



GENDER EQUITY PLAN

Auburn University at Montgomery



Gender Equity Plan for Auburn Montgomery (2017-2022)

The Auburn University at Montgomery (AUM) Title IX Plan was developed to assess our compliance with Title IX. In Fall 2016, Auburn University at Montgomery secured the services of Athletics Staffing and Consultants (ASC) to conduct a thorough and complete Title IX Review of its athletic program. The Fall 2016 Review was accepted by the AUM Athletics senior leadership and has led to the formation of this Title IX plan. ASC relied on data provided by the athletic department, answers to written questionnaires completed by coaches and athletes from several of the University's intercollegiate athletics teams, Equity in Athletics Disclosure Act reports, visual inspection of intercollegiate athletics facilities and equipment and additional information gathered from other sources. The Review was prepared by Dr. Kurt Patberg and Keri Becker from ASC, under the guidance of Timothy O'Brien from the law firm of Libby O'Brien Kingsley & Champion, LLC. Mr. O'Brien was the co-author of the NCAA Title IX Compliance Manual. Accordingly, the Title IX Plan for AUM (2016-2021) below has been developed from this Title IX Review.

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AUM currently sponsors intercollegiate athletics opportunities in five sports for men (baseball, basketball, cross country, soccer and tennis) and five sports for women (basketball, cross country, soccer, softball, and tennis). The University has hired a full-time coach and is committed to fielding an intercollegiate women's volleyball program in the Fall of 2017. All teams are currently in their last year of competing as an independent institution and are currently are repeating Provisional Year One of the NCAA Division II Membership process. In the Fall of 2017, AUM hopes to have matriculated into the second year of the NCAA Division II membership process and will be full-time members of the Gulf South Conference (GSC).

Scope of the Review Conducted by ASC

Title IX of the Education Amendments of 1972, and its implementing regulation which is the force of law that provides guidance on implementing statutes, prohibit discrimination on the basis of sex in programs or activities receiving federal financial assistance from the Department of Education. Athletics programs and scholarships are specifically addressed in the Title IX regulation. On December 11, 1979, the Department of Health, Education and Welfare issued a Policy Interpretation further clarifying the meaning of the athletics provisions of Title IX (Policy Interpretation). The ASC Review referenced the Title IX implementing regulation and the Policy Interpretation in conducting its review. The ASC staff also referenced several "Dear Colleague" guidance documents issued by the Department of Education's Office for Civil Rights (OCR) that further clarify the athletics provisions of Title IX.

In accordance with the Policy Interpretation, OED reviewed the institution's athletics programs in the 13 areas and this plan addresses these areas:

1. Accommodation of student interests and abilities;
2. Athletic financial assistance;
3. Provision of equipment and supplies;
4. Scheduling of games and practice time;
5. Travel and per diem allowance;
6. Opportunity to receive academic tutoring and assignment and compensation of tutors;
7. Opportunity to receive coaching and assignment and compensation of coaches;
8. Provision of locker rooms and practice and competitive facilities;
9. Provision of medical and training facilities and services;
10. Provision of housing and dining facilities and services;
11. Publicity;
12. Support services;
13. Recruitment of student athletes.

Accommodation of Interests and Abilities–Opportunity to Participate in Intercollegiate Competition

1. Participation Proportionate to Enrollment – Part One

As the Title IX Review indicated, to comply with Part One, an institution must offer intercollegiate athletics participation opportunities for women and men at rates substantially proportionate to their respective rates of enrollment as full-time undergraduate students. The tables below show AUM's full-time undergraduate student enrollment and displays the team-by-team intercollegiate athletics participation rates of male and female students at the University during the 2015-16 and 2016-17 academic years.

2015-16 AND 2016-17 AUM ATHLETICS PARTICIPATION				
Sport	Women		Men	
	2015-16	2016-17	2015-16	2016-17
<i>Baseball</i>	---	---	38	36
<i>Basketball</i>	16	12	15	14
<i>Cross Country</i>	9	10	7	9
<i>Soccer</i>	17	22	24	23
<i>Softball</i>	21	19	---	---
<i>Tennis</i>	6	6	8	6
Totals	69	69	92	88

2015-16 ATHLETICS PARTICIPATION AND FULL-TIME UNDERGRADUATE ENROLLMENT			
Program	Rate of Enrollment	Rate of Participation	Difference
<i>Women</i>	63.4 % (1949)	42.9 % (69)	- 20.5 %
<i>Men</i>	36.6 % (1127)	57.1 % (92)	+ 20.5 %
Total	100% (3076)	100% (161)	

