

OCTOBER 2006 FEATURE

Women's Leadership in American Sport: Progressing or Backsliding?

by Sheila Robertson

A common assumption by women in sport outside the borders of the United States is that, thanks in large part to Title IX, their American counterparts are upwardly mobile, moving in ever-increasing numbers into leadership positions as coaches, senior administrators, and, for the purpose of this article, athletic directors (ADs).

Title IX

Title IX of the Educational Amendments of 1972 is the landmark legislation that bans sex discrimination in schools, whether in academics or in athletics. Title IX states: "No person in the U.S. shall, on the basis of sex, be excluded from participation in, or denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal aid."



Nancy Lough, Ph. D.
Photo credit:

Kim Jew Photography Studio

However, speaking at the 2005 Congress of the International Association of Physical Education and Sport for Girls and Women, Dr. **Nancy Lough**, then an associate professor of sport administration at the University of New Mexico and now associate professor at the University of Nevada, Las Vegas, surprised her audience when she said that, in fact, the number of National Collegiate Athletic Association (NCAA) Division I women ADs is decreasing, that there is virtually no movement by women ADs from Division II and Division III schools to Division I, and, further, that the advancement of senior women administrators (SWAs), the one position designated for a woman and that would logically be the most likely to prepare her to climb the ladder, appears stalled.

If we accept that AD is the highest position, with the highest status and the highest profile, that a sport administrator can aspire to in American university sport, then there is value in examining the reality for ambitious women within the context of Nancy's remarks, which are based upon research by her, Dr. **Heidi Grappendorf** and Dr. **Joy Griffin** and reported in the *International Journal of Sport Management*.

Relevant to the discussion, and discussed below, are the variables that characterize the three NCAA divisions and the impact of Title IX on female sport, both of which can be expected to affect the leadership of NCAA athletic departments. Also relevant to the discussion are the outcomes from the surge of interest in women's sport in the

late 1990s, arising from American success in women's basketball and soccer, and the collapse of the Association of Intercollegiate Athletics for Women (AIAW).

NCAA Structural Variables

Universities whose teams compete in Division I must sponsor at least seven sports for men and seven for women (or six for men and eight for women) along with two team sports for each gender. Each playing season has to be represented by each gender and there are contest and participant minimums and scheduling criteria for each sport. ... Such institutions must meet minimum financial aid awards ... and there are maximum financial aid awards for each sport that cannot be exceeded. Schools with football teams are classified as Division I-A or I-AA and typically have highly structured, even complex programs. "Division I is getting very specialized and very commercialized," says Nancy. "The higher you go, the larger is the amount of their money coming from things like Nike contracts, sponsorships, and television contracts—areas in which women need to be provided experience."

Division II schools sponsor at least four sports each for men and women and two team sports for each gender. There are contest and participant minimums for each sport ... There are maximum financial aid awards for each sport that must not be exceeded. Teams are generally composed of local or in-state student athletes, many of whom pay for their education through scholarships, grants, student loans, and employment earnings. At these institutions, "their athletic administration is growing; ... they'll have a sport info person, perhaps a marketing or fund-raising person, and probably a compliance person or SWA," says Nancy.

In Division III, the sponsored sports number at least five each for men and women and two team sports per gender. Unlike Division I and II athletes, Division III athletes receive no financial assistance for their athletic endeavours. Participation is encouraged by maximizing the number and variety of athletic opportunities and placing special importance on the impact of athletics on the participants rather than on the spectators. According to Nancy, "Division III student athletes are participating for the sheer joy of sport, or that's how it is supposed to be."

Title IX's Impact

Since Title IX's enactment in 1972, the number of women playing university sport has increased 400 per cent, suggesting a direct correlation.

The statistics are compelling. In 1971/72, 29,992 women and 170,384 men were involved in university sport; in 1976/77, the numbers were 62,886 and 168,126 respectively. In 1990/91, they had risen to 92,778 and 184,595, reaching 150,916 women and 208,866 men in 2000/01.

The Women's Sports Foundation, which "advances the lives of girls and women through sports and physical activity", reports that before Title IX, "only 1 in 27 girls participated in sports; today that number is 1 in 3. Participation for female athletes has risen 875 per cent in high schools and 437 per cent in colleges."

