the national average. North Carolina men spent 61% more on men's recruiting while nationally, 72% more was spent on men's recruiting. Table 37 presents a comparison of North Carolina and the United States. An "X" that falls in between the columns indicates that the difference was less than 5%.

Table 37

Athletic Opportunities Provided to Women's Division II Athletic Programs: United States vs. North Carolina

	Actual numbers		Percentage Difference from Men	
	U.S	N.C	U.S	N.C
Head Coaching Salaries	X		X	
Assistant Coaching Salaries		X		X
Recruiting Budget	X			X
Scholarship Budget	X		X	
Expenses	X		X	
Athletic Participation	X		X	
Team Sponsorship		X		X
Number of Head Coaches		X		X
Number of Assistant Coaches	X		X	

A striking difference was found in the number of athletic participants. The average Division II institution in North Carolina had an average of 50 fewer female participants than the national average but only 10 fewer male participants. Enrollment numbers in North Carolina were less than the national average for both men and women. The proportion of female undergraduates is actually higher in North Carolina (62.4%) compared to the United States (56.9%). One measuring stick of Title IX compliance is proportionality. As discussed in Chapter 2, an athletic program is considered “substantially proportional” when the rate of participation for females is proportional to the rates of enrollment within a one percent margin. The difference in the percentage of Division II female students and female athletes in the United States is just over 10%. In North Carolina, the difference is 25%.

Thirty-five years ago, girls’ ability to shoot, throw, kick, and run was limited by the lack of athletic opportunities for females. The passage of Title IX in 1972 opened doors for females and provided opportunities that had previously not existed. Title IX’s

principles called for equality for men and women, and while progress has been made, equality has not been achieved. This study shed light on the state of North Carolina women's athletic programs. It revealed how they compared to men's programs and how they compared to other NCAA women's programs. Athletic administrators and those who make decisions within athletic departments must not allow past progress cloud the need for continuing changes for women's athletics.

Recommendations

An initial recommendation would be for this study to be repeated each year. Findings from this study provided insight into one year of women's intercollegiate athletics in North Carolina. It is important to continually monitor how institutions are treating women's athletic programs. It is valuable to analyze data both individually and collectively. It is recommended that athletic administrators use the profiles to examine how their athletic department compares with similar institutions and determine whether their programs are making progress towards the principles of Title IX.

The key assumption to this study was that the data reported in the EADA reports was accurate. It is imperative to this study and similar studies that standards of reporting are uniform among all institutions. Another recommendation is that the NCAA ensure consistent and reliable data by implementing strict guidelines to aid in accurate reporting and monitor the process to reduce errors.

While this study was limited to NCAA institutions, another recommendation would be to expand the study and include all 63 intercollegiate institutions in North Carolina, including NAIA and Junior Colleges. Institutions could also be classified as public and private and compared to see if differences exist between these two groups.

While this study reveals that North Carolina seems to be lagging in the athletic opportunities provided to women, it does not give any insight as to why. Further research is needed to determine the reasons that women's programs in North Carolina receive less than other NCAA women's programs around the nation.

APPENDICIES

Appendix A: North Carolina Division I Profiles (2000-01 to 2004-05)

Appalachian State University

Coaching numbers									
Men's teams									
Year	# of coaches		# of salary coaches		Avg salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	8	26	8	23	\$ 56,927	\$ 29,276	\$ 1,128,764	64.7%	1:10
2003-2004	9	25	9	20	\$ 53,928	\$ 31,060	\$ 1,106,552	64.8%	1:9
2002-2003	9	25	8	20	\$ 46,098	\$ 25,719	\$ 883,164	63.9%	1:9
2001-2002	8	24	8	21	\$ 46,367	\$ 22,235	\$ 837,871	64.3%	1:10
2000-2001	9	23	9	22	\$ 48,205	\$ 23,224	\$ 944,773	64.0%	1:11

Coaching numbers									
Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	8	16	8	14	\$ 42,969	\$ 19,265	\$ 614,782	35.3%	1:10
2003-2004	9	14	9	12	\$ 41,706	\$ 18,738	\$ 600,210	35.2%	1:10
2002-2003	9	12	8	12	\$ 36,517	\$ 17,177	\$ 498,260	36.1%	1:10
2001-2002	8	15	8	13	\$ 34,777	\$ 14,441	\$ 465,949	35.7%	1:9
2000-2001	9	13	9	11	\$ 37,944	\$ 17,213	\$ 530,839	36.0%	1:9

Participation											
Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	6,117	51.1%	5,866	49%	333	58.3%	238	41.7%	8	8	-7.27
2003-2004	5,642	50.4%	5,864	49.6%	307	57.2%	230	42.8%	8	8	-6.73
2002-2003	5,643	46.8%	7,539	53.2%	317	59.1%	219	40.9%	8	8	-12.32
2001-2002	5,644	49.0%	5,702	50.3%	312	60.5%	204	39.5%	10	10	-10.73
2000-2001	5,645	49.4%	5,578	50.6%	340	60.5%	222	39.5%	10	10	-11.13

Expenses						Recruiting budgets		
Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 3,526,847	\$ 1,875,276	\$ 1,879,063	34.8%	34.7%	\$ 102,078	\$ 59,149	36.7%
2003-2004	\$ 3,286,551	\$ 1,775,311	\$ 1,708,435	33.8%	35.1%	\$ 115,161	\$ 60,306	34.4%
2002-2003	\$ 3,033,489	\$ 1,691,732	\$ 1,494,922	31.6%	35.8%	\$ 121,744	\$ 68,822	36.1%
2001-2002	\$ 2,923,432	\$ 1,527,754	\$ 1,489,961	33.4%	34.3%	\$ 99,958	\$ 46,462	31.7%
2000-2001	\$ 2,944,808	\$ 1,586,567	\$ 1,483,180	32.8%	35.0%	\$ 145,921	\$ 67,766	31.7%

Scholarships for women					
Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	792,142	35.4%	173	37.9%	-2.58
2003-2004	710,239	34.4%	162	39.2%	-4.87
2002-2003	610,939	34.5%	165	37.2%	-2.63
2001-2002	547,676	34.0%	157	36.4%	-2.39
2000-2001	520,336	36.2%	166	36.9%	-0.66

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Campbell University

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Avg salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	8	11	8	11	\$ 46,623	\$ 30,856	\$ 712,400	50.7%	1:8
2003-2004	9	10	8	10	\$ 45,737	\$ 27,917	\$ 645,006	51.0%	1:8
2002-2003	7	12	7	12	\$ 38,143	\$ 17,517	\$ 477,205	51.1%	1:7
2001-2002	7	12	7	11	\$ 38,454	\$ 15,914	\$ 444,232	55.0%	1:8
2000-2001	7	12	7	11	\$ 37,050	\$ 14,977	\$ 424,097	56.0%	1:9

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	9	11	9	11	\$ 39,831	\$ 30,335	\$ 692,164	49.3%	1:7
2003-2004	9	10	8	10	\$ 42,271	\$ 28,037	\$ 618,538	49.0%	1:7
2002-2003	7	12	7	12	\$ 32,750	\$ 18,975	\$ 456,950	48.9%	1:6
2001-2002	7	9	7	9	\$ 31,219	\$ 16,094	\$ 363,379	45.0%	1:8
2000-2001	7	10	7	10	\$ 29,268	\$ 12,775	\$ 332,626	44.0%	1:6

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	1,114	44.7%	1,380	55.3%	155	54.2%	131	45.8%	8	9	-9.5
2003-2004	1,620	47.7%	1,776	52.3%	153	54.3%	129	45.7%	9	9	-6.6
2002-2003	3,358	50.2%	3,328	49.8%	126	52.6%	105	45.5%	7	7	-4.3
2001-2002	1,127	46.1%	1,320	53.9%	159	52.8%	142	47.2%	9	9	-6.8
2000-2001	1,096	46.8%	1,245	53.2%	166	59.9%	111	40.1%	8	8	-13.1

Expenses

Recruiting budgets

Year	Men		Women	Football	Football's share of total	Women's share of total	Men		Women's share of total
2004-2005	\$ 2,433,853	\$ 252,646	n/a	n/a	n/a	50.9%	\$ 53,750	\$ 55,375	50.74%
2003-2004	\$ 2,572,970	\$ 2,368,298	n/a	n/a	n/a	47.9%	\$ 53,565	\$ 38,733	41.97%
2002-2003	\$ 2,137,968	\$ 2,016,228	n/a	n/a	n/a	48.5%	\$ 46,493	\$ 42,996	48.05%
2001-2002	\$ 2,140,993	\$ 1,893,357	n/a	n/a	n/a	46.9%	\$ 37,771	\$ 23,328	38.18%
2000-2001	\$ 2,061,030	\$ 1,731,043	n/a	n/a	n/a	45.7%	\$ 40,946	\$ 34,275	45.57%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 1,227,758	52.1%	120	46.0%	6.13
2003-2004	\$ 1,072,909	51.3%	100	44.3%	7.04
2002-2003	\$ 914,853	53.6%	94	45.0%	8.61
2001-2002	\$ 854,610	52.1%	111	44.8%	7.38
2000-2001	\$ 784,813	50.0%	103	39.6%	10.36

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Davidson College

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Avg salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	9	25	9	22	\$ 74,485	\$ 19,974	\$ 1,109,793	59.1%	1:8
2003-2004	9	23	9	22	\$ 69,962	\$ 18,802	\$ 1,043,302	59.9%	1:8
2002-2003	9	25	9	24	\$ 50,540	\$ 14,912	\$ 782,924	59.9%	1:7
2001-2002	9	23	9	17	\$ 47,081	\$ 17,662	\$ 723,983	58.3%	1:9
2000-2001	9	24	9	17	\$ 44,523	\$ 15,360	\$ 661,827	58.9%	1:9

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	8	15	8	12	\$ 65,797	\$ 20,114	\$ 768,104	40.9%	1:9
2003-2004	8	13	8	13	\$ 57,621	\$ 18,178	\$ 697,282	40.1%	1:7
2002-2003	8	13	8	13	\$ 43,987	\$ 13,197	\$ 523,457	40.1%	1:7
2001-2002	8	12	8	11	\$ 42,504	\$ 16,111	\$ 517,253	41.7%	1:11
2000-2001	8	14	8	11	\$ 37,531	\$ 14,635	\$ 461,233	41.1%	1:11

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	857	50.1%	855	49.9%	257	56.6%	197	43.4%	9	8	-6.55
2003-2004	857	50.1%	854	49.9%	248	63.3%	144	36.7%	9	8	-13.20
2002-2003	819	49.8%	825	50.2%	233	60.5%	152	39.5%	9	8	-10.70
2001-2002	823	49.2%	850	50.8%	272	57.5%	201	42.5%	11	10	-8.30
2000-2001	841	50.1%	837	49.9%	288	57.6%	212	42.4%	11	10	-7.50

Expenses

Recruiting budgets

	Expenses					Allocating budgets		
Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 3,011,715	\$ 2,352,064	\$ 512,064	9.5%	43.9%	\$ 157,041	\$ 70,895	31.0%
2003-2004	\$ 2,686,033	\$ 2,208,890	\$ 496,037	10.1%	45.1%	\$ 124,817	\$ 59,846	32.4%
2002-2003	\$ 2,429,588	\$ 1,989,639	\$ 419,793	9.5%	45.0%	\$ 124,846	\$ 67,959	35.2%
2001-2002	\$ 2,096,821	\$ 1,712,235	\$ 389,437	9.4%	45.0%	\$ 147,343	\$ 60,354	29.1%
2000-2001	\$ 2,025,579	\$ 1,543,387	\$ 380,404	10.7%	43.2%	\$ 134,253	\$ 61,489	31.4%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 1,216,036	55.2%	171.00	42.2%	13.02
2003-2004	\$ 1,076,962	55.3%	144.00	36.9%	18.30
2002-2003	\$ 886,737	53.6%	139.00	39.3%	14.30
2001-2002	\$ 734,853	54.1%	163.00	42.6%	11.50
2000-2001	\$ 553,544	49.7%	166.00	41.7%	8.00

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Duke University

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Avg salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	11	30	11	30	\$ 214,821	\$ 80,732	\$ 4,784,991	74.4%	1:9
2003-2004	11	25	11	25	\$ 235,902	\$ 76,390	\$ 4,504,672	63.2%	1:10
2002-2003	11	24	11	25	\$ 102,415	\$ 49,685	\$ 2,368,690	64.7%	1:10
2001-2002	11	22	11	24	\$ 101,064	\$ 45,016	\$ 2,192,088	66.6%	1:12
2000-2001	11	24	11	24	\$ 104,801	\$ 42,110	\$ 2,163,451	69.2%	1:12

