

# Board of Regents Outline

## Athletics and Campus Recreation at UAF

### I. Varsity Sports Offered

a.	<b>Mixed</b>	<b>Level</b>	<b>Conference</b>
	1. Rifle	Combined championship	Independent
b.	<b>Men</b>	<b>Level</b>	<b>Conference</b>
	1. Hockey	NCAA Div. I	CCHA
	2. Basketball	NCAA Div. II	GNAC
	3. Cross Country Running	NCAA Div. II	GNAC
	4. Skiing	Combined championship	CCSA
c.	<b>Women</b>	<b>Level</b>	<b>Conference</b>
	1. Swimming	NCAA Div. II	PCSC
	2. Basketball	NCAA Div. II	GNAC
	3. Cross Country Running	NCAA Div. II	GNAC
	4. Volleyball	NCAA Div. II	GNAC
	5. Skiing	Combined championship	CCSA

### II. Conferences

In intercollegiate athletics, affiliation is critical to scheduling and cost control.

- CCHA – Central Collegiate Hockey Association
- GNAC – Great Northwest Athletic Conference
- CCSA – Central Collegiate Ski Association
- PCSC – Pacific Collegiate Swim & Dive Conference

### III. Participation

- 119 student-athletes (overall 2007-08 GPA = 3.21)

### IV. Special Events

- BP Top of the World Classic (Men's Basketball)
- Brice Alaska Goal Rush (Men's Hockey)
- Nanook Hall of Fame – Sept. 27, 2008 = inaugural induction ceremony
- Harvest of Wines fundraising event for scholarships
- Women's Athletics Luncheon fundraising event
- Auto Service Company Nanook Classic (Women's Volleyball)
- Ski Fest and Nanook Clay Classic fundraising events
- Mt. McKinley Bank North Star Invitational (Women's Basketball)
- Annual All-Sports Banquet
- Glacier Classic (Men's and Women's Basketball)
- Alaska Airlines Governor's Cup (Men's Hockey)
- IBEW Nanook Scholarship Fund Golf Scramble

## V. How Are Teams Performing?

Team	GPA	Conf. Rank	Record	Comments
Men's Hockey	3.41	9th	9-21-5	Defeated a No.1 ranked team for fourth time in last three years
Men's Skiing	3.29	2nd	n/a	Marius Korthauer won NCAA Championship, 4 All-Americans
Women's Skiing	3.68	3rd	n/a	Qualified full team for nationals, Anna Coulter named All-American
Men's Running	3.26	5th	n/a	Recorded program's best-ever conference finish
Women's Running	3.45	9th	n/a	Julia Coulter named to NCAA All-Academic cross country team
Men's Basketball	2.68	9th	5-22	Defeated Division I Oregon State at BP Top of the World Classic
Women's Basketball	3.30	9th	12-14	Placed 5 athletes on GNAC All-Academic team
Women's Volleyball	3.35	8th	10-16	Placed conference best 7 athletes on GNAC All-Academic team
Women's Swimming	3.00	8th	n/a	Won first dual meet since program was revived in 2005
Mixed Rifle	3.13	n/a	9-1	Won third consecutive and 10th overall national championship

## VI. Community Outreach

- a. Have Fun, Play Hockey – free hockey clinic for 50 participants
- b. Think Pink – partnership with Fairbanks Breast Cancer Detection Center
- c. Teddy Bear Toss – partnership with Santa's Clearinghouse
- d. Mush For Kids – partnership with Alaska Children's Trust
- e. Bigs for a Day – partnership with Big Brothers Big Sisters of Fairbanks
- f. Habitat for Humanity – third straight year of student-athlete participation
- g. Heart Walk – benefit for American Heart Association
- h. Women's Hockey 101 – symposium to increase interest in hockey
- i. Junior Nanooks Club – partnership with Fairbanks Youth Sports; for kids to become more involved and gain greater exposure to positive athletic role models (96 members in program's first year)
- j. Bowl for Kids' Sake – partnership with Big Brothers Big Sisters
- k. JP Jones Community Development Center – helped with open house
- l. I'm Going to College Day – introduced kids from diverse backgrounds to preparation and financial aid programs that can help them attend college
- m. Golden Days Parade – athletics staff worked together with supporters to create two floats that represented the university in the parade
- n. Compliance Seminars – presented NCAA information to local prospective student-athletes, parents and guidance counselors at each area high school
- o. Eielson Air Force Base Co-Commanders program
- p. Fort Wainwright Child and Youth Services partnership
- q. Hoop shoot free throw contest in conjunction with Fairbanks Elks Lodge
- r. Created minor in Sport Management with UAF School of Management

## **VII. Awards & Recognition**

- a. NCAA Champion Rifle Team
- b. NCAA Individual Champion in Rifle
- c. NCAA Individual Champion in Men's Skiing
- d. 2008 NCAA Rifle Coach of the Year – Dan Jordan
- e. 14 All-American Award Winners
- f. 36 All-Conference Academic Team Honors
- g. 10 All-Conference Players
- h. Men's Hockey CCHA Offensive Defenseman of the Year
- i. Five GNAC and CCHA Player of the Week Awards
- j. NCAA Strategic Alliance Matching Grant to enhance diversity
- k. CCHA Marketing Campaign of the Year Award
- l. 17 NACMA awards since 2006

