Has Title IX Been Successful Since It's Inception In 1972

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Has Title IX been successful since it’s inception in 1972

A Graduate Project

In Partial Fulfillment of the requirements for a

Masters of Science Degree in Sports and Athletics Administration

Graduate School
Lynn University

By

Vincent Gaudio

September 2000
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Chapter - I

Introduction

In this research paper I will try to assess the problem of Title IX on gender equity. This proposal contains a general history, research findings and conclusion to a questionnaire that was sent out to all Div. II Universities in the state of Florida. The outcome of these finding will help determine if gender equity is being treated in a proper manner.

The first hypothesis is that universities are dropping men’s programs instead of adding women’s programs in order to meet with Title IX regulations.

The second hypothesis is that gender equity is achieved at the cost of racial discrimination.

Has Title IX been successful since it’s inception in 1975? One might say that it has paved the way for women in sports, and that Title IX has given opportunities to young girls and women that reach far beyond the sports arena. However there are others who protest against Title IX simply because they fear it has festive negatively to their program.

A few questions to consider:

• Is it right to deny a female athlete an opportunity to participate in a sport?
No!

- Is it right to deny a male athlete an opportunity to participate in a sport? No!
- Are you denying that privilege to a male athlete if you take an opportunity away from him that has already been granted to him? Yes!
- Do University's need to make more female sports available? Yes!

In my opinion, many have misinterpreted the legislation's intent. The Legislation states that, “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance.”

So, denying or stripping the opportunity for an athlete to participate in any university would be a direct violation of Title IX. Unfortunately, laws and procedures that exist to meet NCAA standards sometimes conflict with financial interests of universities. This conflict can block student athletes from getting the opportunities that they deserve.
History of Title IX Legislation, Regulation and Policy Interpretation