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	11	22	11	18	\$ 84,413	\$ 39,846	\$ 1,645,771	25.6%	1:8
2003-2004	11	19	11	19	\$ 173,614	\$ 37,672	\$ 2,625,522	36.8%	1:8
2002-2003	11	19	11	19	\$ 68,491	\$ 28,477	\$ 1,294,464	35.3%	1:9
2001-2002	10	18	11	18	\$ 58,245	\$ 25,462	\$ 1,099,011	33.4%	1:10
2000-2001	11	17	11	18	\$ 52,996	\$ 22,415	\$ 964,011	30.8%	1:10

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	3,151	51.7%	2,941	48.3%	374	58.0%	271	42.0%	11	11	-6.3
2003-2004	3,163	51.3%	3,006	48.7%	356	58.8%	249	41.1%	11	11	-7.6
2002-2003	6,607	52.9%	5,881	47.1%	338	56.8%	257	43.2%	11	11	-3.9
2001-2002	3,348	51.3%	3,183	48.7%	396	56.9%	300	43.1%	13	13	-5.6
2000-2001	3,180	52.4%	2,884	47.6%	414	57.9%	301	42.1%	13	13	-5.5

Expenses

Recruiting budgets

	Expenses					Accounting budgets		
Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 20,458,980	\$ 8,460,576	\$ 9,314,704	45.5%	29.3%	\$ 754,380	\$ 227,364	23.2%
2003-2004	\$ 11,474,003	\$ 3,707,659	\$ 4,953,823	32.6%	24.4%	\$ 644,171	\$ 208,525	24.5%
2002-2003	\$ 10,643,799	\$ 3,688,771	\$ 3,929,420	27.4%	25.7%	\$ 503,299	\$ 185,394	26.9%
2001-2002	\$ 14,109,280	\$ 6,552,125	\$ 6,262,777	30.3%	31.7%	\$ 408,592	\$ 183,901	31.0%
2000-2001	\$ 12,577,139	\$ 5,718,926	\$ 5,940,436	32.5%	31.3%	\$ 385,458	\$ 167,256	30.3%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 4,217,987	40.1%	271	42.0%	-1.96
2003-2004	\$ 4,010,436	39.9%	240	41.8%	-1.00
2002-2003	\$ 3,917,804	43.0%	257	43.4%	-0.38
2001-2002	\$ 3,314,631	41.2%	269	43.2%	-2.02
2000-2001	\$ 3,211,153	40.2%	240	39.4%	0.74

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

East Carolina University

Coaching numbers

Year	Men's teams								
	# of coaches		# of salary coaches		Avg salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	9	24	10	30	\$ 54,720	\$ 48,053	\$ 1,988,790	76.2%	1:8
2003-2004	10	21	9	16	\$ 126,454	\$ 87,129	\$ 2,532,150	76.8%	1:10
2002-2003	10	21	9	18	\$ 101,270	\$ 59,364	\$ 1,979,982	77.7%	1:9
2001-2002	10	23	9	16	\$ 98,452	\$ 62,685	\$ 1,889,028	77.9%	1:11
2000-2001	9	26	9	19	\$ 86,141	\$ 56,941	\$ 1,857,148	79.5%	1:10

Coaching numbers

Year	Women's teams								
	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	9	14	9	15	\$ 36,910	\$ 19,308	\$ 621,810	23.8%	1:7
2003-2004	10	15	8	11	\$ 56,246	\$ 28,685	\$ 765,503	23.2%	1:8
2002-2003	11	13	9	12	\$ 35,863	\$ 20,463	\$ 568,323	22.3%	1:6
2001-2002	10	16	9	11	\$ 36,632	\$ 18,724	\$ 535,652	22.1%	1:8
2000-2001	9	17	9	11	\$ 32,784	\$ 16,657	\$ 478,283	20.5%	1:8

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	7,203	40.1%	10,745	59.9%	276	63.5%	159	36.6%	8	8	-23.32
2003-2004	6,288	41.0%	9,060	59.0%	317	60.2%	210	39.9%	8	8	-19.18
2002-2003	8,417	40.9%	12,160	59.1%	286	65.2%	153	34.9%	8	8	-24.24
2001-2002	6,528	42.2%	8,932	57.8%	369	63.6%	211	36.4%	10	10	-21.40
2000-2001	5,768	42.1%	7,950	58.0%	336	61.7%	209	38.4%	10	10	-19.60

Expenses

Recruiting budgets

Year	Expenses			Recruiting budgets			Women's share of total
	Men	Women	Football	Football's share of total	Women's share of total	Men	
2004-2005	\$ 9,134,545	\$ 3,344,299	\$ 5,529,883	44.3%	26.8%	\$ 331,100	23.9%
2003-2004	\$ 9,321,570	\$ 3,105,804	\$ 5,839,962	47.0%	25.0%	\$ 412,426	19.3%
2002-2003	\$ 7,281,514	\$ 2,603,847	\$ 4,676,068	47.3%	26.3%	\$ 346,312	23.4%
2001-2002	\$ 7,654,186	\$ 2,540,730	\$ 5,085,087	49.9%	24.9%	\$ 299,144	22.9%
2000-2001	\$ 7,317,037	\$ 2,171,425	\$ 5,095,349	53.7%	22.9%	\$ 333,537	21.4%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 1,412,540	34.6%	159	36.6%	-1.95
2003-2004	\$ 1,282,831	35.3%	158	36.6%	-1.23
2002-2003	\$ 1,165,064	38.6%	151	34.9%	3.73
2001-2002	\$ 960,911	35.3%	156	33.2%	2.15
2000-2001	\$ 901,336	36.7%	165	36.4%	0.30

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Elon University

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Avg salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	7	15	7	13	\$ 54,207	\$ 36,308	\$ 851,453	64.0%	1:10
2003-2004	7	14	7	13	\$ 56,446	\$ 32,674	\$ 819,884	62.5%	1:11
2002-2003	7	17	7	15	\$ 38,979	\$ 21,716	\$ 598,593	74.5%	1:9
2001-2002	7	9	7	16	\$ 35,711	\$ 19,338	\$ 559,385	66.2%	1:9
2000-2001	7	14	7	15	\$ 29,309	\$ 16,815	\$ 457,388	69.2%	1:10

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	8	7	8	6	\$ 37,900	\$ 29,400	\$ 479,600	36.0%	1:11
2003-2004	7	8	7	8	\$ 41,563	\$ 25,025	\$ 491,141	37.5%	1:12
2002-2003	7	9	7	8	\$ 29,956	\$ 14,988	\$ 329,596	35.5%	1:9
2001-2002	7	4	7	9	\$ 26,400	\$ 11,222	\$ 285,798	33.8%	1:10
2000-2001	7	6	7	6	\$ 18,807	\$ 12,040	\$ 203,889	30.8%	1:12

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	1,787	38.7%	2,835	61.3%	227	58.8%	159	41.2%	7	7	-20.15
2003-2004	1,664	38.6%	2,647	61.4%	244	57.6%	180	42.5%	7	7	-18.95
2002-2003	1,734	39.1%	2,698	60.9%	226	60.0%	151	40.1%	7	7	-20.82
2001-2002	1,579	38.9%	2,483	61.1%	217	58.0%	157	42.0%	7	9	-19.15
2000-2001	1,475	39.0%	2,312	61.1%	215	57.6%	158	42.4%	7	9	-18.69

Expenses

Recruiting budgets

	Expenses					Accounting budgets		
Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 3,756,652	\$ 2,013,394	\$ 2,159,603	37.4%	35.0%	\$ 64,374	\$ 45,776	41.2%
2003-2004	\$ 3,458,550	\$ 1,639,113	\$ 1,983,552	38.9%	32.2%	\$ 75,787	\$ 30,948	29.0%
2002-2003	\$ 3,235,412	\$ 1,644,698	\$ 1,811,046	37.1%	33.7%	\$ 61,207	\$ 33,595	35.4%
2001-2002	\$ 3,052,871	\$ 1,440,881	\$ 1,764,201	39.3%	32.1%	\$ 57,577	\$ 27,465	32.3%
2000-2001	\$ 2,597,115	\$ 1,133,311	\$ 1,488,281	39.9%	30.4%	\$ 81,303	\$ 37,040	31.3%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 1,232,069	35.3%	124	35.4%	-0.10
2003-2004	\$ 1,051,913	33.3%	121	33.2%	0.10
2002-2003	\$ 983,817	32.9%	125	35.6%	-2.74
2001-2002	\$ 851,897	31.3%	125	36.6%	-5.21
2000-2001	\$ 670,115	30.1%	135	38.6%	-8.44

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Gardner-Webb University

Coaching numbers

Year	Men's teams							
	# of coaches		# of salary coaches		Avg salary		Total salaries	Share of total
	Head	Assts	Head	Assts	Head	Assts		
2004-2005	8	21	8	21	\$ 46,013	\$ 27,070	\$ 936,574	64.4%
2003-2004	10	19	8	20	\$ 44,376	\$ 21,893	\$ 792,868	64.6%
2002-2003	8	20	8	20	\$ 36,850	\$ 15,483	\$ 604,460	63.6%
2001-2002	8	16	8	15	\$ 33,981	\$ 22,427	\$ 608,253	64.7%
2000-2001	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Coaching numbers

Year	Women's teams							
	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total
	Head	Assts	Head	Assts	Head	Assts		
2004-2005	8	13	8	13	\$ 41,773	\$ 14,082	\$ 517,250	35.6%
2003-2004	10	9	8	13	\$ 36,777	\$ 10,837	\$ 435,097	35.4%
2002-2003	8	14	8	14	\$ 30,138	\$ 7,454	\$ 345,460	36.4%
2001-2002	8	10	8	9	\$ 29,500	\$ 10,656	\$ 331,904	35.3%
2000-2001	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	858	37.5%	1,428	62.5%	260	65.5%	137	34.5%	8	8	-27.96
2003-2004	858	37.5%	1,428	62.5%	226	62.6%	135	37.4%	10	10	-25.07
2002-2003	1,414	37.2%	2,391	62.8%	262	63.0%	157	37.0%	10	10	-25.82
2001-2002	754	36.9%	1,288	62.1%	235	65.6%	123	34.4%	10	10	-28.72
2000-2001	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Expenses

Recruiting budgets

	Expense					Accounting Budgets		
Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 3,917,565	\$ 2,242,002	\$ 1,835,362	29.8%	36.4%	\$ 70,660	\$ 49,013	41.0%
2003-2004	\$ 3,595,114	\$ 2,043,978	\$ 1,635,497	29.0%	36.3%	\$ 75,686	\$ 29,990	28.4%
2002-2003	\$ 3,110,774	\$ 1,876,623	\$ 1,273,187	25.5%	37.6%	\$ 64,172	\$ 40,993	39.0%
2001-2002	\$ 3,035,267	\$ 1,822,946	\$ 1,304,548	26.9%	37.5%	\$ 42,932	\$ 41,745	49.3%
2000-2001	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 1,299,944	36.5%	135	37.4%	-0.94
2003-2004	\$ 1,178,607	37.3%	114	34.3%	2.96
2002-2003	\$ 1,186,176	38.8%	125	34.7%	4.05
2001-2002	\$ 1,209,150	37.8%	115	33.2%	4.56
2000-2001	n/a	n/a	n/a	n/a	n/a

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

High Point University

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Avg salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	6	12	6	7	\$ 49,812	\$ 23,437	\$ 462,931	57.0%	1:9
2003-2004	6	13	6	7	\$ 45,921	\$ 18,878	\$ 407,672	59.6%	1:10
2002-2003	6	9	6	7	\$ 35,783	\$ 15,429	\$ 322,701	61.0%	1:9
2001-2002	6	9	6	7	\$ 34,300	\$ 13,857	\$ 302,799	61.1%	1:10
2000-2001	6	7	6	5	\$ 27,508	\$ 11,534	\$ 222,718	55.7%	1:9

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	6	11	6	7	\$ 37,937	\$ 17,455	\$ 349,807	43.0%	1:7
2003-2004	6	10	6	7	\$ 33,094	\$ 11,184	\$ 276,852	40.4%	1:7
2002-2003	5	7	5	7	\$ 29,500	\$ 8,429	\$ 206,503	39.0%	1:7
2001-2002	5	8	5	7	\$ 27,560	\$ 7,857	\$ 192,799	38.9%	1:10
2000-2001	5	9	5	6	\$ 27,991	\$ 6,222	\$ 177,287	44.3%	1:7

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	914	38.0%	1,491	62.0%	161	57.1%	121	42.9%	6	6	-19.09
2003-2004	938	38.3%	1,511	61.7%	181	60.3%	119	39.7%	6	6	-22.03
2002-2003	1,053	38.3%	1,697	61.7%	129	59.2%	89	40.8%	6	5	-20.03
2001-2002	851	36.8%	1,464	63.2%	145	52.0%	134	48.0%	7	7	-15.21
2000-2001	932	39.0%	1,460	61.0%	123	54.9%	101	45.1%	7	7	-15.95