## **VIII. Financial Outlook**

- a. FY08 projected deficit = \$815,460  
-after receiving \$180,509 from UA Foundation  
-includes \$233,589 deficit repayment
- b. FY09 – The \$8 per credit student fee, combined with increased ticket prices and decreased expenditures, to include a reduced number of competitions and the elimination of both 5<sup>th</sup> year and summer financial aid, will still not be enough for the department to become solvent.
- c. FY10 – depends on labor, travel, scholarships and deficit repayments

## **IX. Deficit Repayments**

- a. **FY05 = \$50,000**  
(FY04 \$50,000)
- b. **FY06 = \$90,000**  
(FY04 \$50,000, FY05 \$40,000)
- c. **FY07 = \$126,350**  
(FY04 \$50,000, FY05 \$40,000, FY06 \$36,350)
- d. **FY08 = \$233,589**  
(FY04 \$50,000, FY05 \$38,619, FY06 \$46,350, FY07 \$98,620)
- e. **FY09 = \$361,224 (projected)**  
(FY04 \$43,162, FY05 finished, FY06 \$56,350, FY07 \$98,620, FY08 \$163,092)

<b>X.</b>	<b>Scholarships</b>	<b>NCAA Maximum</b>	<b>UAF</b>
a.	Men's Hockey	18.0	17.19
b.	Men's Skiing	6.3	5.26
c.	Women's Skiing	6.3	3.38
d.	Men's Running	12.6	0.6
e.	Women's Running	12.6	1.83
f.	Men's Basketball	10.0	7.04
g.	Women's Basketball	10.0	8.37
h.	Women's Volleyball	8.0	7.54
i.	Women's Swimming	8.1	8.10
j.	Mixed Rifle	<u>3.6</u>	<u>3.29</u>
	<b>Totals</b>	<b>95.5</b>	<b>62.60</b>

**XI. Title IX**

Article Title: *Alaska Athletics Makes Great Strides Toward Title IX Compliance*  
 -published in the Fairbanks Daily News-Miner. The article appears on  
 page C1 of the November 4, 2007 issue (see **attachment A**).

Article Title: *Turnaround Stories*

-published in The Chronicle of Higher Education. The article appears  
 on page(s) A36 of the June 29, 2007 Vol. LIII, No. 43 issue.

**a. 2004-05**

51.16 scholarships

Female: 16.61

Male: 34.55

**\$642,360**

Female: \$182,154 (28%)

Male: \$460,206 (72%)

**b. 2005-06**

58.01 scholarships

Female: 23.90

Male: 34.11

**\$753,150**

Female: \$281,822 (37%)

Male: \$471,328 (63%)

**c. 2006-07**

62.29 scholarships

Female: 27.80

Male: 34.49

**\$914,988**

Female: \$380,968 (42%)

Male: \$534,020 (58%)

**d. 2007-08**

62.60 scholarships

Female: 30.01

Male: 32.59

**\$898,360**

Female: \$388,254 (43%)

Male: \$510,106 (57%)

**XII. Endowed Scholarship Funds** - An endowment is established with a minimum  
 gift amount (currently \$25,000). The principal is never spent. A portion of the  
 earnings are spent for purposes specified by the donor.

	<b>Principal</b>	<b>Spendable Income (as of 5/15/08)</b>
a. Wood Varsity Talent	\$35,286	\$1,641
b. Wood Varsity Talent Search	\$93,338	\$2,756
c. Robert J. Mitchell Memorial	\$33,210	\$1,987
d. Joseph Tremarello Sr. Memorial	\$23,031	\$1,591
e. John Chalupnik Hockey	\$33,376	\$1,900
f. Gadowsky Summer	\$16,814	\$902
g. Face-Off Club Hockey	\$38,669	\$436
h. ALCAN Hockey	\$14,341	\$1,324
i. Joe Nava Shooting	\$170,897	\$6,551
j. Ted Dixon	\$48,186	\$3,272
k. William I. Waugaman Memorial	\$51,868	N/A
l. Larry Shetler Memorial Rifle	\$15,696	\$977
m. Judi Christensen-Tschida Memorial	\$17,562	\$1,107
n. Beaver Sports Whisenant Ski	\$73,977	\$2,761
o. Jim Whisenant Ski	\$34,149	\$3,331
p. Karen and Lance Parrish Run/Ski	\$49,501	\$4,183
q. Mark A. Tomlinson Spike Club	\$25,473	\$1,896
r. Cynthia J. Northrup Physical Ed.	<u>\$29,335</u>	<u>\$3,070</u>
<b>Total</b>	<b>\$804,709</b>	<b>\$39,685</b>

**XIII. Travel - 23% of total operating expenses in FY07**

<b>Expense</b>	<b>Team</b>	<b>Total</b>
a. Coach Development/Meetings	Cross Country	\$1,422
	Hockey	\$7,993
	Men's Basketball	\$1,204
	Rifle	\$684
	Skiing	\$1,360
	Women's Basketball	\$1,117
	Women's Volleyball	<u>\$2,612</u>
		<b>\$16,392</b>
b. Inbound Team Travel	Hockey	\$202,824
	Men's Basketball	\$43,194
	Nanook Classic	\$15,000
	North Star Invitational	\$19,764
	Rifle	\$5,530
	TOWC	\$160,402
	Women's Basketball	\$24,086
	Women's Swimming	<u>\$27,400</u>
		<b>\$498,199</b>
c. Recruiting	Hockey	\$24,560
	Men's Basketball	\$21,969
	Rifle	\$2,250
	Skiing	\$750
	Women's Basketball	\$15,913
	Women's Swimming	\$15,000
	Women's Volleyball	<u>\$15,274</u>
		<b>\$95,715</b>
d. Outbound Team Travel	Cross Country	\$29,908
	Hockey	\$295,648
	Men's Basketball	\$82,655
	Rifle	\$30,687
	Skiing	\$66,986
	Women's Basketball	\$84,311
	Women's Swimming	\$73,338
	Women's Volleyball	<u>\$61,924</u>
		<b>\$725,458</b>
e. Visiting Officials/Professionals	Hockey	\$7,772
	North Star Invitational	\$2,723
	TOWC	<u>\$9,013</u>
		<b>\$19,507</b>

