

AUG 10 1993

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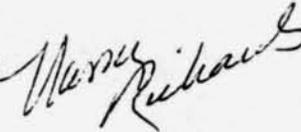
OFFICE OF THE PRESIDENT

August 11, 1993

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Memorandum to: Francis L. Lawrence
President

From: Nancy A. Richards
Dean of Students



Subject: Title IX

It has now been a little over a year since you held a press conference to release the Report of the President's Special Committee for Title IX and to announce the formation of a three person compliance panel. The panel has spent this year establishing a base of operation by notifying all intercollegiate athletes of our existence (appendix A), and introducing ourselves to the administrative staff and coaches of the Division of Intercollegiate Athletics. To accomplish the later, the panel met with Fred Gruninger, with his full administrative staff, and attended two coaches meetings.

I must say, as chair of the panel, I found it difficult to get information. It seemed that in many cases, the information we got was circular. For instance, on the question of travel budgets for teams we were told there were no separate travel budgets. When pushed on this, we were told there were separate travel lines on the budget and while moving money from one line to another was discouraged, it was ultimately the coaches prerogative to do so. This answer does not, however, speak to the overall budget problem for some teams.

Because things still were not clear to the members of the panel after we met with the administrative staff, I sent Fred Gruninger a series of questions in February in an attempt to gain a better understanding of changes being implemented by the Division of Intercollegiate Athletics vis-a-vis the Report of the President's Special Committee for Title IX Self-Study. Mr. Gruninger responded to these questions at the end of April and, I believe, also sent his reply to you (appendix B). I find the written responses to my questions as incomplete as the information we were given at the meeting with the administrative staff.

Perhaps the best way to review where we stand now is to review each recommendation as it was presented in your summary of the Title IX Self-Study Committee that was sent to the Board of Governors and released to the press.

SCHOLARSHIPS:

This is the area that clearly was of greatest concern to the Self-Study Committee. Most of the academic year was used doing a feasibility study on a women's scholarship initiative. To say the least, the report was disappointing in that it reported, "...many of the University's top prospects have already targeted their

interests, have no strong affiliation with women's athletics, and/or feel raising money for men's athletic programs is easier, and is their preference. Although most of those interviewed felt the cause was extremely worthy, their financial support, and/or their organizations', would not begin to make a sizable dent in our reported dilemma."

Brian Crocket, Associate Director of Intercollegiate Athletics for Development and Associate Director of the Scarlet R, has informed me that the recommendation of the Rutgers Foundation staff is to have a combined capital campaign for scholarships for women and for the football stadium. The goal of the campaign for women will be one million dollars; a reasonable goal given the finding of the feasibility study but far short of the 4.5 million needed to correct the disparity. It seems inevitable that the University will have to face the allocation of a greater portion of the Scarlet R General and the Scarlet R Scholarship funds to women's athletic scholarships in the very near future.

ACCOMMODATION OF INTERESTS AND ABILITIES:

In February we asked Fred, "How do the coaches of the women's teams feel about the size of their teams? Do they really want the numbers they are dealing with or is it a budgetary decision? Have we done any general publicity to encourage more participation? Fred responded, "It should be noted that all women's programs are open to all students who want to tryout. However, to maintain these tryout numbers as a final roster would require additional staff, equipment and facilities. Thus, the decision in determining program size is a coach's prerogative." It would seem to me that what really is being said is that the size of the teams is likely to be a budgetary concern and not really the coaches prerogative. I must agree with the conclusion of the panel in February: we see no movement in the spirit of the President's report in this area.

During the 1992-93 academic year we had 1,135 intercollegiate athletes at Rutgers University in New Brunswick. Of these, 360 (32%) were women and 775 (68%) were men. This is a "slip" from the 36% female/64% male cited in the original report.

SCHEDULING OF GAMES AND PRACTICE TIMES:

Your original report said, "The scheduling priorities in shared facilities currently afforded to football require the provision of comparable benefits for a women's sport. I have asked the Director of Intercollegiate Athletics to identify a way of providing comparable benefits for a women's sport." To the best of my knowledge, this has not been done.

TRAVEL AND PER DIEM ALLOWANCES:

It appears that the per diem allowances for men and women are the same. A difference does occur, however, with the sports that ask for and are granted a training table for breakfast on trips—football, men's and women's basketball, and soccer—for the students then have the full per diem but only have to pay for two meals from that allowance.

The bigger question of travel budgets remains very hard to pin down. There is no doubt that in the final say it is the coaches prerogative. However, if your total

budget is such that any "discretionary" money must either go to purchase needed equipment or rent buses instead of vans, coaches are quite naturally going to choose to purchase the equipment.

