

Committee Recommendation	Reaction of Asst. Chancellor Smith	Year of Implementation	Projected Cost/Year	Chancellor's Response
17. That appropriate representatives of UWO discuss with the Executive Director of the National "O" Club the concerns and areas of possible discrimination identified by the IAC in its study of Title IX compliance in the operation of the National "O" Club and its relationship with the UWO athletic programs	That the Director of Men's Athletics, Chairperson of the Intercollegiate Athletic Committee, and the Asst. Chancellor meet with the National "O" Club Executive Director to seek assurances of Title IX compliance no later than January 1, 1980.	1979-80	No Cost	Agree. Assistant Chancellor Smith to implement (with Chancellor's help, if needed)
18. That the University make available GPR funds to cover those services common to both programs (e.g., lining of fields, transport of equipment) common to both programs, but performed for the men's program by its equipment manager and for the women's program by Buildings and Grounds personnel	This problem and its scope are not very well defined. A study should be undertaken immediately of the extent of inequity. In the meantime, costs of lining the fields and equipment transport for the women's program should be assumed by GPR funds.	1979-80	\$1100 for the 1979-80 school year	Agree. A study is being undertaken. This is "a must."
19. That additional GPR funds (\$1778.45) be provided to the women's inter-collegiate athletic program to assist in UWO's compliance with Title IX. Such funds would be used for the purchase of supplies and support of JV teams in basketball and volleyball, and for athletic shoes for field hockey.	Since the volleyball season has already begun, \$450 earmarked for that sport should be eliminated. The new total would be \$1328.45. This amount should be sought from the Allocations Committee contingency funds, since it represents costs traditionally borne by the segregated fee.	1979-80	\$1328.45	Agree. Both the reasoning and the numbers are appropriate.

\*\*\*\*\*

The report of the IAC, the response of the Assistant Chancellor, the reactions of OSA and the representations of the Athletic Directors and their staffs all reflect a very effective team effort. The University is particularly indebted to Gene Drecktrah for his professional demeanor and hard work. Congratulations and very high regard.

Edward M. Penson  
Chancellor



I recognize that changes will be necessary to bring athletics offered by some institutions into compliance with the Regulation, and time may be needed to allow for these changes. Therefore, the Regulation gives elementary schools up to a year to comply. Secondary and postsecondary schools, which have greater problems, may have up to three years.

Although these are the most controversial issues, in discussing them it is essential not to lose sight of the basic scope and thrust of Title IX:

- Nondiscrimination in admissions to educational institutions is at the heart of the Regulations; the only exceptions are those in the statute itself. The days of quotas or stiffer standards for female graduate school applicants are over--and should be over.
- The Regulations proscribe sex discrimination in employment at the elementary and secondary level for the first time, in addition to expanding coverage in higher education.

#### COMPLIANCE

The Title IX Regulation adopts Title VI compliance procedures on an interim basis. There is a reason for this:

Simultaneously with the publication of Title IX Regulations, we are also publishing a proposed regulation that calls for a consolidated enforcement approach to all of the Department's statutory civil rights responsibilities, Title IX, Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973 and other authorities.

This new approach will assure a more balanced and comprehensive effort. Our aim will be to focus HEW's enforcement machinery on the main, systemic forms of discrimination, and give priority attention to these, rather than follow an approach in which priorities are dictated by the morning's mail, and each complaint, whether specious or not, must be fully investigated, just because the complaint has been made. In practice, this means that the limited resources of the Department may be diluted by the need to investigate unsupported complaints, leaving really major forms of discrimination virtually unexamined.

Our new approach does not mean that we are going to stop considering information from individuals or groups that concerns noncompliance. It does mean that this information will be used by our Office for Civil Rights to help us determine enforcement priorities and guide the direction of our compliance reviews.