2016-17 ATHLETICS PARTICIPATION AND FULL-TIME UNDERGRADUATE ENROLLMENT			
Program	Rate of Enrollment*	Rate of Participation	Difference
<i>Women</i>	64.9 % (2008)	43.9 % (69)	- 21%
<i>Men</i>	35.1 % (1086)	56.1 % (88)	+ 21 %
Total	(3095)**	(157)	

*Based on Fall 2016 fulltime degree seeking undergraduate enrollment **one non-gender identifying

Because women are underrepresented, it must be determined whether the percentage difference is significant enough to determine whether AUM can comply using this test. Clearly the numbers show that AUM does not meet the Part One test and even with the addition of volleyball, it will take some significant roster management to meet the Part One Test.

The average team size for women is 13. This establishes the frame of reference for a viable team. OCR's 1996 Policy Clarification states that Part One is met if the number of women to be added to achieve proportionality is less than the number needed for a viable team. As a technical matter, any number needed that is less than the average team-size is considered being substantially proportionate. Here, the 21% difference converts to substantially more than the 13 participation opportunities needed to achieve strict proportionality. Even if roster sizes were limited on the men's side, the number needed would still exceed 13.

2. History and Continuing Practice of Program Expansion for the Underrepresented Sex-Part Two

To comply with Part Two an institution must show a history and continuing practice of program expansion which is demonstrably responsive to the developing interests and abilities of the members of underrepresented sex among intercollegiate athletics. OCR has not established a set standard for the number of opportunities the institution must add or the time frame within which the additions must occur to meet Part Two. Program expansion can be achieved by adding new teams or by adding more opportunities on existing women's teams, provided they represent genuine varsity participation opportunities. The history of adding/eliminating men's teams may have an effect on the women's rate of participation, but it does not ordinarily increase opportunities as it pertains to Part Two.

PART TWO – HISTORY AND CONTINUED PRACTICE OF PROGRAM EXPANSION		
Sport*	Women	Men
Baseball	---	1987
Basketball	1986	1975
Cross Country	2011	2011
Soccer	1999	1985
Softball	2009	---
Tennis	1987	1976
Volleyball	Fall 2017	---

AUM currently offers 10 teams, five teams for men and five teams for women and until volleyball is added in the Fall of 2017, participation opportunities have not increased over the past five years. The following table lists the teams offered in 2016-17 and the years they are believed to have originated at AUM as an intercollegiate sports team.

FEMALE PARTICIPATION NUMBERS PAST FIVE YEARS	
2012-13	77
2013-14	62
2014-15	69
2015-16	69
2016-17	69

AUM has added women's programs over time and does not have any history of discontinuing any sports teams. It also

plans to add women's volleyball. These two things allow AUM to currently be in compliance with Test Two, however continued expansion should occur towards the ultimate goal of providing participation opportunities in athletics that are reflective of student enrollment. To continue to meet Part Two of the test, OCR will consider the following factors, among others, as evidence that may indicate a continuing practice of program expansion that is demonstrably responsive to the developing interests and abilities of the underrepresented sex:

- AUM's current implementation of a nondiscriminatory policy for requesting the addition of sports (including the elevation of club/intramural teams) and the effective communication of the policy to students; and
- AUM's current implementation of a plan of program expansion that is responsive to developing interests/abilities.

In short, as part of this Title IX plan in response to this review, AUM intercollegiate athletics gender equity committee should also create an assessment instrument, a procedure to request opportunities that is communicated well, a procedure to respond to the assessment results, and finally, a plan to implement new opportunities.

3. Full and Effective Accommodation of the Interests/Abilities of the Underrepresented Sex – Part Three

The determination of whether women are fully and effectively accommodated by the present program includes determining whether there is sufficient interest and ability among women for a viable team not currently offered in the intercollegiate program. Further, intercollegiate competition for that team must exist in AUM's normal competitive region.

The first step would be to determine whether there is sufficient interest and ability for a viable team. To do so, the following areas would need to be reviewed.