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

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<thead>
<tr>
<th>Year</th>
<th>Event Description</th>
<th>Significance</th>
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<tr>
<td>1974</td>
<td>“Tower Amendment” proposed and rejected.</td>
<td>May 20, 1974, Senator Tower introduced an amendment to exempt revenue-producing sports from being tabulated when determining Title IX compliance. The amendment was rejected.</td>
</tr>
<tr>
<td>1974</td>
<td>“Javits Amendment” enacted &amp; included in the Education Amendments</td>
<td>July 1974, Senator Javits proposed, in lieu of proposed Tower Amendment, a proposal stating HEW must issue Title IX regulation including “with respect to intercollegiate athletic activities, reasonable provisions considering the nature of particular sports.” (e.g., event-management needs, etc.)</td>
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<tr>
<td>1975 &amp; 1977</td>
<td>Two bills attempt to alter Title IX coverage in athletics; both die in committees before reaching House or Senate floors.</td>
<td>June 1975, Rep. O’Hara introduced House Bill (H.R. 8394), proposing to use sports revenues first to offset cost of that sport, then to support other sports. July 15, 1977, Senators Tower, Bartlett, &amp; Hruska introduced Senate Bill (S. 2106), proposing to exclude revenue-producing sports from Title IX coverage.</td>
</tr>
<tr>
<td>1975</td>
<td>HEW issues final Title IX regulation</td>
<td>Signed into law by President Gerald Ford, effective 7/21/75. Includes provisions prohibiting sex discrimination in athletics and establishes a three year window for educational institutions to comply.</td>
</tr>
<tr>
<td>1975</td>
<td>Congress reviews and approves Title IX regulations and rejects resolutions disapproving them.</td>
<td>June 4, 1975: The present Title IX regulation was transmitted to Congress. June 5, 1975, Senator Helms (S. Con. Res. 46), and June 17, 1975, Rep. Martin (H. Con. Res. 310): disapproving entire Title IX legislation June 17, 1975, Rep. Martin (H. Con. Res. 311), disapproving Title IX legislation only as it has to do with intercollegiate athletics July 16, 1975, Senators Laxalt, Curtis &amp; Fannin (S. Con. Res. 52), disapproving application of Title IX to intercollegiate athletics</td>
</tr>
<tr>
<td>1975 &amp; 1977</td>
<td>Senate refuses to act on bills to curtail Title IX enforcement.</td>
<td>July 21, 1975, Senator Helms introduced S. 2146 in an attempt to prohibit the application of Title IX regulations to athletics where participation in those athletic activities are not a required part of the educational institution’s curriculum. January 31, 1977, Senator Helms re-introduced S. 2146 as S. 535.</td>
</tr>
<tr>
<td>Year</td>
<td>Event</td>
<td>Description</td>
</tr>
<tr>
<td>------</td>
<td>----------------------------------------------------------------------</td>
<td>------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
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<tr>
<td>1978</td>
<td>HEW issues proposed policy</td>
<td>Presumption of compliance based on substantially equal average per capita expenditures for men and women athletes and future expansion of opportunity and participation for women.</td>
</tr>
<tr>
<td></td>
<td>“Title IX and Intercollegiate Athletics” for notice and comment</td>
<td></td>
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<tr>
<td>1979</td>
<td>HEW issues final policy interpretation on “Title IX and Intercollegiate Athletics”</td>
<td>December 11, 1979: Rather than relying exclusively on presumption of compliance standard, final policy focuses on institution’s obligation to provide equal opportunity and details the factors to be considered in assessing actual compliance. (Currently referred to as the 3-Prong-Test)</td>
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<tr>
<td>1980</td>
<td>Department of Education is established.</td>
<td>DOE was given oversight of Title IX through the Office for Civil Rights (OCR).</td>
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<td>1984</td>
<td>Grove City vs. Bell Decision</td>
<td>Removed the applicability of Title IX in athletics programs by stating that only those programs or activities which receive direct Federal financial assistance be held under the umbrella of Title IX.</td>
</tr>
<tr>
<td>1988</td>
<td>Civil Rights Restoration Act</td>
<td>Becomes law on 3/22/88 after overriding a Presidential veto by President Ronald Reagan. Overrides Grove City vs. Bell, and mandates that all educational institutions which receive any type of Federal financial assistance, whether it be direct or indirect, be bound by Title IX legislation.</td>
</tr>
<tr>
<td>1992</td>
<td>Franklin vs. Gwinnett County Public Schools</td>
<td>February 2, 1992: Supreme Court rules unanimously that plaintiff’s filing Title IX lawsuit are entitled to receive punitive damages when intentional action to avoid Title IX compliance is established.</td>
</tr>
<tr>
<td>1992</td>
<td>NCAA Gender Equity Study</td>
<td>Shortly after Franklin decision, NCAA completes and publishes a landmark Gender-Equity study of its member institutions.</td>
</tr>
<tr>
<td>1994</td>
<td>Equity in Athletics Disclosure Act (EADA)</td>
<td>September 1993: Sponsored by Senator Mosley-Braun (S. 1468) and Rep. Collins (H.R. 921) States that any coeducational institution of higher education that participates in any Federal student financial aid program and has an intercollegiate athletics program must disclose certain information concerning that intercollegiate athletics program. Annual reports required; first disclosure report is to be available no later than October 1, 1996.</td>
</tr>
<tr>
<td>1996</td>
<td>First EADA Report Due.</td>
<td>October 1, 1996: All institutions must have available to all who inquire, specific information on their intercollegiate athletics department as required by the Equity in Athletics Disclosure Act</td>
</tr>
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</table>

History of Title IX, [http://www.arcade.uiouwa.edu/proj/gel/history.html](http://www.arcade.uiouwa.edu/proj/gel/history.html)
Chapter - II
Literature Review

Legislative and statutory interpretation of Title IX has played an important role in determining equal opportunities for women. At the urging of the Association of Intercollegiate Athletics for women, Congress held extensive hearings in 1970 in house subcommittee on Education and Labor. In response to its findings of pervasive discrimination, Congress enacted Title IX of the Education Amendment Act of 1972. Title IX was modeled after Title VI of the Civil Rights Act of 1964, which prohibits racial discrimination in educational activities benefiting from federal funds. Congress passed Title IX with two objectives in mind. One, to avoid the use of federal resources to support discriminatory practices, and two, to provide individual citizens effective protection against those practices.

In 1975 the Department of Health, Education and Welfare to which Congress delegated regulatory responsibility, issued a proposed draft of regulations for the enforcement of Title IX. Wherein, an institution is required to provide equal opportunity in athletics for both sexes and the director will consider ten factors in determining whether a college or university is providing equal opportunity in its athletic programs.
Whether the selection of sports and levels of competition effectively accommodate the interest and abilities of members of both sexes.

