

were asked to indicate those activities they were interested in participating in and also to indicate what level of participation (club, intramural, class, recreational, varsity, etc.) they desired.

The tables below show some of the aggregate level data for both men and women students for various levels of participation.

TABLE 1. Aggregate Responses By Level Of Participation, Men And Women.

<u>Level of Participation</u>	<u>Total Responses</u>	
	<u>Men</u>	<u>Women</u>
Varsity	1852	1941
Recreational	3188	4114
Club	1195	2284
Intramural	1777	2454
Class	2736	3703
Total	10,688	14,496

Note: The definition of each level of participation is provided in the questionnaire at the end of the report. It should be noted that each student completing the questionnaire was permitted to indicate an interest in as many athletic activities as he/she was interested in.

In examining the data from the interest survey, one conclusion that the Committee quickly came to was that the students at William and Mary are very interested in participating in athletic activities, at all levels. At the present time, the athletic program at the College provides opportunities for men to participate in all sports except boxing and field hockey. All sports

except squash, wrestling, racketball, handball, cross country, indoors track, football, boxing, and baseball are available to women at some level of organized participation. The questionnaire also asked each respondent to sign his/her name. This was done to enable the Men's and Women's Athletic Programs to "follow-up" indicated interests in various sports, determine the seriousness of the students expressing an interest, attempt to determine the level of their abilities, and consider the possibility of developing programs to meet existing needs. Information gathered from the questionnaire will be used in this manner during the coming academic year. It is hoped that a plan can be developed to "accommodate effectively the interests and abilities of both sexes" as soon as possible, and certainly no later than July 21, 1978.

The full results of the interest survey are included at the end of this report. The Committee felt that the survey was effective in reaching a large segment of the College community. Graduate students were surveyed through their respective departments or schools. A breakdown of the sample representation is shown below in Table 2.

TABLE 2. Sample Breakdown For Interest Survey (Jan. 1976).

	<u>n*</u>	<u>Total Enrollment</u>	<u>Percent Sampled</u>
Freshmen	586	1138	51.5
Sophomores	575	1173	49.0
Juniors	526	953	55.2
Seniors	486	1036	46.9
Graduate	61	466	13.1
Total	2234	4766	46.9

\*Head count for full-time students.

Provision of Equipment and Supplies, Locker Rooms, Practice and Competitive Facilities

Equipment And Supplies

Tables three and four are compilations of expenditures for supplies and equipment for men and women's sports for 1973-74, 1974-75 and budget authorizations for 1975-76. The tables also include the number of participants and the number of events. Expenditures (budget for 75-76) for women as a percentage of that for men were 13.4% (73-74), 15.6% (74-75) and 23.2% (75-76). Participation for women as a percentage of that for men for those three years was 57.6%, 61% and 64.3%. Events for women as a percentage of that for men were 57.7%, 60% and 86% respectively.

(SEE TABLES 3 AND 4)

The bulk of the expenditures for men's sports were for football and basketball. If they were eliminated, expenditures for the two groups would have been roughly equal. What should or must be done in that respect is a conclusion that prevades the entire study and, for that reason, the Committee expresses no opinion and makes no recommendation.