**TOTAL (does not include administrative or relocation travel) \$1,355,272**

#### **XIV. Labor**

- a. 29 full-time staff, 2 interns, 56 student-employees (see attachment B)
- b. FY07 = \$2,280,635
- c. FY08 = \$2,520,410 (10.5% increase)

#### **XV. Ticket Sales**

- a. FY07 = \$602,041      b. FY08 = \$491,018

#### **XVI. Sponsorships**

	<b>CASH</b>	<b>TRADE</b>	<b>TOTAL</b>
FY 05	\$306,475	\$458,391	\$764,866
FY 06	\$437,308	\$355,006	\$792,314
FY 07	\$471,334	\$400,213	\$871,547
FY 08	\$456,985	\$502,911	\$959,896

#### **XVII. Student Fees and Other Institutional Support**

- a. Peer average = 72% of operating expenses (see attachments C & D)
- b. FY07 = 55% of total operating expenses (\$5,900,478)
  - 1. General Fund - \$2,558,308
  - 2. Chancellor Tuition Grant - \$395,731
  - 3. Campus Recreation Student Life Fee - \$251,185
  - 4. Additional Chancellor Support (Beeler Scholarship) - \$30,000
  - 5. Additional VC Advancement Support - \$32,792
  - Total = \$3,268,016**
- c. FY08 = 56.5% of projected total operating expenses (\$6,036,548)
  - 1. General Fund - \$2,684,080
  - 2. Chancellor Tuition Grant - \$422,014
  - 3. Campus Recreation Student Life Fee - \$252,690
  - 4. Additional VC Advancement Support - \$53,000
  - Total = \$3,411,784 (4.4% increase)**

#### **XVIII. Facilities**

- a. Patty Center - The Ernest N. Patty Building was built in 1963. It houses a 2,434-seat gymnasium, a 25-yard swimming pool, courts for handball and racquetball, weight rooms, a rifle range, classrooms and locker rooms with saunas. It is also home to the university's ROTC program.
  - 1. \$28,491,716 in unfunded renewal & replacement
- b. Carlson Center - The John A. Carlson Center is a multi-purpose, 4,595-seat facility built in 1990 that is owned by the Fairbanks North Star Borough and managed by SMG.
- c. Student Recreation Center (SRC)
  - 1. Funded under the university's 1992 Series B bond issue and refinanced as part of the Series J issue in 1998
  - 2. Debt service funded by student fees
  - 3. Varsity teams cannot practice or use strength and conditioning equipment in the SRC

**XIX. Average Attendance**

- a. Women's Volleyball  
252 at Patty Center
- b. Men's Basketball  
299 at Patty Center  
2,595 at Carlson Center (2007 BP TOWC)
- c. Women's Basketball  
382 at Patty Center
- d. Men's Hockey  
3,308 at Carlson Center

**XX. Planning for Facilities**

- a. Current strength and conditioning facility
  - 1. At 702 square feet, cannot accommodate a full team
  - 2. Lacks supervision = liability
  - 3. Hinders recruiting
- b. Nanook Hall of Fame
  - 1. Request for funding from the Alumni Benefactor program
- c. Patty Center lobby
  - 1. In planning stages - UAF project no. 2007072 PCRN
  - 2. Conceptual design completed by Patricia Peirsol Architects
- d. Patty Center bleachers
  - 1. Priority 11 on UAF's R&R list
  - 2. Existing Patty Gym bleachers are original to the building and have far surpassed their usable life
  - 3. Cost to renovate existing bleachers exceeds cost to replace

**XXI. Intramurals**

- a. Facilities
  - 1. Student Recreation Center (SRC)
  - 2. Beluga Field
  - 3. Patty Ice Arena
  - 4. Patty Center pool
- b. Ten intramural sports offered:
  - basketball                      lacrosse
  - hockey                              flag football
  - ultimate frisbee                  dodgeball
  - soccer                              broomball
  - volleyball                          water polo
- c. Intramural sport structure
  - 1. 24 weeks; divided into 4 six-week leagues
  - 2. Intramural student activities take priority over all other bookings
- d. Spring 2008 participation
  - 1. 164 registered teams
  - 2. 1,507 registered participants
  - 3. 45.5 hours of intramural competition a week on average
  - 4. Student workers employed to work games