- The provision of equipment and supplies
- Scheduling of games and practice time
- Travel and per diem allowance
- Opportunity to receive coaching and academic tutoring
- Assignment and compensation of coaches and tutors
- Provision of locker rooms and practice and competitive facilities
- Provision of medical and training facilities and services
- Provision of housing and dining facilities and services
- Publicity

Title IX was signed by President Ford on May 27, 1975 and approved by Congress on July 1, 1975. The regulatory policy allowed a three-year transition period for a university to comply with Title IX (www.erlos.com).

American women have been faced with many obstacles throughout the history of the United States. Like minorities, women have been subjected to discrimination because of their sex. However over the past 25 to 30 years the roles of women in society have changed. Many women have become political figures, others achieved great success in the
business world; however, women still face many obstacles in certain fields today. One in particular in which women have had much difficulty in achieving equality is that of sport.

As a result of Title IX, women and young girls have benefited from more athletic participation opportunities and more equitable facilities. Because of Title IX, more women have received athletic scholarships and thus opportunities for higher education that some may not have been able to afford otherwise.

Society's beliefs about appropriate pursuits for women severely restricted women's participation in sports before the 1970's. Title IX was met with strong resistance from a historically male dominated athletic society. From the onset of Title IX enactment, men's sports advocates challenged the law's requirements, arguing that men are more interested in sports than women and therefore deserve the lion's share of resources and opportunities.

The public and aggressive nature of athletic competition made it difficult for society to reconcile women's participation in sports, with the common perceptions of women as delicate, private, and passive creatures. Women were deemed too weak and fragile for competitive sports and the possibility of injury to women's reproductive functions threatened her
Participation Growth for Men's & Women's NCAA Sports

only viable place in society. Women who participated in sports were perceived as something less than female, women trying to be men, men haters, or lesbians. (www.themat.com)

Prior to Title IX's enactment, some high schools and colleges simply ignored the athletic potential of their female students entirely, or supplied them with substandard programs that offered little chance of developing their interests and abilities in a sport. This devaluation continued to flourish into the early 1970's, so that when Title IX was enacted, only 32,000 women nationwide were involved in intercollegiate athletics. If a college had women's sports program in existence, athletic scholarships for women were virtually non-existent. In 1971 fewer than 300,000 girls competed in sports nationwide, representing only 7% of high school interscholastic athletes. It was common practice for these women who participated in athletics to receive dramatically different treatment in equipment, coaching, practice times and overall sport offerings (www.erols.com).

Substantial progress has been made, for example, in overcoming the educational gap that existed between men and women in completing four years of college. In 1971, 18 percent of female high school graduates were completing at least four years of college compared to 26 percent of their male peers. Today the education gaps no longer exist. Women now make up
most of the students in America's college and Universities in addition to making up the majority of those receiving Master's Degrees. Women are also entering business and law schools in record numbers. Indeed, the United States stands alone and is a world leader in opening the doors to higher education to women (www. feminist.org).

The major problem with Title IX is the proportionality rule, which states that the proportion of men to women participation in college athletics needs to represent the proportion of men to women in their particular school. Another problem with Title IX is the distribution of financial aid to sports. The distribution of money to men and women sports must also be in proportion. Rather than complying with Title IX by way of interest of students or adding female athletic opportunities, some colleges are destroying male opportunities in order to satisfy gender proportionality quotas (www.erols.com).

"Last spring, as a freshman at Providence College, Mike O'Keefe was the starting first baseman for the school's baseball team. Partially propelled by O'keefe's hot bat, Providence finished third in the Big East. Another solid season for one the strongest programs in the Northeast. But this fall, in order to comply with the gender equity requirements of Title IX, Providence decided to cut three men's programs: golf, tennis, and baseball.
High School Athletic Participation

1971

1994-95

3,666,917

3,536,359

2,240,461

294,015

1995 The National Federation of State High School Associations

"A Basic Title IX Presentation," Dr. Christine H.B. Grant, 9/25/95,
http://www3.arcade.uiowa.edu/proj/ge/present.html
O'Keefe, who will have to transfer after this season if he wants to keep playing collegiate baseball, was bewildered. 'It makes no sense to us,' he said to the New Haven Register. 'Title IX is supposed to create opportunities for women, not take opportunities away from men. They're screwing us.'" (www.themat.com)

