

Equity, Welfare and Sportsmanship

4.1 Gender Equity

Since the 1996 Self-Study, the institution has successfully implemented numerous initiatives furthering its efforts related to the Gender Issues Operating Principle for both staff and students. These efforts provide evidence that gender equity issues are being monitored, evaluated, and addressed. Notable improvements have been made in the following areas: athletic department mission, university role expansion, expanded athletic opportunities, increased financial support, equalized locker rooms, game and practice scheduling, non-conference participation, equal and appropriate accommodations, coaching staff qualifications, identification and recruitment of women, and support services. See the table on pages 61-67 for more details on specific initiatives.

The most significant evidence that the institution is committed to and has progressed toward fair and equitable treatment of male and female student-athletes and athletic personnel are found within:

- 1) Mission Statement: “Opportunities for academic and athletic excellence are provided to all regardless of gender.”
- 2) Expanded Athletic Opportunities: The institution is committed to incrementally adding women’s sports consistent with the interest of Idaho State University students. A plan has been implemented to enhance revenues to achieve 50/50 equity by 2005 and 57.4/42.6 by 2009.
- 3) Athletic Scholarships: All women’s sports are at the dollar maximum allowed when including out-of-state waivers. This number reflects a financial increase of \$113,273.00 over the past two years and will continue to move upward as the number of women’s sports increases. This figure includes \$63,329.00 for new scholarships in women’s soccer.
- 4) Identify and Recruit Women Applicants: Action has been taken, but the plan is verbal at this point. Three female coaches have been added since the last review. Availability of qualified female applicants remains a challenge. We suggest the identification of strategies to alter the composition of the applicant pool.

A plan has been created which incrementally adds resources and opportunities for women’s athletics to achieve equity with men’s athletics over a five- to-eight year period. See Appendix IV-4.A for complete details on specific recommendations for adding resources, explanation as to how this will be done, long-term goals, and a five-year plan. Also note that Question 5 of this report contains seven issues which must be addressed to achieve our 2000 gender equity goals.

Self-Study Items

1. Explain how the institution is organized to further efforts related to the gender issues operating principle above for both staff and students and provide evidence that matters concerning how gender equity issues are monitored, evaluated and addressed on a continuing basis.

The hierarchy of the Department of Intercollegiate Athletics must answer to numerous people throughout the University. Reports, forms, evaluations, etc., must go through the proper channels, which include the State Board of Education, President of the University, Faculty Athletics Representative, Athletics Advisory Board, NCAA Compliance Committee, Academic Integrity Committee, and the Affirmative Action Grievance Committee. The committees meet regularly and make their meeting minutes available to University students, staff, and faculty. The Director of Athletics, his associates, and the Department of Intercollegiate Athletics are monitored and evaluated continuously. Squad lists, eligibility reports, participation reports, and budgets, which give information on gender issues, must be completed by a wide variety of staff, both within and outside the Department of Intercollegiate Athletics.

2. For the three most recent academic years for which the information is available, provide a copy of the institution's completed Equity in Athletics Disclosure Act survey form and worksheets. Analyze, explain, and address discrepancies in the data between male and female student-athletes. Comment on any trends or significant changes.

The institution's completed Equity in Athletics Disclosure Act survey form was completed by the Office of Institutional Research for 1996-97, 1997-98, and 1998-99 in coordination with the Department of Intercollegiate Athletics.

Two trends worth watching are: 1) the participation numbers and athletic student aid; and 2) the salaries of coaches for men's and women's sports. Total participants in men's sports were 174 in 1996-97 and went down to 162 in 1997-98; women's sports participants also decreased from 94 in 1996-97 to 80 in 1997-98. Yet, athletic student aid allocations to men increased from \$904,740 in 1996-97 to \$1,039,280 in 1997-98, while women's athletic student aid decreased from \$507,061 in 1996-97 to \$502,446 in 1997-98. An upward trend in numbers and student athletic aid must be seen in the upcoming reports for women to successfully accomplish gender equity goals.

The Equity in Athletics Disclosure Act survey does not adequately explain the discrepancies in the data between male and female student-athletes. The decrease in participants in men's sports and women's sports from 1996-97 to 1997-98 was a decline in walk-on athletes for track. The number of participants receiving athletic aid in men's track declined from 32 to 29, and the number of women participants receiving athletic aid declined from 38 to 34.