Expenses

Recruiting budgets

Year	Men		Women		Football		Football's share of total		Women's share of total		Men		Women		Women's share of total	
2004-2005	\$ 2,187,651	\$ 1,880,565	n/a	n/a	n/a	n/a	46.2%	\$ 60,458	\$ 27,754	31.5%						
2003-2004	\$ 1,771,547	\$ 1,453,941	n/a	n/a	n/a	n/a	45.1%	\$ 61,665	\$ 26,907	30.4%						
2002-2003	\$ 159,551	\$ 1,260,340	n/a	n/a	n/a	n/a	44.1%	\$ 47,619	\$ 29,366	38.2%						
2001-2002	\$ 1,565,801	\$ 1,302,604	n/a	n/a	n/a	n/a	45.4%	\$ 59,461	\$ 24,637	29.3%						
2000-2001	\$ 1,419,574	\$ 1,260,110	n/a	n/a	n/a	n/a	47.0%	\$ 41,059	\$ 26,607	39.3%						

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 1,022,436	49.1%	121	42.9%	6.17
2003-2004	\$ 920,081	49.7%	84	38.9%	10.85
2002-2003	\$ 804,295	48.5%	73	40.3%	8.11
2001-2002	\$ 738,280	49.7%	93	43.7%	6.06
2000-2001	\$ 650,000	49.8%	78	41.1%	8.77

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

North Carolina A&T State University

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	5	16	5	13	\$ 48,586	\$ 30,852	\$ 644,006	66.8%	1:8
2003-2004	5	18	5	12	\$ 46,852	\$ 31,757	\$ 615,344	59.1%	1:9
2002-2003	5	19	5	14	\$ 41,800	\$ 20,765	\$ 499,710	66.8%	1:9
2001-2002	5	15	5	10	\$ 60,029	\$ 23,055	\$ 530,695	60.6%	1:11
2000-2001	5	19	5	8	\$ 44,416	\$ 25,877	\$ 429,096	66.2%	1:9

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	7	7	7	5	\$ 33,098	\$ 17,642	\$ 319,896	33.2%	1:6
2003-2004	7	7	7	4	\$ 28,644	\$ 18,791	\$ 275,672	30.9%	1:8
2002-2003	7	11	7	5	\$ 27,897	\$ 10,663	\$ 248,594	33.2%	1:6
2001-2002	8	6	7	4	\$ 24,792	\$ 11,760	\$ 220,584	29.4%	1:9
2000-2001	7	8	7	2	\$ 28,072	\$ 11,205	\$ 218,914	33.8%	1:8

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	4,387	48.1%	4,734	51.9%	177	67.3%	86	32.7%	5	7	-19.20
2003-2004	3,822	48.0%	4,136	52.0%	216	64.9%	117	35.1%	5	7	-16.84
2002-2003	4,322	47.4%	4,793	52.6%	204	65.0%	110	35.0%	5	7	-17.55
2001-2002	3,555	48.5%	3,776	51.5%	226	63.1%	132	36.9%	7	9	-14.64
2000-2001	3,604	47.1%	4,053	52.9%	213	63.0%	125	37.0%	7	9	-15.95

Expenses

Recruiting budgets

Year	Men		Women		Football		Football's share of total	Women's share of total	Men		Women	Women's share of total
2004-2005	\$ 1,805,061	\$ 1,608,226	\$ 1,805,061				38.9%	34.7%	\$ 41,534	\$ 25,113		37.7%
2003-2004	\$ 1,710,873	\$ 1,561,316	\$ 1,710,873				39.6%	36.1%	\$ 44,088	\$ 18,971		30.1%
2002-2003	\$ 1,769,415	\$ 1,421,376	\$ 1,769,415				42.1%	33.8%	\$ 25,085	\$ 20,552		45.0%
2001-2002	\$ 1,335,920	\$ 1,238,325	\$ 1,335,920				37.1%	34.4%	\$ 56,914	\$ 25,412		30.9%
2000-2001	\$ 1,236,244	\$ 1,177,187	\$ 1,236,244				37.4%	35.6%	\$ 35,902	\$ 15,632		30.3%

Scholarships for women

Year	Amount		Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 576,664		38.8%	85	32.4%	6.34
2003-2004	\$ 614,734		43.8%	90	34.0%	9.82
2002-2003	\$ 649,721		40.9%	109	35.1%	5.88
2001-2002	\$ 530,587		39.8%	113	36.1%	3.67
2000-2001	\$ 461,751		37.4%	101	35.3%	2.04

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

North Carolina State University

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Avg salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	10	31	10	24	\$ 84,962	\$ 80,590	\$ 2,783,780	68.4%	1:9
2003-2004	11	30	11	23	n/a	n/a	n/a	n/a	1:9
2002-2003	11	30	10	23	\$ 78,489	\$ 70,980	\$ 2,417,430	67.5%	1:9
2001-2002	10	29	10	24	\$ 73,773	\$ 62,164	\$ 2,229,666	71.1%	1:9
2000-2001	10	28	10	25	\$ 69,800	\$ 61,748	\$ 2,241,700	71.7%	1:9

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	10	21	10	19	\$ 64,868	\$ 33,573	\$ 1,286,567	31.6%	1:9
2003-2004	11	21	11	18	n/a	n/a	n/a	n/a	1:9
2002-2003	10	21	10	18	\$ 59,539	\$ 31,505	\$ 162,480	32.5%	1:9
2001-2002	9	20	8	17	\$ 58,990	\$ 28,065	\$ 949,025	29.9%	1:9
2000-2001	9	19	9	17	\$ 51,151	\$ 27,479	\$ 927,502	29.3%	1:8

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	10,754	57.6%	7,916	42.4%	382	58.8%	268	41.2%	9	9	-1.17
2003-2004	10,964	58.0%	7,940	42.0%	369	55.7%	294	44.3%	9	10	2.34
2002-2003	16,952	57.2%	12,685	42.8%	361	56.6%	277	43.4%	9	9	0.62
2001-2002	10,589	58.5%	7,528	41.6%	354	57.5%	262	42.5%	12	11	0.98
2000-2001	10,725	58.9%	7,470	41.1%	342	60.3%	225	39.7%	12	10	-1.37

Expenses

Recruiting budgets

	Expenses					Accounting budgets		
Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 9,830,255	\$ 3,865,305	\$ 5,157,534	37.7%	28.2%	\$ 600,255	\$ 190,511	24.1%
2003-2004	\$ 9,351,380	\$ 3,418,979	\$ 5,216,481	40.8%	26.8%	\$ 566,000	\$ 281,500	33.2%
2002-2003	\$ 11,483,699	\$ 4,478,610	\$ 6,416,468	40.2%	28.1%	\$ 551,100	\$ 209,500	27.5%
2001-2002	\$ 10,334,461	\$ 4,157,053	\$ 5,450,131	37.6%	28.7%	\$ 580,047	\$ 180,300	23.7%
2000-2001	\$ 11,350,964	\$ 3,701,073	\$ 6,843,434	45.5%	24.6%	\$ 754,731	\$ 128,636	14.6%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 2,038,433	41.8%	198	38.8%	3.03
2003-2004	\$ 1,889,526	41.1%	216	41.0%	0.15
2002-2003	\$ 1,779,007	36.3%	276	43.5%	-7.28
2001-2002	\$ 1,510,740	40.4%	184	38.3%	2.07
2000-2001	\$ 1,370,031	37.9%	154	35.0%	2.88

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

University of North Carolina at Asheville

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Avg salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	5	11	5	4	\$ 36,782	\$ 26,271	\$ 288,994	53.2%	1:6
2003-2004	5	8	5	4	\$ 28,081	\$ 23,071	\$ 232,689	58.3%	1:10
2002-2003	5	10	5	5	\$ 34,720	\$ 25,429	\$ 300,745	54.3%	1:8
2001-2002	5	8	5	5	\$ 33,363	\$ 21,727	\$ 275,450	52.3%	1:9
2000-2001	5	7	5	7	\$ 30,865	\$ 18,988	\$ 287,241	55.1%	1:11

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	5	9	5	4	\$ 31,414	\$ 24,340	\$ 254,430	46.8%	1:5
2003-2004	5	7	5	4	\$ 18,475	\$ 18,555	\$ 166,595	41.7%	1:7
2002-2003	5	8	5	5	\$ 29,429	\$ 21,429	\$ 252,905	45.7%	1:6
2001-2002	5	8	5	5	\$ 29,336	\$ 20,906	\$ 251,210	47.7%	1:6
2000-2001	5	6	5	6	\$ 25,762	\$ 17,572	\$ 234,242	44.9%	1:13

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	1,478	42.8%	1,978	57.2%	94	56.0%	74	44.1%	5	5	-13.19
2003-2004	1,154	42.3%	1,573	57.7%	124	52.3%	80	47.7%	5	5	-10.00
2002-2003	1,445	42.6%	1,946	57.4%	119	51.1%	84	48.9%	5	5	-8.46
2001-2002	1,345	41.9%	1,866	58.1%	123	50.6%	80	49.4%	7	7	-8.73
2000-2001	1,359	42.6%	1,828	57.4%	135	49.3%	139	50.7%	7	7	-6.63

Expenses

Recruiting budgets

Year	Men		Women	Football	Football's share of total	Women's share of total	Men		Women's share of total
2004-2005	\$ 325,467	\$ 221,806	n/a	n/a	n/a	40.5%	\$ 32,676	\$ 24,705	43.1%
2003-2004	\$ 1,018,303	\$ 1,015,366	n/a	n/a	n/a	49.9%	\$ 25,106	\$ 28,447	53.1%
2002-2003	\$ 648,622	\$ 480,206	n/a	n/a	n/a	42.5%	\$ 29,213	\$ 21,615	42.5%
2001-2002	\$ 956,323	\$ 808,928	n/a	n/a	n/a	45.8%	\$ 18,320	\$ 18,422	50.1%
2000-2001	\$ 833,923	\$ 719,407	n/a	n/a	n/a	46.3%	\$ 29,356	\$ 25,455	46.4%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 475,339	54.9%	73	43.7%	11.16
2003-2004	\$ 512,293	54.0%	80	46.2%	7.80
2002-2003	\$ 452,823	50.5%	84	48.6%	1.93
2001-2002	\$ 307,476	45.9%	80	46.2%	-0.40
2000-2001	\$ 316,286	50.2%	139	50.7%	-0.52

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

University of North Carolina at Chapel Hill

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Avg salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	11	46	11	34	\$ 111,480	\$ 59,716	\$ 3,256,624	74.5%	1:9
2003-2004	11	46	11	33	\$ 107,881	\$ 57,483	\$ 3,083,630	75.7%	1:9
2002-2003	11	47	11	34	\$ 75,075	\$ 49,376	\$ 2,504,609	74.5%	1:9
2001-2002	11	45	11	35	\$ 77,565	\$ 49,979	\$ 2,602,480	76.2%	1:9
2000-2001	11	40	11	33	\$ 72,112	\$ 47,996	\$ 2,377,100	76.2%	1:9

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	13	42	13	31	\$ 74,365	\$ 26,571	\$ 1,790,446	35.5%	1:7
2003-2004	13	45	13	31	\$ 69,693	\$ 22,645	\$ 1,608,004	34.3%	1:7
2002-2003	13	43	13	31	\$ 58,577	\$ 19,878	\$ 1,377,719	35.5%	1:7
2001-2002	13	40	13	31	\$ 55,900	\$ 19,350	\$ 1,326,550	33.8%	1:8
2000-2001	13	34	13	29	\$ 52,423	\$ 18,432	\$ 1,216,027	33.8%	1:8

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	6,606	41.7%	9,227	58.3%	502	56.8%	382	43.2%	11	13	-15.06
2003-2004	6,285	40.9%	9,070	29.1%	513	56.6%	393	43.4%	11	13	-15.69
2002-2003	10,661	41.0%	15,367	59.0%	498	54.9%	409	45.1%	11	13	-13.95
2001-2002	5,985	39.7%	9,104	60.3%	510	55.3%	412	44.7%	13	15	-15.65
2000-2001	5,761	39.1%	8,962	60.9%	477	55.7%	379	44.3%	13	15	-16.60