"The law of Title IX may sound good on paper but the outcome is very disturbing. On the average a college football team consists of 100 men, that means those 100 women need to be accounted for in this poll. This in effect has great repercussions on men's sports in which not as many participate. Some colleges feel it much easier to drop the sports in which fewer men participate, instead of increasing the number of sports for women, in order to make the proportions more equal. This rule could work very well in the equality for men and women sports, but schools are not willing or financially able to get more sports available for women to be in, and so colleges just take the short way out and get rid of the men. This rule does discriminate against men" (www.crwl.utexas.edu). The distribution of financial aid for men and women's sports programs has become a great problem. For example, the men's gymnastic team at the University of Texas must pay for all it's expenses, including national finals in Ohio in which they usually win first place or take second place. Sport that receives such a high
honor should be given somewhat of a budget. But the women program has it's expenses all paid for by the institution. This can be viewed as a direct form of discrimination toward men.

"Welcome to the complex world of college athletics in the Title IX era, where high-minded concepts such as opportunity, gender equity, and fairness often slam into one another. Title IX is the 1972 federal statute banning sex discrimination in higher education, which, to this point, has been primarily applied to collegiate athletics. Since its inception over 25 years ago, the number of women participating in intercollegiate sports has quadrupled. Consequently the increase in female athletes has been more than offset by a decrease in male athletes. In the five-year period ending in 1996, the number of men participating in NCAA sports shrunk by 20,800 athletes, while the number of women participating rose by only 5,800" (www.themat.com).

"Since 1973, 20,900 male athletic opportunities have been eliminated while only 5,800 female athletic opportunities have been added. Sports such as football, rugby, hockey and wrestling have not established female equivalent sports. More than 375 wrestling programs have been dropped since Title IX inception in 1973. Division III colleges have lost an average of 26 males per institution while gaining zero female opportunities since 1972 because the only way athletic directors could comply with Title IX
Figure 7.—Intercollegiate Athletics Participation in NCAA Member Institutions, by Sex: 1971 and 1994

<table>
<thead>
<tr>
<th>Year</th>
<th>Men</th>
<th>Women</th>
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<tr>
<td>1971</td>
<td>172,447</td>
<td>31,837</td>
</tr>
<tr>
<td>1994</td>
<td>180,642</td>
<td>105,322</td>
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was by eliminating male athletic opportunities, as females' athletic interests were already served. The majority of male athletes eliminated has been talented non-scholarship reserves whose elimination save very little in cost and does not create opportunities for women. Women stand to gain more from proportionality if male opportunities are not eliminated" (www.erols.com).

My objective is not to bash the female side of opportunities, but to discover a better understanding of equal opportunities. There has been a sea of change in our expectations of what women can achieve. More important, women have shown again and again that they are fully capable of being involved as successful and active participants in every realm of American life. Women astronauts from Sally Ride to Shannon Lucid have made their mark in space even as Mia Hamm and Michell Akers have let the women's national soccer team to Olympic gold and to the World Championship. Women have entered the medical and legal professions in record numbers and we have seen a wave of women's participation in intercollegiate athletics. But do we need to sacrifice one opportunity for another to achieve such greatness, or can the American dream of opportunity be open as an equal part.

"Princeton became one of the schools that cut male athletes in 1993 when it dropped varsity wrestling for, among other reasons, the favorable impact on gender equity. Yet today wrestling is once again a varsity sport.
According to Clay McEldowney, the head of Friends of Princeton Wrestling, only Princeton wrestling among the 250 wrestling programs eliminated nationwide since 1972 has been cut and then reinstated. Although the reinstatement of wrestling is largely due to Princeton's fanatically committed alumni, the return reflects the university's overall approach to Title IX, expanding opportunities for women while carefully protecting existing opportunities for men" (www.themat.com).

"As a result of Title IX, women and girls have benefited from more participation opportunities and more equitable facilities. Women who were under 10 when Title IX passed have much higher sports participation rates than women who grew up before Title IX. Fifty five percent of the post Title IX generation participated in high school sports compared to thirty six percent of the generation before Title IX. Because of Title IX, more women have received athletic scholarships and thus the opportunity for higher education than would have been possible otherwise. In fact, many women Olympic athletes credit Title IX for the opportunity to attend college through athletic scholarships and to participate in sports. In addition, because of Title IX the salaries of coaches for women's teams have increased" (www.feminist.com).