The increase in student aid was primarily caused by the University's fee increase. The cost of an in-state grant-in-aid increased 7.7% or \$459.00 per grant-in-aid from 1996-97 to 1997-98. The remainder of the increase was caused by an increase in non-resident fee waivers awarded in 1997-98 over 1996-97. It is estimated that the 1998-99 Equity in Athletics Disclosure Act Survey will show an equivalencies decline in male sports from 92.97 in 1997-98 to 91.55 in 1998-99. The women's sports will show an increase from 49.94 in 1997-98 to 58.70 in 1998-99. The addition of women's soccer added 6.0 equivalencies. It is estimated that student aid for men will decline from \$1,039,280.00 in 1997-98 to \$1,034,911.00 in 1998-99, while student aid for women will increase from \$507,061.00 in 1997-98 to \$615,719.00 in 1998-99.

Participants in football have been limited to 90 in an effort to narrow the gap between men's and women's sports. The track coach has been encouraged to increase the participation in women's track and to try to limit the participation in men's track. Student aid is a factor of the increased cost of education or scholarship costs, the number of out-of-state waivers, and the variance in the equivalencies awarded in the male and female sports programs.

Not fully explained in the Equity in Athletics Disclosure Act survey form are reasons for the apparent inequity between men's and women's basketball coaches. The salaries reported in the Equity in Athletics Disclosure Act include benefits. In 1997-98 a new head coach in men's basketball was hired to replace the outgoing head men's basketball coach. The new head coach was paid \$25,118.07 in salary and benefits during 1997-98, while the outgoing head coach was paid his full salary. By deducting the \$25,118.07 in salary and benefits from the \$115,553.00 reported in the disclosure report, the balance of \$90,434.93 was paid to the outgoing head coach in salary and benefits for 1997-98. The salary includes some small amounts from the Bengal Review television show, which vary from year to year. The salaries also include camp fund earnings, which can lead to a discrepancy based on each coach's ability to recruit large numbers of people to his/her camp. In an effort to narrow the gap between men's and women's basketball coaching staffs, the athletics administration eliminated the restricted earnings coach from the men's coaching staff in 1998-99. The men's and women's basketball teams are both budgeted for one head coach, two assistant coaches and \$2,000.00 for a fifth-year student assistant in place of a restricted earnings coach. In addition, the base salaries for the women's basketball program have increased 43.12% from 1995-96 through 1999-2000, compared to an 8.53% increase for the men's basketball coaches. In 1999-2000 the men's head basketball coach will receive \$87,568.00 compared to the head women's basketball coach receiving \$58,385.60. Both salaries include wages received for teaching a physical education class.

The above explanation makes clear why certain numbers, at first glance, can be misinterpreted; numerous factors must still be considered when looking at salaries. These differences deserve evaluation and possible correction. A standardized salary and qualification check, which specifies criteria to evaluate salary equity between coaches of male and female sports is needed.

An examination of Appendix IV-1. I, which contains the 1996-97, 1997-98, 1998-99 NCAA Gender Equity Survey, and an inspection of Appendix IV-1. J, which contains Intercollegiate Athletics Scholarship Awards figures from 1996 through 1999, will give more specific data regarding the two trends worthy of noting from the Equity in Athletics Disclosure Act survey.

3. Report on the institution's implementation of its plan to address gender-equity issues from its previous certification self-study. Specifically include: (a) the original plan; (b) the action(s) taken by the institution; (c) the date(s) of the action; (d) action(s) not taken or not completed; and (e) explanation(s) for partial completion.

**Gender Issues
Actions Completed From Previous Self Study**

Action	Did We Take Action	When	Action Not Taken	Why
Rewrite Athletic Mission Statement See p. 2, Sec. I, Governance and Commitment to Rules Compliance	Yes, a new mission statement was rewritten and approved by the Athletics Advisory Board	12/98		
Expand University Role See p. 1, Sec. I, Governance and Commitment to Rules Compliance	Yes. ISU “. . . encourages student and public participation in a variety of recreational and athletic programs . . .” Although this item has been reviewed, the statement that has been written and included in this report was created for the University and is not specific to the Department of Intercollegiate Athletics (See Item #1).	10/2/98		
Provide Opportunities For Athletics	Yes, After the Gender Equity Funding discussion at the November '97 SBOE meeting, ISU reconvened a campus/community committee that was asked to review issues of gender equity, conference affiliation and athletic finances. The committee recommended incrementally adding resources and opportunities for women's athletics to achieve equity with men's athletics over a 5- to 8-year period, fully funding existing sports (including soccer), and incrementally adding women's sports consistent with the interests of Idaho students (open to both traditional and non-traditional sports). NCAA rules and regulations on male and female athletic recruitment are followed.	Fall '98 Predicted by 2005		