Expenses

Recruiting budgets

	Men		Women		Football		Football's share of total	Women's share of total	Men		Women		Women's share of total
Year													
2004-2005	\$	19,026,932	\$	6,992,840	\$	10,531,683	40.5%	26.9%	\$	671,733	\$	183,178	21.4%
2003-2004	\$	16,295,073	\$	6,663,221	\$	9,482,795	41.3%	29.0%	\$	680,567	\$	208,858	23.5%
2002-2003	\$	15,936,365	\$	5,972,615	\$	8,811,786	40.2%	27.3%	\$	586,935	\$	162,613	21.7%
2001-2002	\$	15,714,848	\$	5,508,868	\$	9,344,420	44.0%	26.0%	\$	510,535	\$	163,466	24.3%
2000-2001	\$	15,332,827	\$	5,050,498	\$	8,190,708	40.2%	24.8%	\$	524,277	\$	217,342	29.3%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 2,934,209	42.9%	382	43.2%	-0.32
2003-2004	\$ 2,828,102	44.0%	329	42.1%	1.93
2002-2003	\$ 2,713,850	45.1%	342	44.2%	0.87
2001-2002	\$ 2,507,159	44.6%	352	44.1%	0.51
2000-2001	\$ 2,258,032	44.7%	326	43.8%	0.92

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

University of North Carolina at Charlotte

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	6	12	6	11	\$ 97,789	\$ 30,008	\$ 916,822	60.3%	1:11
2003-2004	6	12	6	11	\$ 97,272	\$ 28,936	\$ 901,928	61.2%	1:7
2002-2003	6	12	6	11	\$ 94,502	\$ 26,917	\$ 863,099	61.5%	1:11
2001-2002	6	12	6	11	\$ 97,188	\$ 22,373	\$ 829,231	62.6%	1:8
2000-2001	6	11	6	10	\$ 87,879	\$ 25,109	\$ 778,364	62.2%	1:9

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	6	12	6	12	\$ 55,858	\$ 22,287	\$ 602,592	39.7%	1:12
2003-2004	6	13	6	12	\$ 51,414	\$ 21,871	\$ 570,936	38.8%	1:6
2002-2003	6	14	6	12	\$ 46,190	\$ 21,991	\$ 541,032	38.5%	1:10
2001-2002	6	13	6	12	\$ 45,181	\$ 18,644	\$ 494,814	37.4%	1:9
2000-2001	6	11	6	10	\$ 46,651	\$ 19,301	\$ 472,916	37.8%	1:10

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	5,966	47.0%	6,736	53.0%	201	48.3%	215	51.7%	6	6	-1.35
2003-2004	5,742	47.1%	6,449	52.9%	121	50.8%	117	49.2%	6	6	-3.74
2002-2003	8,556	45.2%	10,360	54.8%	194	48.4%	207	51.6%	6	6	-3.15
2001-2002	5,223	46.1%	6,117	53.9%	147	45.9%	173	54.1%	8	8	0.12
2000-2001	4,891	45.8%	5,787	54.2%	145	46.8%	165	53.2%	8	8	-0.97

Expenses

Recruiting budgets

Year	Men		Women		Football		Football's share of total		Women's share of total		Men	Women	Women's share of total
2004-2005	\$ 3,346,812	\$ 2,719,397	n/a	n/a	n/a	n/a	n/a	n/a	44.8%		\$ 148,316	\$ 113,272	43.3%
2003-2004	\$ 3,197,915	\$ 2,625,584	n/a	n/a	n/a	n/a	n/a	n/a	45.1%		\$ 196,089	\$ 200,418	50.6%
2002-2003	\$ 2,968,434	\$ 2,488,582	n/a	n/a	n/a	n/a	n/a	n/a	45.6%		\$ 170,321	\$ 128,920	43.1%
2001-2002	\$ 2,852,961	\$ 2,190,959	n/a	n/a	n/a	n/a	n/a	n/a	43.4%		\$ 168,394	\$ 104,091	38.2%
2000-2001	\$ 2,797,294	\$ 2,057,579	n/a	n/a	n/a	n/a	n/a	n/a	42.4%		\$ 158,302	\$ 122,654	43.7%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 1,089,666	54.8%	126	47.9%	6.88
2003-2004	\$ 1,043,698	57.1%	117	49.2%	7.96
2002-2003	\$ 940,821	55.2%	130	48.5%	6.69
2001-2002	\$ 834,533	55.0%	122	50.2%	4.76
2000-2001	\$ 723,235	54.3%	116	50.2%	4.09

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

University of North Carolina at Greensboro

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	7	12	7	9	\$ 66,908	\$ 27,512	\$ 715,964	52.1%	1:8
2003-2004	8	14	7	10	\$ 65,453	\$ 29,775	\$ 755,921	54.4%	1:6
2002-2003	8	12	7	11	\$ 51,121	\$ 26,072	\$ 644,639	52.9%	1:7
2001-2002	7	11	7	11	\$ 42,403	\$ 15,874	\$ 471,435	50.4%	1:8
2000-2001	7	10	7	10	\$ 40,375	\$ 16,947	\$ 452,095	52.6%	1:8

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	7	9	7	8	\$ 57,817	\$ 31,786	\$ 659,007	47.9%	1:6
2003-2004	8	13	7	9	\$ 55,154	\$ 27,436	\$ 633,002	45.6%	1:5
2002-2003	8	10	7	10	\$ 46,998	\$ 24,548	\$ 574,466	47.1%	1:7
2001-2002	7	10	7	10	\$ 40,886	\$ 17,728	\$ 463,482	49.6%	1:7
2000-2001	7	9	7	9	\$ 38,902	\$ 14,931	\$ 406,693	47.4%	1:7

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	3,083	31.7%	6,655	68.3%	146	56.8%	111	44.3.2%	7	7	-25.15
2003-2004	3,046	32.4%	6,349	67.6%	129	55.6%	103	44.4%	7	7	-23.18
2002-2003	4,641	32.1%	9,812	67.9%	148	54.4%	124	45.6%	8	8	-22.30
2001-2002	2,721	31.4%	5,950	68.6%	152	56.7%	116	43.3%	8	8	-25.34
2000-2001	2,726	32.4%	5,689	67.6%	133	54.3%	112	45.7%	8	8	-21.89

Operating Budgets

Year	Operating Budgets			Recruiting budgets			Women's share of total
	Men	Women	Football	Football's share of total	Women's share of total	Men	Women
2004-2005	\$ 2,218,465	\$ 2,164,583	n/a	n/a	49.4%	\$ 79,052	\$ 50,299
2003-2004	\$ 1,927,875	\$ 1,852,697	n/a	n/a	49.0%	\$ 109,577	\$ 64,408
2002-2003	\$ 1,712,709	\$ 1,651,232	n/a	n/a	49.1%	\$ 124,081	\$ 85,439
2001-2002	\$ 1,708,609	\$ 1,550,509	n/a	n/a	47.6%	\$ 99,731	\$ 70,211
2000-2001	\$ 1,574,262	\$ 1,373,453	n/a	n/a	46.6%	\$ 112,973	\$ 61,099

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 897,213	55.0%	99	42.9%	12.14
2003-2004	\$ 849,612	55.8%	89	43.0%	12.76
2002-2003	\$ 699,558	56.2%	104	44.3%	11.91
2001-2002	\$ 615,925	53.7%	101	42.4%	11.21
2000-2001	\$ 565,259	51.4%	99	45.6%	5.72

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

University of North Carolina at Wilmington

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	7	16	7	11	\$ 72,613	\$ 40,163	\$ 950,084	53.0%	1:8
2003-2004	7	17	7	11	\$ 70,455	\$ 39,850	\$ 931,535	54.0%	1:8
2002-2003	7	14	7	12	\$ 57,708	\$ 27,985	\$ 739,776	55.4%	1:8
2001-2002	7	15	7	12	\$ 65,511	\$ 25,690	\$ 766,857	58.7%	1:8
2000-2001	7	13	7	10	\$ 55,648	\$ 21,703	\$ 606,566	57.4%	1:10

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	8	15	8	11	\$ 57,066	\$ 34,939	\$ 840,857	47.0%	1:10
2003-2004	8	15	8	12	\$ 56,456	\$ 28,394	\$ 792,376	46.0%	1:11
2002-2003	8	14	8	13	\$ 42,819	\$ 19,545	\$ 596,637	44.6%	1:10
2001-2002	8	14	8	12	\$ 40,284	\$ 18,137	\$ 539,916	41.3%	1:11
2000-2001	8	12	8	11	\$ 35,027	\$ 15,369	\$ 449,275	42.6%	1:11

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	3,829	43.7%	5,573	59.3%	188	44.7%	233	55.3%	7	8	-3.93
2003-2004	3,586	39.6%	5,479	60.4%	181	42.0%	250	58.0%	7	8	-2.44
2002-2003	4,275	39.2%	6,643	60.8%	166	43.8%	213	56.2%	7	8	-4.64
2001-2002	3,456	40.4%	5,090	59.6%	187	44.6%	232	55.4%	9	10	-4.19
2000-2001	3,151	40.0%	4,734	60.0%	201	47.4%	223	52.6%	9	10	-7.44

Expenses

Recruiting budgets

Year	Men		Women		Football		Football's share of total		Women's share of total		Men	Women	Women's share of total
2004-2005	\$ 2,345,164	\$ 2,317,294	n/a	n/a	n/a	n/a	n/a	49.7%	\$ 65,728	\$ 60,978	\$ 65,728	\$ 60,978	48.1%
2003-2004	\$ 2,589,747	\$ 2,289,418	n/a	n/a	n/a	n/a	n/a	46.9%	\$ 62,317	\$ 55,627	\$ 62,317	\$ 55,627	47.2%
2002-2003	\$ 2,371,940	\$ 2,022,750	n/a	n/a	n/a	n/a	n/a	46.0%	\$ 67,207	\$ 57,824	\$ 67,207	\$ 57,824	46.3%
2001-2002	\$ 2,372,096	\$ 2,021,036	n/a	n/a	n/a	n/a	n/a	46.0%	\$ 74,794	\$ 48,947	\$ 74,794	\$ 48,947	39.6%
2000-2001	\$ 2,108,088	\$ 1,760,446	n/a	n/a	n/a	n/a	n/a	45.5%	\$ 62,026	\$ 48,570	\$ 62,026	\$ 48,570	43.9%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 882,706	53.0%	185	53.0%	-0.03
2003-2004	\$ 826,654	52.7%	80	47.9%	4.83
2002-2003	\$ 721,610	52.6%	186	55.9%	-3.21
2001-2002	\$ 652,585	55.2%	174	55.6%	-0.37
2000-2001	\$ 600,309	54.2%	173	52.9%	1.27

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Wake Forest University

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	7	31	7	22	\$ 297,173	\$ 71,329	\$ 3,649,449	79.1%	1:7
2003-2004	7	30	7	22	\$ 116,558	\$ 66,235	\$ 2,273,076	72.8%	1:6
2002-2003	7	26	7	21	\$ 103,556	\$ 70,955	\$ 2,214,947	73.9%	1:8
2001-2002	7	29	7	21	\$ 88,319	\$ 62,807	\$ 1,937,180	71.8%	1:8
2000-2001	7	22	7	18	\$ 86,686	\$ 55,584	\$ 1,607,314	69.1%	1:9

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	7	20	7	15	\$ 72,651	\$ 30,230	\$ 962,007	20.9%	1:6
2003-2004	7	19	7	15	\$ 65,213	\$ 26,077	\$ 847,646	27.2%	1:5
2002-2003	7	19	7	14	\$ 62,340	\$ 24,713	\$ 782,362	26.1%	1:7
2001-2002	7	20	7	14	\$ 57,978	\$ 25,385	\$ 761,236	28.2%	1:6
2000-2001	7	15	7	11	\$ 60,378	\$ 26,989	\$ 719,525	30.9%	1:8

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	2,033	49.3%	2,095	50.8%	273	61.4%	172	38.7%	7	7	-12.10
2003-2004	1,902	48.4%	2,028	51.6%	225	63.4%	130	36.6%	7	7	-14.98
2002-2003	3,305	51.6%	3,105	48.4%	262	59.4%	179	40.6%	7	7	-7.85
2001-2002	1,950	48.9%	2,042	51.2%	283	61.8%	175	38.2%	9	9	-12.94
2000-2001	1,930	48.9%	2,020	51.1%	273	61.9%	168	38.1%	9	9	-13.04

Expenses

Recruiting budgets

	Expenses					Recruiting budgets		
Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 14,345,549	\$ 5,629,584	\$ 7,771,751	38.9%	28.2%	\$ 335,624	\$ 159,163	32.2%
2003-2004	\$ 13,771,388	\$ 5,351,164	\$ 7,714,751	40.3%	28.0%	\$ 354,401	\$ 140,435	28.4%
2002-2003	\$ 13,480,458	\$ 4,836,888	\$ 7,775,994	42.5%	26.4%	\$ 383,014	\$ 126,703	24.9%
2001-2002	\$ 11,553,790	\$ 4,728,048	\$ 6,114,063	37.6%	29.0%	\$ 381,036	\$ 147,098	27.9%
2000-2001	\$ 8,403,693	\$ 3,946,378	\$ 4,753,370	38.5%	32.0%	\$ 328,526	\$ 136,199	29.3%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 3,001,733	35.9%	126	35.7%	0.20
2003-2004	\$ 2,996,850	37.0%	130	36.6%	0.41
2002-2003	\$ 2,744,739	38.1%	123	36.2%	1.89
2001-2002	\$ 2,654,312	38.0%	125	35.3%	2.70
2000-2001	\$ 2,451,049	37.2%	120	34.9%	2.27