"Title IX has helped girls and women participate in interscholastic and
intercollegiate athletics in far greater numbers than they had in the past. When Title IX became law, dramatic change was needed to level the playing fields of this nation’s schools and to change the perception of the place of girls and women on them. In many ways, the very image of American women in the sports arena is being redefined by the many accomplishment so women in athletics. Women are now seen as sports stars in their own right” (www.ed.gov.com).

Somewhere in America today there are young men and women who are studying hard and achieving success on the athletic field who even now may be thinking about their careers as scientists, business owners, basketball players, or even the possibility of becoming president of the United States. They may not know the existence of Title IX, but Title IX will be there for them should any of them encounter a situation where someone does not believe that they can succeed and be part of the American Dream.

The Act prohibits any federally funded education program from discriminating on the basis of sex. The statute itself and the regulations seem to be rather clear at first, but as you can see problems have arisen in regard to the application of Title IX. Grant that women have come a long way since 1972 when the law was enacted, and they have gained every equal opportunity possible to achieve success, whether in the business world or the life of sport.
But the law simply states that no person in the U.S. on the basis of sex be excluded from participation in any education program. The minute that program has been destroyed or an individual opportunity has been eliminated, the law has been broken. Whether it is for man or woman. Justifying one sport for another does not ease the situation; it only brings more problems to be arisen.
In order to prove or disprove the hypotheses in the beginning of this paper, a questionnaire has been sent out to all the Athletic Directors in Florida at the Division II level. Eight of the Ten schools that were chosen are in the Sunshine State Conference; the remaining two belong to the Peach Belt Conference and the Gulf South Conference. None of the schools that were chosen have a football program. Football seems to be a big concern when it comes to gender equity with the amount of scholarships it gives out. These Universities present similar sports programs in dealing with Title IX. Out of ten questionnaires sent out, all ten have responded; 100%. This response helps create both the credibility and strength of the samplings.

The questions presented and responses were:

1. Has your school dropped any men’s sports programs in the past five years, in order to meet with Title IX regulations?

   Result: 1 Yes, 9 No

2. Has your school added any women’s programs in the past five years, in order to meet with Title IX regulations?

   Result: 8 Yes, 2 No

3. What sports have been dropped in the past five years?
Result: 1 school dropped their men’s cross-country program and 1 school dropped their men’s tennis program, and the rest dropped no sports programs.

4. What sports have been added in the past five years?

Result: 1 women’s softball, 1 men’s crew, 2 women’s crew, 2 men’s cross country, 2 women’s cross country, 2 women’s volleyball, 7 women’s soccer, 1 men’s golf, 3 women’s golf, 2 women’s swimming and one school added no sports.

5. Are there an adequate amount of female athletes at your school to fulfill these sports?

Result: 8 Yes, 2 No

6. Have these additions and subtractions of teams increased or decreased minority participation in your sports programs?

Result: 6 Increase, 1 Decrease, 3 No change

7. By what percent?

Result: There was only a 3% increase

(Note: Please see appendix A at back of paper for completed questionnaires)
Chapter -IV
Results and Conclusion

Due to the responses of the questionnaires, the hypothesis, which I had intended to prove, has been disproved. All of the responses, 100%, say that they have not dropped men’s programs and added women’s programs in order to meet with Title IX regulations. Of the ten universities surveyed, two different universities had dropped only two men’s sports programs in the past five years. Of those two universities only one female sport was added. The remaining eight universities have added some men’s programs and a large number of women’s programs. 80% of the universities say that there was a sufficient amount of athletes to fulfill these sports and 20% said that they were in the process of recruiting for their program. There was about a 60% increase in the minority participation while there was only a 10% decrease and 30% found no change.

Unfortunately, this paper was limited to a small region. Based upon all the findings from the questionnaire, a broader search needs to be taken in order to formulate a more representative answer. According to the literature review, the answers should have been closer to the hypothesis. Assuming that all the answers were expressed with pure honesty and nothing was held
back, the hypothesis drawn up in the beginning of this paper needs to be revised so that a clear conclusion can be summoned.

Title IX can be pictured as a stepping stone to fixing gender equity in college athletics. Although there are still more problems involved with Title IX, a great deal of exploring still needs to be done before there can be any changes that make a fair difference. Title IX was passed into Congress to achieve gender equity; it was not set for any one particular gender in mind. Title IX is a law that prohibits against any discrimination upon male or female. Too many people in this world consider Title IX to be the law for equal rights for women in sports. What Title IX has done is give women equal rights, however, those rights should not have to be at the cost of another individual. It is fair to give an athlete, male or female, an opportunity but it is unjust to take it away.

