

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 in October of each year.

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

Table 1: Athletics Participation

Linfield College continues to demonstrate its commitment to meeting the interests and abilities of women student athletes and provide opportunities for participation in intercollegiate athletics. During the 2003-2004 academic year, Linfield's intercollegiate women's sports teams served 242 participants. The College's goal is to provide at least 270 competition spaces for women athletes. Therefore, for the second consecutive year, the number of women participating in intercollegiate athletics reached 90 percent of Linfield's goal.

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.

Participants and Operating Expenses

General information

LINFIELD COLLEGE

900 SE BAKER
MCMINNVILLE

Number of Full-time Undergraduates : 1,659

Men : 745

Women :914

Athletic Department information

Linfield Athletics

900 SE BAKER
MCMINNVILLE

Reporting Year : 7/1/2003-6/30/2004

Reporting Official : VIVIAN A BULL

Title : PRESIDENT

Phone : 503-883-2234

Sanctioning Body : NCAA Division III (with football)

Athletics Participation

Varsity Team	Coed Teams checkmark	Number of Participants as of the day of the first scheduled contest		Number of Participants Participating on a Second Team		Number of Participants Participating on a Third Team		Number of Participants Participating on a Fourth Team	
		Men's Teams	Women's Teams	Men's Teams	Women's Teams	Men's Teams	Women's Teams	Men's Teams	Women's Teams
Baseball	<input type="checkbox"/>	43		5					
Basketball	<input type="checkbox"/>	27	24	2	4	1			
Football	<input type="checkbox"/>	125		21		9			
Golf	<input type="checkbox"/>	10	9	1					
Lacrosse	<input type="checkbox"/>		25		13	1			
Soccer	<input type="checkbox"/>	25	48	1	13	2			
Softball	<input type="checkbox"/>		22		2				
Swimming	<input type="checkbox"/>	25	20		2	1			
Tennis	<input type="checkbox"/>	14	10						
Track and Field, Indoor	<input type="checkbox"/>	39	22	38	20	21	7		
Track and Field, Outdoor	<input type="checkbox"/>	47	22	23	20	21	8		
Track and Field, X-Country	<input type="checkbox"/>	16	12	11	8	11	6		
Volleyball	<input type="checkbox"/>		28		4	1			
Total Participants Unduplicated		371	242	102	86	63	26	0	0
Count of Participants		309	194						

Operating Expenses per Participant

Varsity Teams	Men's Teams			Women's Teams			Total Operating Expenses
	Participants (enter value from table A)	Operating Expenses per Participant	By Team	Participants (enter value from table A)	Operating Expenses per Participant	By Team	

Baseball	43	\$1,240	\$53,320				\$53,320
Basketball	27	\$1,225	\$33,075	24	\$1,380	\$33,120	\$66,195
Football	125	\$686	\$85,750				\$85,750
Golf	10	\$893	\$8,930	9	\$730	\$6,570	\$15,500
Lacrosse			\$0	25	\$899	\$22,475	\$22,475
Soccer	25	\$638	\$15,950	48	\$449	\$21,552	\$37,502
Softball				22	\$1,137	\$25,014	\$25,014
Swimming	25	\$487	\$12,175	20	\$608	\$12,160	\$24,335
Tennis	14	\$1,130	\$15,820	10	\$1,582	\$15,820	\$31,640
Track and Field, Indoor	39	\$31	\$1,209	22	\$55	\$1,210	\$2,419
Track and Field, Outdoor	47	\$293	\$13,771	22	\$627	\$13,794	\$27,565
Track and Field, X-Country	16	\$228	\$3,648	12	\$305	\$3,660	\$7,308
Volleyball			\$0	28	\$739	\$20,692	\$20,692
Total Operating Expenses	371		\$243,648	242		\$176,067	\$419,715

Coaching Staff

General information

LINFIELD COLLEGE

900 SE BAKER
MCMINNVILLE

Number of Full-time Undergraduates : 1,659

Men : 745

Women :914

Athletic Department information

Linfield Athletics

900 SE BAKER
MCMINNVILLE

Reporting Year : 7/1/2003-6/30/2004

Reporting Official : VIVIAN A BULL

Title : PRESIDENT

Phone : 503-883-2234

Sanctioning Body : NCAA Division III (with football)

Head Coaches Men's Teams

Varsity Teams	Male Head Coaches				Female Head Coaches				Total Head Coaches
	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	
	FT	PT	FT Emp	PT Emp	FT	PT	FT Emp	PT Emp	
Baseball			1	1					1
Basketball			1	1					1
Football			1	1					1
Golf			1	1					1
Soccer			1	1					1
Swimming			1	1					1
Tennis			1	1					1
Track and Field, Indoor			1	1					1
Track and Field, Outdoor			1	1					1
Track and Field, X-Country			1	1					1
Coaching Position Totals	0	10	10	0	0	0	0	0	10