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Western Carolina University

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	5	20	5	13	\$ 80,045	\$ 45,215	\$ 988,020	68.8%	1:9
2003-2004	5	21	5	14	\$ 68,183	\$ 26,908	\$ 717,627	63.6%	1:7
2002-2003	5	21	5	14	\$ 55,932	\$ 30,012	\$ 699,828	69.8%	1:8
2001-2002	5	21	5	14	\$ 56,956	\$ 27,862	\$ 674,848	71.1%	1:10
2000-2001	5	19	5	19	\$ 51,037	\$ 20,548	\$ 645,597	70.6%	1:9

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	6	9	6	5	\$ 45,146	\$ 35,476	\$ 448,256	31.2%	1:7
2003-2004	6	11	6	7	\$ 39,847	\$ 24,502	\$ 410,596	36.4%	1:5
2002-2003	6	11	6	6	\$ 31,334	\$ 19,064	\$ 302,388	30.2%	1:6
2001-2002	6	10	6	6	\$ 27,550	\$ 18,265	\$ 274,890	28.9%	1:9
2000-2001	6	8	6	8	\$ 27,246	\$ 13,205	\$ 269,116	29.4%	1:9

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	3,273	46.9%	3,709	53.1%	229	68.0%	108	32.1%	5	6	-21.07
2003-2004	2,633	49.8%	2,659	50.3%	181	68.8%	82	31.2%	5	6	-19.07
2002-2003	3,266	46.4%	3,767	53.6%	196	64.9%	106	35.1%	5	6	-18.46
2001-2002	3,160	46.0%	3,703	54.0%	263	64.3%	146	35.7%	7	8	-18.26
2000-2001	2,750	47.5%	3,038	52.5%	217	62.4%	131	37.6%	7	8	-14.84

Expenses

Recruiting budgets

	Men		Women		Football		Football's share of total	Women's share of total	Men		Women		Women's share of total
Year	Men		Women		Football		Football's share of total	Women's share of total	Men		Women		Women's share of total
2004-2005	\$	3,036,216	\$	1,395,698	\$	1,602,595	36.2%	31.5%	\$	64,263	\$	33,034	34.0%
2003-2004	\$	2,212,490	\$	1,068,304	\$	1,204,256	36.7%	32.6%	\$	64,244	\$	18,581	22.4%
2002-2003	\$	2,302,775	\$	1,155,431	\$	1,316,808	38.1%	33.4%	\$	50,731	\$	17,970	26.2%
2001-2002	\$	2,096,809	\$	1,027,483	\$	1,171,650	37.5%	32.9%	\$	56,512	\$	17,671	23.8%
2000-2001	\$	1,947,175	\$	877,832	\$	1,101,670	39.0%	31.1%	\$	83,620	\$	25,616	23.5%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 429,545	33.0%	104	33.2%	-0.28
2003-2004	\$ 503,102	33.7%	78	31.8%	1.91
2002-2003	\$ 531,692	38.6%	88	64.7%	3.96
2001-2002	\$ 443,219	36.8%	95	32.5%	4.29
2000-2001	\$ 348,312	32.4%	89	34.6%	-2.20

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Appendix B: North Carolina Division II Profiles (2002-03 to 2004-05)

Barton College

Coaching numbers									
Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	6	1	6	1	\$ 12,619	\$ 6,509	\$ 82,223	50.4%	1:14
2003-2004	6	1	6	1	\$ 12,480	\$ 6,350	\$ 81,230	53.4%	1:15
2002-2003	6	1	6	1	\$ 12,480	\$ 6,350	\$ 81,230	52.6%	1:15

Coaching numbers									
Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	6	2	6	2	\$ 11,331	\$ 6,509	\$ 81,004	49.6%	1:10
2003-2004	5	4	6	1	\$ 11,063	\$ 4,494	\$ 70,872	46.6%	1:8
2002-2003	6	2	6	1	\$ 11,141	\$ 6,350	\$ 73,196	47.4%	1:11

Participation											
	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
Year	Men		Women		Men		Women		Men	Women	
2004-2005	334	33.9%	652	66.1%	100	56.2%	78	43.8%	6	6	-22.31
2003-2004	299	31.5%	650	68.5%	107	60.1%	71	39.9%	6	6	-28.61
2002-2003	382	30.7%	863	69.3%	102	54.8%	84	45.2%	6	6	-24.16

Expenses						Recruiting budgets		
Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 662,528	\$ 533,906	n/a	n/a	44.6%	\$ 4,908	\$ 1,888	27.8%
2003-2004	\$ 578,118	\$ 488,143	n/a	n/a	45.8%	\$ 3,499	\$ 2,662	43.2%
2002-2003	\$ 542,100	\$ 437,112	n/a	n/a	44.6%	\$ 4,134	\$ 1,674	28.8%

Scholarships for women					
Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 374,358	47.2%	78	43.8%	3.34
2003-2004	\$ 330,058	46.0%	71	39.9%	6.11
2002-2003	\$ 299,230	46.0%	80	44.4%	1.59

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Belmont Abbey College

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	6	2	6	2	\$ 101,147	\$ 26,000	\$ 658,882	49.9%	1:11
2003-2004	6	2	6	2	\$ 92,482	\$ 16,320	\$ 587,532	51.7%	1:12
2002-2003	6	4	6	2	\$ 24,248	\$ 6,000	\$ 157,488	47.7%	1:10

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	6	3	6	2	\$ 100,785	\$ 28,000	\$ 660,710	50.1%	1:8
2003-2004	6	3	6	1	\$ 90,145	\$ 8,160	\$ 549,030	48.3%	1:9
2002-2003	6	5	6	3	\$ 25,242	\$ 7,000	\$ 172,452	52.3%	1:7

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	318	41.6%	447	58.4%	89	55.3%	72	44.7%	6	6	-13.71
2003-2004	318	41.6%	447	58.4%	95	54.3%	80	45.7%	6	6	-12.72
2002-2003	364	41.2%	519	58.8%	95	54.3%	80	45.7%	6	6	-13.06

Expenses

Recruiting budgets

Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 601,440	\$ 639,194	n/a	n/a	51.5%	\$ 4,374	\$ 3,987	47.7%
2003-2004	\$ 548,282	\$ 555,317	n/a	n/a	50.3%	\$ 4,372	\$ 3,985	47.7%
2002-2003	\$ 519,518	\$ 498,434	n/a	n/a	49.0%	\$ 4,372	\$ 4,910	52.9%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 415,763	53.9%	72	45.3%	8.64
2003-2004	\$ 357,172	53.1%	72	43.1%	10.03
2002-2003	\$ 315,725	49.8%	80	45.7%	4.06

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Catawba College

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	8	21	8	17	\$ 29,570	\$ 15,385	\$ 498,105	64.2%	1:12
2003-2004	8	20	8	16	\$ 25,621	\$ 14,986	\$ 444,744	63.4%	1:8
2002-2003	8	18	8	16	\$ 25,035	\$ 14,555	\$ 433,160	64.7%	1:9

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	9	12	9	11	\$ 24,611	\$ 5,085	\$ 277,434	35.8%	1:6
2003-2004	9	12	9	10	\$ 22,131	\$ 5,720	\$ 256,379	36.6%	1:6
2002-2003	9	13	9	13	\$ 21,031	\$ 3,580	\$ 235,819	35.3%	1:6

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	627	47.5%	694	52.5%	357	68.5%	118	31.5%	8	9	-21.07
2003-2004	637	45.9%	752	54.1%	232	65.5%	122	34.5%	8	9	-19.68
2002-2003	729	46.8%	829	53.2%	245	66.0%	126	34.0%	8	9	-19.25

Expenses

Recruiting budgets

Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 2,377,119	\$ 1,191,445	\$ 1,171,176	32.8%	33.4%	\$ 16,500	\$ 11,500	41.1%
2003-2004	\$ 2,106,698	\$ 1,179,681	\$ 1,029,858	31.3%	35.9%	\$ 35,400	\$ 30,000	45.9%
2002-2003	\$ 2,012,894	\$ 1,137,540	\$ 980,798	31.1%	36.1%	\$ 22,750	\$ 16,000	41.3%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 678,680	31.1%	118	31.6%	-0.46
2003-2004	\$ 734,810	35.9%	122	34.5%	1.43
2002-2003	\$ 710,530	36.2%	126	34.0%	2.24

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Elizabeth State City University

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	5	9	5	9	\$ 33,800	\$ 22,000	\$ 367,000	71.2%	1:12
2003-2004	5	9	5	9	\$ 36,027	\$ 22,944	\$ 386,631	72.8%	1:9
2002-2003	5	7	5	6	\$ 25,641	\$ 12,583	\$ 203,703	70.1%	1:11

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	6	3	6	3	\$ 18,458	\$ 12,667	\$ 148,749	28.8%	1:8
2003-2004	6	3	6	3	\$ 18,458	\$ 11,333	\$ 144,747	27.2%	1:7
2002-2003	6	4	6	3	\$ 11,167	\$ 6,667	\$ 87,003	29.9%	1:7

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	948	38.4%	1,522	61.6%	168	69.1%	75	30.9%	5	6	-30.76
2003-2004	760	39.6%	1,158	60.4%	123	66.1%	63	33.9%	5	6	-26.50
2002-2003	777	36.1%	1,373	63.9%	126	65.0%	68	35.0%	5	6	-28.81

Expenses

Recruiting budgets

Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 808,305	\$ 384,231	\$ 499,502	41.9%	32.2%	\$ 9,000	\$ 3,000	25.0%
2003-2004	\$ 427,618	\$ 165,172	\$ 254,647	43.0%	27.9%	\$ 9,000	\$ 3,000	25.0%
2002-2003	\$ 377,968	\$ 166,806	\$ 236,492	43.4%	30.6%	\$ 9,000	\$ 3,000	25.0%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 108,256	31.2%	63	33.9%	-2.63
2003-2004	\$ 68,016	24.7%	63	33.9%	-9.13
2002-2003	\$ 61,331	22.4%	68	35.1%	-12.63

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Fayetteville State University

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	4	8	4	8	\$ 34,208	\$ 27,064	\$ 353,344	72.6%	1:11
2003-2004	4	10	4	7	\$ 14,942	\$ 21,732	\$ 211,892	77.6%	1:9
2002-2003	5	9	5	8	\$ 29,110	\$ 28,202	\$ 371,166	69.6%	1:9

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	6	2	5	2	\$ 22,373	\$ 10,643	\$ 133,151	27.4%	1:9
2003-2004	6	6	5	3	\$ 5,648	\$ 11,000	\$ 61,240	22.4%	1:6
2002-2003	7	6	7	4	\$ 16,979	\$ 10,748	\$ 161,845	30.4%	1:7

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	11,342	36.3%	2,354	63.7%	135	64.6%	74	35.4%	4	6	-28.28
2003-2004	1,355	38.2%	2,195	61.8%	131	65.5%	69	34.5%	4	6	-27.33
2002-2003	1,764	33.2%	3,544	66.8%	132	58.9%	92	41.1%	5	7	-25.70

Expenses

Recruiting budgets

Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 741,945	\$ 338,371	\$ 485,572	44.9%	31.3%	\$ 18,615	\$ 11,811	38.8%
2003-2004	\$ 724,389	\$ 285,031	\$ 499,042	49.4%	28.2%	\$ 16,153	\$ 11,401	41.4%
2002-2003	\$ 579,725	\$ 229,421	\$ 404,273	50.0%	28.4%	\$ 12,502	\$ 7,167	36.4%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 189,921	38.6%	63	34.4%	4.14
2003-2004	\$ 114,564	29.3%	55	31.3%	-2.00
2002-2003	\$ 140,773	42.3%	69	38.6%	3.78

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Johnson C. Smith University

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	7	12	7	12	\$ 26,096	\$ 12,717	\$ 335,276	70.5%	1:5
2003-2004	6	8	6	5	\$ 26,217	\$ 19,749	\$ 256,047	68.3%	1:7
2002-2003	6	13	6	6	\$ 24,900	\$ 20,598	\$ 272,988	70.0%	1:6

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	8	6	8	6	\$ 16,882	\$ 4,854	\$ 140,456	29.5%	1:6
2003-2004	8	4	8	2	\$ 12,708	\$ 8,486	\$ 374,683	31.7%	1:6
2002-2003	8	6	8	2	\$ 12,567	\$ 8,310	\$ 390,144	30.0%	1:6

