



**KHSAA TITLE IX RE-VISIT
FIELD VISIT REPORT**

KHSAA Form T76
Rev..11/16

School:	University Heights
Prepared By:	Gary W. Lawson
Date of Re-Visit:	November 15, 2017
Staff Reviewed By:	Darren Bilberry, Asst. Commissioner
School Year:	2017-18

ACCOMMODATIONS OF INTEREST AND ABILITIES REVIEW:

OPPORTUNITIES REVIEW (FROM PRIOR YEAR ANNUAL REPORT)	Completed
Test One – Substantial Proportionality SATISFACTORY	
Test Two – History of Continuing Practice of Program Expansion	
Test Three – Full and Effective Accommodation of Interest and Abilities	
Analysis Form Review	X

ACCOMMODATIONS OF INTEREST AND ABILITIES NOTES: The November 20, 2003 Title IX school visit report rated this area *Satisfactory* due to documentation that the standard established by Test 1 for provision of athletic opportunities was being met. The November 29, 2011 visit report also rated this area *Satisfactory*. With the addition of a volleyball and boys' and girls' cross country team, evidence indicated that the standards of both Tests 1 and 3 were being met at that time. A review of the annual reports for the past two years shows that the standard of Test 1 continues to be met. The 2016-17 annual Title IX report shows that females make up 56% of the school's enrollment, and they are 55% of the school's athletic participants. It cannot be verified that the standard of Test 3 is being met because the T-63 form (Athletics Interests Survey summary) appears to be incorrect. All sports not currently offered by the school shows zero interest. (See the internal audit summaries for 2015-16 and 2016-17.) During the most recent school visit, the Title IX file was examined. It was found to contain the two previous Title IX school visit reports, annual Title IX reports for the past five years, a school-approved salary schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all school varsity teams, a school-generated handbook, written postings of booster club activities (see *Support Services*), an equitable usage schedule for the gym, a description of the current postings of athletic recognition (see *Publicity and KHSAA Recommended Action*), a general statement regarding the "usual" practices regarding athletic awards and post season banquets (see *Publicity and KHSAA Recommended Action*), a written designation of the locker room and athletic equipment storage space assigned each team, minutes for Gender Equity Review Committee meetings held during the past three years, a summary of recent uniform purchases and projections for future purchases for "some" teams (see *Equipment and Supplies and KHSAA Recommended Action*), regulations regarding travel and per diem (see *Travel and Per Diem Allowances*), and a copy of the school's Athletic Facility Emergency Medical Plan (KRS 160.445). School officials were encouraged to work toward the development of a comprehensive Title IX file with regulations that are followed by school personnel.

BENEFITS REVIEW

BENEFIT	Satisfactory	Deficient
EQUIPMENT AND SUPPLIES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Uniform review / replacement plan		X
Status of uniforms and equipment	X	
Equity of spending	X	

BENEFITS REVIEW- EQUIPMENT AND SUPPLIES: Both the previous Title IX school visit reports rated this benefit category *Satisfactory*. The 2011 report emphasized the need for the uniform review/rotation plan to be shared with the GERC and all head coaches. All the uniforms reviewed during the most recent visit were of mid-to-high quality and appeared to be supplied in equitable quantities except in the case of softball when compared to baseball. Both the quality and quantity of the softball uniforms were inferior to those for baseball. (See *KHSAA Recommended Action*.) The Title IX file contains a written listing of uniform purchases and some projections about future purchases, but there is no complete plan showing a full cycle of review and/or replacement. Interviews with coaches and student athletes in 2011, as well as during the most recent visit, gave no indication that an equitable plan for the purchase of uniforms was being followed. (See *KHSAA Recommended Action*.) Information in the 2015-16 and 2016-17 annual Title IX reports shows that the school was spending approximately \$117 per female athlete and \$137 per male athlete for equipment and supplies.