## **XXII. Campus Recreation**

- a. Over 4,000 individuals use the SRC each week during the academic year
- b. Open 102.5 hours per week
- c. Scheduled activities
  - 1. 14 hours per week of instructor time for fitness classes, such as core training, yoga, family fitness
  - 2. 23 recreation classes offered each week: weight training, dance, climbing wall, martial arts
  - 3. Group court bookings for team sports (soccer, rugby, tennis, cricket, ultimate frisbee, hockey, basketball, volleyball, badminton and racquetball)
  - 4. Times reserved for recreational skating and open swims
  - 5. Kids' camps at Christmas, spring break and summer
  - 6. Freshman orientation
- d. Special events
  - 1. Pontiac "Football Toss for a Car" promotion
  - 2. Springfest, Winter Carnival
  - 3. Student and community group booking available for events during non-traditional hours, such as Fairbanks Interior Table Tennis league, Grizzlies (IFL) football, Interior youth basketball, church groups and Boy Scouts
  - 4. Late-Nighter recreation events
  - 5. Promotional events and student giveaways in cooperation with American Collegiate Intramural Sports (ACIS) and sponsors



## **Alaska athletics makes great strides toward Title IX compliance**

By REBECCA GEORGE  
Fairbanks Daily News-Miner  
Published November 4, 2007

Editor's Note: Rebecca George, 23, swam for the Alaska Nanooks from 2005-07. She was also the 2006-07 student-athlete of the year. This article has been modified from an assignment she wrote for an investigative reporting class at UAF.

Thirty-five years ago, who would have imagined seeing women's sports on the front page of national newspapers and ESPN? For most female student-athletes today, playing sports is as natural as breathing. For this generation, female athletics is as much a part of American culture as baseball is. Many student-athletes today just assume that women have always had the same opportunities as men to compete.

But until this year, the University of Alaska Fairbanks department of athletics struggled to ensure equal opportunities for female students.

"When I first started playing, they did not offer women's scholarships and there was no recruiting," remembered Diane Hutchison, a Nanooks basketball player from 1974 to 1978. "I was a walk-on, as everyone was, just because we loved to play."

"I remember all the female athletes shared one small locker room, some even shared one locker," said Deanna Dieringer, a UAF varsity basketball player from 1983-1986. She said she was grateful for the opportunity to participate but was not treated equally compared to her male peers.

"It was odd swimming on a men's team," said Cindy Ward, one of a few women who filled out the team during the 1980s. "Women received strange looks, and at the time, we had no gear, so no one knew we even had female swimmers."

Women's basketball had equipment, at least, but some of it wasn't geared toward women.

"We were provided Nike basketball shoes, but only the men's sizes that fit us the closest," Hutchison recalled.

Getting the women's programs developed at the university level was only the beginning of the process. Providing equal opportunities and equal treatment thereafter became just as big of a battle.

In 1972, Congress passed Title IX of the Education Amendments Act. The act prohibits sex discrimination in education programs that receive federal funding. The original intent of the law includes all educational activities. Specific to athletics, Title IX compliance is broken down into 13 program areas that include equal access to equipment, travel costs, facilities, coaching and recruiting.

There is also a three-part test established by the U.S. Department of Health and Welfare to help interpret the policy. To pass the test, institutions receiving federal funding must meet one of the three prongs to show they are complying with Title IX.

Institutions must (1) show they are providing athletic opportunities proportionate to student enrollment or (2) in the process of expanding so that the underrepresented gender will be given equal opportunity or (3) show full and effective accommodation of the interests and ability of the underrepresented gender.

In other words, Title IX requires an institution to provide equal opportunity for male and female students to become intercollegiate athletes, and to provide equivalent treatment of participants in the overall women's program as compared to the overall men's program.

### **Making great strides**

Although it's been 35 years since the establishment of Title IX, the University of Alaska Fairbanks lagged behind compliance standards until this year. Just four years ago, the department had one of the lowest scholarship equivalency rates on the West Coast. In the 2004-05 academic year, athletic scholarships for women made up only 28 percent of total funds allotted, while male athletes were granted 72 percent.

In 2005-06, largely due to the installment of the women's swim team, scholarship funding grew to 37 percent for women.

The trend toward equality continued in 2006-07, when female scholarship funding reached an all-time high of 42 percent.

The 2007-08 numbers are not yet available but figure to be even closer.

The department has continued to close the gap in other ways as well. Of 117 student-athletes this year, 57 are female and 60 are male. And this fall, female athletes received 48 percent of scholarship equivalencies while male athletes received 52 percent.

In just four years, scholarships for female athletes at UAF have risen from 16.61 to 30.01. According to the most recent NCAA survey, UAF now is much closer to equality than the NCAA Division II averages of 35.2 scholarships for men and 25.3 for women.

Athletic Director Forrest Karr realizes that closing the gap has required support from those at the top.

"Recent administrators have chosen to do the right thing and we've been fortunate to implement increased opportunities for female student-athletes," Karr said. "This isn't something that happens overnight. It's been a heavy lift that should be acknowledged and celebrated."

### **Numbers don't lie**

In 2001, Jake Poole signed on as Interim Athletic Director and was greeted with a disturbing reality.

"Upon my arrival into the athletic department, it was brought to my attention that we were in pretty bad shape," Poole said, referring to gender equality.

Gender equality wasn't a high priority until the annual Equity in Athletics Disclosure Act (EADA) report showed up on Poole's desk. As a result of the legislation, government-funded institutions are required by law to report a detailed summary of funding distribution in athletics, among other university-sponsored programs. This annual report covers everything from equipment to travel expenses, scholarship money awarded, coaches' salaries and recruiting expenses.

The University of Alaska Fairbanks EADA report in 2001 showed a major gap in gender equivalencies among Nanook athletes. Once he saw the discrepancies, Poole went to the UA Statewide General Counsel's office to present the report's findings. With the support of the university's attorneys, he went to work.