Facilities

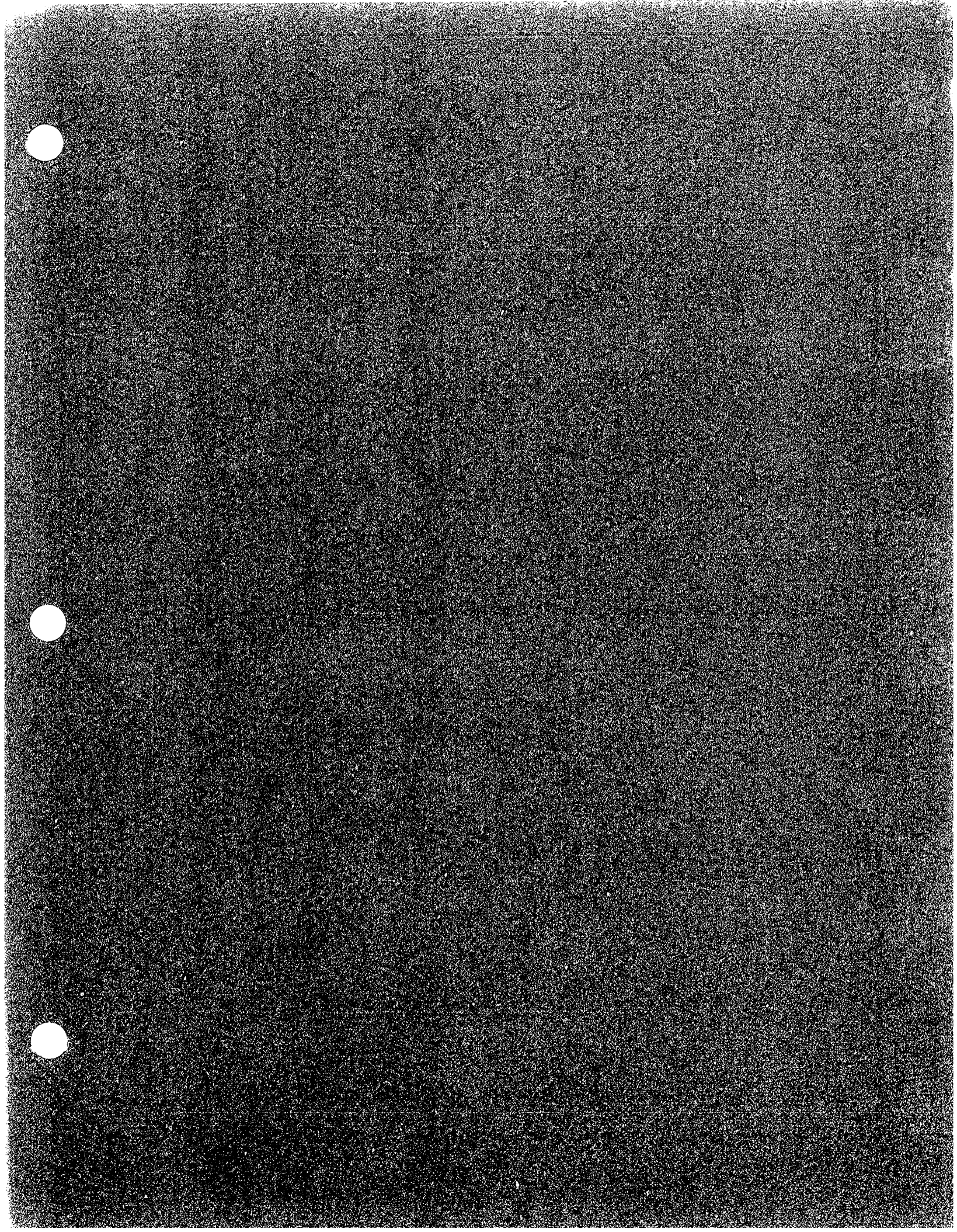
Table 5 presents a breakdown of athletic facilities, indicating whether they are used primarily by the men's or women's athletic program. When a facility in Table 5 is listed as "men" or "women" it means only that they have first priority in scheduling. Facilities are not used solely by men or women.

TABLE 5. Athletic Facilities For Men and Women

<u>Facility</u>	<u>Indoor</u>	
	<u>Men's</u>	<u>Women's</u>
Multi-purpose indoor facility*	6	1
Dance studio		1
Pools	1	1
Sauna	1	
Wrestling room	1	
Gymnastics room	1	
Weight room	3	
Handball courts	2	
Class rooms	4	2
Offices	20	11
Conference/lounge rooms	3	2
Equipment rooms	7	3
Equipment building (small)	1	1
Locker rooms	13	4
	<u>Outdoor</u>	
Tennis courts		6
Fields - multi-purpose	9**	4
Track	1	
Hardtop, multi-purpose area	1	
Tennis backboard		1

\*Spaces used by a variety of activities such as basketball, track, golf, etc.