MEN'S INTERCOLLEGIATE ATHLETICS  
 OPERATING BUDGETS, 1975-'76

1975 - 76

SPORT	SEG. FEE BUDGET	REVENUE	TOTAL BUDGET	CONTESTS	PARTICIPANTS	SPECTATORS	COACHES
Baseball	\$ 4300.00		\$ 4300.00	29	39	3700	1
Basketball	5800.00	\$4000.00	9800.00	25	22	46000	2
Cross Country	1150.00		1150.00	10	24	370	1
Football	6000.00	11000.00	17000.00	10	138	36500	4
Golf	1600.00		1600.00	9	10	180	1
Gymnastics	3800.00		3800.00	14	17	6600	1
Swimming	3100.00		3100.00	14	23	1500	1
Tennis	2300.00		2300.00	12	15	240	1
Track & Field	5600.00		5600.00	16	57	6400	2
Wrestling	2800.00		2800.00	17	29	6900	1
General Op.	7200.00	2300.00	9500.00				
Ath. Injury	4000.00		4000.00				
<b>TOTALS</b>	<b>\$47650.00</b>	<b>\$17300.00</b>	<b>\$60950.00</b>	<b>156</b>	<b>374</b>	<b>108390</b>	<b>15</b>



WOMEN'S INTERCOLLEGIATE ATHLETICS  
OPERATING BUDGETS, 1973-76

1975 - 76

SPORT	SEC. FEE BUDGET	REVENUE	TOTAL BUDGET	CONTESTS	PARTICIPANTS	SPECTATORS	COACHES
Badminton	\$ 1092.00		\$ 1092.00	6	11	120	1
Basketball	2340.00		2340.00	13	40	1300	1
Postal Bowl	NO LONGER OFFERED						
Field Hockey	2061.00		2061.00	14	22	280	1
Gymnastics	2225.00		2225.00	8	17	600	1
Softball				2	15		1
Swimming	1723.00		1723.00	8	23	240	1
Tennis	1207.00		1207.00	12	25	240	1
Track & Field (also Cross Country)	2533.00		2533.00	7	30	210	1
Volleyball	2099.00		2099.00	11	22	440	1
General Op.	1686.00		1686.00				
TOTALS	\$16975.00		\$16975.00	81	205	3430	9

Most of the spectators were students

There are no records prior to the 1975 - 76 season to show the number of spectators.



JAN 17 1977

MEN'S INTERCOLLEGIATE ATHLETICS

1976-77 Budget Report

I. GPR Budget

A. Faculty (3.90 FTE)	\$ 67,747
B. Classified (2.80 FTE)	28,983
C. Student Assistants	2,577
D. Non-Personnel	4,125
E. Total	<u>\$103,432</u>

II. Operating Budget

A. Allocations Committee	39,000
B. Estimated Income	23,819
C. Estimated Total	<u>\$ 62,819</u>

III. Total Budget	\$166,882
-------------------	-----------



WOMEN'S INTERCOLLEGIATE ATHLETICS  
1976-77 Budget Report

I. GPR Budget

A. Faculty (2.10 FTE)	34,063.00
B. Classified	4,731.00
C. Student Assistants.	1,000.00
D. Non-Personnel	45.00
E. Total	<u>39,839.00</u>

II. Operating Budget

A. Allocations Committee	22,000.00
B. Estimated Income	
C. Estimated Total	<u>22,000.00</u>

III. Total Budget

61,839.00



Yours copy

001-8-1979

FILEDated from XEROX  
DESKlly be exDRAFTREPLY

1520 Van Hise Hall successfully requested funds in other areas of federally  
1220 Linden Drive action requirements. Most noticeable is the Minority-  
Madison, WI 53706 and the matter of access for the handicapped. While we  
can document how the campus has responded to these requirements in an additive  
Dear Gene: Legislature has also been noticeably responsive.

Partnerships 15

Attachment: Report

**News Center**

The reason for this letter is to propose that the University of Wisconsin System also take this stand and that we give consideration to the development of a budget request to the Legislature to gain their support. I am not certain if other campus units in the System have reviewed this, yet. Generally, I believe that there will be a requirement equal to approximately .75 FTE to 1.00 FTE per campus unit in the University Cluster to gain compliance. Obviously, the situation will vary. However, we did not feel it appropriate or desirable to gain compliance to Title IX requirements by reducing the men's program. This manner of gaining compliance has the impact of denying the emerging women athletes access to these programs as well as reducing our men's program. Negative compliance.