"Without a doubt Title IX has been a benefit to women's sport," says Nancy. "The central thing is the sheer number of women who compete at the high school and college levels and have the opportunity to play sports. Keep in mind that Title IX wasn't written as a sport law. If you remember why this law was written in the first place, it's phenomenal because we are now to a point where, on most campuses, the general enrolment is more female than male." Before Title IX, "we had one or two

women getting into law school and medical school, very few being admitted to PhD programs, and very few athletic scholarships. Certainly the attitude that higher education and athletics were male-controlled enterprises was a significant cultural phenomenon to overcome.”

The New York Times, in its July 9, 2006, edition, carried a front-page story entitled, “At Colleges, Women Are Leaving Men in the Dust”. Among the points made:

- “A quarter-century after women became the majority on college campuses, men are trailing them in more than just enrollment.”
- “... men now make up only 42 per cent of the nation’s college students.”
- “What is beyond dispute is that the college landscape is changing. Women now make up 58 per cent of those enrolled in two- and four-year colleges and are, over all, the majority in graduate schools and professional schools, too.”

While the huge numbers might reasonably be expected to lead to a parallel growth in senior administration within Division I, such is not the case. “Things are not going in the direction we would expect them to go,” says Nancy. In fact, as her 2004 research revealed, the inter-divisional barriers are difficult to surmount, suggesting the importance of women ADs obtaining “an entry-level position at the Division I level if one wants to pursue a career at that level.”

Nancy’s own career path is instructive. As a university track and field athlete in the mid-1980s, her ambition was to be a university athletics coach. Abandoning her dream career was not easy, but it was driven by the realization that she, as a Division II coach, would be stuck for a very long time as an assistant coach working under male head coaches. In athletics, where men’s and women’s programs are generally combined into one team, “the reality was, then and now, that to be a head coach, the odds were just real slim. Only a few women hold head coach positions, and most are head coaches of women’s teams. That was the handwriting on the wall for me.”

In 1992, just as Nancy left coaching to pursue a doctorate in sport administration, Title X surged into national prominence when the Supreme Court ruled unanimously that plaintiffs filing Title IX lawsuits “may seek compensatory damages and, if the discrimination is intentional, punitive damages.” As a result, the cost of withholding athletic opportunities became potentially very high. “Women’s teams had started to realize that, OK, there’s this law, it’s not being addressed, we are being discriminated against and the OCR [Office of Civil Rights, responsible for enforcing Title IX], is not doing anything, so we’re going to start filing lawsuits. So ‘92 was the watershed year,” she says.

Women in Intercollegiate Sport—A Longitudinal National Study Twenty-Nine Year Update 1977–2006

by Linda Jean Carpenter PhD, JD, Professor Emerita, Brooklyn College, and R. Vivian Acosta, PhD, Professor Emerita, Brooklyn College

Executive Summary

The 2006 data show:

The highest ever participation by female athletes

Highest ever number of women's teams (8.45 teams per school)

Highest ever number of women's team in nation (8,702 teams)

The five most frequently offered sports for women are basketball, volleyball, soccer, cross country, softball

In 1970, two years before Title IX was enacted, there were only 2.5 women's teams per school for a total of about 16,000 female athletes nationally

The lowest ever representation of females as coaches of women's teams

Only 42.4% of women's teams are coached by a female head coach

Fewer than 2% of men's teams are coached by a female head coach

Only 17.7% of all teams (men's teams and women's teams) are coached by a female head coach

In 1972, the year Title IX was enacted, over 90% of the head coaches for women's teams, and about 2% of the coaches for men's teams, were female

The highest ever number of paid assistant coaches for women's teams

Of the 10,220 paid assistant coaches, 5,811 (56.7%) are female

A continuing decreased representation of females as head administrators

Only 18.6% of athletic directors of women's programs are female, yet females hold 35.2% of all administrative jobs

Division III schools have the highest percentage of female ADs at 26.6%

14.5% of women's athletic programs totally lack any female administrator at any level

The most common administrative structure is composed of three administrators: one male AD and one assistant/associate male and one assistant/associate female

There are more administrators in the average program (3.44) than ever before

In 1972, when Title IX was enacted, more than 90% of women's programs were administered by a female athletic director

Only 27.4% of head athletic trainers are female (15.3% in Division I)