\*\*Three of these belong to Eastern State Hospital



WOMEN'S SPORTS

1973-74

TABLE 3. SUPPLIES AND EQUIPMENT EXPENDITURES (WOMEN)

1974-75

1975-76 (Budget)

	1973-74			1974-75			Amount	1975-76 (Budget)	
	Expenditures	Participants	# of Events	Expenditures	Participants	# of Events		Participants	# of Events
Football									
Basketball	\$ 33.74	21	23	\$ 685.80	20	21	\$1046.00	24	21
Badminton	0.00	28	6	0.00	30	2	140.00	15	14*
Baseball									
Fencing	238.70	7	8	427.95	15	6	794.00	15	13
Field Hockey	903.84	44	27	0.00	40	25	290.00	40	35
Golf	208.48	6	16	137.25	15	14	208.00	14	16
Gymnastics	0.00	0	0	0.00	6	3	1382.00	12	10
Lacrosse	352.78	31	16	478.47	43	29	600.00	50	29
Netball	637.06	33	5	981.39	35	8	748.00	35	10
Orchestr	1086.05	28	3	1318.90	28	3	763.00	25	7
Riflery									
Soccer									
Swimming and Diving	731.36	26	11	176.75	25	12	845.00	35	13
Tennis	188.40	24	17	821.60	20	19	803.00	18	32
Track and Cross Country	0.00	0	0	0.00	12	3	500.00	25	6
Volleyball	25.83	21	11	14.40	18	8	525.00	18	17
Wrestling									
Totals	\$4405.84	289	143	\$5042.51	307	153	\$8644.00	326	218

MEN'S SPORTS

TABLE 4. SUPPLIES AND EQUIPMENT EXPENDITURES (MEN)

	1973-74			1974-75			1975-76 (Budget)		
	Expenditures	Participants	# of Events	Expenditures	Participants	# of Events	Amount	Participants	# of Events
Football	\$19270.24	90	16	\$19757.29	90	16	\$22700.00	90	17
Basketball	3194.67	16	28	1753.56	16	28	2850.00	14	28
Badminton									
Baseball	2047.34	25	30	2005.72	25	30	2550.00	25	42
Fencing	440.74	30	10	306.35	30	9	650.00	30	15
Field Hockey									
Golf	561.63	12	14	809.30	12	14	700.00	12	22
Gymnastics	189.37	21	12	255.37	21	13	600.00	21	15
Lacrosse	621.36	35	11	968.98	35	13	1100.00	35	14
Mermettes									
Orchesis									
Riflery	191.49	22	10	0.00	22	12	500.00	22	12
Soccer	510.37	25	16	670.89	25	17	1000.00	25	18
Swimming and Diving	1150.10	20	13	431.88	20	18	500.00	30	18
Tennis	1017.95	15	24	581.46	15	20	650.00	15	26
Track and Cross Country	2792.78	150	44	3321.23	150	44	2350.00	60*	34
Volleyball									
Wrestling	961.66	41	20	1485.49	41	20	1100.00	41	20
TOTALS	\$32949.70	502	248	\$32347.52	502	254	\$37250.00	420	281

(SEE TABLE 5)

Men and women's Physical Education and Intercollegiate programs are comparable in size. Men's Intramurals are more extensive than the women's program.



Most of our facilities are multi-purpose and for the most part inadequate for the type programs we have at William and Mary. It is impossible to expand present programs and introduce new programs with the facilities we now have. It should also be noted that with the exception of William and Mary Hall and possibly Cary Stadium, the facilities are of poor quality. In the case of the outdoor facilities, this poor quality is caused by the multi-purpose use and too much use. For example, the field behind Cary is used for football practice, baseball practice and games, hammer throwing, and a football parking lot. If grass is expected to grow, the fields need a certain amount of rest.

