

LINFIELD COLLEGE

ATHLETIC DEPARTMENT

Reporting of Institutional Data for the

NCAA Gender Equity Survey

Equity in Athletics Disclosure Act
(EADA)

October 2002

HIGHER EDUCATION ACT REPORTING							
Reporting of Institutional Information Concerning Intercollegiate Athletics Programs							
All coeducational institutions of higher education that participate in any Federal student financial aid program (Federal Pell, Federal SEOG, and Federal SSIG Grants; Federal Work Study; and Federal Family Education, Federal Perkins, and William D. Ford Federal Direct Loans) and have intercollegiate athletics programs must provide information concerning their intercollegiate athletics programs under the Equity in Athletics Disclosure Act of 1994, Section 485g of the Higher Education Act of 1965, 20 U. S. C. 1092.							
This act and accompanying Federal regulations require that the following information, based on the previous reporting year, be available for inspection by students, prospective students, and the public by October 15 each year.							
An institution may use this or any format to disclose this information.							

Name of Reporting Institution:		Linfield College				
Information for the Reporting Year:		Beginning:	July	, 2001	Ending:	June , 2002
Number of Undergraduates (i.e.; full-time, baccalaureate, degree-seeking students) by Gender:						
<i>(Use fall semester enrollment figures)</i>						
		Number		Percent		
	Male undergraduates:	704		44.6%		
	Female undergraduates:	875		55.4%		
	Total undergraduates:	1,579		100.0%		
Institutional Contact:						
	Primary Contact Person:	Scott Carnahan / Brenda Marshall				
	Signature:					
	Title:	Athletic Director / Title IX Officer				
	Telephone Number:	503-883-2229				
	FAX number:	503-883-2453				
	e-mail address:	scarnah@linfield.edu				
	Date completed:	15 October 2002				
Current Classification:						
NCAA Division	I-A		II	(with football)		
	I-AA		II	(without football)		
	I-AAA		III	(with football)	x	
			III	(without football)		

			Equity in Athletics Disclosure Act			
			TABLE 1 — ATHLETICS PARTICIPATION			

			Federal regulations require that the following information based on the previous reporting year, be available for inspection by students, prospective students, and the public by October 15 of each				

This table lists the number of participants by gender for each varsity team. According to the published federal regulations governing EADA reporting,

a participant is defined as a student-athlete who, as of the day of a varsity team's first scheduled contest —

(a) is listed by the institution on the varsity team's roster; or

(b) receives athletically related student aid; or

(c) practices with the varsity team and receives coaching from one or more varsity coaches.

Any student-athlete who satisfies one or more of these criteria is a participant, including a student on a team the institution designates or defines

as junior varsity, freshman, or novice, or a student withheld from competition to preserve eligibility (i.e., a redshirt academic, medical, or

other reasons.

Sport	Number of Participants		Number of Participants Participating on a Second Team		Number of Participants Participating on a Third Team	
	Men's Teams	Women's Teams	Men's Teams	Women's Teams	Men's Teams	Women's Teams
	1	2	3	4	5	6
Baseball	47		8			
Basketball	28	29	5	7	1	3
Fencing						
Field Hockey						
Football	120		30		14	
Golf	9	8	2	1		
Gymnastics						
Ice Hockey						
Lacrosse		18		7		1
Rifle						
Rowing						
Skiing						
Soccer	25	25	1	8		1
Softball		28				
Squash						
Swimming and Diving	15	24	1	1		
Synchronized Swimming						
Team Handball						
Tennis	12	22	1	3		1
Cross Country *	11	8	3	5	3	4
Indoor Track and Field *	32	20	31	17	18	7
Outdoor Track and	33	23	32	21	18	6

Baseball		1	1				
Basketball		1	1				
Fencing							
Field Hockey							
Football		1	1				
Golf		1	1				
Gymnastics							
Ice Hockey							
Lacrosse							
Rifle							
Rowing							
Skiing							
Soccer		1	1				
Softball							
Squash							
Swimming and Diving		1	1				
Synchronized Swimming							
Team Handball							
Tennis		1	1				
Track and Field, X-Country		1	1				
Volleyball							
Water Polo							
Wrestling							
Others							
Coaching Position Totals		8	8				

Equity in Athletics Disclosure Act

TABLE 2B --- HEAD COACHES ASSIGNMENTS WOMEN'S TEAMS

Federal regulations require that the following information based on the previous reporting year, be available for inspection by students, prospective students, and the public by October 15 of each

This table lists the number of head coaches assigned to each women's team, whether that coach is a male or female, whether that coach is assigned to that team on a full-time or part-time basis, and whether that coach is a full-time employee of the institution. The table includes paid coaches, volunteer coaches, interns, and graduate assistant coaches. For purposes of

this report, the term "Full Time Coaching Duties" means the individual's employment responsibilities at the institution are exclusively those as coach of that team, and only that team, and are consistent with the institution's definition of a full-time employee of the institution (e.g., 40 hours per week or more) or part-time employee of the institution (e.g., less than 40 hours per week). For purposes of this report, the term "Full Time University Employee" means the individual's overall employment responsibilities at the institution are consistent with the institution's definition of a full-time employee (e.g., 40 hours per week or more) although that individual may have responsibilities other than as coach of that team, either within the athletic department or another department of the institution. USE WHOLE NUMBERS ONLY.