BENEFIT	Satisfactory	Deficient
SCHEDULING OF GAMES AND PRACTICE TIMES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Like sports scheduling	X	
Scheduling of shared practice facilities	X	
Optimal playing times	X	

BENEFITS REVIEW- SCHEDULING OF GAMES AND PRACTICE TIMES: The 2003 Title IX school visit report deemed this benefit category *Deficient* based on the fact that it appeared the male teams had a definite advantage in scheduling events during prime playing times. The 2011 report rated this category *Satisfactory* stating that posted event times seemed to show parity. Information gathered during the most recent visit revealed that the number of competitive events scheduled for teams of "like" sports was comparable. A facility usage schedule showing equitable access for both genders was available for the gym. The scheduling of athletic events during the most optimal playing times was discussed with school officials who were commended for the provision of parity in this regard.

BENEFIT	Satisfactory	Deficient
TRAVEL AND PER DIEM		X
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Mode of transportation	X	
Provision for meals and housing		X
Equity of spending		X

BENEFITS REVIEW- TRAVEL AND PER DIEM: The 2003 and 2011 Title IX school visit reports designated this benefit category *Satisfactory*. The 2011 report emphasized that in order to properly implement the regulations governing this category, they needed to be made known to the Gender Equity Review Committee and all head coaches. The Title IX file currently contains equitable guidelines in regard to mode of transportation (school or charter bus), meals (\$8 per meal per student per day) and lodging. However, just as in 2011, interviews with school personnel and students gave definite indication that these regulations were not being followed. The expenditures submitted for this benefit category seem to support the findings during interviews. The 2015-16 and 2016-17 annual Title IX reports show that the school was spending approximately **\$108** per female athlete and **\$472** per male athlete for travel and per diem. This spending is far outside of generally accepted parameters for the provision of parity. This disparity resulted from an expenditure of approximately \$37,000 for a 2016 spring break baseball trip to Florida. A total of \$38,090 was spent for baseball travel that year compared to \$400 for softball travel. Adding to this gap of disparity during this time period is the fact that the boys basketball team spent \$7,364 for travel in 2016-17 while girls basketball spent \$636. Because of this significant disparity in spending as well as the evidence in 2011 and during the most recent visit that indicates regulations and/or plans for equity within this benefit category were not being followed, this category is rendered **deficient**. (See Support Services and KHSAA Recommended Action.)

BENEFIT	Satisfactory	Deficient
COACHING	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Compensation	X	
Accessibility		X
Competence	X	

BENEFITS REVIEW- COACHING: The 2003 and 2011 Title IX school visit reports rated this benefit category *Satisfactory*. The athletic director is responsible for evaluating all head coaches. A written instrument is not currently used as part of this endeavor. A review of the school-approved extra service pay schedule showed parity. An analysis of the T-35 form in the 2016-17 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports was comparable. According to data provided by the athletic director during the most recent visit, the coaching ratio for female teams is 11 participants per coach and for male teams is 7.5 participants per coach. **THIS RATIO STRONGLY FAVORS MALE ATHLETES AND SHOULD BE ADDRESSED BY THE GENDER EQUITY REVIEW COMMITTEE AS WELL AS BY THE ADMINISTRATIVE PERSONNEL AT THE SCHOOL.** Additional information gathered during this latest visit revealed that 50% (4/8) of the head coaches of girls teams and 57% (4/7) of the head coaches of boys teams were on-campus employees.

BENEFIT	Satisfactory	Deficient
LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Competition and practice venues	X	
Dressing areas	X	
Equipment storage areas	X	

BENEFITS REVIEW- LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES: Both the previous Title IX school visit reports rated this benefit category *Satisfactory*. The tour of facilities during the most recent visit revealed that locker room and equipment room storage space is in very short supply. The girls' locker room in the gym is shared by all girls' teams except golf and track. The same situation exists for all boys teams which share the other locker room available in the gym. The girls and boys track teams dress in small areas located in the "wrestling" building. (The school does not currently have a wrestling team.) The boys and girls golf teams have dressing areas at the Hopkinsville Country Club which is the home course for both programs. The equipment storage areas in many cases are small, but for the most part, are located in close proximity to the team practice/playing venues. It appears that the limited available space is assigned equitably. All the practice and competitive venues appeared to offer comparable amenities for "like" teams. The school's listing of locker room and equipment storage space does not include the areas assigned to boys and girls cross country and boys and girls golf. Upon receipt of this report, this list should be updated to include those teams.

