

LINFIELD COLLEGE

ATHLETIC DEPARTMENT

Reporting of Institutional Data for the

NCAA Gender Equity Survey

Equity in Athletics Disclosure Act
(EADA)

October 2001

**Reporting of Institutional Data for the
NCAA Gender Equity Survey**

**NCAA Analysis of Revenues and Expenses
Equity in Athletics Disclosure Act (EADA)**

CO-EDUCATIONAL INSTITUTIONS ONLY

The nine worksheets included at the beginning of this document are for institutional use in collecting data on a sport-by-sport basis, compiling it in aggregate form, and transferring it to the tables provided to meet the reporting requirements of the EADA and ARE pursuant to the Higher Education Act.

The sport-by-sport data included in the nine WORKSHEETS are NOT required to be disclosed to the public in sport-by-sport format. The sport-by-sport data are totaled and transferred to the appropriate TABLE in aggregate form for reporting to the public. The data in the nine WORKSHEETS should be forwarded to the NCAA Research Office, however, as part of the NCAA Gender Equity Survey and the NCAA Analysis of Revenues and Expenses of Intercollegiate Athletics Survey

All data collected as part of the NCAA Gender Equity Survey and the NCAA Analysis of Revenues and Expenses of Intercollegiate Athletics Survey will be reported in aggregate form only.

Individual institutions will not be identified.

Return by Mail

Postmarked by October 15, 2001

BE SURE TO KEEP A COPY

Send the completed (hard copy) survey (Worksheets 1-8 and Tables 1-10) to:

**NCAA Research Staff
Equity in Athletics Disclosure Act
P.O. Box 6222
Indianapolis IN 46206-6222**

**and
Data from the completed survey (Tables 1-10 only) must be submitted electronically
to the United States Department of Education
via a web-based form available on the Department of Education web site.
The URL for the web-based form is " <http://surveys.ope.ed.gov/athletics>".**

DO NOT FAX

Telephone: (317) 917-6222

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 SSI 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 1, 2000 Ending: June 30, 2001

Number of Undergraduates (i.e.; full-time, baccalaureate, degree-seeking students) by Gender:
(Use fall semester enrollment figures)

	<u>Number</u>	<u>Percent</u>
Male undergraduates:	<u>678</u>	<u>44.2%</u>
Female undergraduates:	<u>856</u>	<u>55.8%</u>
Total undergraduates:	<u>1,534</u>	<u>100.0%</u>

Institutional Contact:

Primary Contact Person: Scott Carnahan / Brenda Marshall

Signature: _____

Title: Athletic Director / Title IX Officer

Telephone Number: 503-434-2229

FAX number: 503-434-2453

e-mail address: scarnah@linfield.edu

Date completed: _____

Current Classification:

NCAA Division	<u>I-A</u>	<u>II (with football)</u>
	<u>I-AA</u>	<u>II (without football)</u>
	<u>I-AAA</u>	<u>III (with football) X</u>
		<u>III (without football)</u>

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 year.

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) or for 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 1	Women's Teams 2	Men's Teams 3	Women's Teams 4	Men's Teams 5	Women's Teams 6
Baseball	47		9			
Basketball	29	23	5	6		
Fencing						
Field Hockey						
Football	104		19		5	
Golf	6	8	2	1		
Gymnastics						
Ice Hockey						
Lacrosse		18		4		
Rifle						
Rowing						
Skiing						
Soccer	20	30		6		1
Softball		25		2		
Squash						
Swimming and Diving	19	17	1			
Synchronized Swimming						
Team Handball						
Tennis	11	22	1	1		
Cross Country *	9	8	4	4	1	2
Indoor Track and Field *	13	10	8	6	5	3
Outdoor Track and Field *	26	19	21	10	7	4
Volleyball		18		1		
Water Polo						
Wrestling						
Others						
(1) Total Participants	284	198	70	41	18	10
(2) Percentage of Participants	58.9%	41.1%	ALL			
(3) Unduplicated Count of Participants	246	176	Total Participants Men and Women		482	100.0%

* "Track and Field, X-Country" participants are broken out by each of the three sports.

Table 1

TABLE 2A --- HEAD COACHES ASSIGNMENTS MEN'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 year.

This table lists the number of head coaches assigned to each men'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.

Sport	Head 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	Part Time University Employee or Volunteer
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	7	1				

Table 2A

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 year.

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.

Sport	Head Coaches of Women'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	Part Time University Employee or Volunteer
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		7	3	4		2	2	

Table 2B

TABLE 3A --- ASSISTANT COACHES ASSIGNMENTS MEN'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 year.

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	Part Time University Employee or Volunteer
Baseball		5	1	4				
Basketball		5		5				
Fencing								
Field Hockey								
Football		16	3	13				
Golf								
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		4		4		1		1
Volleyball								
Water Polo								
Wrestling								
Others								
Coaching Position Totals		32	4	28		2		2

Table 3A

TABLE 3B --- ASSISTANT 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 year.

This table lists the number of assistant coaches assigned to each women'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 Women'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	Part Time University Employee or Volunteer
Baseball								
Basketball						2		2
Fencing								
Field Hockey								
Football								
Golf								
Gymnastics								
Ice Hockey								
Lacrosse		1		1				
Rifle								
Rowing								
Skiing								
Soccer		2		2				
Softball		3	1	2		1		1
Squash								
Swimming and Diving						1		1
Synchronized Swimming								
Team Handball								
Tennis		1		1		1		1
Track and Field, X-Country		4		4		1		1
Volleyball		1		1		1		1
Water Polo								
Wrestling								
Others								
Coaching Position Totals		12	1	11		7		7

Table 3B

Equity in Athletics Disclosure Act

2000-2001

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 year.