Action	Did We Take Action	When	Action Not Taken	Why
<p>Increase Financial Support See Appendix III-C</p>	<p>Yes. A plan has been implemented to enhance revenues for gender equity. A projected 50/50 equity in six years and a 57.4/42.6 in approximately 10 years.</p>	<p>Approved 3/19-20/98 SBOE</p>		
<p>AD Submit Planning See Appendix III-C</p>	<p>Plan has been created which incrementally adds resources and opportunities for women's athletics to achieve equity with men's athletics over a 5- to 8-year period.</p>	<p>2/98</p>		
<p>Award Athletic Financial Aid See Appendix IV-1.A.</p>	<p>Yes, we fulfill NCAA guidelines regarding scholarships. All women's sports are budgeted at the dollar maximum allowed when including out-of-state waivers. Women's scholarship awards increased by \$113,273 over 2 years, which included \$63,329 for new women's scholarships. Women's scholarship awards will continue to increase as women's sports are added. Along with financial aid, academic services (such as tutoring) are also made available to male and female student-athletes equally.</p>			
<p>Equity in Equipment and Uniforms See Appendix IV-1.B.</p>	<p>There is no real discrepancy in equipment and uniforms between male and female sports. All teams use a rotation for uniform replacement and the coaches decide the needs of each player for their individual sport.</p>	<p>Suggested completion date—Fall 2000</p>	<p>A written policy that outlines the criteria for uniform and equipment replacement, including promotional items, is needed. There should be general guidelines for the coaching staff to follow.</p>	<p>Practice has not been formalized.</p>
<p>Equalize Locker Rooms (Training facilities and storage)</p>	<p>Yes, we have taken action.</p>	<p>Basketball, Fall '96. Volleyball, Spring '95</p>		

Action	Did We Take Action	When	Action Not Taken	Why
	<p>Locker rooms in Reed Gym are not dedicated to either men's or women's basketball. Men's and women's tennis locker rooms are equitable. Volleyball is the only sport that has its own locker room in Reed. Soccer is currently in Holt. Equipment storage is equitable and more than adequate in Reed Gym.</p>	<p>(with couch and TV added in Fall '96). Soccer is currently being built—anticipated completion in Spring 2000.</p>	<p>Training Room at Reed does not have a locked office for the women's trainer, but funds have been approved for this.</p>	<p>No reason known. There is adequate space in Reed.</p>
<p>Schedule Games and Practices</p>	<p>Yes, action on scheduling in Reed Gym has been taken. There continues to be an inequity regarding women's games being moved to Reed Gym due to scheduling conflicts in Holt Arena but a committee has been formed that should minimize scheduling conflicts. Practices for women and men are equally moved from Holt to Reed during scheduling conflicts. There is no longer a disparity between the genders. Meetings between Holt and Reed staff have helped to minimize scheduling problems. Men's and women's basketball offices in Holt are equitable. Publicity</p>		<p>Concessions are not equitable through the time period studied.</p> <p>Half-time shows and giveaways have made steady progress toward parity.</p> <p>Concessions remain unequal.</p>	<p>Differences in the variety of goods sold and the number of concession stands open (Holt) are partially attributable to attendance</p>

Action	Did We Take Action	When	Action Not Taken	Why
	packages (including media guides, posters, schedule cards, etc.) for male and female sports have become equitable within the last three years.			patterns and the lack of permanent facilities at Davis Field (soccer).
Participation in Non-Conference See Appendix IV-1.C.	Yes, action has been taken in terms of both number and stature of non-conference competitions and events. Men's and women's track and field attend the same meets. Men's and women's basketball schedules are equal. Tennis had some difficulties with equality in match numbers but this problem seems to be remedied. Golf schedules are equal, as well.	1997-98 1998-99		Problems in keeping accurate records.
Provide equal and Appropriate Accommodations	Traveling accommodations for men and women athletes are similar. Women's teams often request different room accessibility than men but dollar wise, per diem for meals and lodging are similar. Athletes while on campus are treated like all other ISU students regarding living accommodations and food. The Student Handbook guidelines are followed. Appropriate accommodations are created for male and female athletes when practices begin before the academic term is in session.	1997-98		
Monitor Travel Expenses	Budget dollars are distributed equitably to men's and women's teams. Modes of transportation are now equal.	1997-98 1997-98 Suggested	A written policy that	Practice has

Action	Did We Take Action	When	Action Not Taken	Why
		completion date -- Fall 2000`	outlines the criteria for the boundaries and standards of travel, housing, and food needs to be compiled by the Director of Intercollegiate Athletics. These should be general guidelines for the coaching staff to follow.	not been formalized.