Poole demanded a review of gender equity compliance in the department as well as a plan to address the concerns raised by the report. Additionally, Poole's corrective plan instituted a nationwide search for a permanent director of athletics.

### **In the line of fire**

In June 2002, UA President Mark Hamilton received a letter from the National Women's Law Center (NWLC), a nonprofit organization that works to protect the rights of females in education. It said that UAF needed to get its act together with compliance, and fast. The letter's arrival launched an external review panel, which dug deep into the athletic department, analyzing scholarship practices, facilities, equipment, travel and competitive opportunities at the university.

The Law Center's letter reprimanded UAF for its "failure to provide a substantially proportionate share of athletic scholarship dollars to its female varsity athletes." Using statistics reported by UAF in its athletics disclosure report, the NWLC showed that in 2000-01 female athletes on average received \$1,315 less than male athletes.

The NWLC informed UAF that out of 30 colleges and universities being investigated, UAF had the 17th worst scholarship equivalency rating.

"Being such a small school, there are no excuses for not having scholarship equivalencies in the athletic department," said Poole. "It's just not fair to the student-athletes."

In a two-page response, Poole thanked the Law Center for its concern and set out to assure the organization that UAF was committed to Title IX compliance as well as to fair and equitable treatment of both sexes.

Poole also wrote that despite plenty of room for improvement, UAF was actually in compliance with Title IX. According to the "three-part test" set up by the United States Department of Education and the Office of Civil Rights, he argued that UAF had fulfilled the second requirement: a history of program expansion.

While UAF may have been compliant by Title IX standards, it was still short on opportunities proportionate to enrollment. At the time, females at UAF accounted for 55

percent of all students. But the athletic participation rate for females was less than 46 percent in 2001-02. UAF simply didn't offer enough women's athletic programs.

Poole also noted what he called "non-discriminatory reasons" for the scholarship funding discrepancy.

For example, in 2000-01, UAF offered 14 out-of-state scholarships to men but only six to women. Out-of-state tuition costs run significantly higher for students, and the majority of the hockey team has traditionally been comprised of Canadian citizens.

"The opportunity was available for women's teams to offer more out-of-state tuition scholarships, but the coaches of our women's basketball and volleyball teams opted to focus on in-state recruitment," Poole wrote. "The contributions of our women athletes are valued just as highly as our men."

The discrepancy with out-of-state scholarships for men has continued: currently there are 21 men and just five women receiving the most expensive "nonresident tuition." However, if one factors in athletes who are part of the Western Undergraduate Exchange program (WUE), the count is 25 for men and 28 for women. Full WUE tuition costs more than in-state tuition but is only 47 percent of the nonresident tuition rate.

## **A new era**

In January 2003, a nationwide search for a new athletic director concluded with the hiring of Dr. Cory Schwartz.

"When Cory Schwartz came onto the scene, she picked up our Title IX work and ran with it," Poole said. "She worked very hard to ensure that UAF would be in compliance."

Many changes took place during Schwartz's three-year reign. She worked with the Intercollegiate Athletics Council to plan the introduction of a 10th sport, the women's swim team, which lifted some of the burden off the department's shoulders. Implementing the swim program, after an almost 20-year hiatus, allowed for up to 20 new female student-athletes. In addition, Schwartz secured a \$400,000 Title IX loan specifically to construct a locker room for women's swimming as well as to renovate other locker rooms for female student-athletes.

"There's no question the National Women's Law Center letter brought the issue to the full attention of the administration," said Karr, who says he feels the impact of the letter even five years after its arrival. "Dr. Cory Schwartz made Title IX compliance a priority. The state of Title IX compliance was inadequate, but was improving quickly under her leadership."

Now, after replacing Schwartz as director, Karr's expectations for the department to be fully compliant by 2007-08 have finally been met. This academic year there are 30.01 athletic scholarships for women and 32.59 for men.

"Reaching our goal of 30 women's scholarships for 2007-08 while holding men's opportunities constant is significant," said Karr. "We still hope to grow women's cross

country by two more scholarships over the next two years to remove any possible doubt about proportionality."

The addition of women's swimming is not the only reason for the nearly equal scholarship levels. Since 2004-07, scholarships for women's cross country, skiing, basketball and volleyball have also gone up. Only rifle, a mixed-gender sport with fluctuating participation levels, has decreased slightly in that time frame.

The accomplishment is so notable that even The Chronicle of Higher Education commented on the turnaround.

While previously on the Chronicle's list of worst-ranked schools for gender equity, the UAF Department of Athletics now ranks as having one of the closest equivalency ratings nationwide.

Despite major obstacles in obtaining adequate funding, the athletics department has maintained its commitment to reaching gender equivalency.

"I've focused on scholarships because the numbers are real and leave no wiggle room," Karr said. "I'm trying to run a fiscally sound operation while allocating scarce resources within the university's expectations."

Helping Karr is Senior Woman Administrator Pamm Hubbard, who was hired last year as the NCAA Compliance Officer for UAF athletics.

"With Pamm's hiring, and concurrent appointment as senior woman administrator, we were fortunate to obtain someone who has previously worked through the challenges and has a range of contacts to assist us," said Karr.

Hubbard arrived from Sacramento State University, where she tried to create a plan for achieving gender and racial equality within the athletic department. Now Hubbard has her hands full with a number of different ventures involving Title IX. Recently appointed to the NCAA Committee on Women's Athletics, Hubbard and fellow committee members assist the NCAA in providing equal opportunities, fair treatment and respect for both genders in intercollegiate athletics.