Mr. Gene Arnn  
October 4, 1979  
Page 2



Positions are not all that is involved. Historic funding relationships are involved in access to qualified trainers, availability of clerical support, and support in many different ways. Also involved is the added stress on program support from already strained budgets provided through segregated fees. The time period required before the women's program can realistically be expected to generate revenue from ticket sales will be lengthy. Indeed, in the first few years undesirable. To us this has meant that, under the provisions of Regent policy, we will have to supplement that program support with scarce GPR dollars.

The System has successfully requested funds in other areas of federally mandated affirmative action requirements. Most noticeable is the Minority-Disadvantaged Program and the matter of access for the handicapped. While we can document how the campus has responded to these requirements in an additive manner, the Legislature has also been noticeably responsive.

SUBJECT: IAC Recommendations Regarding Title IX Compliance

I hope the attachment is somewhat explanatory of the issues involved and that the System could prevail upon the Legislature for the added fiscal support. If you need further information, please let me know. a summary of your Title IX compliance recommendations, reactions of Assistant Chancellor Smith, implementation dates, and my

Sincerely yours,

The report of the IAC, the response of the Assistant Chancellor for Student Programs and Services, the reactions of OSA, and the representations of Joel C. Edson, Executive Director, Budgets/Controller is particularly indebted to Professor Gene Dreckirah for his very professional demeanor and hard work during months of deliberation. Congratulations and very high regard to all concerned. The results of the University's athletic programs not only more representative, but more effective.

JCE/js

Attachment: Report

cc: ✓ Chancellor Penson  
Asst. Chancellor Smith  
Reuben Lorenz  
Doug Osterheld

CC: Oshkosh Student Association  
Student Allocations Committee  
Assistant Chancellor Balliett  
Assistant Chancellor Smith  
Director of University Budgets Edson

RECEIVED

OCT 4 1979

DIRECTOR OF UNIVERSITY BUDGETS



TO: Intercollegiate Athletic Committee      Assistant Chancellor Balliett  
 Oshkosh Student Association      Assistant Chancellor Smith  
 Student Allocations Committee      Director of University Budgets, Edson

October 3, 1979  
 1 of 5 pages

FROM: Chancellor Penson

SUBJECT: IAC Recommendations Regarding Title IX Compliance

Committee Recommendation	Reaction of Asst. Chancellor Smith	Year of Implementation	Projected Cost/Year	Chancellor's Response
1. That a coach for women's varsity softball be hired as soon as feasible in order to meet the obligation of sponsoring women's softball beginning in the Spring of 1979	The current LTE position should be replaced this year with appropriate FTE allocation, and advertising for the position should begin as soon as possible.	1979-80	\$1500-\$2000 + .25 FTE	Agree. Assistant Chancellor to implement as soon as possible.
2. That a coach for women's JV basketball be hired to provide a JV basketball team beginning with the 1978-79 season	Implement as soon as a well defined program for women's JV basketball is developed and approved by the IAC, but no later than 1980-81.	1979-80	\$1000-\$1500 + .17 FTE	Agree.
3. That a coach be hired to provide a JV women's volleyball team, beginning with the 1979-80 season	Implement for the 1980-81 season, since the 1979-80 season is already underway.	1980-81	\$1000-\$1500 + .17 FTE	Agree.
4. That arrangements be instituted to provide an assistant coach for women's track and field	Implement for 1979-80 school year.	1979-80	\$1000-\$1500 + .17 FTE	Agree.
5. That locker room, shower, and toilet facilities be made available to women's teams who practice or compete at the Titan Stadium complex	Attempt to reintroduce this project into the approval cycle as soon as possible, and as an alternative, seek to make necessary modifications to existing facilities to serve both sexes.	1980-81	Unknown	Assistant Chancellor Balliett is seeking cost estimates, meanwhile.