Head Coaches Women's Team

Varsity Teams	Male Head Coaches				Female Head Coaches				Total Head Coaches
	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	
	FT	PT	FT Emp	PT Emp	FT	PT	FT Emp	PT Emp	
Basketball							1	1	1
Golf			1		1				1

Lacrosse		1		1					1
Soccer		1	1						1
Softball		1	1						1
Swimming		1	1						1
Tennis						1	1		1
Track and Field, Indoor		1	1						1
Track and Field, Outdoor		1	1						1
Track and Field, X-Country		1	1						1
Volleyball		1		1					1
Coaching Position Totals	0	9	6	3	0	2	2	0	11

Assistant Coaches Men's Team

Varsity Teams	Male Assistant Coaches				Female Assistant Coaches				Total Assistant Coaches
	Full Time Coaching Duties		Part Time University Employee or Volunteer		Full Time Coaching Duties		Part Time University Employee or Volunteer		
	FT	PT	FT Emp	PT Emp	FT	PT	FT Emp	PT Emp	
Baseball			4	1	3				4
Basketball			6		6				6
Football			20	3	17				20
Golf									0
Soccer			2		2				2
Swimming							1		1
Tennis			2		2				2
Track and Field, Indoor			4		4		2		6
Track and Field, Outdoor			4		4		2		6
Track and Field, X-Country			2		2				2
Coaching Position Totals	0		44	4	40	0	5	0	5

Assistant Coaches Women's Team

Varsity Teams	Male Assistant Coaches				Female Assistant Coaches				Total Assistant Coaches
	Full Time Coaching Duties		Part Time University Employee or Volunteer		Full Time Coaching Duties		Part Time University Employee or Volunteer		
	FT	PT	FT Emp	PT Emp	FT	PT	FT Emp	PT Emp	
Basketball			4		4		1		1

Golf						1		1	1
Lacrosse						1		1	1
Soccer		3		3		1		1	4
Softball		1		1		2		2	3
Swimming						1		1	1
Tennis		2		2		1		1	3
Track and field, Indoor		4		4		2		2	6
Track and field, Outdoor		4		4		2		2	6
Track and Field, X-Country		2		2					2
Volleyball		1		1		1		1	2
Coaching Position Totals	0	21	0	21	0	13	0	13	34

Revenues and Expenses

General information

LINFIELD COLLEGE
 900 SE BAKER
 MCMINNVILLE

Number of Full-time Undergraduates : 1,659
Men : 745
Women :914

Athletic Department information

Linfield Athletics
 900 SE BAKER
 MCMINNVILLE

Reporting Year : 7/1/2003-6/30/2004
Reporting Official : VIVIAN A BULL
Title : PRESIDENT
Phone : 503-883-2234
Sanctioning Body : NCAA Division III (with football)

Revenues

	Men's Teams	Women's Teams	Total
Basketball	\$110,245	\$93,825	\$204,070
Football			\$323,862
Total Revenues of all Sports, except football and basketball, combined	\$305,375	\$354,991	\$660,366
Total Revenues	\$739,482	\$448,816	\$1,188,298
Not allocated by gender			\$970,935
Grand Total			\$2,159,233

Expenses

	Men's Teams	Women's Teams	Total
Basketball	\$82,233	\$82,536	\$164,769
Football			\$285,040
Total Expenses of all Sports, except football and basketball, combined	\$277,136	\$327,985	\$605,121
Total Expenses	\$644,409	\$410,521	\$1,054,930
Not allocated by gender			\$871,989
Grand Total			\$1,926,919

Athletically-Related Student Aid

	Men's Teams	Women's Teams	Total
Total		\$0	\$0
Ratio(percent)		0	100%

Recruiting Expenses

	Men's Teams	Women's Teams	Total
Total	\$25,823	\$11,809	\$37,632

Coaches Salaries

General information

LINFIELD COLLEGE

900 SE BAKER
MCMINNVILLE

Number of Full-time Undergraduates : 1,659

Men : 745

Women :914

Athletic Department information

Linfield Athletics

900 SE BAKER
MCMINNVILLE

Reporting Year : 7/1/2003-6/30/2004

Reporting Official : VIVIAN A BULL

Title : PRESIDENT

Phone : 503-883-2234

Sanctioning Body : NCAA Division III (with football)

Head Coaches Salaries

	Men's Teams	Women's Teams
Annual Institutional Salary per Person	\$12,820	\$10,135
Number of Head Coaches Included in Average	10	11
Average Annual Institutional Salary per FTE	\$46,960	\$35,058
Number of FTEs included in Average	2.73	3.18

Assistant Coaches Salaries

	Men's Teams	Women's Teams
Annual Institutional Salary per Person	\$4,063	\$2,827
Number of Assistant Coaches Included in Average	34	20
Average Annual Institutional Salary per FTE	\$30,904	\$27,852
Number of FTEs included in Average	4.47	2.03

Supplemental Information

ADDITIONAL COMMENTS WILLBE INCLUDED ON LINFIELD'S ATHLETIC WEB SITE.

www.linfield.edu/sports