Hubbard, with Karr and the rest of the department, is proud of the progress.

"It's important that we have senior administrators and university officials who know of our Title IX imbalance," Hubbard said. "Their effort to correct it is a huge achievement."

Trying to reach perfect equivalencies among male and female athletes while simultaneously trying to pay off debts and keep up with rising tuition and travel costs is an ongoing battle for the department of athletics.

"Everyone who respects the legal process understands Title IX compliance is not a choice," said Karr. "We've been very fortunate to work under socially conscious leadership."

There's no question the university's athletic department has come a long way. Just listen to the women who lived through the tougher times.

Like many of her former basketball teammates, Dieringer has remained in Alaska. She now serves as UAF's Registrar.

"Title IX legislation has meant having great opportunities for women to achieve their dream in competing in college athletics," Dieringer said.

"There are numerous opportunities for women to play now," Dieringer added. "Women can actually make a career out of athletics, whereas very few could 20 years ago."

Ward, the former varsity swimmer, also continues at the University of Alaska, working with Facilities Services.

"I think Title IX has changed the image of women from being weak and delicate to being strong role models for young girls," Ward said. "Because of Title IX, many women have completed amazing feats which no one thought they could do."

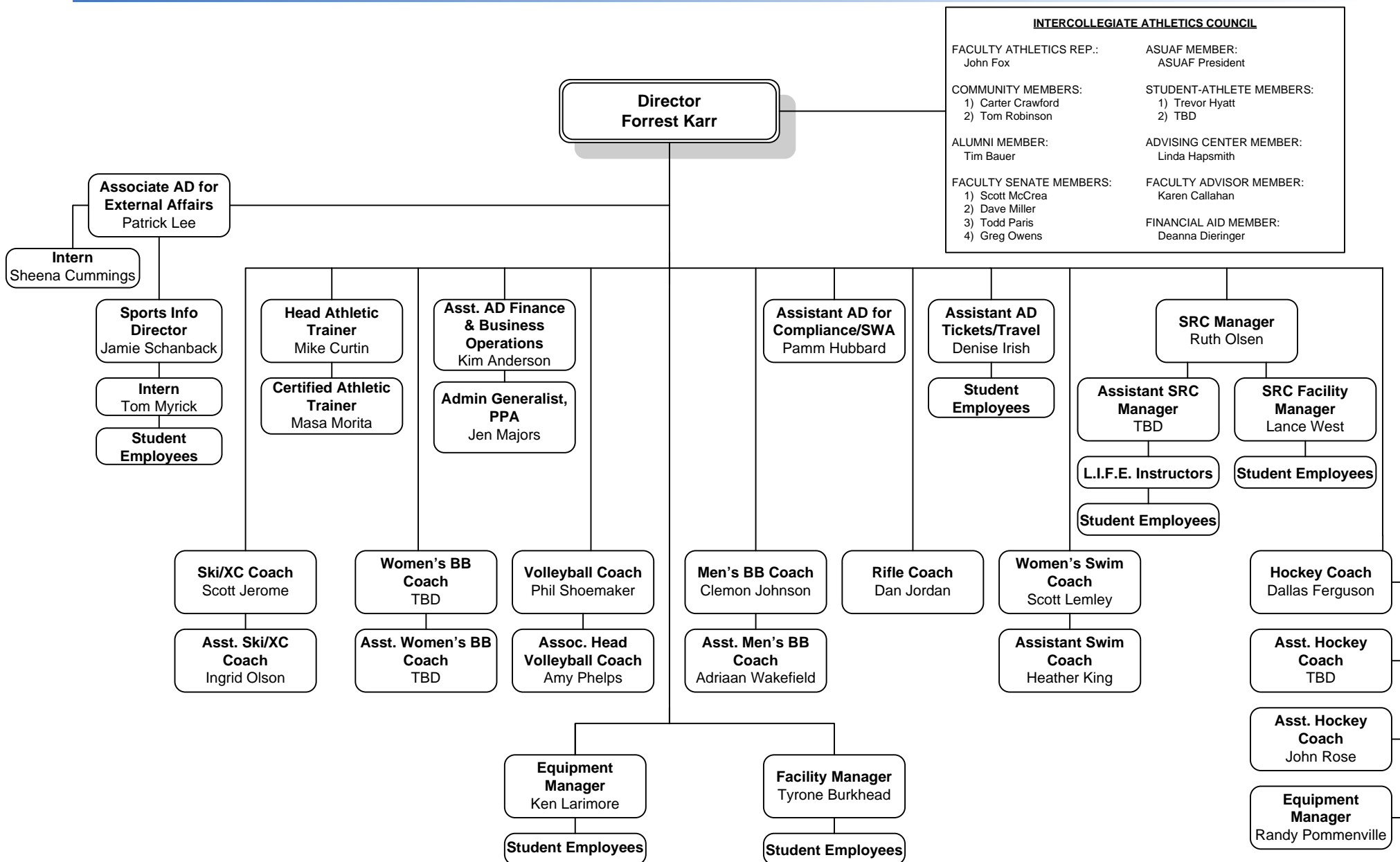
Despite the challenges of having been a student-athlete under less than fair conditions, Hutchison, now working for U.S. Sen. Ted Stevens, wouldn't trade her collegiate basketball career for anything.