- a. Participation on AUM club teams if they were to exist in the future
- b. Participation on AUM intramural teams
- c. Consideration of any expressed interest in sports not currently offered for AUM students or of requests to elevate intramural or club teams
- d. Participation in interscholastic sports by admitted students
- e. Interviews with students, admitted students, coaches, administrators and others regarding interests in specific sports
- f. Results of surveys or questionnaires of students and admitted students regarding interests in sports

AUM has not to date created procedures for gauging interest or for the addition of a new sports team beyond the decision to add women's volleyball. The implementation of a policy or procedure for requesting the addition of sports along with effective communication for that policy or procedure to the students would be prudent. Also, the collection of data (i.e. interest surveys and results and interviews) would be beneficial for the future should there ever be any question regarding the fulfillment of interest and ability.

In addition, the normal recruitment area needs to be established in order to determine the existence of teams (such as high school/community recreation/travel/club programs) that may show interest exists for a particular sport. Research on club, travel, and high school teams within this established area may show interest in additional sports that are not being offered at AUM currently.

Where sufficient interest and ability for a viable team is identified for women, it must then be determined whether there is sufficient competition at the appropriate competitive level for the nature of the sport and within AUM's normal competitive region.

Because AUM will join the GSC in Fall of 2017, AUM should consider the GSC as part of the normal competitive region analysis. AUM's normal competitive region consists of those areas in which GSC and other institutions against which AUM routinely schedules away events are located. The GSC, of which AUM is a member, currently sponsors women's lacrosse, women's indoor/outdoor track and field, women's golf and volleyball so there are indeed sports being played in the normal competitive region that suggest AUM has not demonstrated the full and effective accommodation of interest and ability for the underrepresented sex. Additional research as suggested above (existence of high school/community recreation/travel/club programs) may expand this list of viable sport options.

Further, the mileages to all regular-season away events should be calculated to distinguish any patterns identifying AUM's normal competitive region. When AUM becomes part of the GSC, this exercise should be completed to determine a more accurate footprint. Should AUM want to utilize Test Three, it would have to analyze interest and ability within this 500-mile radius or the new radius as determined in the future.

Conclusion

In summary, as the Review indicated, AUM is currently able to demonstrate compliance with the Test Two under this component and with the implementation of a Title IX plan to complement its current status, AUM should continue towards the goal of increasing participation opportunities for the underrepresented sex and as a major portion of this plan AUM should create an assessment instrument, a procedure to request opportunities that is communicated well, a procedure to respond to the assessment results, and finally, a plan to implement new opportunities. Although Test Three has not been recommended in the Review to comply in this area, the details listed above are important to understand as a full assessment of moving forward is conducted to accommodate the interests and abilities of the underrepresented sex.

Two-Part Test for Levels of Competition

No matter which part of the three-part test for participation opportunities the institution chooses to comply with, the institution must also comply with one of the two options for levels of competition. AUM does meet Part One which is the "Equivalently Advanced Competitive Opportunities". The evaluation of AUM schedules to determine competitive level changed from 2015-16 to 2016-17 because of its transition into DII but overall, the teams at AUM are playing similar levels of competition and therefore meet the first part of this test. The chart below shows that as a part of this plan AUM will continue to monitor these competitive opportunities.

2. Financial Assistance

Data provided by the athletic department revealed the following regarding the number of intercollegiate athletes participating on the University's intercollegiate athletics teams. The 2015-16 and 2016-17 squad lists were used to determine the athletic participant count.

2015-16 SCHOLARSHIPS – REGULAR ACADEMIC YEAR				
Sport	Women's Participation	Women's Awards	Men's Participation	Men's Awards
<i>Baseball</i>	---	---	38	\$ 131,131
<i>Basketball</i>	16	\$ 164,527	15	\$ 170,596
<i>Cross Country</i>	9	\$ 64,572	7	\$ 38,421
<i>Soccer</i>	17	\$ 174,883	24	\$ 155,731
<i>Softball</i>	21	\$ 127,116	--	---
<i>Tennis</i>	6	\$77,321	8	\$ 75,250
Totals	69	\$ 608,419	92	\$ 571,129

2015-16 ATHLETIC SCHOLARSHIPS SUMMARY				
Program	Total Regular Year Awards	Percentage of Program Total	Percentage Athletic Participation	Difference
<i>Men</i>	\$ 571,129	48.4 %	57.1 %	- 8.7 %
<i>Women</i>	\$ 608,419	51.6 %	42.9 %	+ 8.7 %
Totals	\$ 1,179,548			