The law states that no person in the United States shall be excluded, denied benefits, or subjected to discrimination on the basis of sex. So the minute that you deny an individual that right, the law has been broken, whether it is done intentionally or not. Hopefully in the future there will be a better understanding of Title IX in college athletics. Kids playing and having fun on the playground now should not have to stop enjoying the sport that they are most energetic about in the future, because some university or
school needs to fill quotas. If you let them play (athletes), they will like themselves more; they will have more self-confidence; they will suffer less depression and they will learn what it means to be strong.
1. Empowering Women in Sports, “What is Title IX,”  
http://www.feminist.org/research/sports2.html

2. Achieving Success Under Title IX,  
http://www.ed.gov/pubs/TitleIX/part5.html

3. The Mat, “Fairness, Equity, ant Title IX,”  
http://www.themat.com/com/etc/title9/120298.asp


5. “A Basic Title IX Presentation,” Dr. Christine H.B. Grant, 9/25/95,  
http://www3.arcade.uiowa.edu/proj/ge/present.html

6. The Brown Daily Herald, Title IX Library,  
http://www.netscape.org/herald/library/titleix/homepage.html

7. Proposal Arguments Surrounding Athletics “Reverse Discrimination,”  
http://www.crw1.utexas.edu/betsyb/classfall95/athlete/david.html

8. A brave new world for women in sports,  
http://www.CNN.com/ws/9706/17/title.nine


10. Title IX “Gender (In)equity,  
http://www.udayton.edu/~gender/biblio/97mccl.htm

11. Fight Title IX, “Title IX Facts,”  
http://www.erols.com/reedland/titleix/index.html

12. Leveling the Playing field for Women,  
http://www.mdle.com/writtenword/rholhut/holhut43.html
Appendix A

March 1, 2000

Dear Mr. Athletic Director

I am a graduate student currently working on my master degree in sports and athletic administration. If possible could you take a couple of minutes of your time to fill the questionnaire below and return it to me in the self addressed stamped envelope. Thank you very much for your time.

Sincerely,

Vinny Gaudio

1. Has your school dropped any men’s sports programs in the past five years, in order to meet with Title IX regulations?
   Answer: Yes No

2. Has your school added any women’s programs in the past five years, in order to meet with Title IX regulations?
   Answer: Yes No

3. What sports have been dropped in the past five years?
   Answer: ________________________________

4. What sports have been added in the past five years?
   Answer: ________________________________

5. Are there an adequate amount of female athletes at your school to fulfill these sports?
   Answer: Yes No

6. Have these additions and subtractions of teams increased or decreased minority participation in your sports programs?
   Answer: Increased Decreased

7. By what percent?
   Answer: ________________________________
March 1, 2000

Dear Mr. Hindman Wall - University of Tampa

I am a graduate student currently working on my master degree in sports and athletic administration. If possible could you take a couple of minutes of your time to fill the questionnaire below and return it to me in the self addressed stamped envelope. Thank you very much for your time.

Sincerely,

Vinny Gaudio

1. Has your school dropped any men's sports programs in the past five years, in order to meet with Title IX regulations?
   Answer: Yes  
   
2. Has your school added any women's programs in the past five years, in order to meet with Title IX regulations?
   Answer: Yes  No

3. What sports have been dropped in the past five years?
   Answer: ________________________________

4. What sports have been added in the past five years?
   Answer: Women's Soccer

5. Are there an adequate amount of female athletes at your school to fulfill these sports?
   Answer: Yes  No

6. Have these additions and subtractions of teams increased or decreased minority participation in your sports programs?
   Answer: Increased  Decreased

7. By what percent?
   Answer: 32
March 1, 2000

Dear Mr. Hal Smeltzly - Florida Southern College

I am a graduate student currently working on my master degree in sports and athletic administration. If possible could you take a couple of minutes of your time to fill the questionnaire below and return it to me in the self addressed stamped envelope. Thank you very much for your time.