Action	Did We Take Action	When	Action Not Taken	Why
<p>Ensure Qualifications of Coaches</p> <p>See Appendices IV-1. D, E, & F</p>	<p>Yes, action has been taken in the number of coaches. Men's and women's basketball, tennis, golf, track and field, and cross-country are all equal (See Appendix IV-1.D). Hiring of coaches prior to 1996 was solely done in the Department of Intercollegiate Athletics. This has changed, and hiring practices follow institution-wide guidelines, with the Director of Human Resources, the Director of Affirmative Action, and community representatives participating in all job searches. There is a formalization in applications and hiring: networking, 30-day minimum requirement for job advertisements, ads placed in a variety of strategic places, phone calls, reference checks , and formal interviews have become the normal procedure for hiring all head coaches. Hiring of all assistant coaches is at the discretion of the head coaches. It is our understanding that this is common practice at most NCAA schools and does not necessarily create gender inequities. A salary chart illustrates the head coaches' salaries and shows potential inequities between male and female sport salaries. A recommendation to investigate this matter will be included in the completed report (See Appendix IV-1.F).</p>	<p>1996</p>	<p>A standardized salary and qualification check, which specifies criteria to evaluate salary equity between coaches of male and female sports, is needed.</p>	<p>The Appendix IV-1. F chart does, for the most part, show parity in qualifications of the assistant coaches but there is a question regarding the assistant football coaches, who seem to be less qualified than other assistant coaches, based upon the following criteria: degree; CPR training; experience; camp clinics; professional development; and personal athletic achievement.</p>

Action	Did We Take Action	When	Action Not Taken	Why
<p>Identify and Recruit Women</p> <p>See Appendices IV-1. G & H</p>	<p>Action has been taken, but the plan of recruiting and identifying is verbal and has not been put into a written action plan. A recruitment process booklet is available and used for administrative and professional positions, which includes general employment policies, but it is not specific to athletics (See Appendix IV-1.G). As for hiring, a female coach was been hired to replace a head male coach in women's basketball. However, volleyball replaced a female coach with a male coach in 1995, (the position became open again in 12/99, and a male coach was hired) and soccer hired a male coach, along with one female assistant coach.</p>	<p>Fall '96</p> <p>Sum '96</p> <p>Sum '95</p> <p>Spring '98</p>	<p>Creating a written plan with precise methods and goals to get women to ISU.</p> <p>Hiring female volleyball and soccer coaches.</p>	<p>The volleyball search came very late in the season and few qualified female coaches applied. The soccer coach hired was the most qualified among a wide range of applicants. Specific numbers of applicants appear in Appendix IV-1.H.</p>

ISU has worked to address gender equity issues from its previous certification self-study. Appendix III-C includes a summary of the 1996 plan and 1998 update. The 19 key compliance goals listed in the 1996 report have been addressed, and although we did not meet the completion deadlines we have reviewed and renegotiated. The table on pages 61 through 67, pages 2 and 3 of Section I, Government and Commitment to Rules Compliance, and Appendices III-C and IV-1. A through IV-1. H suggest significant advancement in each area.

The Department of Intercollegiate Athletics mission statement now includes equity issues, as does the University's role and mission statement. We have added women's soccer and will continue to add women's sports so that our intercollegiate athletics measure athletic participation and expenditures against the proportion of men and women in ISU's full-time academic undergraduate population.

A 50/50 financial equity is projected to occur by the year 2005, and a 57.4/42.6 equity to occur by 2009. All women's sports scholarships are at the dollar maximum allowed when including out-of-state waivers.

Equipment and uniforms are equal in quantity, quality, and suitability. Games and practices in Holt Arena and Reed Gym are equitable. Male and female teams participate in non-conference tournaments and games of equal stature with appropriate-to-the-sport transportation, per diem, and accommodations. Although travel expenses are monitored for equity, there are no specific written guidelines. Guidelines for appropriate and equitable team travel, including mode of transportation, meals, lodging, and length of stay must be written by the Director of Athletics by January 2000.