"Athletics has given me a sense of belonging — that we can enjoy the same aspects of life that men enjoy — from participating, to watching, to teaching our kids," Hutchison said.

# University of Alaska Fairbanks

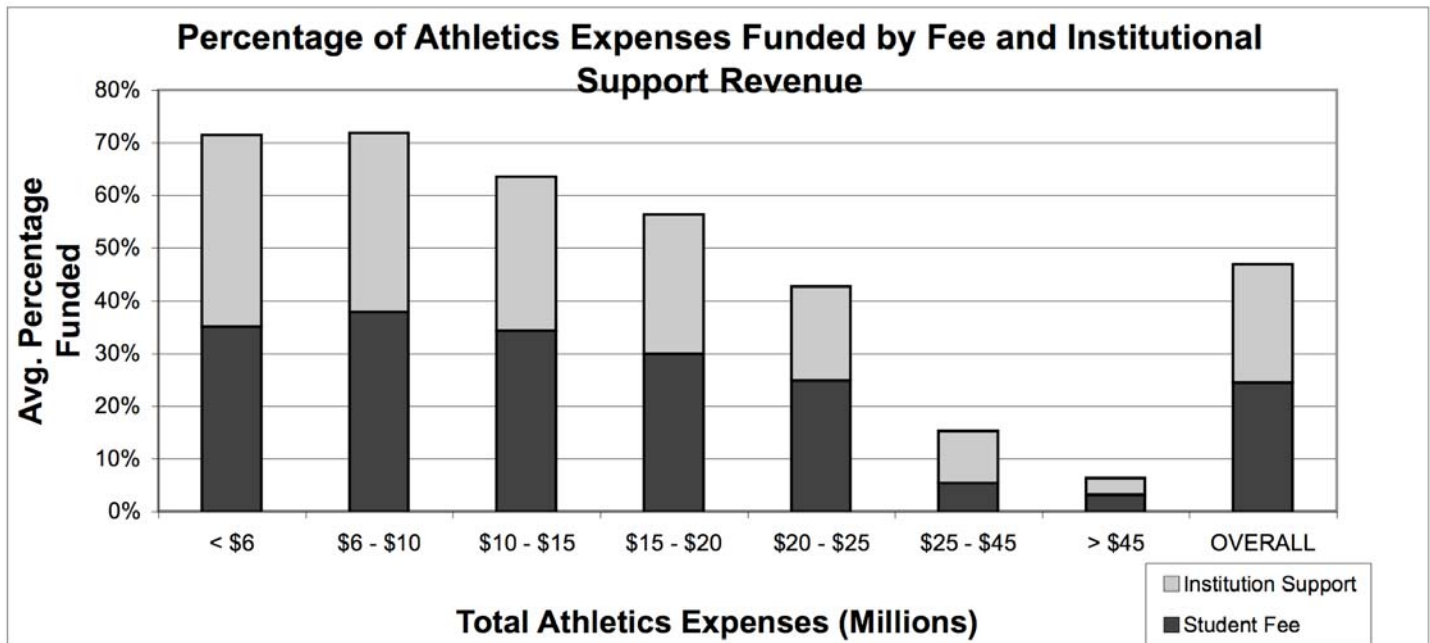
## Department of Athletics & Campus Recreation

Attachment B



Student Fee and Other Institutional Support Revenue Arranged by Total Expenses										
Total Athletics Expenses (\$ Millions)	Number of Schools	Student Fees			Institutional Support			Student Fees and Institutional Support		
		Avg. Per Student	Average Revenue	Avg. Percent of Expenses Funded	Avg. Per Student	Average Revenue	Avg. Percent of Expenses Funded	Avg. Per Student	Average Revenue	Avg. Percent of Expenses Funded
< \$6	13	\$169	\$1,641,599	35.0%	\$202	\$1,712,840	36.5%	\$371	\$3,354,439	<b>71.5%</b>
\$6 - \$10	41	\$226	\$3,028,046	37.8%	\$214	\$2,632,454	34.1%	\$440	\$5,660,500	<b>71.9%</b>
\$10 - \$15	31	\$238	\$4,334,254	34.3%	\$221	\$3,623,793	29.3%	\$460	\$7,958,047	63.6%
\$15 - \$20	13	\$269	\$5,261,954	29.9%	\$258	\$4,687,027	26.5%	\$527	\$9,948,981	56.4%
\$20 - \$25	14	\$268	\$5,276,461	24.8%	\$206	\$3,813,919	17.9%	\$474	\$9,090,380	42.7%
\$25 - \$45	24	\$74	\$1,829,110	5.4%	\$112	\$3,131,787	9.7%	\$186	\$4,960,897	15.2%
> \$45	29	\$57	\$1,672,384	3.2%	\$53	\$1,754,408	3.1%	\$111	\$3,426,793	6.3%
<b>OVERALL</b>	<b>165</b>	<b>\$179</b>	<b>\$3,118,341</b>	<b>24.4%</b>	<b>\$174</b>	<b>\$2,926,679</b>	<b>22.4%</b>	<b>\$353</b>	<b>\$6,045,020</b>	<b>46.8%</b>

2004-05 Fiscal Year Data from EADA and NCAA Financial Reports of State-Supported NCAA Division I Institutions



Source: Hardyman, F. and Wakely, D. (2007). *Athletics Funding from Student Fees and Other Institutional Support*. Williamsburg, VA: College Athletic Business Management Association.