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	560	41.4%	793	58.6%	97	55.8%	77	44.3%	5	7	-14.36
2003-2004	593	42.4%	806	57.6%	98	56.3%	76	43.7%	5	7	-13.93
2002-2003	608	39.6%	929	60.4%	115	59.9%	77	40.1%	5	7	-20.34

Expenses

Recruiting budgets

Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 966,529	\$ 534,500	\$ 561,941	37.4%	35.6%	\$ 6,354	\$ 6,433	50.3%
2003-2004	\$ 829,119	\$ 532,030	\$ 483,747	35.5%	39.1%	n/a	n/a	n/a
2002-2003	\$ 955,097	\$ 506,499	\$ 566,777	38.8%	34.7%	\$ 15,456	\$ 3,504	18.5%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 282,355	39.3%	61	41.8%	-2.47
2003-2004	\$ 317,077	46.0%	52	38.5%	7.46
2002-2003	\$ 274,415	38.3%	58	36.7%	1.55

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Lees-McRae College

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	7	6	7	3	\$ 16,888	\$ 9,666	\$ 147,214	48.4%	1:11
2003-2004	8	5	6	5	\$ 19,023	\$ 10,965	\$ 168,963	53.2%	1:10
2002-2003	7	5	7	5	\$ 15,986	\$ 10,750	\$ 165,652	53.2%	1:11

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	7	7	7	5	\$ 17,111	\$ 7,400	\$ 156,777	51.6%	1:8
2003-2004	8	4	7	5	\$ 15,015	\$ 8,670	\$ 148,455	46.8%	1:9
2002-2003	7	5	7	5	\$ 14,721	\$ 8,500	\$ 145,547	46.8%	1:8

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	378	45.0%	463	55.1%	138	55.2%	112	44.8%	7	7	-10.25
2003-2004	388	42.7%	521	57.3%	133	55.7%	106	44.4%	8	8	-12.96
2002-2003	361	41.8%	503	58.2%	129	58.1%	93	41.9%	7	7	-16.33

Expenses

Recruiting budgets

Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 548,664	\$ 459,263	n/a	n/a	45.6%	\$ 6,245	\$ 5,267	45.8%
2003-2004	\$ 870,614	\$ 69,684	n/a	n/a	46.9%	\$ 10,044	\$ 11,246	52.8%
2002-2003	\$ 808,369	\$ 723,549	n/a	n/a	47.2%	\$ 29,632	\$ 11,359	27.7%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 310,455	47.7%	112	44.8%	2.90
2003-2004	\$ 429,627	46.1%	106	44.4%	1.69
2002-2003	\$ 388,101	47.8%	93	41.9%	5.89

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Lenoir-Rhyne College

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	6	17	6	16	\$ 35,933	\$ 16,245	\$ 475,518	68.0%	1:9
2003-2004	6	14	6	14	\$ 28,859	\$ 12,157	\$ 343,352	65.2%	1:10
2002-2003	6	13	6	13	\$ 27,892	\$ 12,924	\$ 335,364	65.4%	1:11

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	7	8	7	5	\$ 26,620	\$ 7,501	\$ 223,845	32.0%	1:6
2003-2004	6	7	6	7	\$ 24,479	\$ 5,261	\$ 183,701	34.9%	1:6
2002-2003	6	6	6	7	\$ 22,734	\$ 5,914	\$ 177,802	34.7%	1:7

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	446	37.8%	735	62.2%	196	68.5%	90	31.5%	6	7	-30.77
2003-2004	457	36.9%	782	63.1%	200	71.7%	79	28.3%	6	6	-34.80
2002-2003	535	35.9%	957	64.1%	208	71.2%	84	28.8%	6	6	-35.37

Expenses

Recruiting budgets

Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 1,577,328	\$ 864,720	\$ 887,827	36.4%	35.4%	\$ 30,890	\$ 7,540	19.6%
2003-2004	\$ 1,645,234	\$ 825,329	\$ 910,069	36.8%	33.4%	\$ 30,890	\$ 7,540	19.6%
2002-2003	\$ 1,585,888	\$ 744,552	\$ 904,113	38.7%	32.0%	\$ 30,333	\$ 11,246	27.1%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 384,646	34.3%	90	31.5%	2.78
2003-2004	\$ 412,772	31.8%	79	28.3%	3.53
2002-2003	\$ 277,834	26.4%	82	28.3%	-1.91

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Livingstone College

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	3	5	3	7	\$ 34,760	\$ 19,950	\$ 243,930	69.2%	1:11
2003-2004	3	9	3	6	n/a	n/a	n/a	n/a	1:7
2002-2003	3	8	3	8	\$ 36,000	\$ 25,000	\$ 308,000	73.6%	1:8

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	6	5	4	3	\$ 20,196	\$ 9,320	\$ 108,744	30.8%	1:6
2003-2004	6	5	6	5	n/a	n/a	n/a	n/a	1:5
2002-2003	6	4	3	2	\$ 24,000	\$ 19,125	\$ 110,250	26.4%	1:6

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	493	50.1%	492	49.9%	90	57.0%	68	43.0%	3	6	-6.91
2003-2004	468	47.8%	511	52.2%	87	60.0%	58	40.0%	3	6	-12.20
2002-2003	515	51.4%	488	48.6%	91	60.7%	59	39.3%	3	6	-9.32

Expenses

Recruiting budgets

Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 385,135	\$ 174,083	\$ 255,036	45.6%	31.1%	\$ 2,100	\$ 3,133	59.9%
2003-2004	\$ 976,341	\$ 463,945	\$ 644,314	44.7%	32.2%	\$ 7,300	\$ 5,450	42.8%
2002-2003	\$ 923,071	\$ 468,864	\$ 544,904	39.1%	33.7%	\$ 4,424	\$ 1,970	30.8%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 315,063	36.0%	72	44.4%	-8.49
2003-2004	\$ 286,184	32.9%	58	40.0%	-7.11
2002-2003	\$ 293,305	35.6%	59	39.3%	-3.75

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Mars Hill College

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	8	10	8	10	\$ 27,026	\$ 20,652	\$ 422,728	68.3%	1:16
2003-2004	8	10	8	10	\$ 27,026	\$ 20,652	\$ 422,728	70.1%	1:13
2002-2003	8	9	8	10	\$ 25,623	\$ 20,485	\$ 389,349	69.4%	1:16

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	7	3	6	3	\$ 24,758	\$ 16,000	\$ 196,548	31.7%	1:13
2003-2004	6	2	6	2	\$ 24,758	\$ 15,750	\$ 180,048	29.9%	1:12
2002-2003	6	2	6	2	\$ 23,684	\$ 14,768	\$ 171,640	30.6%	1:14

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	495	49.8%	499	50.2%	296	69.5%	130	30.5%	8	7	-19.68
2003-2004	478	42.0%	659	58.0%	234	70.5%	98	29.5%	8	6	-28.44
2002-2003	552	43.3%	724	56.7%	268	70.7%	111	29.3%	8	6	-27.45

Expenses

Recruiting budgets

Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 1,743,654	\$ 782,821	\$ 816,421	32.3%	31.0%	\$ 19,175	\$ 12,480	39.4%
2003-2004	\$ 1,476,450	\$ 562,549	\$ 764,454	37.5%	27.6%	\$ 20,503	\$ 9,798	32.3%
2002-2003	\$ 1,527,214	\$ 632,591	\$ 775,600	35.9%	29.3%	\$ 12,473	\$ 6,730	35.1%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 419,378	30.0%	112	28.9%	1.02
2003-2004	\$ 342,240	27.5%	78	25.3%	2.15
2002-2003	\$ 297,305	26.4%	91	27.1%	-0.68

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Mount Olive College

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	7	5	7	4	\$ 23,275	\$ 10,562	\$ 205,173	57.0%	1:10
2003-2004	6	4	6	4	\$ 18,287	\$ 9,688	\$ 148,474	52.9%	1:12
2002-2003	6	5	6	4	\$ 14,542	\$ 9,000	\$ 123,252	53.5%	1:11

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	7	3	7	2	\$ 20,243	\$ 6,625	\$ 154,951	43.0%	1:8
2003-2004	7	3	7	3	\$ 15,488	\$ 7,894	\$ 132,098	47.1%	1:7
2002-2003	7	1	7	1	\$ 13,999	\$ 9,000	\$ 106,993	46.5%	1:9

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	750	40.2%	1,114	59.8%	119	59.8%	80	40.2%	7	7	-19.56
2003-2004	795	42.3%	1,086	57.7%	118	61.8%	73	38.2%	6	7	-19.52
2002-2003	1,010	45.6%	1,205	54.4%	118	62.1%	72	37.9%	6	7	-16.51

Expenses

Recruiting budgets

Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 502,912	\$ 396,378	n/a	n/a	44.1%	\$ 6,789	\$ 7,039	50.9%
2003-2004	\$ 519,556	\$ 514,085	n/a	n/a	49.7%	\$ 9,352	\$ 10,928	53.9%
2002-2003	\$ 529,951	\$ 489,910	n/a	n/a	48.0%	\$ 3,439	\$ 4,629	57.4%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 248,975	46.3%	76	39.8%	6.52
2003-2004	\$ 236,878	50.0%	67	38.5%	11.45
2002-2003	\$ 251,750	50.7%	65	36.1%	14.63

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

North Carolina Central University

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	5	14	5	10	\$ 51,822	\$ 30,617	\$ 565,280	70.3%	1:8
2003-2004	5	13	5	9	\$ 53,904	\$ 28,417	\$ 525,273	70.5%	1:8
2002-2003	5	13	5	7	\$ 56,990	\$ 37,632	\$ 548,374	60.3%	1:7

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	6	9	6	5	\$ 31,957	\$ 9,323	\$ 238,357	29.7%	1:6
2003-2004	6	6	6	5	\$ 28,791	\$ 9,368	\$ 219,586	29.5%	1:6
2002-2003	6	5	6	3	\$ 48,169	\$ 24,122	\$ 361,380	39.7%	1:11

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	2,505	32.4%	5,222	67.6%	146	60.1%	97	39.9%	5	6	-27.66
2003-2004	1,490	35.3%	2,733	64.7%	135	66.5%	68	33.5%	5	6	-31.22
2002-2003	2,180	33.4%	4,339	66.6%	120	60.9%	120	39.1%	5	6	-27.47

Expenses

Recruiting budgets

Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 1,051,986	\$ 629,442	\$ 623,891	37.1%	37.4%	\$ 10,412	\$ 4,825	31.7%
2003-2004	\$ 1,180,184	\$ 556,381	\$ 700,002	40.3%	32.0%	\$ 9,640	\$ 3,029	23.9%
2002-2003	\$ 1,145,814	\$ 489,651	\$ 763,418	46.7%	29.9%	\$ 11,322	\$ 5,178	31.4%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 201,255	41.4%	97	39.9%	1.49
2003-2004	\$ 205,975	40.2%	58	30.9%	9.31
2002-2003	\$ 174,054	35.5%	74	38.5%	-3.07

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Pfeiffer University

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	7	7	8	4	\$ 20,393	\$ 10,125	\$ 203,644	52.7%	1:10
2003-2004	7	11	7	4	n/a	n/a	n/a	44.3%	1:8
2002-2003	7	9	7	8	\$ 16,587	\$ 9,900	\$ 195,306	48.9%	1:9

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	9	4	10	2	\$ 15,638	\$ 13,330	\$ 183,040	47.3%	1:9
2003-2004	9	5	9	2	n/a	n/a	n/a	55.7%	1:8
2002-2003	9	3	9	4	\$ 16,367	\$ 14,162	\$ 203,951	51.1%	1:10

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	426	43.0%	564	57.0%	136	52.9%	121	47.1%	7	9	-9.86
2003-2004	427	43.0%	565	57.0%	151	57.0%	114	43.0%	7	9	-13.94
2002-2003	787	41.6%	1,105	58.4%	136	52.7%	122	47.3%	7	8	-11.12

Expenses

Recruiting budgets

Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 120,438	\$ 98,897	n/a	n/a	45.1%	\$ 3,808	\$ 3,029	44.3%
2003-2004	\$ 249,918	\$ 102,141	n/a	n/a	29.0%	\$ 1,315	\$ 2,756	67.7%
2002-2003	\$ 716,553	\$ 638,778	n/a	n/a	47.1%	\$ 7,735	\$ 5,970	43.6%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 400,636	51.3%	120	46.9%	4.42
2003-2004	\$ 316,187	44.9%	92	39.5%	5.44
2002-2003	\$ 342,665	50.6%	114	46.0%	4.67

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Queens University of Charlotte

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	6	5	6	5	\$ 23,471	\$ 4,968	\$ 165,666	45.7%	1:11
2003-2004	6	5	6	5	\$ 22,854	\$ 4,900	\$ 161,624	45.9%	1:9
2002-2003	5	5	5	5	\$ 42,226	\$ 17,878	\$ 300,520	42.8%	1:7