Head Coaches of Women's Teams							
Sport	Male Coaches - Head Count				Female Coaches - Head Count		
	Full Time Coaching Duties	Part Time Coaching Duties	Full Time University Employee	Part Time University Employee or Volunteer	Full Time Coaching Duties	Part Time Coaching Duties	Full Time University Employee
Baseball							
Basketball						1	1
Fencing							
Field Hockey							
Football							
Golf		1		1			
Gymnastics							
Ice Hockey							
Lacrosse		1		1			
Rifle							
Rowing							
Skiing							
Soccer		1	1				
Softball		1	1				
Squash							
Swimming and Diving		1	1				
Synchronized Swimming							
Team Handball							
Tennis		1	1				
Track and Field, X-Country		1	1				
Volleyball		1		1			
Water Polo							
Wrestling							

Others							
Coaching Position Totals		8	5	3		1	1
Equity in Athletics Disclosure Act							
TABLE 3A --- ASSISTANT COACHES ASSIGNMENTS TEAMS							
Federal regulations require that the following information based on the previous reporting year, be available for inspection by students, prospective students, and the public by October 15 of each							

This table lists the number of assistant coaches assigned to each men's team, whether the coaches are male or female, whether they are assigned to that team on a full-time or part-time basis, and whether they are full-time employees of the institution. The table includes paid coaches, volunteer coaches, interns, and graduate assistant coaches. For purposes of this report, the term "Full Time Coaching Duties" means the individual's employment responsibilities at the institution are exclusively those as coach of that team, and only that team, and are consistent with the institution's definition of a full-time employee of the institution (e.g., 40 hours per week or more) or part-time employee of the institution (e.g., less than 40 hours per week). For purposes of this report, the term "Full Time University Employee" means the individual's overall employment responsibilities at the institution are consistent with the institution's definition of a full-time employee (e.g., 40 hours per week or more) although that individual may have responsibilities other than as coach of that team, either within the athletic department or another department of the institution. USE WHOLE NUMBERS ONLY.

Sport	Assistant Coaches of Men's Teams						
	Male Coaches - Head Count				Female Coaches - Head Count		
	Full Time Coaching Duties	Part Time Coaching Duties	Full Time University Employee	Part Time University Employee or Volunteer	Full Time Coaching Duties	Part Time Coaching Duties	Full Time University Employee
Baseball		6	1	5			
Basketball		5		5			
Fencing							
Field Hockey							

Football		19	3	16			
Golf							
Gymnastics							
Ice Hockey							
Lacrosse							
Rifle							
Rowing							
Skiing							
Soccer		2		2			
Softball							
Squash							
Swimming and Diving		1		1			
Synchronized Swimming							
Team Handball							
Tennis		2		2			
Track and Field, X-Country		5		5		1	
Volleyball							
Water Polo							
Wrestling							
Others							
Coaching Position Totals		40	4	36		1	

Equity in Athletics Disclosure Act

TABLE 3B --- ASSISTANT COACHES ASSIGNMENTS AND TEAMS

Federal regulations require that the following information based on the previous reporting year, be available for inspection by students, prospective students, and the public by October 15 of each

This table lists the number of assistant coaches assigned to each women's team, whether the coaches are male or whether they

are assigned to that team on a full-time or part-time basis, and whether they are full-time employees of the institution. The table

includes paid coaches, volunteer coaches, interns, and graduate assistant coaches. For purposes of this report, the term "Full Time

Coaching Duties" means the individual's employment responsibilities at the institution are exclusively those as coach of that team,

and only that team, and are consistent with the institution's definition of a full-time employee of the institution (e.g., 40 hours per week

or more) or part-time employee of the institution (e.g., less than 40 hours per week). For purposes of this report, the term "Full Time

University Employee" means the individual's overall employment responsibilities at the institution are