**Principal Revenues and Expenses of Large and Medium Intercollegiate Athletic Programs: Percentage of Total Revenues and Expenses by Size of Athletic Program**

<b>Sources of Revenue/Expense</b>	<b>Division I-A Public</b>	<b>Division I-A Private</b>	<b>Division II Public</b>	<b>Division II Private</b>
<b>Revenues</b>				
Ticket sales	27%	21%	6%	2%
Postseason	3%	6%	0%	0%
Institutional support	8%	18%	<b>39%</b>	85%
Donor contributions	19%	17%	9%	6%
Student fees	6%	3%	<b>23%</b>	0%
Direct government support	2%	0%	<b>10%</b>	0%
Radio/TV	7%	8%	0%	0%
Signage/sponsorship	5%	4%	2%	0%
Concessions	2%	1%	1%	0%
<b>Expenses</b>				
Grants-in-aid	14%	23%	24%	48%
Salaries	30%	22%	40%	28%
Team travel	7%	7%	10%	8%

*Source:* Fulks, D. (2002). *Revenues and expenses of Divisions I and II intercollegiate athletic programs*. Indianapolis, IN: National Collegiate Athletic Association

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**Student Recreation Center**

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*learn • engage • change*

## **Recreation and Sports at UAS**

The University of Alaska Southeast fielded NAIA Division II competitive sports teams in men's and women's downhill and cross country skiing, competitive shooting (rifle), and basketball from 1984 to 1990. The programs were discontinued for primarily fiscal reasons. The University of Alaska Southeast does not currently participate in interscholastic athletics and therefore has no affiliation with organizations such as the NCAA or NAIA.

The UAS Student Recreation Center is housed in a new building that opened in September 2005. It coordinates, schedules, promotes, and facilitates sports activities.

In an effort to enhance student life, contribute to recruitment and retention efforts, and provide opportunities for students to participate in competitive sports at UAS the Recreation Manager and Assistant Recreation Manager work cooperatively with the local Parks and Recreation Department (JPR) and Juneau Sports Association (JSA).

UAS secures JPR time at the local turf field to accommodate Intramural Flag Football in the Fall. Teams play 8 games and are comprised mainly of students, but staff and faculty have fielded teams as well. UAS also sponsors one men's and one women's team in the JPR Fall volleyball league.

Starting in 2007, Women's Division V volleyball games were played at the UAS Student Recreation Center. The 2007 UAS men's volleyball team played off site in a larger division that we were unable to accommodate at our facility. Our gym is divisible to allow for two volleyball games to be played simultaneously. We were able to accommodate a six team division in which each team played two matches a night.

In the Spring of 2008, UAS sponsored a Division IV co-ed volleyball team that played in the Parks and Recreation League at the Student Recreation Center.

In 2006/7 six co-ed teams participated in UAS Intramural Basketball. We also fielded a team in the JPR league, men's division IV. This team was invited to participate in the Annual Gold Medal Basketball Tournament here in Juneau and finished second in the Intermediate Bracket. In 2007/8 UAS sponsored a Division I men's team in the JPR Ordway league and a women's team in Division II. Teams were comprised of UAS students, alumni and community members. The men's games were played on the full court at the UAS Student Recreation Center, allowing for participants to play here on campus and for students to watch the games. Both the 2007/8 basketball teams (men's and women's) participated in the invitational Hoops For Charity Tournament that took place at the UAS Student Recreation Center. Teams from around the state participated.

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## Student Recreation Center

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In the Spring UAS sponsors a softball men's league team and a co-ed league team. Games are played off-site and non students sometimes participate to round out the team roster.

Ultimate Frisbee is very popular at UAS. We secure field time at the local turf field in the fall until teams move into our gym for the winter months. There is an organized intramural league of 6 to 8 teams. In addition, we provide gym space for open ultimate two nights a week and one weekend day throughout the academic year. The open sessions are generally attended by 20 to 30 participants who form 5 person teams in an open gym format.

Our Intramural Coordinator also offers a variety of one time events, games and contests that don't require the organizational efforts and long term commitment of traditional sports leagues. Events and activities offered include: kickball games, dodge ball and strong man competitions, billiard, table tennis and badminton tournaments.

The UAS Recreation Center supports several sports or recreation oriented clubs at UAS. We make regularly scheduled gym space available for the Fencing Club, and schedule the dance studio for regular use by the Yoga Club and the Dance Club. The Climbing club schedules time in the climbing gym and our Climbing Coordinator organizes, promotes, and facilitates climbing competitions on a regular basis. Our gear rental/storage room is set up for use by the Bicycling Club to refurbish and repair bicycles. We provide a repair manual, a bike stand and a variety of tools for use on a scheduled basis. We also assist the bike club with the organization and promotion of events such as critical mass rides.

The UAS recreation program includes regularly scheduled, student lead outdoor activities and events including hikes, camping trips, and kayak excursions. We rent gear for student use including ocean and lake kayaks, a canoe, snow shoes, cross country skis, tents, backpacks, golf clubs and camping gear.

Our Intramural budget of \$100,000.00 is allocated to expenses for the programs thus described including administrative time of the Assistant Recreation Manager and related program costs such as equipment, materials, supplies, team fees, player fees, field rental fees, uniforms, and awards.

The Recreation Center supports the UAS Outdoor Studies Program (ODS), provides classroom space for academics, outdoor, physical education, and wellness classes. The Recreation Center also contains the Student Activity Center (SAC) which is the venue for concerts, dances, and a variety of student related events and activities.