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	8	7	8	6	\$ 20,755	\$ 5,140	\$ 196,880	54.3%	1:8
2003-2004	8	6	8	6	\$ 20,355	\$ 4,667	\$ 190,842	54.1%	1:8
2002-2003	7	7	7	5	\$ 42,838	\$ 20,357	\$ 401,561	57.2%	1:7

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	222	28.3%	563	71.7%	117	50.9%	113	49.1%	6	8	-22.59
2003-2004	224	26.1%	636	73.9%	98	46.9%	111	53.1%	6	8	-20.84
2002-2003	490	28.0%	1,263	72.0%	67	42.1%	92	57.9%	5	7	-14.19

Expenses

Recruiting budgets

Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 794,893	\$ 882,195	n/a	n/a	52.6%	\$ 13,600	\$ 10,631	43.7%
2003-2004	\$ 764,986	\$ 915,869	n/a	n/a	54.5%	\$ 8,367	\$ 10,509	55.7%
2002-2003	\$ 544,363	\$ 647,923	n/a	n/a	54.3%	\$ 7,400	\$ 5,950	44.6%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 638,200	55.3%	n/a	n/a	n/a
2003-2004	\$ 561,399	55.7%	107	53.5%	2.15
2002-2003	\$ 313,150	52.4%	91	58.0%	-5.60

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Shaw University

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	6	10	6	6	\$ 35,569	\$ 34,538	\$ 420,642	68.8%	1:9
2003-2004	5	14	5	13	\$ 40,789	\$ 17,905	\$ 436,710	67.9%	1:8
2002-2003	5	6	6	6	\$ 59,212	\$ 22,603	\$ 431,678	55.5%	1:10

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	6	7	6	1	\$ 25,203	\$ 40,000	\$ 191,218	31.3%	1:7
2003-2004	6	8	6	5	\$ 27,243	\$ 8,694	\$ 206,928	32.1%	1:7
2002-2003	6	8	6	5	\$ 37,400	\$ 24,250	\$ 345,650	44.5%	1:9

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	1,010	37.3%	1,699	62.7%	149	32.3%	90	37.7%	6	6	-25.06
2003-2004	802	37.8%	1,318	62.2%	147	38.2%	91	38.2%	5	6	-23.93
2002-2003	1,027	38.3%	1,656	61.7%	113	52.7%	126	52.7%	4	6	-9.00

Expenses

Recruiting budgets

Year	Men		Women		Football		Football's share of total		Women's share of total		Men		Women		Women's share of total
2004-2005	\$	1,574,954	\$	875,632	\$	862,588	35.2%		35.7%		\$	4,311	\$	1,627	27.4%
2003-2004	\$	1,596,101	\$	841,821	\$	888,456	36.4%		34.5%		\$	8,566	\$	11,064	56.4%
2002-2003	\$	879,972	\$	904,297		n/a		n/a	50.7%		\$	4,735	\$	4,404	48.2%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 527,901	38.9%	62	34.3%	4.65
2003-2004	\$ 516,849	37.7%	60	37.0%	0.70
2002-2003	\$ 461,397	54.8%	90	52.3%	2.52

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

St. Andrews Presbyterian College

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	7	8	6	8	\$ 28,195	\$ 8,005	\$ 233,210	49.4%	1:10
2003-2004	7	9	7	8	\$ 21,285	\$ 8,143	\$ 214,139	57.5%	1:11
2002-2003	9	8	6	8	\$ 18,583	\$ 5,750	\$ 157,498	60.3%	1:6

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	8	6	8	6	\$ 24,995	\$ 6,550	\$ 239,260	50.6%	1:8
2003-2004	8	7	6	5	\$ 18,437	\$ 9,583	\$ 158,537	42.5%	1:8
2002-2003	7	4	6	4	\$ 13,917	\$ 5,000	\$ 103,502	39.7%	1:7

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	269	41.3%	383	58.7%	148	58.5%	105	41.5%	7	8	-17.24
2003-2004	267	42.4%	363	57.6%	185	61.5%	116	38.5%	7	8	-19.08
2002-2003	231	37.7%	382	62.3%	104	58.1%	75	41.9%	6	6	-20.42

Expenses

Recruiting budgets

Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 943,212	\$ 898,115	n/a	n/a	48.8%	\$ 15,230	\$ 14,312	48.5%
2003-2004	\$ 806,400	\$ 356,896	n/a	n/a	45.2%	\$ 10,919	\$ 13,174	54.7%
2002-2003	\$ 637,694	\$ 423,111	n/a	n/a	38.1%	\$ 14,524	\$ 8,159	36.0%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 382,005	44.7%	105	41.5%	3.15
2003-2004	\$ 555,351	45.9%	116	38.5%	7.39
2002-2003	\$ 195,170	36.8%	75	41.9%	-5.06

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

St. Augustine's College

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	8	23	8	12	\$ 24,492	\$ 17,799	\$ 409,524	70.2%	1:6
2003-2004	8	23	8	12	\$ 43,236	\$ 25,864	\$ 656,256	65.0%	1:5
2002-2003	8	14	8	14	\$ 26,369	\$ 15,482	\$ 427,700	71.1%	1:7

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	8	6	8	6	\$ 13,848	\$ 10,567	\$ 174,186	29.8%	1:8
2003-2004	8	6	8	6	\$ 23,510	\$ 27,528	\$ 353,248	35.0%	1:6
2002-2003	8	3	7	4	\$ 16,813	\$ 14,000	\$ 173,691	28.9%	1:7

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	690	51.8%	643	48.2%	184	63.5%	106	36.6%	6	6	-11.69
2003-2004	803	51.7%	749	48.3%	164	65.1%	88	34.9%	8	8	-13.34
2002-2003	714	47.5%	788	52.5%	153	66.2%	76	33.8%	6	6	-18.70

Expenses

Recruiting budgets

Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 1,395,098	\$ 689,714	\$ 717,479	34.4%	33.1%	\$ 6,206	n/a	n/a
2003-2004	\$ 1,455,852	\$ 664,892	\$ 781,686	36.9%	31.4%	\$ 4,561	\$ 2,142	32.0%
2002-2003	\$ 1,280,558	\$ 558,210	\$ 701,660	38.2%	30.4%	\$ 5,672	n/a	n/a

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 335,151	33.6%	78	31.8%	1.80
2003-2004	\$ 361,488	34.1%	54	28.3%	5.83
2002-2003	\$ 270,421	32.0%	55	29.6%	2.45

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

University of North Carolina at Pembroke

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	6	7	6	7	\$ 29,945	\$ 22,622	\$ 338,024	60.5%	1:12
2003-2004	7	10	7	10	\$ 26,599	\$ 10,200	\$ 288,193	56.3%	1:10
2002-2003	6	11	6	6	\$ 25,608	\$ 6,126	\$ 190,404	59.6%	1:10

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	6	7	6	7	\$ 26,457	\$ 8,857	\$ 220,741	39.5%	1:7
2003-2004	7	9	7	9	\$ 22,320	\$ 7,444	\$ 223,236	43.7%	1:6
2002-2003	6	9	6	4	\$ 17,981	\$ 5,338	\$ 129,238	40.4%	1:6

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	1,546	36.4%	2,707	63.7%	150	63.3%	87	36.7%	6	6	-26.94
2003-2004	1,332	40.5%	1,960	59.5%	162	63.3%	94	36.7%	7	7	-22.82
2002-2003	1,605	36.2%	2,827	63.8%	173	64.8%	94	35.2%	6	6	-28.58

Expenses

Recruiting budgets

Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 531,739	\$ 598,761	n/a	n/a	53.0%	\$ 19,572	\$ 14,825	43.1%
2003-2004	\$ 210,125	\$ 180,018	n/a	n/a	46.1%	\$ 14,115	\$ 14,023	49.8%
2002-2003	\$ 181,123	\$ 165,299	n/a	n/a	47.7%	\$ 9,800	\$ 7,040	41.8%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 385,485	56.7%	n/a	n/a	n/a
2003-2004	\$ 334,712	50.4%	82	37.3%	13.11
2002-2003	\$ 297,117	51.2%	92	35.3%	15.98

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Wingate University

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	8	17	8	17	\$ 34,683	\$ 36,935	\$ 905,359	77.5%	1:10
2003-2004	8	17	8	17	\$ 30,241	\$ 13,220	\$ 466,668	66.2%	1:10
2002-2003	8	17	8	15	\$ 40,711	\$ 24,680	\$ 695,888	65.1%	1:9

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	8	9	8	9	\$ 26,001	\$ 6,029	\$ 262,269	22.5%	1:7
2003-2004	8	7	8	7	\$ 24,214	\$ 6,428	\$ 238,708	33.8%	1:8
2002-2003	8	6	8	8	\$ 28,357	\$ 18,167	\$ 372,192	34.9%	1:7

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	320	45.6%	711	53.4%	255	67.6%	122	32.4%	8	8	-21.06
2003-2004	586	45.9%	691	54.1%	249	68.2%	116	31.8%	8	8	-22.33
2002-2003	632	44.1%	801	55.9%	226	68.9%	102	31.1%	8	8	-24.80

Expenses

Recruiting budgets

Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 2,014,144	\$ 988,439	\$ 888,187	29.6%	32.9%	\$ 23,035	\$ 13,491	36.9%
2003-2004	\$ 339,744	\$ 227,274	\$ 133,379	25.3%	40.1%	\$ 28,769	\$ 11,362	28.3%
2002-2003	\$ 1,765,914	\$ 873,932	\$ 853,165	32.3%	33.1%	\$ 29,392	\$ 11,218	27.6%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 536,950	33.7%	122	32.4%	1.33
2003-2004	\$ 721,620	34.8%	116	31.8%	2.98
2002-2003	\$ 461,402	32.4%	100	31.0%	1.46

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Winston-Salem State University

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	5	11	4	9	\$ 188,553	n/a	\$ 3,485,649	77.7%	1:11
2003-2004	5	10	3	8	\$ 119,200	n/a	\$ 1,678,800	76.6%	1:10
2002-2003	6	11	4	8	\$ 119,200	n/a	\$ 1,798,000	71.7%	1:8

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	6	7	5	7	\$ 124,111	\$ 54,357	\$ 1,001,054	22.3%	1:5
2003-2004	6	7	4	3	\$ 97,200	\$ 41,000	\$ 511,800	23.4%	1:5
2002-2003	6	5	6	3	\$ 97,900	\$ 41,000	\$ 710,400	28.3%	1:6

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	1,393	30.5%	3,175	36.5%	176	72.4%	67	57.6%	5	6	-41.93
2003-2004	1,075	32.5%	2,237	67.5%	147	71.4%	59	28.6%	5	6	-38.90
2002-2003	1,066	30.5%	2,429	69.5%	139	67.8%	66	32.2%	4	6	-37.30

Expenses

Recruiting budgets

Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 1,259,249	\$ 483,966	\$ 915,009	52.5%	27.8%	\$ 29,000	\$ 11,000	27.5%
2003-2004	\$ 405,974	\$ 282,706	\$ 299,958	43.6%	41.1%	\$ 38,400	\$ 28,600	42.7%
2002-2003	\$ 663,373	\$ 345,257	\$ 490,240	48.6%	34.2%	\$ 38,400	\$ 28,600	42.7%

Scholarships for women

Year	Amount	Proportion of total	# of female athletes **	Proportion of total	Difference in percentage
2004-2005	\$ 122,679	27.9%	52	24.2%	3.68
2003-2004	\$ 143,314	31.9%	48	25.7%	6.23
2002-2003	\$ 94,355	30.9%	55	30.1%	0.87

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Appendix C: North Carolina Division III Profiles (2002-03 to 2004-05)

Greensboro College

Coaching numbers									
Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	8	20	8	20	\$ 31,786	\$ 4,572	\$ 345,728	66.0%	1:8
2003-2004	8	20	8	20	\$ 30,818	\$ 4,990	\$ 346,344	65.7%	1:8
2002-2003	8	21	8	21	\$ 19,705	\$ 7,135	\$ 304,775	72.9%	1:8

Coaching numbers									
Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	8	8	8	8	\$ 20,358	\$ 1,875	\$ 177,864	34.0%	1:7
2003-2004	8	10	8	10	\$ 20,454	\$ 1,750	\$ 181,132	34.3%	1:6
2002-2003	8	9	8	9	\$ 12,944	\$ 1,100	\$ 113,452	27.1%	1:6

Participation											
	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
Year	Men		Women		Men		Women		Men	Women	
2004-2005	540	46.4%	625	53.6%	235	68.9%	106	31.1%	8	8	-22.56
2003-2004	428	48.4%	456	51.6%	219	67.8%	104	32.2%	8	8	-19.36
2002-2003	553	45.9%	652	54.1%	219	67.0%	108	33.0%	8	8	-21.08