***Excludes out-of-state tuition waivers*

2016-17 SCHOLARSHIPS – REGULAR ACADEMIC YEAR				
Sport	Women's Participation	Women's Awards	Men's Participation	Men's Awards
<i>Baseball</i>	---	---	36	151,870
<i>Basketball</i>	12	258,070	14	250,000
<i>Cross Country</i>	10	75,910	9	45,980
<i>Soccer</i>	22	273,360	23	238,611
<i>Softball</i>	19	169,629	---	---
<i>Tennis</i>	6	\$ 159,875	6	140,260
Totals	69	\$ 936,844	88	826,721

2016-17 ATHLETIC SCHOLARSHIPS SUMMARY				
Program	Total Regular Year Awards	Percentage of Program Total	Percentage Athletic Participation	Difference
<i>Men</i>	\$ 826,721	46.9 %	56.1 %	- 9.2 %
<i>Women</i>	\$ 936,844	53.1 %	43.9 %	+ 9.2 %
Totals	\$ 1,763,565			

Conclusion

The advantage favoring women in this area may be justified since women are underrepresented in the program. The regulation allows institutions to take affirmative action to overcome the effects of conditions, which resulted in limited participation of a particular gender and the attempt to generate a greater level of participation by women through the award of additional financial aid is an understandable approach. As identified earlier in the report, women's rate of participation in athletics is less than their rate of enrollment. Thus, AUM's awarding a disproportionately higher rate of athletic scholarships to women might be viewed as acceptable under Title IX for the present time. However, this issue will need to be monitored on an annual basis because if the efforts to generate additional participation are unsuccessful the justification for this action begins to erode and a more equitable allocation of aid will need to be made. Also needed to be monitored and is outlined in the chart, is the continued equal opportunities for out of state, summer, and fifth year aid.

3. Equipment and Supplies

Equipment and supplies includes game uniforms and apparel, practice uniforms and apparel, sport-specific equipment, and general equipment. The quality, amount, and maintenance of equipment are assessed to determine compliance in this area. Further, the provision of equipment managers, laundering arrangements, storage availability, and replacement schedules are also analyzed. The analysis of equipment goes beyond equal numbers of shorts and t-shirts and requires looking at the nature of the sport and the preferences of the student-athletes. Women's teams may want an extra pair of shoes, while the men's teams want a travel suit. Often these types of offerings are offsetting. No inequities at AUM were identified within any of the equipment and supply areas. Potential does exist for inequities due to the varied replacement cycle and should be continually monitored.

4. Scheduling of Games and Practice Time

Compliance in this area is assessed by looking at the number of competitive events, number and length of practice opportunities, time of day competitions and practices are scheduled, and the opportunities to engage in available pre-season and post-season competition. Additionally, the payment of guarantees to opposing teams was considered under this component.

The scheduling of games at AUM appears to be very equitable. All the teams who qualified for post-season play did so, and the availability for teams to play in pre-season and exhibition contests appears to also be equitable and is done on a very limited basis. Should this change in the future, the administration will need to monitor the teams' abilities to do so and ensure that these opportunities are being provided on an equitable basis unless a reasonable professional decision exists that makes an imbalance non-discriminatory.

5. Travel and Per Diem Allowance

The Title IX Review looked at modes of transportation, housing and dining arrangements provided during travel, the length of stay before and after competitive events, and per diem allowances. There was a disadvantage identified in this area only if the funds received by the men's teams are resulting in a disparity of benefits provided. If AUM deposits all guarantees into the general athletic account for use for both genders, this would be acceptable; however, if the guarantees received are kept in the specific sport account, there is potential for disparities to occur. AUM has a plan to address the income generated that could affect travel and per diem allowances.

6. Opportunity to Receive Academic Tutoring and the Assignment and Compensation of Tutors

Tutoring is assessed by availability, quality, and compensation provided for tutoring services. Athletics does not have special access to tutoring services. Student-athletes are provided tutoring via the same means as other AUM students and therefore this plan addresses continuance of these same services or similar equitable services.

7. Opportunity to Receive Coaching and the Assignment and Compensation of Coaches

The Review analyzed the coaching component, which considers availability, qualifications, and compensation of coaches. The intent of this component under Title IX is to ensure student-athletes are provided equally qualified coaches who are equally available. Compensation only becomes a compliance concern when it affects the ability to get qualified coaches. Where availability and qualifications of coaches for males and female student-athletes are equivalent, student-athletes would not experience discrimination because of the coaches' salaries. AUM appears to be equitable in providing quality, availability, and compensation of coaches but this area should be monitored when new hires are made.