			TABLE 4 — OPERATING EXPENSES					
			Commonly known as Game-Day Expenses					
			Federal regulations require that the following information based on the previous reporting year, be available for inspection by students, prospective students, and the public by October 15 of each					
This table lists the total expense an institution incurs attributable to home, away, and neutral-site intercollegiate contests including team travel, lodging, and meals; uniforms and equipment; and officials.								
			Operating Expense		Per Capita Expenses			
Sport	Men's Teams	Women's Teams	Men's Teams	Women's Teams				
	1	2	3	4				
Baseball	32,970		701					
Basketball	46,513	27,231	1,661	939				
Fencing								
Field Hockey								
Football	55,179		460					
Golf	5,440	4,388	604	549				
Gymnastics								
Ice Hockey								
Lacrosse		15,438		858				
Rifle								
Rowing								
Skiing								
Soccer	21,061	21,061	842	842				
Softball		27,886		996				
Squash								
Swimming and Diving	12,026	12,026	802	501				
Synchronized Swimming								
Team Handball								
Tennis	14,956	14,956	1,246	680				
Track and Field, X-Country *	13,505	13,505	178	265				
Volleyball		18,102		724				
Water Polo								
Wrestling								
Others								
					ALL			

Total Operating Expense	\$201,650	\$154,593	\$607	\$672	\$356,243		
Percent of Total	56.6%	43.4%			100.0%		

* Per capita expense for "Track and Field, X-Country" determined using total number of participants for cross country, indoor track, and outdoor track.

Equity in Athletics Disclosure Act							
Federal regulations require that the following information based on the previous reporting year, be available for inspection by students, prospective students, and the public by October 15 of each year.							
TABLE 5 — RECRUITING EXPENDITURES							

This table lists the total institutional expenditures associated with recruiting for the teams. Costs include, but are not limited to: transportation, lodging, and meals for both recruits and institutional personnel engaged in men's and women's recruiting; expenditures for official and unofficial visits; and all other major expenses logically related to recruiting.

Recruiting Expenditures	Dollars	Percent of Total					
Men's Teams	\$26,585	64.1%					
Women's Teams	\$14,916	35.9%					
Total Recruiting Expenses	\$41,501	100.0%					
TABLE 6 — ATHLETICALLY RELATED STUDENT AID							

This table lists the total amount of athletically related student aid awarded men and women student-athletes. Athletically related student aid is aid awarded a student that requires the student to participate in an intercollegiate athletics. The average costs of a full grant-in-aid for in-state and out-of-state student-athletes are also listed.

Athletically Related Student Aid	Dollars	Percent of Total	Average Cost of Full Grant-In-Aid	Dollars
Awarded to Male Athletes			In-State	
Awarded to Female Athletes			Out-of-State	
Total Amount				

NOTE: NCAA Division III Institutions do not award athletically related student aid.

**TABLE 7 —
Revenues**

This table lists the total revenue attributable to specific teams for all men's teams and all women's teams. Revenue includes ticket sales; student activity fees; guarantees and options; contributions from alumni and others; state or government support; institutional support; post-season compensation; concessions; radio and television; special events; program sales and advertising; signage, sponsorships, and royalties; sports camps; and all other revenues intended for intercollegiate

Revenue Attributable to Specific Teams	Dollars	Percent of Total
Men's Teams	\$760,227	63.4%
Women's Teams	\$439,783	36.6%
Total Revenue	\$1,200,010	100.0%

Equity in Athletics Disclosure Act

Federal regulations require that the following information based on the previous reporting year, be available for inspection by students, prospective students, and the public by October 15 of each

TABLE 8 — HEAD COACHES SALARIES

This table lists the average annual institutional salary of the head coaches of the men's and women's teams. Volunteer head coaches and head coaches whose salaries are paid by entities other than this institution are excluded from this calculation. Average salaries are listed as dollars per full-time equivalency as well as dollars per actual number of coaching positions.

Average Salaries of Head Coaches	Dollars per FTE	FTE's	Dollars per Position	Number of Positions
Men's Teams	\$44,131	2.70	\$14,894	8
Women's Teams	\$33,331	3.10	\$11,481	9

TABLE 9 — ASSISTANT COACHES SALARIES

Equity in Athletics Disclosure Act

Federal regulations require that the following information, based on the previous reporting year, be available for inspection by students, prospective students, and the public by October 15 of each year.

The information contained in this report applies to the McMinnville Campus of Linfield College.

Table 1: Athletics Participation

Despite Linfield's attempts to increase participation in women's athletics and more accurately assess realistic goals for that participation, only women's track met or exceeded their squad goals during 2001-2002. Five of the women's sports, however, saw an increase in the number of women participating over the 2000-2001 academic year. In 2001-2002 Linfield's goal was to provide at least 270 competition spaces for women athletes. Table 1 records only the actual participation numbers (230). The difference between those two figures is 40; that is, 14.8% of the minimum projected number of opportunities for Linfield women to compete intercollegiately went unused. In other words, 85.2% of the minimum number of opportunities for women athletes were used in 2001-2002 resulting in an increase of 11.9% over the opportunities used in 2000-2001. The college continues to demonstrate its commitment to meeting the interests and abilities of women student athletes.