Sincerely,

Vinny Gaudio

1. Has your school dropped any men's sports programs in the past five years, in order to meet with Title IX regulations?
   Answer: Yes  No

2. Has your school added any women's programs in the past five years, in order to meet with Title IX regulations?
   Answer: Yes  No

3. What sports have been dropped in the past five years?
   Answer: None

4. What sports have been added in the past five years?
   Answer: Women's Golf, Women's Soccer

5. Are there an adequate amount of female athletes at your school to fulfill these sports?
   Answer: Yes  No

6. Have these additions and subtractions of teams increased or decreased minority participation in your sports programs?
   Answer: Increased  Decreased

7. By what percent?
   Answer: 1 to 2 percent
March 1, 2000

Dear Mr. Dr. Phil Roach - Rollins College

I am a graduate student currently working on my master degree in sports and athletic administration. If possible could you take a couple of minutes of your time to fill the questionnaire below and return it to me in the self addressed stamped envelope. Thank you very much for your time.

Sincerely,

Vinny Gaudio

1. Has your school dropped any men's sports programs in the past five years, in order to meet with Title IX regulations?
   Answer: Yes

2. Has your school added any women's programs in the past five years, in order to meet with Title IX regulations?
   Answer: No

3. What sports have been dropped in the past five years?
   Answer: ________________________________

4. What sports have been added in the past five years?
   Answer: W. Swimming W. Soccer

5. Are there an adequate amount of female athletes at your school to fulfill these sports?
   Answer: Yes

6. Have these additions and subtractions of teams increased or decreased minority participation in your sports programs?
   Answer: Increased Decreased

7. By what percent?
   Answer: Remained the same
March 1, 2000

Dear Mr. Ted Owens - St. Leo College

I am a graduate student currently working on my master degree in sports and athletic administration. If possible could you take a couple of minutes of your time to fill the questionnaire below and return it to me in the self addressed stamped envelope. Thank you very much for your time.

Sincerely,

Vinny Gaudio

1. Has your school dropped any men’s sports programs in the past five years, in order to meet with Title IX regulations?
   Answer: Yes [ ] No [X]

2. Has your school added any women’s programs in the past five years, in order to meet with Title IX regulations?
   Answer: [X] Yes  No [ ]

3. What sports have been dropped in the past five years?
   Answer: None

4. What sports have been added in the past five years?
   Answer: Added men & women’s Golf  Added W-Soccer
           Added men & women X-Country

5. Are there an adequate amount of female athletes at your school to fulfill these sports?
   Answer: Yes [X] No [ ] Recruiting now to start soccer Fall 2000

6. Have these additions and subtractions of teams increased or decreased minority participation in your sports programs?
   Answer: Increased [ ] Decreased [X]

7. By what percent?
   Answer: If using a 6% basis of all athletes - No change if looking at just athletes Total
May 24, 2000

Dear Mr. Jim Harley

I am a graduate student currently working on my master degree in sports and athletic administration. If possible could you take a couple of minutes of your time to fill the questionnaire below and return it to me in the self addressed stamped envelope. Thank you very much for your time.

Sincerely,

Vinny Gaudio

1. Has your school dropped any men’s sports programs in the past five years, in order to meet with Title IX regulations?
Answer: Yes  No

2. Has your school added any women’s programs in the past five years, in order to meet with Title IX regulations?
Answer: Yes  No

3. What sports have been dropped in the past five years?
Answer: MEN’S X-C

4. What sports have been added in the past five years?
Answer: WOMENS SOCCER

5. Are there an adequate amount of female athletes at your school to fulfill these sports?
Answer: Yes  No

6. Have these additions and subtractions of teams increased or decreased minority participation in your sports programs?
Answer: Increased  Decreased  REMAINED SAME

7. By what percent?
Answer: N/A
March 1, 2000

Dear Mr. William K. Jurgens - Florida Tech

I am a graduate student currently working on my master degree in sports and athletic administration. If possible could you take a couple of minutes of your time to fill the questionnaire below and return it to me in the self addressed stamped envelope. Thank you very much for your time.