8. Provision of Locker Rooms, Practice and Competitive Facilities

Compliance with locker room, practice and competitive facilities is based on the provision of equivalent quality for equivalent percentage of male and female student-athletes. The Title IX Review assessed the quality, availability, exclusivity, maintenance and preparation of the practice and competitive facilities, and the availability and quality of the locker rooms. A disadvantage for women does exist. The baseball team does have a more convenient location for its locker room and has more amenities available, while softball's locker room really cannot be used in the same manner due to its location and shared use. Conversely, the softball team has access to a very new field, while baseball has a field that is in very poor condition. Because competitive facilities may be more important than locker rooms, it would appear these are off setting benefits; and, therefore, a disadvantage does not appear to exist. In this plan, a priority should be

correcting the locker room situation for softball and although not a gender equity issue for the other outdoor team sports of women's and men's soccer.

9. Provision of Medical and Training Facilities and Services

The Review concluded that AUM is equitable for men and women in this area. The Review assessed the availability of medical personnel and assistance; availability and qualification of certified athletic trainers (ATC); availability and quality athletic training facilities; availability and quality of weight training and conditioning facilities; and health, accident and injury insurance coverage.

10. Provision of Housing and Dining Facilities and Services

The provision of pre- and post-game meals, housing and dining during the regular academic year and on term breaks was reviewed under this component. Special housing, dining programs and privileges do not exist at AUM, and student-athletes are assigned or select student housing in the same manner as the general student population. This is one of a few areas where it is difficult to determine if a disadvantage exists because coaches are given discretion on how to use their budgets. They may choose to not provide this benefit so that they may have more of another benefit. Softball, men's and women's tennis appear to be the only two sports that have this benefit as a priority to provide both pre- and post-game meals. Men's basketball only provides a post-game meal.

There does not appear to be a disparity in this area by itself but must be taken into consideration when looking at the program areas collectively but this plan needs to address the continued monitoring and compliance of this area.

11. Publicity

The publicity component includes availability and quality of sports information personnel, quantity and quality of publications, and other publicity and promotional items. It can be difficult to evaluate publicity as some of it is out of the control of the institutional in terms of the external media's decisions on coverage. Though this is the case, AUM should continue to make an equitable effort to promote all its programs.

No disparities appear to exist; however, coach's discretion in providing posters and/or media guides is the quickest way for others to perceive that a disparity exists in this area and possibly others. Seeing marketing materials for some teams and not others creates a perception that can become negative. In this plan the athletic administration should plan to review these decisions by coaches on an annual basis to insure an inequity based on a coach's budgetary allocation decision does not unintentionally arise.

12. Support Services

The provision of clerical and administrative support for men's and women's coaches and available office space, equipment, and supplies were reviewed under this component of the Review. The primary duty of coaches is to plan practices, prepare for games, and teach the skills and strategies of the game to student-athletes. Secondary duties may include, but are not limited to, scheduling, equipment ordering, budget and travel planning, recruiting, etc. The purpose of assessing the support services provided to coaches is to ensure these secondary duties do not negatively affect a coach's availability to perform his/her primary duties. The review found that administrative and clerical support, office space, office equipment and supplies appear equitable for all teams.

13. Recruitment of Student Athletes

Three factors were assessed in the Review for this component; opportunity to recruit, financial resources, and treatment of prospective student-athletes. This is yet another area in the budget where a coach's discretion is allowed. There does not appear to be a disparity in this area as it exists; however, disparities could develop that may have significant impact in other areas. Having to make a budget decision about recruiting can be risky in that if a coach wants to begin reimbursing himself/herself for recruiting he/she must make a decision that could create a disparity in another area (ie. equipment, travel, etc...). It could have further impact on the ability to utilize scholarship dollars or begin to affect the equitable salary arrangement that currently exists if some coaches use their own money or their revenue accounts to recruit while others utilize institutional budget. The plan should address this area in a manner that is already been proposed by the athletic administration where there is a limit on discretionary funds.