In the opinion of the Committee the following are needed to equalize distribution of facilities:

(1) One large indoor space which would be available on a first priority basis to women for P. E. classes, intramurals and varsity practices;

(2) A field on which women's intramurals can be scheduled during the fall and spring. Currently the only space available is in front of Yates Dormitory and it is not large enough for most of the women's intramural programs.

Provision of Medical and Training Facilities and Services; Housing and Dining Facilities; Sports Publicity

The Committee's findings in the areas listed above can be best summarized by the following statements:

(1) The Housing Office treats men and women athletes according to the policies which govern its treatment of all students. We recognize that the student body at large regularly takes issue with this treatment. However, it does not seem to matter much which dormitories are assigned to which sex, there is always some group ready to cry "discrimination." For our purposes we may consider the policies of the housing office to be reasonable under the terms of Title IX.

(2) Similarly, the treatment of the food service people seems reasonable. The fact that a training table is provided for football players is acceptable in light of the fact that such a table could be provided for any group which could afford it. The fact that only the football team can afford the service is a part of a different, much larger problem and reflects in no way the policies of the food service itself.

(3) The Men's Intercollegiate Athletic office retains the full time services of a trainer and provides equipment and supplies for this person. The women's athletic program has no such service and benefits only incidentally from the presence of the men's trainer. Given the obvious medical need for training services, this represents a serious inequity.

(4) The Men's Intercollegiate Athletic office retains the full time services of a Sports Information Director. The women's program lacks a publicity person and does not benefit in any way from the presence of the men's publicity office.

The Committee suggests two possible remedies for the discrepancies noted in (3) and (4):

(A) Rewrite the job descriptions of the trainer and Sports Information Director in such a way as to assure reasonable services for women.

(B) Place the trainer in the Student Health Services Office and distribute his services according to policies which govern that office. Place the Sports Information Director in the William and Mary Information Services office and distribute his services according to policies which govern that office.

The Committee does not see (A) as a viable remedy for two reasons. First, it seems unreasonable to us to expect the Director of Men's Intercollegiate Athletics to donate to the women's program services and facilities for which he is paying. Second, and more important, we feel the only viable, long term solution to the problem of inequitable supply of services lies in controlling the distribution of those services through offices which bear the same relationship to the women's program as they do to the men's.

Thus, our feeling is that if the College wants services supplied equitably, it must alter significantly the current administrative structures and adopt some plan like recommendation (B). Such an adoption would have the effect of placing the College in a legally defensible position regarding the distribution of these services.

The Nature and Extent of the Opportunity to Receive Coaching and Academic Tutoring: The Assignment and Compensation of Coaches and Tutors.

For the purpose of this report the nature and extent of the opportunity to receive coaching and academic tutors is defined in terms of those students presently participating in intercollegiate athletic programs.

The number of participants in men's intercollegiate athletics in 1975-76 as shown in Table 6, sport by sport, number 420. The number of participants

in the women's intercollegiate program (See Table 7) totals 326.

(SEE TABLES 6 AND 7)

The nature of the opportunity for students to be coached is reflected in the number of coaches per participant. Including all men's sports the average is one coach per twenty-two participants. The revenue producing sports have a ratio of one to nine while the non-revenue sports have one coach to twenty-five players. In the non-revenue producing sports the same man coaches soccer and lacrosse, making 12 the total number of coaches in that program. In the women's intercollegiate activities the ratio is one to seventeen. There are fourteen coaches, three of whom coach two sports, and one who coaches three.

Indices of the extent of the opportunity to be coached are the number of hours per day, the number of days per week, and the number of weeks that are available for coaching. The men average 3, 5.5, and 18 respectively and the women 2, 4, and 17.

