Women's Golf Proposal
Title IX/Gender Equity

October 12, 2012
Title IX/Gender Equity

Title IX Compliance in Intercollegiate Athletics

- Title IX of the Education Amendments of 1972 is a federal law that prohibits sex discrimination in education programs, including athletics programs.

- Title IX requires the University to review all of its sports for gender equity in relation to the following three areas (1) Participation opportunities, (2) Scholarships, and (3) Other benefits.

- For the second and third areas (Scholarships and Other Benefits), Title IX requires equality between the men’s and women’s sports (e.g., if 40% of the student athletes are female, 40% of the scholarship dollars per year must be awarded to females; per diem must be the same amount for male and female athletes).

- For the first area (Participation opportunities) Title IX allows institutions to demonstrate Title IX compliance by proving one and only one part of the following 3 prong test it chooses:

  1) Provide opportunities substantially proportionate to enrollment; (because 51% of all UH students are female, 51% of the athletic participation opportunities must be for females); OR

  2) History and continuing practice of program expansion for the underrepresented sex; OR

  3) Fully and effectively accommodating the underrepresented sex.
Title IX/Gender Equity

Gender Issues at UH

Female enrollment
51%
Female participation
42%
(Note: This ratio is common for Universities such as UH with football teams due to roster sizes with more than 100 student-athletes. As a result, UH and most other institutions with football teams must prove Title IX compliance by either demonstrating a history and continuing practice of program expansion for females, or that the sports we currently offer fully and effectively accommodate the interests and abilities of females.)

- The University has eliminated 1 men’s sport and added 2 women’s sports since 1984, showing an effort towards eliminating the disparity between men’s and women’s sport offerings. Last addition was 2001 (Softball).
- Continue to gauge interest and abilities through regular assessments of enrolled and incoming female students and an analysis of areas such as the high school sports offered in the recruiting area, sports offered by universities in Texas and in the Big East.
- Continue use of an athletic interest survey among freshman and enrolled student population regarding their interest in varsity sports.
- Need clear procedure for requesting the addition or upgrade of a sport (a webpage will be created on the websites for Athletics and Campus Recreation for students to submit requests).
- Continue to fully and effectively accommodate underrepresented sex.
- Subject to the final results of the Title IX review athletics is currently conducting, Board approval is sought to add Women’s Golf.
Women’s Golf Proposal

Implementation Timeline
- Begin recruiting immediately for two transfer or Junior College student-athletes for 2013. These women will play as individuals in tournaments for the 2013-14 season.
- Hire Associate Head Women’s Coach by June 1, 2013.
- Hire Assistant Women’s Golf Coach by June 1, 2014.
- Women’s Golf program will officially compete as a team during the 2014-15 season.

Additional Cost for 2012-13
- Three months salary and benefits for Associate Women’s coach ($17,875)
- Recruiting ($5,000)
- Total = $22,875

Cost for 2013-14
- Two full scholarships ($46,000)
- Team Travel for 24 competition days for 2 players ($15,000)
- Equipment ($7,500)
- Recruiting ($10,000)
- Coaches Salaries and Benefits:
  - Associate Head Women’s Coach ($75,500)
  - Three months for Assistant Women’s Coach ($11,700)
  - Increase to Promote Chris Hill to Associate Head Men’s Coach ($13,000)
- Total = $178,700
Women's Golf Proposal

Cost for 2014-15*

- Six full scholarships ($138,000)
- Team Travel for 24 competition days and the Big East Conference Championship ($55,000)
- Equipment ($25,000)
- Recruiting ($15,000)
- Coaching Salaries and Benefits:
  - Associate Head Women's Coach ($75,500)
  - Assistant Women's Coach ($46,800)
- Total = $355,300

*Per the NCAA Sport Sponsorship distribution UH will receive $25,000-$30,000 based on the current model.