Expenses						Recruiting budgets		
Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 573,729	\$ 335,016	\$ 183,223	20.1%	36.9%	\$ 5,701	\$ 4,810	45.8%
2003-2004	\$ 565,809	\$ 316,995	\$ 182,375	20.7%	35.9%	\$ 6,652	\$ 5,805	46.6%
2002-2003	\$ 557,982	\$ 317,355	\$ 188,738	21.6%	36.3%	\$ 4,145	\$ 5,718	58.0%

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Guilford College

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	8	17	8	5	\$ 25,763	\$ 7,044	\$ 325,852	59.4%	1:8
2003-2004	6	6	6	5	\$ 33,424	\$ 10,537	\$ 295,377	59.7%	1:16
2002-2003	6	6	6	6	\$ 32,026	\$ 8,831	\$ 289,297	58.9%	1:16

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	8	5	8	5	\$ 23,595	\$ 6,707	\$ 222,295	40.6%	1:10
2003-2004	6	5	6	5	\$ 27,224	\$ 7,249	\$ 199,589	40.3%	1:8
2002-2003	6	6	6	6	\$ 27,795	\$ 5,895	\$ 202,140	41.1%	1:7

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	834	40.2%	1,239	59.8%	195	60.6%	127	39.4%	8	8	-20.33
2003-2004	711	41.0%	1,023	59.0%	186	67.2%	91	32.9%	6	6	-26.14
2002-2003	750	41.6%	1,051	58.4%	189	69.0%	85	31.0%	6	6	-27.33

Expenses

Recruiting budgets

Year	Men	Women	Football	Football's share of total	Women's share of total	Men	Women	Women's share of total
2004-2005	\$ 763,753	\$ 467,853	\$ 292,083	23.7%	38.0%	\$ 28,875	\$ 14,997	34.2%
2003-2004	\$ 384,543	\$ 418,378	\$ 274,017	24.8%	37.9%	\$ 26,007	\$ 16,930	39.4%
2002-2003	\$ 657,368	\$ 346,609	\$ 239,459	23.9%	34.5%	\$ 31,007	\$ 12,952	29.5%

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

Methodist College

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	9	9	8	7	\$ 40,820	\$ 27,955	\$ 522,245	62.9%	1:20
2003-2004	9	15	9	11	\$ 28,394	\$ 17,571	\$ 448,824	66.3%	1:13
2002-2003	9	11	7	10	\$ 36,515	\$ 15,149	\$ 407,095	63.5%	1:18

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	10	4	9	3	\$ 33,201	\$ 3,000	\$ 307,809	37.1%	1:11
2003-2004	10	11	10	7	\$ 21,493	\$ 1,857	\$ 227,929	33.7%	1:7
2002-2003	10	5	8	2	\$ 28,772	\$ 2,000	\$ 234,176	36.5%	1:11

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	958	57.0%	724	43.0%	345	69.1%	154	30.9%	9	10	-12.18
2003-2004	951	57.5%	704	42.5%	309	68.2%	144	31.8%	9	10	-10.75
2002-2003	1,238	56.8%	942	43.2%	364	68.7%	166	31.3%	9	10	-11.89

Expenses

Recruiting budgets

					Football's share of total	Women's share of total			Women's share of total
Year	Men	Women	Football				Men	Women	
2004-2005	\$ 738,287	\$ 380,438	\$ 312,088		27.9%	34.0%	\$ 40,837	\$ 15,084	27.0%
2003-2004	\$ 325,161	\$ 336,922	\$ 256,659		26.7%	35.0%	\$ 40,033	\$ 14,260	26.3%
2002-2003	\$ 617,921	\$ 353,668	\$ 258,474		23.6%	36.4%	\$ 39,302	\$ 13,600	25.7%

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

North Carolina Wesleyan College

Coaching numbers

Men's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	6	10	6	8	\$ 37,030	\$ 22,253	\$ 400,204	64.5%	1:16
2003-2004	5	4	4	3	\$ 15,125	\$ 5,754	\$ 77,762	50.3%	1:12
2002-2003	5	3	5	2	\$ 14,640	\$ 11,147	\$ 95,495	51.5%	1:11

Coaching numbers

Women's teams									
Year	# of coaches		# of salary coaches		Average salary		Total salaries	Share of total	Coach/athl ratio
	Head	Assts	Head	Assts	Head	Assts			
2004-2005	5	3	5	3	\$ 30,453	\$ 22,776	\$ 220,593	35.5%	1:9
2003-2004	5	5	4	4	\$ 16,148	\$ 3,055	\$ 76,812	49.7%	1:6
2002-2003	5	4	5	4	\$ 15,464	\$ 3,113	\$ 89,772	48.5%	1:7

Participation

Year	Undergraduate enrollment				Athletic Participation				# of Teams		Substantial Proportionality*
	Men		Women		Men		Women		Men	Women	
2004-2005	417	39.6%	637	60.4%	250	78.1%	70	21.9%	6	5	-38.56
2003-2004	423	40.0%	634	60.0%	104	64.6%	57	35.4%	5	5	-24.58
2002-2003	681	34.8%	1,277	65.2%	84	57.9%	61	42.1%	5	5	-23.15

Expenses

Recruiting budgets

Year	Men		Women		Football		Football's share of total	Women's share of total	Men		Women		Women's share of total
2004-2005	\$ 410,613	\$ 176,606	\$ 166,269	28.3%	30.1%	n/a	n/a	n/a	\$ 11,100	\$ 8,600	43.7%		
2003-2004	\$ 104,955	\$ 66,309	n/a	n/a	38.7%	\$ 10,500	\$ 9,200	46.7%					
2002-2003	\$ 201,501	\$ 174,992	n/a	n/a	46.5%								

* A negative number indicates that female athletes are underrepresented as compared to the undergraduate population as a whole

**This unduplicated figure counts all athletes once, even those participating in more than one sport

REFERENCES

- 2007 NCAA Division I Manual. (2006). Indianapolis, IN.
- 2006-2007 NCAA Division II Manual. (2006). Indianapolis, IN.
- 2006-2007 NCAA Division III Manual. (2006). Indianapolis, IN.
- Acosta, R. V., & Carpenter, L.J. (Spring 2004) Women in intercollegiate sport; A longitudinal, national study; Twenty seven year update: 1977-2004. (Reviews and Reports). *Women in Sport & Physical Activity Journal*, 13, 62(28).
- Anderson, D. J., Cheslock J.J., & Ehrenberg R.G. (2006) Gender equity in intercollegiate athletics: determinants of Title IX compliance. *Journal of Higher Education* 77.2, 225(26).
- Anderson, D. J., & Cheslock, J. J. (2004). Institutional strategies to achieve gender equity in intercollegiate athletics: Does Title IX harm male athletes? *American Economic Review*, 94(2), 307-311.
- Brainard, J. (2006, October 20). James Madison U. will drop 10 sports. *The Chronicle of Higher Education*. Retrieved October 23, 2006, from <http://chronicle.com/weekly/v53/i09/09a04001.htm>
- Chronicle of Higher Education. (2004). Gender Equity in College Sports. Retrieved from <http://chronicle.com/stats/genderequity/>.
- Cohen v. Brown University, 101 F. 3d 155. (1st Cir. 1996).
- Farrell, R. C. (1995). Title IX or college football? *Houston Law Review*, 32, 944-1022.
- Fenoglio, G. (2001, March 17) The price of equality.(outcome of the Education Amendments of 1972). *National Journal*, 33, p778. Retrieved October 22, 2006, from http://find.galegroup.com/itx/infomark.do?&contentSet=IAC-Documents&type=retrieve&tabID=T002&prodId=ITOF&docId=A72962119&source=gale&userGroupName=unc_main&version=1.0
- Fulks, D. (2003). Revenues and Expenses, Profits and Losses of Division I-A Intercollegiate Athletics Programs Aggregated by Conference – 2003 Fiscal Year. Retrieved on December 6, 2006 from http://www.ncaa.org/library/research/i_ii_rev_exp/2003/2003D1aConfReport.pdf
- General Accounting Office. (2001, March). Intercollegiate athletics: Four-year colleges' experiences adding and discontinuing teams. Retrieved on October 24, 2006 from, <http://www.gao.gov/new.items/d01297.pdf>.

- Haglund, R. (2005, July). Staring down the elephant: college football and Title IX compliance. *The Journal of Law and Education*, 34, 439-452.
- Hogshead-Makar, N. (July 2003). The ongoing battle over Title IX. (Athletic Arena).(Commission on Opportunity in Athletics process analyzed). *USA Today*, 132, p64(3).
- Lipka, S. (2006, July 28). A champion of gender equity reflects on 34 years of change. *The Chronicle of Higher Education*. Retrieved October 21, 2006, from <http://chronicle.com/weekly/v52/i47/47a02701.html>
- Lipka, S. (2006, July 28). A women's coach passes \$1-million. Will others follow? *The Chronicle of Higher Education*. Retrieved October 21, 2006, from <http://chronicle.com/weekly/v52/i47/47a02801.htm>
- Lipka, S. (2006, November 3). In a new twist on "equal opportunity," a university cuts women's sports. Retrieved October 30, 2006, from <http://chronicle.com/weekly/v53/i11/11a04201.htm>
- National Collegiate Athletic Association (2006). *1981-82 – 2004-05 NCAA Sports Sponsorship and Participation Rates Report*.
- National Collegiate Athletic Association (2003). *Gender Equity Report 2002-2000*. Indianapolis, IN.
- Office for Civil Rights. (1979). A Policy Interpretation: Title IX and intercollegiate athletics. Retrieved October 6, 2005, from <http://www.ed.gov/print/about/offices/list/ocr/docs/t9interp.html>
- Office for Civil Rights. (2003). Further clarification of intercollegiate athletics policy guidance regarding the Title IX compliance. Washington, DC: U.S. Department of Education. Retrieved on October 22, 2006, from <http://www.ed.gov/about/offices/list/ocr/title9guidanceFinal.html>
- Pederson v. Louisiana State University, 213 F. 3d. (5th Cir. 2000)
- Pennington, B. (2006, October 7). At James Madison, Title IX Is satisfied, but the students are not. *The New York Times*. Retrieved October 22, 2006, from http://find.galegroup.com/itx/infomark.do?&contentSet=IAC-Documents&type=retrieve&tabID=T004&prodId=ITOF&docId=A152456199&source=gale&userGroupName=unc_main&version=1.0
- The Women's Sport Foundation. (2001, March 28). *Research Report: Health Risks and the Teen Athlete*. Retrieved on October 21, 2006, from <http://www.womenssportsfoundation.org/cgi-bin/iowa/issues/body/article.html?record=771>

- Tierney, J. (2006, July 11). Let the guys win one. *The New York Times*, p. A. 19.
Retrieved on October 22, 2006, from
<http://proquest.umi.com/pqdlink?did=1074850681&Fmt=7&clientId=15094&RQT=309&VName=PQD>
- Title IX fight strengthened wrestling. (2006, March 12) *Daily Oklahoman*. Retrieved October 22, 2006, from
http://find.galegroup.com/itx/infomark.do?&contentSet=IAC-Documents&type=retrieve&tabID=T004&prodId=ITOF&docId=CJ143135795&source=gale&userGroupName=unc_main&version=1.0
- Rapp, K. J. (2005). Forced to punt: how the Bowl Championship Series and the intercollegiate arms race negatively impact the policy objectives of Title IX. *Indiana Law Journal*, 80, p1167-1187
- Sabo, D. (1997). The gender equity report card. East Meadow, NY: Women's Sports Foundation.
- Suggs, W. (2005, July 1). Gender quotas? Not in college sports. *The Chronicle of Higher Education*. Retrieved October 21, 2006, from
<http://chronicle.com/weekly/v51/i43/43a02401.htm>
- Suggs, W. (2000, April 7). Uneven progress for women's sports. *The Chronicle of Higher Education*. Retrieved October 21, 2006,
<http://chronicle.com/weekly/v46/i31/31a05201.htm>
- Upton, J. & Wieberg, S. (2006). Contracts for college coaches cover more than salaries. *USA Today*. Retrieved on December 6, 2006 from
http://www.usatoday.com/sports/college/football/2006-11-16-coaches-salaries-cover_x.htm
- Women's Law Project. (2005, November). *Gender equity in intercollegiate athletics: where does Pennsylvania stand?* Philadelphia, PA.
- USA Today. Three decades later, debate over Title IX rages on. Retrieved on October 22, 2006, from
<http://www.usatoday.com/educate/college/education/casestudies/20020924-titleix.pdf>
- U.S. Department of Education, Secretary's Commission for Opportunity in Athletics (2003). *Open to all: Title IX at 30*. Washington, DC: ED Pubs, Educational Publications Center. Retrieved October 21, 2006, from
<http://www.ed.gov/about/bdscomm/list/athletics/title9report.pdf>