Of the 746 students participating in men's and women's athletics, five receive academic tutoring. These five are men who participate in the revenue producing sports.

Viewed as whole programs the men's and women's intercollegiate sports provide comparable opportunities to participants to be coached and comparable amounts of time to receive coaching. The fact that the men's sports seasons are slightly longer, and game schedules often heavier, are factors that may amount for the higher average number of hours per day and greater number of days per week utilized in coaching.

TABLE 6. Men's Athletic Program: Participants and Coaches by Activity.

MEN'S SPORTS 1975-76	Number of Participants	Number of Coaches	Ratio, Coaches to Participants	Number of Hours Per day Coached	Number of Days Per week Coached	Number of Weeks in Sports Season
Football	90	7	1/13	3	6	18
Basketball	14	3	1/5	3	6	21
Badminton						
Baseball	25	1	1/25	2	6	20
Fencing	30	1	1/30	2	5	26
Field Hockey						
Golf	12	1	1/12	3	3	20
Gymnastics	21	1	1/21	2.5	5	30
Lacrosse	35	1	1/35	4	6	12
Mermettes						
Orchesis						
Riflery	22	1	1/22	2	5	20
Soccer	25	1	1/25	4	6	12
Swimming & Diving	30	2	1/15	2	6	13
Tennis	15	1	1/15	2	5	20
Track, Indoor Track, and Cross Country	60	2	1/30	3.5	6	30
Volleyball						
Wrestling	41	1	1/41	3	6	32
Total	420	Total *23	Aver. 1/23	Aver. 3	Aver. 5.5	Aver. 18
Totals of Revenue Producing Sports	104	10	Aver. 1/9	Aver.	Aver. 6	Aver. 18
Totals of Non-Revenue Producing Sports	316	13	Aver. 1/25	Aver. 3	Aver. 5	Aver. 18

\*22 people, as one coach coaches two sports.

TABLE 7. Women's Athletic Program: Participants and Coaches by Activity.

WOMEN'S SPORTS 1975-76	Number of Participants	Number of Coaches	Ratio, Coaches to Participants	Number of Hours Per Day Coaches	Number of Days Per Week Coaches	Number of Weeks in Sport Season
Football						
Basketball	24	2	1/12	2	5	12+
Badminton	15	1	1/15	2.5	2	13
Baseball						
Fencing	15	1	1/15	2	5	26
Field Hockey	40	2	1/20	2	5	11
Golf	14	1	1/14	3	4	14
Gymnastics	12	1	1/12	2	5	20
Lacrosse	50	2	1/25	2	5	12
Mermettes	35	1	1/35	2	2	24
Orchesis	25	2	1/13	3.5	3	25
Riflery						
Soccer						
Swimming & Diving	35	2	1/18	1.25	4	18
Tennis	18	2	1/9	2	5	22
Track & Cross Country	25	1	1/25	2	5	8
Volleyball	18	1	1/18	2	5	12
Wrestling						
Total	326	*19	Av. 1/17	Av. 2	Av. 4	Av. 17

\*14 people, as three people coach two sports and one coaches three

In examining the compensation of coaches in the men's and women's athletic programs the Committee attempted to distinguish between salaries paid out of the athletic budget versus the instructional budget.

OMITTED DUE TO THE CONFIDENTIAL NATURE  
OF THE DATA (SALARIES). THIS INFORMATION  
IS AVAILABLE ON A NEED TO KNOW BASIS IN  
THE AA/EEO OFFICE.

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OF THE DATA (SALARIES). THIS INFORMATION  
IS AVAILABLE ON A NEED TO KNOW BASIS IN  
THE AA/EEO OFFICE.

The Scheduling of Games and Practice Time; Provision of Travel and Per  
Diem Expenses.