Only 12.1% of sports information directors are female (9.3% in Division II)

Adapted from Acosta & Carpenter, 2006

The Ups and Downs of Success

The American women's gold-medal wins at the 1996 Olympic Games — in artistic gymnastics, athletics, basketball, soccer, softball, swimming, synchronized swimming, and tennis — propelled women's sport into the national spotlight with the attendant media hype. One immediate result was the formation of an independent professional basketball league for women, the American Basketball League (ABL), which signed a number of the Olympic champions and was followed shortly by the Women's National Basketball Association (WNBA), launched with the backing of the powerful NBA. The fate of the ABL is instructive because it demonstrates the role of corporate sponsorships, which, according to Nancy, are another of the driving factors in American women's sport.

Believing that corporate sponsorships are essential to legitimizing women's sport, she focused her research on the area. She believed that marketing women's sport and attracting significant corporate support would bring women's sport to "be embraced by the media and the public, the whole gamut."

Initially, it seemed that Nancy's premise was right. Along with the excitement generated by the Olympics was the phenomenal success of the FIFA Women's World Cup in 1999, which reached fever pitch when the United States defeated China in the final. The event attracted 660,000 spectators, 2,500 media, and an estimated television audience of 40 million in the United States alone. "All of a sudden, everyone thought women's sport was going to be the new market, and I had a lot to write about on marketing women's sport and corporate sponsorships, but the truth of the matter is, it remains a big challenge. Now, in '06, I don't think we're where people thought we would be."

Signs that the bubble could burst came early. By December 1998, the ABL had disbanded, unable to compete against the WNBA. The WNBA has since grown from eight teams to 16 and is generally considered a success story, but there is, says Nancy, a downside. "Because of the NBA affiliation, it'll always be seen as the stepchild, and there'll always be this underlying notion that were it not for the NBA, the WNBA wouldn't be successful." As well, "the NBA told corporations that if they sponsored the ABL, they would no longer be able to work with them ... that's where it starts to get ugly and starts to be definitely about the money."

The basketball saga aside, the fact remains that by 2000, female sport in the United States had become big business, given the all-time high participation rates at all levels and the increase in corporate sponsorship (at least of the WTA and the LPGA, both established sport properties) that have seen increases in prize money offered by sponsors. "In the case of the WTA, two major corporate sponsorship deals have transpired in the last decade, setting new records for the amount provided," says Nancy. "The WNBA has had more turnover, but has maintained strong sponsor support. The one failure was the WUSA, an attempt at a professional league for women's soccer. The first year was good, following as it did the 1999 World Cup. But as television ratings fell, due to a change in the broadcast contract, the sponsors could not reconcile the fees the WUSA was seeking with the return on investment. Eventually, the WUSA folded, with much of the failure linked to a lack of corporate sponsorship."

The AIAW Demise

In 1971, in the face of the NCAA's refusal to accept women's teams, the AIAW was formed. Its mandate included governing collegiate sport for women, working to gain corporate sponsorships and television coverage, and running national championships. In addition, the AIAW played a significant role in the passing of Title IX.

By the late 1970s, with the AIAW numbering close to 1,000 schools, it was apparent that there was money to be made from women's sport. This realization prompted the NCAA, which until then had shown little interest, to start holding women's championships in 1980. It is worth noting that the NCAA made three failed attempts to be declared exempt from Title IX.

After parallel championships were held in 1981 and 1982, the AIAW folded, done in by its inability to match such NCAA incentives as paying schools' transportation costs. This development raised expectations in some quarters that the number of Division I women ADs would rise, but, in fact, the opposite has happened.

Most AIAW members continued their programs under the governance of the NCAA. From the leadership standpoint, the AD of men's programs, typically a male, became the AD of merged men's and women's programs; the AD of women's programs, typically a female, became an assistant, or SWA. It is important to understand that "the women who were designated SWAs were the women who had been directors of women's athletics prior to the NCAA taking over women's sport," says Nancy. "It meant that all these women who up to that point had been in charge of women's athletics lost their jobs or were demoted to being in charge of women's physical education. Most who survived the takeover were content to be an SWA until their career was done. Our research indicates that only about one per cent or so of those SWAs are left. In other words, the vast majority of women SWAs are not the women who went through the takeover."