Coaches' (head and assistant) qualifications are being monitored by the Office of Human Resources, but a written plan with precise methods and goals to get women to ISU has not been created. The Director of Athletics, Director Affirmative Action, and Director of Human Resources must compile a written plan to identify and recruit women candidates for all future openings by January 1, 2000.

Good academic support is provided to all athletes. We have equitable facilities and equipment. A written guideline, which outlines the criteria for quality and number of uniform and equipment replacement, is needed. This guideline must be completed by the Director of Athletics, with the aid of the coaches, by January 1, 2000. Weight training personnel are available for all sports; however, a perception exists among athletes and coaches of women's sports that the time and focus of the strength coach should be more equitably distributed. The committee recommends a review of the strength coach's allocation of time, attention, staffing, and facility use.

Media guides, posters, and schedules have improved greatly over the past three years, but promotional giveaways and concessions at women's sports lag behind men's sports. Cost and need factors must be reviewed. Opportunities in the Department of Intercollegiate Athletics to provide financial aid for fifth-year students have increased recently, but cost factors must be considered more thoroughly.

The 1996 plan gave numerous 1996-97 deadlines that could not be met due to questions regarding financial expenditures and feasibility. The February, 1998 update explained how and when resources were to be added and where the revenue would come from. Due to this plan, the issues raised in 1996 can and should be completed fully. In question number five of our report we have listed eight objectives, which must be completed by January 1, 2000, to meet the gender equity operating principle.

4. Using the program area checklist for gender issues, provided as Attachment 3, please (a) describe how the institution has ensured a complete study of each of these areas, (b) provide data demonstrating the institution's status/commitment across each of the areas, and (c) explain how the institution's further plan for gender issues addresses each area.

The information explained on pages 61 through 67 of this section, pages 2 and 3 of Section I, Governance and Compliance to Rules, and Appendices III-C, and IV-1. A through IV-1. H addresses the gender issues checklist (Attachment 3), as do the answers to questions three, five, and six of this report, as well as a and b under gender issues. To more easily decipher this information, specific pages and category titles have been identified with each heading of Attachment No. 3:

- 1) **Athletic Scholarships** - pages 62 (Award Athletic Financial Aid) and Appendix IV-1. A
- 2) **Accommodations** - page 64 (Provide Equal and Appropriate Accommodations) and Appendix IV-1. B
- 3) **Equipment and Supplies** - page 62 (Equality in Equipment and Uniforms) and Appendix IV-1. B
- 4) **Scheduling** - pages 63 & 64 (Scheduling Games and Practices)
- 5) **Travel** - pages 64 & 65 (Monitor Travel Expenses)
- 6) **Tutors** - pages 62 (Award Athletic Financial Aid) and Appendix IV-1. J
- 7) **Coaches** - page 66 (Ensure Qualifications of Coaches) and Appendices IV-D, E, and F
- 8) **Facilities** - pages 62 & 63 (Equalize Locker Rooms)
- 9) **Medical and Training** - page 66 (Ensure Qualifications of Coaches) and Appendix IV-1. D
- 10) **Housing** - page 64 (Provide Equal and Appropriate Accommodations)

11) **Publicity** - pages 63 & 64 (Schedule Games and Practices) and page 64 (Participation in Non-Conference)

12) **Support Services** - pages 62 & 63 (Equalize Locker Rooms)

13) **Recruitment** - page 67 (Identify and Recruit Women)

5. Please provide a written, standalone institutional plan for addressing gender equity for the future in the intercollegiate athletics program. The plan shall include measurable goals the institution intends to achieve, steps the institution will take to achieve those goals, persons responsible and timetables.

After the November 1997 SBOE meeting, ISU reconvened a campus/community committee to review issues of gender equity, conference affiliation and athletic finances. The specific recommendations were: 1) Incrementally add resources/opportunities for women's athletics to achieve equity with men's athletics over a 5- to 8-year period; and 2) follow and track the existing plan of achieving a 50/50 gender equity in six years and 57.4/42.6 in approximately 10 years. These two goals must be accomplished to achieve gender equity at ISU. To this end, the institution will continue or initiate the following:

- 1) Develop a written guideline, which stipulates equitable uniform and equipment availability and usage.
- 2) Review cost and need factors for concessions, giveaways, and half-time entertainment for women's sports.
- 3) Review the strength coach's allocation of time, attention, staffing, and facility use.
- 4) Create a written guideline, which stipulates the boundaries and standards of travel, housing, and dining.
- 5) Create standardized salary and qualification criteria to evaluate equity between male and female coaches, assistant coaches, and trainers.
- 6) Create a written plan with precise methods and goals to attract qualified women coaches to ISU.
- 7) Create a lockable office in Reed Gym for the women's trainer.