Title IX guidelines suggest that compliance be measured by an "equal opportunity" rather than "equal aggregate expenditures" by sex; the scheduling of games and practices and the travel and per diem allowances are two areas used to evaluate the "equal opportunity" requirement.

(1) Observed differences by sex in game and practice schedules appear to be a function of

(a) The nature of the men's and women's program and

(b) The athletic facilities currently available at the College.

Some sex-related bias may result from the allocation of existing facilities; thus any evaluation of the scheduling of games and practices should be done in light of the subcommittee report on facilities. Scheduling is merely a utilization of allocated times and space.



Secondly, the men's athletic program, as currently organized, requires participation to be conference-specific as opposed to region-specific events for the women's program. These differences could result in observed inequalities of games or practice by sex, yet without any deliberate discrimination. In addition, the scheduling of games is a function of money budgeted in general for the two programs. The games scheduled are directly related to the expenditures allocated for such purposes; games are a function of funds available and not, in and of themselves, the cause, but rather the result, of other inequalities.

Finally, the availability of facilities has forced a reduction in the scope and magnitude of programs, but this constraint has been felt in both men's and women's programs and is not obviously sex-related. The current shortage of tennis courts (within two years the number will increase from 6 to 12-16 courts), for example, has meant both women's and men's tennis have been less ambitious and less extensive than the widespread interest would warrant. Practice times have been limited for both programs.

(2) In 1973-74, approximately \$29,000 was spent on game expenses (travel, lodging, and meals) for the men's program in non-revenue sports compared with \$5,800 for the women's program. The figures for 1974-75 are \$33,000 and \$8,600, respectively. The 1975-76 budget will narrow these differences substantially. However, even the observed disparities for the last two fiscal years cannot be directly interpreted as non-compliance vis-a-vis Title IX requirements. First of all, travel and per diem allowances are a function of

(a) the number of games scheduled,

(b) the distances involved, and

(c) the feasibility of combination trips  
(a tour, etc.).

As mentioned earlier, the men's program is (until the current conference affiliation is void) constrained in the number, location and scheduling of games. It is difficult to make comparisons between expenditures for the two programs. Attached sheets indicate the aggregate breakdown for 1973-74 and 1974-75.

Secondly, there is discretion in both the men's and women's program as to how general budgetary items are allocated. In the men's program, for example, a coach may switch some funds from one purpose to another as long as the total amount budgeted for that sport is not exceeded.

Respectfully submitted:

Joy M. Archer  
Bernard Carnevale  
Deborah G. Hartley  
Edward Jones  
Gary Kreps  
Richard Prosl  
Allen Sanderson  
Richard Walck  
Mildred B. West  
John Willis  
Lawrence S. Beckhouse, Chairman

WOMEN'S INTERCOLLEGIATE SPORTS  
PROVISION OF MEALS, LODGING AND TRANSPORTATION

SPORT	1973-74				1974-75								
	TOTAL BUDGET	TOTAL MEALS	AVERAGE PER PERSON	TOTAL LODGING	TOTAL TRANSPORTATION	TOTAL BUDGET	TOTAL MEALS	TOTAL LODGING	TOTAL TRANSPORTATION				
ADMINISTRATION	466.03	36.37	2.02	56.16	9.36	358.00 air fare Nat'l's.	119.33	74.73	0	0	0	0	
BASKETBALL	1288.33	252.57	1.91	119.76	3.12	116.99	1.65	2213.26	116.78	2.02	166.40	7.18	446.00
FENCING	442.94	56.77	2.84	50.06	5.06	109.80	6.86	681.04	88.77	1.85	0	0	199.70
GOLF	1367.79	167.49	1.48	107.81	9.48	305.90	6.80	1807.45	321.01	2.16	170.72	5.04	314.90
HOCKEY	1507.82	135.60	1.32	193.44	4.52	197.36	4.29	2166.23	426.34	1.63	497.13	6.08	601.05
LACROSSE	1645.95	162.57	1.00	265.43	5.54	283.39	3.18	2703.66	451.62	2.10	480.48	7.38	104.15
PERCYTTES	1435.47	299.00	2.15	294.32	8.00	127.70	5.33	1476.60	166.46	2.73	157.00	5.25	88.30
SWIMMING	1906.42	401.91	2.05	477.34	4.79	197.81	3.53	3375.75	506.21	1.87	305.49	8.00	1696.98
TENNIS	1582.08	225.58	2.00	152.88	7.25	140.52	2.42	1836.91	195.99	2.18	163.98	7.81	72.07
VOLLEYBALL	765.34	147.62	1.35	66.00	6.60	277.02	3.74	653.48	180.42	1.49	160.06	6.16	94.20
TRACK								98.67	29.16	1.82	0	0	69.61
TOTALS	12,408.17	1895.48	1.81	1813.20	6.37	2114.49	15.71	17,120.78	2785.76	1.99	2101.26	6.61	3686.96