The Current Reality

In an article published in the spring of 2006, Nancy and her colleague, Heidi Grappendorf, reported that, "there are three female NCAA Division I Athletic Directors, and only 20 women who oversee" merged programs. "If the current trend continues, it appears inevitable that eventually there will be no female NCAA ADS of separate programs left."

"This continual decrease has been completely opposite from what I think most people would expect to be going on, especially given the increasing pool of women who have been collegiate athletes, who worked all the way through the system, and who potentially have the initial experience they need to get into this field," says Nancy.

As for the current population of SWAs, their aspirations appear to be limited by their environment. Nancy's research revealed that "the title of SWA has become a limitation because, in a lot of cases, the women feel stereotyped as the Title IX police or as the gender equity people, which is interpreted to mean that they care only about women's athletics and are out to 'get' men's sports. It [the title] is preventing them from being seen purely as an athletic administrator who is working on behalf of the entire athletic department. This prevents them from getting to do the things they need to do in order to become an AD, and that includes being in charge of men's basketball or football or fundraising for the entire department, not

just a portion. Instead, typically, they are in charge of academic advising or rules compliance. They probably supervise some coaches, but these are usually coaches of women's sports and perhaps men's Olympic sports."

As noted earlier, progression from Divisions II and III to Division I appears rare. "Even though there is a much larger pool of ADs in Division III, they could not — or it has not happened in my experience — move to Division II or Division I, simply because of the focus," says Nancy. In fact, the research found that no Division I AD had worked at either Division II or III, even though female ADs are twice as common in Division II and three times as common in Division III.

For the vast majority, the best route is having been a college athlete followed by securing a graduate assistantship as a coach. Optimally, this means earning a master's degree, getting several years' experience as a graduate assistant coach, moving into the assistant coach ranks, and climbing from there into senior administration. The women ADS in Nancy's study also recommended "becoming knowledgeable in areas they may not get much exposure to ... fund raising and development, contractual issues, and budgeting ... and building a career within an institution, because institutions often prefer to hire the AD from within."

Current female ADs identified a number of specific barriers to advancing to Division I, including gender bias and discrimination, gender stereotyping, a reluctance to hire and promote women, and the perception that women cannot or should not lead a Division I athletic department, a viewpoint that appears to be widely held by male university presidents and hiring personnel. Commenting on the latter, Nancy points out that parallels exist in many areas of endeavour. "Whether it's corporations, law, whatever, there is an ownership of the top level that is male, especially when you talk football and basketball. That's men's turf."

The research debunked the oft-touted line that women don't move upwards because they lack the same driving ambition as men. To the contrary, the findings on career salience (the importance an individual places on the role of work and career, compared to that of other life roles) of Division I coaches confirm no significant gender differences, indicating that women are no less committed than men to their career. "They might in some ways be more committed to family, but not at the expense of their career," says Nancy. "This study, in our opinion, suggested that women coaches want the same things men are allowed in our society, which is to have a career and a family and be good at both." It is not a stretch to suggest that the same applies to women ADs.

And most women who "make it" had a male mentor whose privileged status enabled him to open the door. "We tend to think that women need to mentor women, which is true, but women aren't typically in those privileged positions."

What does get in the way is what Nancy calls the good old boys club. "I know it's not intentional; it's more a social reality. It's the pick-up basketball at lunch, the Friday afternoon golf outing, the informal things guys do with each other ... and they don't include women. They talk shop ... they're making decisions or sharing information that is critical for someone who is really coming up in their career, and if they're sharing it with the younger men, then the women are left out of the circle. In many cases, this prevents women from having access to key information or even access to important and influential people. It's networking, and women are systematically left out."

Sport's hiring processes also play a part. While stopping short of discrimination, they do not follow the rigorous processes applied to hiring faculty. "We all want to believe we get jobs based on merit and work ethic, but the way intercollegiate athletics is today, in every sport and certainly in athletic administration, it's very much a closed system," says Nancy.

What's Being Done

The current processes seem long and tedious and not likely to open many doors for women. Effort, however, is being made to raise the numbers holding senior positions. Leading the charge is the National Association of Collegiate Women Athletic Administrators (NACWAA). Formed by female administrators in 1979 as the Council of Collegiate Women Athletic Administrators in the midst of gender equity conflicts in intercollegiate athletics, the goal was to enhance opportunities for women in athletics. Today, NACWAA "boasts nearly 1,200 members from universities, colleges, conferences, and affiliated organizations across the United States.