GOAL: MEET THE INSTITUTIONS COMMITMENT OF TITLE IX AND CONTINUE IT HISTORY OF SUPPORT FOR GENDER EQUITY

Strategic Initiative: Design and follow a Title IX plan that can meet AUM's goal of compliance and commitment to gender equity

1. Operational Objective: To work towards meeting Title IX Proportionality

SPECIFIC ACTIONS	BUDGET/STAFF IMPLICATIONS	RESPONSIBLE GROUP(S)	TIME FRAME	STATUS
Following addition of volleyball, AUM should also create an assessment instrument, procedures to request opportunities and to respond to the assessment results.	Limited	Director of Athletics/SWA/Title IX Committee/ Enrollment Mgmt.	Fall 2018	Planned
Create a plan to implement new opportunities with information obtained above to add another women's sport by 2022	None	Chancellor/Senior Staff/AD/ SWA/Title IX Committee	Fall 2019	Planned

2. Operational Objective: To fully comply with the Financial Assistance Component

Distributing scholarship funding in 2017-18 for the 2018-19 year in a controlled process that would meet this provision of Title IX	None	Director of Athletics/ SWA/Title IX Committee	October/March annually	Initiated/Ongoing
Monitor the continued equal opportunities for out of state, summer, and fifth year aid.	None	AD/ SWA/Title IX Committee/IAC/Chancellor	October/March annually	Initiated/Ongoing

3. Operational Objective: Equipment and Supplies

Continue to monitor closely, given the varied replacement cycle for replacing uniforms and apparel	Normal Operational	Director of Athletics/ SWA/Title IX Committee	Fall 2017	Initiated/Ongoing
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4. Operational Objective: Scheduling of Games and Practice Time

AUM is currently in compliance in this area but will continue to monitor for future issues	Normal Operational	Director of Athletics/SWA/ Athletics Senior Team	Continuous	Initiated/Ongoing
Monitor how future double header games in the sports of men's/ women's soccer and basketball are handled within the GSC; be an advocate for rotating game times	Normal Operational	Director of Athletics/SWA/ Athletics Senior Team/ GSC Leadership	Continuous	Initiated/Ongoing

5. Operational Objective: Travel and Per Diem Allowance

Implement travel and per diem allowance policy	Normal Operational	Director of Athletics/SWA/ Title IX Committee	Fall 2018	Planned
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6. Operational Objective: Opportunity to Receive Academic Tutoring and the Assignment and Compensation of Tutors				
AUM is currently in compliance in this area but will continue to monitor for future issues	None	AD/ SWA/Title IX Committee/ Learning Center	Continuous	Ongoing monitoring
7. Operational Objective: Opportunity to Receive Coaching and the Assignment and Compensation of Coaches				
AUM is currently in compliance in this area but will continue to monitor when future hires are made	None	Director of Athletics/ SWA/Title IX Committee	Continuous	Ongoing monitoring
8. Operational Objective: Provision of Locker Rooms, Practice and Competitive Facilities				
Design Step 1 of a master plan to address the inequity that is present with the locker room situation in the sport of softball	None	AD/ SWA/Senior Leadership/ Chief of Campus Services	Fall 2017	Initiated
Design Step 2 of a master plan to address the inequity that is present with the locker room situation in the sport of softball	None	AD/ SWA/Senior Leadership/ Chief of Campus Services	Fall 2018	Planned
9. Operational Objective: Provision of Medical and Training Facilities and Services				
AUM is currently in compliance in this area but will continue to monitor for future issues	None to monitor	Director of Athletics/SWA/ Title IX Committee/Head AT	Ongoing Continuous	Ongoing
10. Operational Objective: Provision of Housing and Dining Facilities and Services				
Continue to monitor for future compliance as well as adopting policies to insure some consistency in pre- and post-game meals	None to monitor	Director of Athletics/ SWA/Title IX Committee	Ongoing Continuous	Ongoing
11. Operational Objective: Publicity				
Create plan to control of what promotional materials are being produced and disseminated	None to monitor	AD/SWA/ Title IX Comm./AAD for Communications	Fall of 2017	Completed
12. Operational Objective: Support Services				
AUM is currently in compliance in this area but will continue to monitor for future issues	None	Director of Athletics/ SWA/Title IX Committee	Ongoing Continuous	Ongoing
13. Operational Objective: Recruitment of Student Athletes				
Future compliance will be made easier when plan is adopted to control how outside funds are allocated back to the coaches and are re-budgeted for their use.	None to monitor	Director of Athletics/ SWA/Title IX Committee	Fall 2018	Planned