## IAC Recommendations Regarding Title IX Compliance

Page two

Committee Recommendation	Reaction of Asst. Chancellor Smith	Year of Implementation	Projected Cost/Year	Chancellor's Response
6. That additional student assistant funds be made available to hire students to assist in equipment management for the women's program	Implement immediately, with the proviso that a study be made of the amount FTE in Health & Physical Education currently being used by athletics and transfer of that FTE be considered.	1979-80	\$1360 (\$4/hr @ 10 hrs/week)	Agree. \$4,470 was already allocated.
7. That arrangements, including possible additional FTE, be instituted to provide equitable trainer coverage for men's and women's programs	Implement as soon as possible by increasing the FTE available for the Trainer to .50 and assigning .25 FTE to each of the two programs.	1980-81	\$3957 + .25 FTE	Agree.
8. That the FTE allocation for the area of sports information be increased to effectively accommodate the needs of the entire program	That increased coverage be implemented as soon as possible by assignment of either graduate assistant funds or through an internship experience.	1979-80	\$3668 (graduate assistant)	Agree. Graduate assistant or interns can provide the needed coverage.
9. That the Sports Information Director continue to provide specific procedures to be used by the coaches in providing information for news releases, <u>and</u>  That a workshop conducted by the Sports Information Director be held early each Fall semester to review publicity and promotional procedures	The Sports Information Director should develop a specific written plan to implement these two recommendations, have that plan approved by the respective Directors of Athletics, and submit it to the Asst. Chancellor/Student Programs and Services by the end of the 1st semester, 1979-80	1979-80	Unknown	Agree. Suggest that two journalism majors be sought to provide assistance.



Committee Recommendation	Reaction of Asst. Chancellor Smith	Year of Implementation	Projected Cost/Year	Chancellor's Response
10. That, as vacancies occur in coaching, cooperative efforts be made with appropriate units on campus to create full-time positions	Implement immediately. The Directors of Athletics should be prepared to make such efforts whenever coaching vacancies occur.	1979-80	None	Strongly agree. This is essential if we are to move into the future effectively.
11. Undertake an analysis of the position of the Director of Women's Inter-collegiate Athletics to determine if the FTE allocated is appropriate	A study by a consultant chosen by the Assistant Chancellor/Student Programs and Services be undertaken as soon as feasible.	1979-80	\$100-\$300 for study (additional costs would depend upon outcome)	Agree.
12. That 1) The Titan Booster Club be requested to amend its bylaws so its program benefits all student athletes; or 2) The women coaches (or any other group) organize a booster club for fund raising activities which would support recruiting and other endeavors of the women's program; or 3) UWO make available comparable funds to the women's program for recruiting purposes	Immediately implement #1. The other two recommendations are less attractive and could conceivably lead to less equity, not more.	1979-80	No Cost	1. Agree 2. Agree with Assistant Chancellor Smith. We are all going to be Titans, one Booster Club will do it. The economy of scale for two organizations--their recognition, their publicity, their costs of operation--make it advisable to be thankful for one organization. 3. UWO can not use funds for recruiting purposes without committing an impropriety. We can and will seek such help from the Titan Boosters.



IAC Recommendations Regarding Title IX Compliance  
Page four

Committee Recommendation	Reaction of Asst. Chancellor Smith	Year of Implementation	Projected Cost/Year	Chancellor's Response
13. That the IAC study the awards systems and awards criteria for the men's and women's programs and make recommendations which would eliminate the inequities in the opportunities for student athletes to receive awards and recognitions	The Asst. Chancellor should immediately direct the IAC to undertake such a study and report recommendations no later than April 1, 1980, to allow sufficient lead-time for implementation in 1980-81.	1979-80	No Cost	Agree.
14. That the officers of the campus "O" Club send a letter to the Athletic Directors of the Men's and Women's programs which states that both male and female letter winners are eligible to join the campus "O" Club, and that the Athletic Directors channel this information to all their coaches who will inform the student athletes	Implement immediately. As a student organization registered with the University, "O" Club may not discriminate upon the basis of sex.	1979-80	No Cost	Agree.
15. That the University assume the obligation of telephone expenses for the women's program through GPR funding	Implement immediately.	1979-80	\$1050	Agree; pronto.
16. That the University provide funding and support for a permanent secretarial position (1.0 FTE) for the women's program	I cannot support this recommendation, but do recommend funding and support for the .50 FTE recommended by the Personnel Office study. However, because the program is growing, I recommend that a re-audit be undertaken in the Spring of 1981. Until that time, a phone switchover be used when the office is not staffed and calls be covered in the Albee HPER office.	1979-80	+ .50 FTE	For the moment, .50 FTE will have to suffice, Women's Athletics does not yet have the full volume of activity or the ticket sales of Men's Athletics. Any further assignment of staffing FTE will require reallocation at a time when we are obligated to reduce staff.