BENEFIT	Satisfactory	Deficient
MEDICAL AND TRAINING FACILITIES AND SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Weight room location and access	NA	
Weight room usage schedule	NA	
Appropriate equipment for female use	NA	
Athletic Training services	X	
Physical Exams	NA	

BENEFITS REVIEW- MEDICAL AND TRAINING FACILITIES AND SERVICES: The 2003 and 2011 school visit reports deemed this benefit category *Satisfactory*. The school did not have a weight training room at the time of either visit. The school still does not have a weight training room. Interviews indicated that student athletes would welcome having a weight training facility. An athletic trainer is provided for all student athletes on an equitable basis through a contract with the Stuart Medical Center. Athletes at University Heights are responsible for getting their own physical examinations.

BENEFIT	Satisfactory	Deficient
PUBLICITY	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Support group assignments	X	
Written regulation for recognition		X
Equity of spending	X	

BENEFITS REVIEW- PUBLICITY: The 2003 and 2011 Title IX school visit reports designated this benefit category *Satisfactory*. The Title IX file contained a written description of the current banners posted for athletic recognition at the school. The guidelines for posting banners should define the required criteria for the posting of individual and team banners (i.e. district championship, regional championship, state championship, all "A" participant, etc.). (See *KHSAA Recommended Action*.) The file also had a written explanation of what teams "usually" do for student athletes in regard to awards and post season banquets. Again the emphasis of these regulations should be to establish parameters for the provision of parity for each gender in relation to these benefits. (See *KHSAA Recommended Action*.) It should be noted that interviews with student athletes gave substantial indication that awards are provided equitably. The school currently has one cheerleading squad that is assigned to cheer at all home boys and girls basketball games and at away games versus district opponents for both teams. The school does not have a pep band. Two local radio stations broadcast all boys and girls' basketball, softball, and baseball games when playing other district teams. Information in the 2015-16 and 2016-17 annual Title IX reports show that the school was spending approximately \$49 per female athlete and \$53 per male athlete for awards.

BENEFIT	Satisfactory	Deficient
SUPPORT SERVICES	X	
INDIVIDUAL COMPONENTS	Acceptable	Needs Improvement
Office access	X	
Booster Support	X	
Overall spending for athletic support		X

BENEFITS REVIEW- SUPPORT SERVICES: The two previous Title IX school visit reports rated this benefit category *Satisfactory*. The 2011 report emphasized the need for monitoring athletic spending in order to provide equitable benefits. The school has one coaching office that is shared by the boys and girls basketball coaches. There is currently one booster club at the school which provides support for all school-sponsored teams. The booster club deposits all its fund in school accounts, and the purchase order process is used for all athletic purchases. School officials' reporting of booster expenditures on the T-35 form in recent annual Title IX reports have been in error. The total amounts of submitted expenditures appear to be correct, but the source of the expenditures was not correct. Proper submittal procedures were thoroughly explained to school personnel during this visit. The annual Title IX report for 2015-16 shows that the school was spending approximately \$617 per female athlete and \$654 per male athlete for total support. That spending was close to being within generally accepted parameters for the provision of parity at a non-football playing school. The 2016-17 annual reports show a significantly different picture. The school spent approximately \$402 per female athlete and \$842 per male athlete for total support—a difference of \$440 per athlete in favor of males. (See *Travel and Per Diem Allowances* section of this report.) When these expenditures are averaged over a two-year period, males are still significantly favored. The disparity in this benefit category appears to be primarily linked to spending for the “like” sports of baseball and softball and the “like” sports of boys and girls basketball in the area of travel and per diem. The disparity in this area is so extreme that it creates an imbalance of total support for student athletes for two years. When analyzing individual benefit categories, all areas **except Travel and Per Diem** appear to be within acceptable parameters. The deficiency is, therefore, designated only in **travel and per diem** and not in total support services. (See *Travel and Per Diem* and *KHSAA Recommended Action*.)