Worksheets 4 and 5, Table 7: Revenue Computation

As standard policy, Linfield sells tickets only for two men's teams (football and basketball) and one women's team (basketball). Proceeds from the sale of tickets at the gate (itemized in column 1 of Worksheets 4A and 5A), money generated by season ticket sales to alumni, and the portion of student fees covering a block of seats reserved for the student body (itemized in column 2 of Worksheets 4A and 5A) have all been included because they are revenues generated by the teams in question. But it is important to note that, while generated by specific teams, all proceeds from ticket sales for Linfield intercollegiate sports revert to the general fund for redistribution through the budget process across all teams, men's and women's alike. Hence ticket revenue is ultimately gender-neutral in its application to the athletic program. All revenues derived from concessions, program sales, and advertising also revert to the general fund and benefit men's and women's teams equally.

Tables 2 and 8: Head Coaches and Their Salaries.

The majority of the college's head coaches for men's and women's teams are full-time college faculty assigned to the Department of Health, Human Performance and Athletics. To determine the salaries for those coaches, the percentage of FTE devoted to coaching (based upon a comparison of load credits for coaching to a total load credit of 25 credits) was calculated first. Next, the

FTE percentage times a coach's total salary was calculated. It is important to note, however, that salaries for faculty members assigned coaching duties are computed on the basis of a faculty salary scale applied in the same manner for all faculty members, regardless of department. Length of service as a faculty member (not length of service as a coach) and faculty rank determine one's position on the salary step schedule. Consequently, a faculty member would receive the same salary whether or not that faculty member is a coach. That the average salary for men's head coaches is higher than that for women's head coaches is primarily a function of faculty longevity at the institution. That the head football coach has a higher load credit assigned than that assigned coaches in other sports also affects the calculation of average salaries.

In cases where a head coach is not on a faculty appointment but is instead an administrative employee, a base salary of \$28,000 has been used (the salary for an entry level administrator) and the previously described process of determining the percentage of coaching FTE as a means of identifying that individual's salary for coaching duties has been followed.

We would like to point out that when one puts head coaches' salaries determined in this way into a per capita equation of the kind operating in this report, one produces a distorted picture of the actual quality of coaching made available to women and men athletes. Whether individual coaches have been faculty members at Linfield for over a decade or merely a year or so has tremendous impact on their respective salary levels but not necessarily on the caliber of coaching they bring to bear in their respective sports.

Tables 3 and 9: Assistant Coaches and Their Salaries

At Linfield, this category includes part-time contract employees without faculty status, full-time administrative employees, and full-time faculty with part-time coaching assignments. Table 3 lists all individuals who serve as assistant coaches, some of whom are unpaid volunteers. Table 9 takes into account only those individuals who receive a salary as assistant coaches. Salaries for each category of assistant coach are set based on different salary schedules.

Faculty members' salaries are set as described above and are based on factors unrelated to a coaching assignment.

Administrative employees' salaries are set based on Linfield's administrative salary schedule with grade level and longevity as the primary determinants of an administrator's salary. The grade level is determined by an all-college committee and is based upon an evaluation of job complexity, duties and responsibilities, and qualifications.

For part-time contract coaches, salaries are based on an athletic department schedule that classifies various part-time coaching assignments based on the department's evaluation of the level of responsibility, commitment, skills and abilities required by a particular position. Salaries are set based on the grade assigned and longevity in the coaching assignment. It should be noted, however, that the head coaches have some discretion in determining the number of assistant coaches with whom they work. For example, a coach allocated 0.50 FTE for assistant coaches may elect to hire 5 assistants at 0.10 FTE each, or 2 assistants at 0.25 FTE each, or one assistant at 0.50 FTE. In this way, some head coaches

secure more such assistants than may be found in other sports, although the total FTE allocation remains the same. Most assistant coaches are part-time contract coaches.

Table 5: Recruiting Expenses

Linfield's Office of Admissions incurs the expense of campus visits for ALL prospective students, including those interested in participating in the college's athletic programs. There are no caps on the numbers of either gender who may take advantage of the campus visitation opportunities. Under this college-wide policy regarding college visitation costs, the following rules apply: 1) a one-day campus visit includes the cost of a meal each for the prospective student and one parent in Dillin Commons; and 2) an overnight stay provides 3 meals for the prospective student only. Because these benefits are gender-neutral and available to all, they have not been computed in athletic program recruiting costs. In only those cases where special arrangements have been made with coaching personnel to pick up or deliver a student-athlete between campus and the airport have visitation expenses been incurred by the athletic program, and they have been duly noted in these figures.

No caps exist on any sport's recruiting expenditures in the area of telephoning, mailing, and printing/copying. Accordingly, the figures reported in each sport are the result of the Athletic Director's implementation of internal tracking practices to record expenditures of this kind for reporting purposes.