Given that many of the objectives stated above are a continuation of objectives found in the 1996 self-study and the 1998 review, and that many of these issues have been put into practice but without written direction and policy, objectives 1 through 6 should be completed by January 1, 2000. Objective 7 should be completed by Fall, 2000.

It will primarily be the responsibility of the Department of Intercollegiate Athletics staff to initiate and implement goals and objectives 1 through 6, with the assistance of auxiliary staff, e.g. human resources, affirmative action, budget, and housing. The Director of Athletics must take the lead and be the supervisor and make sure the objectives listed above are accomplished by the January 1, 2000, deadline.

6. Describe the current policy, organization, and resource allocation related to student-athlete or athletics support services (e.g., sports information, marketing and promotions, sports medicine, strength and conditioning, training room services, sports equipment, travel and per diem, facilities) for both male and female student-athletes.

After charting the 14 questions that deal with policy, organization and resource allocation for male and female athletes (pp. 61-67), we find that we have equity in support services, and we have carried through or modified past plans to make ISU a “gender friendly” institution. We feel that the seven objectives listed in question 5 must be addressed immediately. As well, implementation of the 1996 plan with the financial guidelines created in the 1998 plan, must continue to ensure healthy growth and improvement in the gender equity arena.

4.1 Evaluation and Plan for Improvement

	Currently Yes	Found On Page(s)	Currently No	If Currently No, Indicate Plan For Improvement Number
Has the institution:				
a. Implemented its approved gender-equity plan from the previous self-study?	X	Pp. 61-67; Section I, App. III-1. C., IV-1. D. and IV-1. H.		
b. Provided an explanation from appropriate institutional authorities if its gender-equity plan was modified or not carried out fully?	X	The Gender Issues sub-committee served as the institution's authoritative body. This report reflects our findings and proof that much of the 1996 plan has been implemented.		
c. Demonstrated that it is committed to, and has progressed toward fair and equitable treatment of both male and female student-athletes and athletics department personnel?	X	Pp. 58-59, 68-69		
d. Formally adopted a written plan for the future for the intercollegiate athletics program that ensures the institution maintains a program, or continues progress toward a program, which is equitable for both genders?	X	Pg. 62; App. III-C.		
e. Developed a plan that includes measurable goals the institution intends to achieve, steps the institution will take to achieve those goals, persons responsible and timetables?	X	Pp. 60-71		
	Yes	No		
On the basis of the yes/no answers above, is the institution in substantial conformity with Operating Principle 4.1 (Gender Issues)?	X			

APPENDICES -- See Section V of this report

IV-1. A, Gender Equity Sub-Committee Athletic Equity Report

IV-1. B, ISU Gender Equity Sub-Committee Equipment and Uniforms

IV-1. C, Report to Gender Equity Sub-Committee from Lee Krehbiel, Item: provide an opportunity for men and women teams to participate in non-conference tournaments and games of equal stature.

IV-1. D, Item 13: Coaches

IV-1. E, ISU Gender Equity Asst. Coach Résumé Review

IV-1. F, Coaches Compensation

IV-1. G, Recruitment Process Administrative Professional Positions

IV-1. H, Athletic Applicant Positions for the Last Three Years

IV-1. I, Equity in Athletics Disclosure Act

a. Idaho State University Fiscal Year: 1996-97, Reporting of Institutional Data for the NCAA Gender Equity Survey, Equity in Athletics Disclosure Act, Higher Education Act

b. Idaho State University Fiscal Year: 1997-98, Reporting of Institutional Data for the NCAA Gender Equity Survey, Equity in Athletics Disclosure Act, Higher Education Act

c. Idaho State University Fiscal Year: 1998-99, Reporting of Institutional Data for the NCAA Gender Equity Survey, Equity in Athletics Disclosure Act, Higher Education Act

IV-1. J, Intercollegiate Athletics Scholarship Awards, July 1, 1996 through June 30,1997