CURRENT DEFICIENCIES

Observed Deficiencies in Overall Girls and Boys Athletics Programs	Recommended Actions in relation to current deficiencies	Date for Verification of Action to address deficiency
<p>(Travel and Per Diem Allowances) Spending in this benefit category shows a very large disparity in favor of male athletes. The school has offered no evidence during the visits in 2011 or 2017 that a plan is being followed to provide parity in this benefit area.</p>	<p>The school is to submit to KHSAA a written copy of its regulations for parity in regard to travel and per diem. This document is to be signed by the principal, athletic director, and all head <u>coaches indicating knowledge of and adherence to these regulations.</u></p>	<p>On or before <u>January 29, 2018</u></p>
	<p>The school is to submit to KHSAA the procedures used by school officials in relation to approval of: athletic trips expenditures made during athletic trips expenditures made by any booster that impacts benefits for student athletes. This document is to be signed by the principal and athletic director.</p>	<p>On or before <u>January 29, 2018</u></p>

RECURRING DEFICIENCIES

Observed Deficiencies in Overall Girls and Boys Athletics Programs	Recommended Actions in relation to recurring deficiencies	Date for Verification of Action to address deficiency
<p>No deficiencies were designated as a result of the November 29, 2011 Title IX school visit.</p>	<p>None</p>	<p>NA</p>

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
<p>(Equipment and Supplies)</p> <p>The school is to submit to KHSAA a written uniform review, rotation, and replacement plan showing a full cycle of replacement for all school teams. This document is to be signed by the athletic director, principal, and all head coaches.</p>	<p><u>January 29, 2018</u></p>
<p>The school is to submit to KHSAA the regulations for parity in regard to awards and post season banquets for student athletes. This document is also to be placed in the school's Title IX file.</p>	<p><u>January 29, 2018</u></p>
<p>The T-60 form (School Improvement Plan) in the 2018 annual Title IX report is to show the steps being taken to provide equitable uniforms for the softball team.</p>	<p><u>April 30, 2018</u></p>
<p>(Publicity)</p> <p>The school is to submit to KHSAA the criteria for posting banners for athletic recognition in the gym or other public areas. This document is also to be placed in the school's Title IX file.</p>	<p><u>January 29, 2018</u></p>
<p>The school is to submit to KHSAA the regulations for parity in regard to awards and post season banquets for student athletes. This document is also to be placed in the school's Title IX file.</p>	<p><u>January 29, 2018</u></p>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Stephanie Meredith	Faculty
Lily K. Hendricks	Student Athlete
K. J. Crump	Student Athlete
Faye Hendricks	Head Coach-Volleyball, Boys and Girls Track and Field
Taylor Sparks	Head Coach-Girls Basketball
Grant Shouse	Athletic Director / Boys Basketball Coach
Mindy Hargrove	Girls Softball Coach
Tina Wood	Parent
Mike Smith	Coach
Kara Smith	Athletic Trainer
Becky Bradley	Faculty
Marvin Denison	Head of Upper School
Laura Cherry	Business Manager
Pam Nunn	Head of School
Tammy Staley	Title IX Coordinator

OTHER GENERAL OBSERVATIONS

The school's athletic director and Title IX coordinator were commended for their preparation for the school visit. It was strongly emphasized to the Gender Equity Committee and school administrators that equitable regulations addressing all benefit areas be followed by all athletic teams. The oversight of spending in all benefit areas was emphasized to school officials.

No one from the community attended the Public Comments session. The meeting was adjourned at 4:14 EST.