TUTORING:

The recommendation that tutoring services be made comparable for all athletes was assigned to the President's Academic Oversight Committee to assess and to formulate a plan that will bring about this goal.

PROVISION OF LOCKER ROOMS, PRACTICE FACILITIES AND COMPETITIVE FACILITIES:

There were some changes in the locker rooms during the 1992-93 academic year but I am not sure they altered our situation vis-a-vis Title IX. As far as I can tell, the changes include:

M/Basketball	In the process of getting a larger (reported to be the same size as the women's basketball locker room), renovated locker room with new lockers and carpeting. The question of what will be done with the existing men's basketball locker room is still up in the air. It might be given to the men's basketball coaches, which I should think would put us in a more questionable situation re. Title IX.
W/Track	New as of 1992-93
M/Track	New as of 1992-93
Baseball	Completely renovated in 1992-93
Field Hockey	Painted last fall by the coach. New carpeting being ordered now.
College Ave. Gym	Lockers in the women's athletic locker rooms, men's fencing locker room, and the hallway lockers in the men's locker area have been removed and will be replaced with mesh lockers taken out of the room at the Lewis Brown Athletic Center which has been cleared to provide an upgraded locker room for men's basketball. The volleyball coach, with some help from her team, shampooed the carpet and painted the walls of their locker room prior to the delivery of the mesh lockers.

HOUSING AND DINING FACILITIES:

The original report called for the opportunity to have a special dining table for evening meals after practices to be provided to all teams should they choose and should their athletes have appropriate meal plans and that a comparable housing benefit to the one enjoyed by football before home games be offered to a women's team.

The Division of Intercollegiate Athletics has started to explore the possibility of

a special dining table with dining services. This was to be discussed with the coaches during their budget meetings. I do not know the outcome of those discussions but again, it sounds as if the cost for providing such a table would come out of the coaches budgets and therefore the entire idea would become "coaches prerogative".

The suggestion of the Division of Intercollegiate Athletics as to how to respond to the mandate to offer a comparable housing benefit to the one enjoyed by football to a women's team, is to provide hotel accommodation opportunity for all women's teams on the evening prior to Conference and NCAA Championship play hosted by Rutgers. While I do not have specific data, my impression is that the number of Conference and NCAA Championship play-offs held at Rutgers is quite limited. It hardly seems that this offer is comparable to the football team being housed in a hotel the night before every home game.

PUBLICITY:

As was noted by the Title IX Self-Study Committee, this is a very difficult area to assess. According to the Office of Sports Media Relations, the scope and range of support for women's sports is driven by priority in the athletic tier system and amount of media coverage/requests. Coverage is assigned among the four full-time and one part-time staff in order to adequately react to the anticipated "media crunch" for certain sports. The Office of Sports Media Relations reports these assignments to be the following:

Football	5 people; 4 FT staff, 1 PT assistant
Men's Basketball	3 FT staff
Women's Basketball	1 FT staff, 2 student interns
Men's Soccer	1 FT staff
Women's Soccer	1 PT staff
Baseball	1 PT assistant
Men's Lacrosse	1 FT staff
Women's Gymnastics	1 FT staff
Field Hockey	1 FT staff
Other Sports	1 FT staff or 1 PT assistant and a student

intern

It was also pointed out by the Office of Sports Media Relations, that "although it may appear that, through size and "slickness" of media guides, there is a disparity those guides are different because each sport has a different budget line for that publication. Some sports have developed a budget line that will afford a "nicer" publication than another. This is a coach's decision." Again, it comes down to "coaches prerogative"—and the bottom line budget which is set by the administration of the Division of Intercollegiate Athletics.

MOVE ONE WOMEN'S SPORT UP TO THE REVENUE LEVEL:

It is my understanding that Fred Gruninger has provided you with an analysis of the respective costs and additional funding needed for each of three possible women's programs. This is clearly a decision which must be made by the Central Administration.

I am sorry that this report could not be more "up beat". I think there are many good people who work in Intercollegiate Athletics. My impression is that they feel overwhelmed with the magnitude of the requirements of Title IX and hope that it will all go away. I do not think that it will. Certainly the number of law suits, and the corresponding press they are receiving is growing every month. My own experience is that our students are becoming more and more aware of their rights and are more inclined to ask questions and, I would guess, to initiate action if they feel nothing is being done. I am afraid that the perception of what is happening at the football stadium will only enhance the feeling among our women athletes that "things aren't fair".

It should be noted that, due to summer schedules, this memo has not been reviewed by either Pat Mayer or Mal McLaren. The panel will be meeting in September and will forward to you any additional information or different points of view that come forward.

cc Patricia Mayer
Malcolm McLaren