{ 5.43 }  
{ per }  
{ item }

{ 5.97 }  
{ per }  
{ item }

SPORT	BUDGET ITEMS	1973-74	1973-74	1973-74	1974-75	1974-75	1974-75	1975-76
		# OF EVENTS	BUDGET	ACTUAL EXPENDITURES	# OF EVENTS	BUDGET	ACTUAL EXPENDITURES	BUDGET
Gymnastics (21)	Awards	12	150.00	167.70	13	150.00	151.00	150.00
	Equipment		400.00	189.37		600.00	255.37	600.00
	Meet Expense		1,050.00	1,267.69		1,250.00	2,060.18	1,350.00
	Total Gymnastics		1,600.00	1,624.76		2,000.00	2,466.55	2,100.00
Lacrosse (35)	Awards	11	200.00	327.35	13	250.00	490.75	250.00
	Equipment		1,000.00	621.36		1,100.00	968.98	1,100.00
	Meet Expense		1,500.00	1,753.88		1,650.00	2,204.39	1,800.00
	Total Lacrosse		2,700.00	2,702.59		3,000.00	3,664.12	3,150.00
Rifle (22)	Awards	10	100.00	327.40	12	150.00	26.50	150.00
	Equipment		500.00	191.49		500.00		500.00
	Match Expense		800.00	381.01		900.00	1,357.79	1,000.00
	Total Rifle		1,400.00	899.90		1,550.00	1,384.29	1,650.00
Soccer (25)	Awards	16	150.00	437.25	17	150.00	264.25	150.00
	Equipment		1,000.00	510.37		1,000.00	670.89	1,000.00
	Game Expense		1,450.00	1,935.31		1,600.00	1,840.48	1,750.00
	Total Soccer		2,600.00	2,882.93		2,750.00	2,775.62	2,900.00
Swimming (20)	Awards	13	200.00	271.50	18	200.00	192.75	200.00
	Equipment		400.00	1,150.10		500.00	431.88	500.00
	Meet Expense		2,100.00	2,132.03		2,200.00	2,328.65	2,350.00
	Total Swimming		2,700.00	3,553.63		2,900.00	2,953.29	3,050.00
Tennis (15)	Awards	24	100.00	187.65	20	150.00	204.00	150.00
	Equipment		600.00	1,017.95		650.00	581.86	650.00
	Match Expense		1,300.00	1,197.71		1,400.00	1,329.74	1,500.00
	Total Tennis		2,000.00	2,403.34		2,200.00	2,115.60	2,300.00
Track (30) #	Awards	10 #	300.00	478.20	10 #	400.00	302.00	400.00
	Equipment	17 ##	1,700.00	2,792.78	17 ##	1,800.00	3,321.22	2,350.00
	Meet Expense	17 ###	8,000.00	11,187.42	17 ###	8,800.00	11,005.60	8,800.00
	Total Track		10,000.00	14,458.40		11,000.00	14,628.83	11,550.00