"As well as being a forum for female administrators to exchange ideas, NACWAA has blossomed into a powerful force in college athletics, advocating increased athletic and administrative opportunities for women and promoting progressive and positive attitudes toward women in sports."

One important NACWAA initiative, run in partnership with the NCAA Committee on Women's Athletics, is an annual, week-long, summer Institute for Athletics Executives to enhance opportunities for women to move into positions as Division I ADs. Reflecting the need identified in Nancy's study, the curriculum is designed to enhance knowledge of contract negotiations, dealing with agents, development of television packages, capital campaign participation for funding and facility development, leadership skills, working with university CEOs, and the process for an AD search.

Launched in 2002, the institutes have developed a reputation for developing world-class leaders. "Over 50 per cent of graduates advance their positions or secure new positions with more significant titles and responsibilities, and we have around 540 graduates to date," according to NACWAA executive director **Jennifer Alley**.

Overall though, advancement remains problematic, compounded by the complex hierarchy that characterizes Division I. "The hierarchy keeps growing, and what this means for women is having to get through more and more levels in order to rise to the top position," says Nancy. "It makes for a very long process to be considered qualified for AD. They [the NACWAA institutes] are really phenomenal opportunities. NACWAA is doing a great job of taking the reins and preparing these women with the things they need to know."

What Nancy calls "understanding financial realities" seems key to moving upward, and certainly the figures are large. "To be in charge of an average Division I athletic program means being in charge of probably a \$20 million budget. The big programs' budgets range from \$40 to \$60 million and the smaller schools' budgets can be as low as \$8 to \$9 million." Nancy says that the three remaining separate women's athletic programs in Division I — at the Universities of Arkansas-Fayetteville, Texas-Austin, and Tennessee — are all major programs operating with a scant \$9 million budget. The irony, she adds, is that women who are ADs of Division I programs average a budget of \$8 million for all sports combined. "So there is significant

variation in the size of programs. Obviously, the more elite the program, the bigger the budget, and the bigger the budget, the bigger the hierarchy, so that's why we have only three women at BCS [Bowl Championship Series, a system that selects the Division I football match-ups for four bowl games] schools, and they would be managing budgets of \$40 to \$50 million."

Title IX Under Attack

Over the years, despite its proven success in increasing opportunities for American girls and women, Title IX has repeatedly been subjected to criticism, lawsuits, and challenges. There is no end in sight.

In 2002, the federal Department of Education (DOE) created a Commission of Opportunity in Athletics "to review Title IX and recommend changes in its enforcement." The Feminist Majority Foundation, an organization dedicated to women's equality, reproductive health, and non-violence, claimed "the commission was stacked with representatives from big sports schools. Its recommendations [made in 2003] would have devastated Title IX and drastically reduced the number of sport opportunities for women and girls." In the face of an immense public outcry, the administration backed down and announced that "it would not act on any of the recommendations that would weaken Title IX."

But this was not the end.

According to NOW (National Organization for Women), in March 2005, "DOE released an 'Additional Clarification' that greatly weakens Title IX. Under the law, federally funded schools must provide equal educational opportunities to female students, including equal opportunities to play sports. The education department's regulations give schools a 'safe harbour', allowing a school to be deemed in compliance with Title IX if it meets any one part of a three-part test. With the DOE's new policy guidance, schools will now find it much easier to comply, while at the same time restricting athletic opportunities for young women.

"The new guidance allows schools to show compliance with part three of the test [[see Appendix](#)] — that they are 'fully and effectively accommodating the interest and abilities of the underrepresented sex' — if they can provide evidence that their female students just aren't that interested in sports ... this can be demonstrated through e-mail surveys of female students. The result is that it will now fall to female students to show that

- 1) there exists interest sufficient to sustain a female varsity team at a school.
- 2) female students have sufficient athletic ability to sustain an intercollegiate team.
- 3) within the school's normal competitive region, there exists a reasonable expectation of intercollegiate competition."