Sincerely,

Vinny Gaudio

1. Has your school dropped any men's sports programs in the past five years, in order to meet with Title IX regulations?
   Answer: Yes ☐ No ☐

2. Has your school added any women's programs in the past five years, in order to meet with Title IX regulations?
   Answer: Yes ☐ No ☐

3. What sports have been dropped in the past five years?
   Answer: Men's Tennis

4. What sports have been added in the past five years?
   Answer: None

5. Are there an adequate amount of female athletes at your school to fulfill these sports?
   Answer: Yes ☐ No ☐

6. Have these additions and subtractions of teams increased or decreased minority participation in your sports programs?
   Answer: Increased ☐ Decreased ☐ SAME

7. By what percent?
   Answer: No change

Answer: Yes ☐ No ☐

Answer: Men's Tennis

Answer: None

Answer: Yes ☐ No ☐

Answer: Increased ☐ Decreased ☐ SAME

Answer: No change
March 1, 2000

Dear Mr. Mike Covone - Barry University

I am a graduate student currently working on my master degree in sports and athletic administration. If possible could you take a couple of minutes of your time to fill the questionnaire below and return it to me in the self addressed stamped envelope. Thank you very much for your time.

Sincerely,

Vinny Gaudio

1. Has your school dropped any men’s sports programs in the past five years, in order to meet with Title IX regulations?

Answer: Yes No

2. Has your school added any women’s programs in the past five years, in order to meet with Title IX regulations?

Answer: Yes No

3. What sports have been dropped in the past five years?

Answer: __________________________

4. What sports have been added in the past five years?

Answer: Rowing W. Golf

5. Are there an adequate amount of female athletes at your school to fulfill these sports?

Answer: Yes No

6. Have these additions and subtractions of teams increased or decreased minority participation in your sports programs?

Answer: Increased Decreased

7. By what percent?

Answer: __________________________
March 1, 2000

Dear Mr. Richard Gropper - University of North Florida

I am a graduate student currently working on my master degree in sports and athletic administration. If possible could you take a couple of minutes of your time to fill the questionnaire below and return it to me in the self addressed stamped envelope. Thank you very much for your time.

Sincerely,

Vinny Gaudio

1. Has your school dropped any men's sports programs in the past five years, in order to meet with Title IX regulations?
   Answer: Yes [ ] No [X]

2. Has your school added any women's programs in the past five years, in order to meet with Title IX regulations?
   Answer: [X] Yes  No [ ]

3. What sports have been dropped in the past five years?
   Answer: NONE

4. What sports have been added in the past five years?
   Answer: WOMENS SOCCER  WOMENS SWIMMING

5. Are there an adequate amount of female athletes at your school to fulfill these sports?
   Answer: Yes [X] No [ ]

6. Have these additions and subtractions of teams increased or decreased minority participation in your sports programs?
   Answer: Increased [X] Decreased [ ]

7. By what percent?
   Answer: 7
March 1, 2000

Dear Mr. Dr. Dick Young - Lynn University

I am a graduate student currently working on my master degree in sports and athletic administration. If possible could you take a couple of minutes of your time to fill the questionnaire below and return it to me in the self addressed stamped envelope. Thank you very much for your time.

Sincerely,

Vinny Gaudio

1. Has your school dropped any men's sports programs in the past five years, in order to meet with Title IX regulations?
   Answer: Yes ☐ No ☐

2. Has your school added any women's programs in the past five years, in order to meet with Title IX regulations?
   Answer: Yes ☐ No ☐

3. What sports have been dropped in the past five years?
   Answer: ________________________________

4. What sports have been added in the past five years?
   Answer: Soccer, Volleyball, Crew CK

5. Are there an adequate amount of female athletes at your school to fulfill these sports?
   Answer: Yes ☐ No ☐

6. Have these additions and subtractions of teams increased or decreased minority participation in your sports programs?
   Answer: Increased ☐ Decreased ☐

7. By what percent?
   Answer: ________________________________
May 24, 2000

Dear Mr. Richard Berg

I am a graduate student currently working on my master degree in sports and athletic administration. If possible could you take a couple of minutes of your time to fill the questionnaire below and return it to me in the self addressed stamped envelope. Thank you very much for your time.

Sincerely,

Vinny Gaudio

1. Has your school dropped any men’s sports programs in the past five years, in order to meet with Title IX regulations?
   Answer: Yes  No

2. Has your school added any women’s programs in the past five years, in order to meet with Title IX regulations?
   Answer: Yes  No

3. What sports have been dropped in the past five years?
   Answer: NONE

4. What sports have been added in the past five years?
   Answer: WOMEN'S VOLLEYBALL

5. Are there an adequate amount of female athletes at your school to fulfill these sports?
   Answer: Yes  No

6. Have these additions and subtractions of teams increased or decreased minority participation in your sports programs?
   Answer: Increased  Decreased

7. By what percent?
   Answer: 87%