

Governors State University

Student Affairs and Enrollment Management: Reaching Vision 2020

Focus Area: Athletics and Recreation

Leader(s): Anthony Bates (Director of Athletics) and Dean Jennings (Program Director of the Athletic and Recreation Center)

Implementation Year: Results and Analysis for 2015 – 2016 Objectives

Goal 3: Establish a culture of inclusion and gender equity by meeting and exceeding all Title IX compliance and educational requirements.

Objective 1:	Continue to meet and exceed our Title IX compliant male female athlete, fiscal and facility resources ratio as we expand into new sports programs both competitive and recreational.
Action Items	Ensure our Athlete male to female ratio is in proportion to the greater GSU male to female demographic. The male to female demographic will be monitored on a semester basis.
Desired Outcomes and Achievements (Identify results expected)	Expansion of sports programs both competitive and recreational while maintaining Title IX compliance
Achieved Outcomes and Results	For the 2015 season we had 28 male athletes and 23 female athletes.
Analysis of Results (Where outcomes met? Exceeded? Progress towards goal. Implications for AY17 Objectives.)	While we did not achieve our 2015 goals we are currently on pace to have the following ratio for the 2016 season: 30 Male athletes – 38 Female athletes. It is our goal to add another female sport by the 2019-2020 season.

Goal 3: Establish a culture of inclusion and gender equity by meeting and exceeding all Title IX compliance and educational requirements.

Objective 2:	Maintain an environment of one team that represents the University in all of its cultural diversity.
Action Items	Continue to ensure that all participants are treated equally without bias towards race, ethnicity, gender, religion, or sexual orientation. The Department Directors will handle each report of bias in a timely thorough manner.
Desired Outcomes and Achievements (Identify results expected)	To continue our legacy of the most diverse university in the State of Illinois University.
Achieved Outcomes and Results	Of our 51 student athletes: 3 = Latin@ (6%), 16 = Caucasian (31%), 32 = African American (63%)
Analysis of Results (Where outcomes met? Exceeded? Progress towards goal. Implications for AY17 Objectives.)	While we believe our goals for diversity were met for 2015 is will continue to be our goal to increase and celebrated our diversity continuing into the 2016 season.

Goal 3: Establish a culture of inclusion and gender equity by meeting and exceeding all Title IX compliance and educational requirements.

Objective 3:	Facilitate educational workshops such as the Title IX seminar that all athletes are required to attend.
Action Items	All Sports Team Academic Meeting
Desired Outcomes and Achievements (Identify results expected)	100% attendance and compliance by athletes
Achieved Outcomes and Results	All sports teams did participate in the academic meeting, which included a panel of their peers and teammates who expressed challenges, success, strategies, and answered questions related to their academic success.
Analysis of Results (Where outcomes met? Exceeded? Progress towards goal. Implications for AY17 Objectives.)	Continue to offer more opportunities for student athletes to hear from guest speakers.