In June 2005, Democratic Congresswoman **Juanita Millender-McDonald**, who represents California's 37th District, called on the Bush administration to withdraw the new rules. She stated in a media release that the "so-called 'clarification' eliminates schools' obligation to look broadly and proactively at whether they are satisfying women's interests in sports, and will thereby perpetuate the cycle of discrimination in sports to which women have been historically subjected. This new 'clarification' violates basic principles of equality and threatens to reverse the

enormous progress women and girls have made in sports since the enactment of Title IX in 1972.”

Adds Nancy, “The clarification created a major concern, a major stir. It was very underhanded, very sneaky. The message is that an institution’s athletic department can e-mail its female student body and ask them if they feel their interests have been met. If there’s no response, if the students don’t indicate that they’re dissatisfied, then it can be deemed that interests have been met. This is a huge red flag.”

Opposition to the clarification has come also from the NCAA, and NACWAA is adamantly opposed. “Across the board, people cannot believe that the DOE did this,” says Nancy. “With this administration’s suggestion on potential compliance, we still feel very much like Title IX is under attack. It’s not a safe bet that we’re always going to have it.”

Optimistic Nevertheless

Nancy, who comes from Colorado, recalls attending a 1984 state-wide seminar entitled “Sport Needs You”, focusing on getting women into coaching and officiating. She had just decided to become a coach and found the sessions “phenomenal. It made a huge impression on me and then it died out. There have been other attempts in other states, but no consistent program. I think now, though, that things are different, and women who have chosen athletics as their career are typically very committed, which is what they need to be in order to stay in for the number of years it is going to take to get to that top level.

“We’ve seen improvements regarding the representation of women ADs at Division II and Division III, so it is status and power that gets in the way at Division I, which means that the more status and power affiliated with a program, the more likely is a man to be in charge.”

What makes Nancy optimistic is the increase in women at the lower levels. “The sheer number of women who have now been athletes would suggest that maybe we’ll have more support for women who do want that AD role. When hiring committees represent all facets of a university, and if some people on the committee played sports, they may respect what a women candidate has to offer.”

Appendix

Title IX

Title IX of the Educational Amendments of 1972 is the landmark legislation that bans sex discrimination in schools, whether it be in academics or athletics. Title IX states:

"No person in the U.S. shall, on the basis of sex be excluded from participation in, or denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal aid."

Athletics has created the most controversy regarding Title IX, but its gains in education and academics are notable. Before Title IX, many schools refused to admit women or enforced strict limits. Some statistics highlighting the advancements follow:

- In 1994, women received 38% of medical degrees, compared with 9% in 1972.
- In 1994, women earned 43% of law degrees, compared with 7% in 1972.
- In 1994, 44% of all doctoral degrees to U.S. citizens went to women, up from 25% in 1977.

Intercollegiate Athletics

Title IX governs the overall equity of treatment and opportunity in athletics while giving schools the flexibility to choose sports based on student body interest, geographic influence, budget restraints, and gender ratio. In other words, it is not a matter of women being able to participate in wrestling or that exactly the same amount of money is spent per women's and men's basketball player. Instead, the focus is on the necessity for women to have equal opportunities as men on a whole, not on an individual basis.

In regard to intercollegiate athletics, there are three primary areas that determine if an institution is in compliance:

1. athletic financial assistance
2. accommodation of athletic interests & abilities
3. other program areas

Appraisal of compliance is on a program-wide basis, not on a sport-by-sport basis.

While many resources have been written specific for intercollegiate sports, the general components of Title IX apply to interscholastic sport as well.

I. Financial Aid

First, financial assistance must be awarded based on the number of male and female athletes. The test is financial proportionality. The total amounts of athletics aid must be substantially proportionate to the ratio of male and female athletes.

II. Accommodation of Interests and Abilities

Second, the selection of sports and the level of competition must effectively

accommodate the students' interests and abilities. There are three factors that are looked at consecutively.

1. Whether the intercollegiate level participation opportunities for male and female students are provided in numbers substantially proportionate to their respective enrolments.
2. Where the members of one sex have been and are underrepresented among intercollegiate athletes, whether the institution can show a history and continuing practice of program expansion which is demonstrably responsive to the developing interests and abilities of that sex.
3. Where the members of one sex are underrepresented among intercollegiate athletes and the institution cannot show a continuing practice of program expansion, whether it can be demonstrated that the interests and abilities of the members of that sex have been fully and effectively accommodated by the present program.