This table lists the total expense an institution incurs attributable to home, away, and neutral-site intercollegiate athletic contests including team travel, lodging, and meals; uniforms and equipment; and officials.

Sport	Operating Expense		Per Capita Expenses		
	Men's Teams 1	Women's Teams 2	Men's Teams 3	Women's Teams 4	
Baseball	37,043		788		
Basketball	22,555	22,827	778	992	
Fencing					
Field Hockey					
Football	80,191		771		
Golf	4,611	4,385	769	548	
Gymnastics					
Ice Hockey					
Lacrosse		9,521		529	
Rifle					
Rowing					
Skiing					
Soccer	18,870	19,475	944	649	
Softball		20,020		801	
Squash					
Swimming and Diving	5,106	5,106	269	300	
Synchronized Swimming					
Team Handball					
Tennis	9,551	9,551	868	434	
Track and Field, X-Country *	7,031	7,031	146	190	
Volleyball		17,042		947	
Water Polo					
Wrestling					
Others					
					ALL
Total Operating Expense	\$184,958	\$114,958	\$651	\$581	\$299,916
Percent of Total	61.7%	38.3%			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.

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	\$23,769	63.3%
Women's Teams	\$13,764	36.7%
Total Recruiting Expenses	\$37,533	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 program. 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
Awarded to Male Athletes		
Awarded to Female Athletes		
Total Amount		

Average Cost of Full Grant-In-Aid	Dollars
In-State	
Out-of-State	

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 sports.

Revenue Attributable to Specific Teams	Dollars	Percent of Total
Men's Teams	\$644,417	63.7%
Women's Teams	\$367,037	36.3%
Total Revenue	\$1,011,454	100.0%

Equity in Athletics Disclosure Act

2000-2001

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 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	\$39,720	2.68	\$13,306	8
Women's Teams	\$34,107	2.87	\$10,876	9

TABLE 9 — ASSISTANT COACHES SALARIES

This table lists the average annual institutional salary of the assistant coaches of the men's and women's teams. Volunteer assistant coaches and assistant 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 positions.

Average Salaries of Assistant Coaches	Dollars per FTE	FTE's	Dollars per Position	Number of Positions
Men's Teams	\$31,014	3.77	\$3,545	33
Women's Teams	\$27,863	1.74	\$2,426	20

TABLE 10 — OVERALL REVENUES AND 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 year.

This table lists total overall revenues and expenses for all men's programs and all women's programs as well as revenues and expenses not allocated to specific teams or not allocated by gender. The table also provides the same information for football, men's and women's basketball, and all other men's and women's sports.

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 sports.

Expenses include appearance guarantees and options, athletically-related student aid, contract services, equipment, fund-raising activities, operating expenses, promotional activities, recruiting expenses, salaries and benefits, supplies, travel, and any other expenses attributable to intercollegiate activities. Debt service and capital expenses are not included in these totals.

	Revenues		Expenses	
	Dollars	Percent of Grand Total	Dollars	Percent of Grand Total
(1) Football	\$307,902	17.2%	\$251,612	18.6%
(2) Men's Basketball	\$98,679	5.5%	\$56,835	4.2%
(3) All Other Men's Teams	\$237,836	13.3%	\$202,938	15.0%
(4) Not Allocated to Specific Men's Teams		0.0%		0.0%
(5) Total of Men's Program	\$644,417	36.0%	\$511,385	37.9%
(6) Women's Basketball	\$94,612	5.3%	\$63,773	4.7%
(7) All Other Women's Teams	\$272,425	15.2%	\$254,295	18.8%
(8) Not Allocated to Specific Women's Teams		0.0%		0.0%
(9) Total of Women's Program	\$367,037	20.5%	\$318,068	23.6%
(10) Not Allocated by Gender	\$777,597	43.5%	\$520,665	38.6%
(11) Grand Totals (add Lines 5, 9, 10)	\$1,789,051	100.0%	\$1,350,118	100.0%

**Total Revenues and Operating Expenses of the Entire Institution
As Indicated on the Institution's Financial Statement**

	Revenues	Expenses
Total for the Entire Institution	\$30,920,766	\$37,692,526

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, none of the women's teams met their squad goals during 2000-2001. Three of the women's sports, however, saw an increase in the number of women participating over the 1999-2000 academic year. In 2000-2001 Linfield's goal was to provide at least 270 competition spaces for women athletes. Table 1 records only the actual participation numbers (198). The difference between those two figures is 72; that is, 26.7% of the minimum projected number of opportunities for Linfield women to compete intercollegiately went unused.

In an ongoing attempt to determine why women athletes are not taking full advantage of intercollegiate participation opportunities, Linfield's Senior Woman Administrator, Dawn Graff-Haight, initiated an institutional study in the spring of 2000. The purpose of this study was to determine why freshmen women who have been recruited to participate in athletics decide not to compete upon their arrival at Linfield as well as the reasons continuing female students opt out of intercollegiate sports. The data from this study and information from additional information-gathering initiatives instituted in the fall of 2000 are being used in both short-term and long-range planning. The college thus continues to demonstrate its commitment to meeting the interests and abilities of women student athletes and is hopeful that these efforts will increase the number of women taking advantage of the available opportunities for participation in intercollegiate athletics.

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.

Worksheets 6B and 7B: Capital Expenses

During the 2000-2001 lights were added to both the men's baseball field and the women's softball field. Costs for these improvements are included in column 15 of Worksheets 6B and 7B. The difference in costs for providing lights for the baseball field and for the softball field is tied directly to the size of the fields and the light specifications for the two sports relating, in part, to ball size. The quality of lighting provided for the two teams is equal.

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.