III. Other Areas

Third, all other benefits, opportunities, and treatments afforded sports participants are to be equivalent, but not necessarily identical. Title IX specifically looks at the following program components:

1. Equipment and Supplies: quality, suitability, quantity, availability, maintenance, and replacement.
2. Scheduling of Games and Practice Time: number of competitive events per sport, number and length of practice opportunities, time of day competitive events and practice opportunities are scheduled, opportunities to engage in available pre-season and post-season competition, the season a sport is scheduled, and the length of season.
3. Travel and Per Diem Allowances: modes of transportation, housing furnished during travel, length of stay before and after competitive events, per diem allowances, and dining arrangements.
4. Opportunity to Receive Academic Tutoring: availability of tutoring, tutor qualifications and experience, rates of pay, and employment conditions.
5. Opportunity to Receive Coaching, Assignment, and Compensation: availability, assignment, and compensation of full-time coaches, assistants, graduate assistants, or restricted earnings coaches.
6. Locker Rooms, Practice, and Competitive Facilities: quality, availability, exclusivity of use, maintenance and preparation of facilities.
7. Medical and Training Facilities and Services: quality and availability of medical personnel; athletic trainers; weight and conditioning facilities; training facilities; and health, accident, and injury insurance coverage.
8. Housing and Dining Facilities and Services: housing and dining benefits available during the regular year, the provision of pre-game and post-game meals, and housing and dining services provided when classes are not in session.
9. Publicity: availability and quality of sports information personnel, access to publicity resources, and quantity and quality of publications and other promotional devices.

10. Support Services: administrative support, clerical and secretarial support, office space, equipment and supplies, and availability of other support staff.
11. Recruitment of Student-Athletes: opportunities for coaches or other personnel to recruit, whether financial and other resources are equivalently adequate, and treatment of prospective student-athletes.

Reference

Curtis, M., & Grant, H.B. (n.d.). About Title IX [online]. Retrieved July 4, 2006, from <http://bailiwick.lib.uiowa.edu/ge/aboutRE.html>.

About the Author



Sheila Robertson
Photo Credit: George Bayne

Sheila Robertson has worked as an editor and writer with Canada's sport community for over 30 years. The founding editor of *Champion* magazine, she was also the founding editor of *Coaches Report* magazine and its lead writer from 1993 to 2005. She is the editor of and a writer for the *Canadian Journal for Women in Coaching*, the *Canadian Journal of Sport Science and Coaching*, and *Making the Most of Your Opportunities: A Media Guide for Athletes and Their Coaches*. In 1995, she was the recipient of the Canadian Sport Award for communications. In 2005, Coaches of Canada established the Sheila Robertson Award to recognize a national sport organization that demonstrates a consistent approach in valuing and recognizing the role of the coach internally and to the media and the public.

References

About Title IX (2005). Retrieved July 4, 2006, from <http://bailiwick.lib.uiowa.edu/ge/aboutRE.html>

Acosta, R.V., & Carpenter, L.J. (1996). *Women in intercollegiate sport: A Longitudinal Study –Nineteen Year Update*. Unpublished manuscript, Brooklyn College, Brooklyn, NY.

AIAW Champions (2006). In Wikipedia [online]. Retrieved May 19, 2006, from http://en.wikipedia.org/wiki/AIAW_Champions.

Feminist Majority Foundation (n.d.). Gender Equity in Athletics and Sports [online]. Retrieved July 4, 2006, from http://www.feminist.org/sports/wsf_feature.asp.

Grappendorf, H., & Lough, N. (2006). An Endangered Species: Characteristics and Perspectives from Female NCAA Division I Athletic Directors of Both Separate and Merged Athletic Departments. *Sport Management and Related Topics Journal*, (2)2, 6-20.

Grappendorf, H., Lough, N., & Griffin, J. (2004). Profiles and Career Patterns of Female NCAA Division I Athletic Directors. *International Journal of Sport Management*, (5)3, 243-261.

Litwak, K. (2005). Good News and Bad News for Title IX [online]. Retrieved July 4, 2006, from National Organization for Women, http://www.now.org/issues/title_ix/033105titleix.html.

Save Title IX (2005). Title IX Under Attack [online]. Retrieved July 4, 2006, from <http://www.savetitleix.com/>.