



Gender Equity in Higher Education

December 2006

W A S H I N G T O N
**H I G H E R
E D U C A T I O N**
C O O R D I N A T I N G B O A R D

W A S H I N G T O N
H I G H E R
EDUCATION
C O O R D I N A T I N G B O A R D

917 Lakeridge Way SW
PO Box 43430
Olympia, WA 98504-3430
360.753.7800
www.hecb.wa.gov

Gene Colin, chair
Seattle

Charley Bingham
Fox Island

Ethelda Burke
Tacoma

Roberta Greene
Spokane

Bill Grinstein
Seattle

Jesus Hernandez
Wenatchee

Betti Sheldon
Silverdale

Jonathan Sprouffske
Rainier

Sam Smith
Seattle

James E. Sulton, Jr., Ph.D.
Executive Director

This publication is available on the HECB Web site
at: www.hecb.wa.gov/reports

Photos of culinary program and women's softball courtesy
of Edmonds Community College



December 2006

Gender Equity in Higher Education

Executive Summary

Gender equity in higher education has been monitored and regulated by federal law since 1972, when Title IX of the Education Amendments of 1972 was enacted. This statute banned discrimination in schools receiving federal financial assistance with regard to both academics and athletics.

Washington state enacted companion legislation in 1989 (RCW 28.110), also with the purpose of achieving gender equity in higher education. The state law prohibits discrimination based on gender in student services and support, academic programs, and athletics. A second law (RCW 28B.15.460) authorizes four-year institutions to use tuition waivers to achieve gender equity in intercollegiate athletics if they meet “proportionality” goals.

In 1997, state statute (RCW 28B.15.465) began requiring the Higher Education Coordinating Board (HECB) to monitor institutional compliance with the proportionality goals by issuing a report to the governor and the Legislature every four years. This report is the second issued by the board, and provides updated information on each of the six public four-year institutions, as well as the community and technical colleges, where applicable. The report gauges progress made in achieving gender equity since the last HECB report was issued in 2002.

Student Services

A review of the policies and procedures in place at the six public four-year institutions indicates that pay scales are not gender-specific and jobs are not assigned on the basis of gender. Nevertheless, an analysis of the wages earned by student employees reveals relatively small differences in pay by gender, as was also the case in 2001-02.

The 2006 analysis found that overall, female students comprise 55.5 percent of all student employees, but 60.1 percent of all student employees earning under \$8 per hour, and 50.1 percent of all student employees earning more than \$11.50 per hour. Ideally, the percentages in these pay ranges should be closer to the 55 percent figure. **The institutions should continue to monitor whether female students are getting access to the higher paid positions, and if not, determine the cause and address the issue.**

Academic Programs

The problem of proportional equity in graduation rates by program area has been a persistent one. As more and more students select “non-traditional” programs of study (such as men selecting nursing or women selecting mathematics), we should begin to see greater proportional equity. In 2006, the HECB conducted a study to determine whether progress had been made regarding proportional equity in graduation rates by gender for major program areas (areas of instruction that award a high number of bachelor’s degrees). Only two of 11 major programs with disproportionate equity in graduation rates by gender achieved approximate equity (within 10 percentage points of the overall graduation rate by gender) over the past four academic years.

An analysis of major program areas at public four-year institutions showed that 23 programs awarding 50 or more degrees showed substantial disproportionality favoring male students, and 22 major programs favored female students. In most cases, there is rough parity in the level of disproportionality across institutions. For example, engineering and engineering technology programs across the five universities (The Evergreen State College was not studied) show female degree rates of between 5 and 18 percent. This parity could be a result of consistent and widespread “self-selection” by students toward or away from these fields of study across the state. **The HECB will further investigate this issue to determine how the institutions could make more progress toward proportional gender equity in degree conferment rates.**

Athletics

Female Athletic Participation: Based on the three-year averaging methodology adopted by the HECB in 2006, all six public four-year institutions meet the statutory goal for female athletic participation rates. Eastern Washington University has made substantial progress with regard to female athletic participation and is closest to proportional equity among the six public four-year institutions.

However, Central Washington University exceeded the 5 percent limit on the rate differential for two of the three years that comprise the average, and **the HECB advises Central Washington University to closely monitor its female athletic participation rate and take appropriate steps to ensure that it remains in compliance.** Overall, the four-year institutions show greater proportional equity in female athletic participation than the community colleges.

Coaching: The percentage of female coaches at the four-year institutions has declined from 29 percent since 2001-02, to 27 percent in 2005-06. Twenty-five percent of community college coaches are female. **Central Washington University is asked to provide an explanation to the board for the apparent net loss of 12 female coaches over the past four years, and describe its hiring targets and plan for increasing the number of female coaches at the institution.**

Other findings regarding gender equity in athletics are summarized below.

Summary of Findings and Recommendations

Washington's public institutions have made substantial progress in increasing female athletic participation since the state enacted the 1989 gender equity law. However, other areas of gender equity remain resistant to improvement, such as proportional equity in degree attainment across program areas, and the percentage of female coaches. In summary, the HECB finds:

- Public higher education institutions do not discriminate on the basis of gender in student support and services, but slight differentials in pay levels to female students continue to persist, most notably with regard to female student access to high paying jobs at the institutions.
- Disproportionality in degree attainment rates by gender continue to exist, most notably in the Science, Technology, Engineering and Mathematics fields that are critical to the state's economy, the causes and remedies of which require additional investigation, monitoring, and policy review by the HECB.
- Athletic participation rates for females have improved slightly among the four-year institutions and all the institutions have met their statutory goals. Athletic participation is down slightly for the community colleges, as a group. CWU is advised to closely monitor its female athletic participation rate and take appropriate steps to ensure that it remains in compliance.
- EWU is urged by the HECB to review its procedures for awarding aid to athletes and take the necessary steps to move significantly toward proportionality, as Western Washington University has recently done, by the time of the next review in 2010.
- The percentage of female coaches at Washington higher education institutions remains unacceptably low. Central Washington University is asked to provide an explanation to the board for the apparent net loss of 12 female coaches over the past four years, and describe its hiring targets and plan for increasing the number of female coaches at the institution.
- Operating expenditures on women's teams remain lower than expenditures on men's teams. The HECB will further investigate why the University of Washington and Central Washington University's operating expenditure rate on female teams was lower in 2005-06 compared to the percentage of female athletes at those institutions.
- The four-year institutions have recently made substantial improvements to their athletic facilities, especially with regard to recreational sports.
- Data reported by the institutions indicates low participation rates by female students in intramural and recreational sports, despite rough parity in the number of opportunities available to women.



December 2006

Gender Equity in Higher Education

Background

Title IX of the Education Amendments of 1972, bans discrimination in schools receiving federal financial assistance with regard to both academics and athletics. The law has helped ensure that women have access to both academic and athletic opportunities at most higher education institutions in the United States, dramatically increasing the range and scale of women's varsity sports teams and recreational programs.

Washington state enacted companion legislation in 1989, also with the purpose of achieving gender equity in higher education. The legislation authorizes public four-year institutions to use tuition waivers to achieve gender equity in intercollegiate athletics if they meet "proportionality" goals. Subsequent legislation required the Higher Education Coordinating Board to monitor institutional compliance with the proportionality goals by issuing a report to the governor and the Legislature every four years. This report is the second report issued by the board, in compliance with this statutory provision.

Beginning in 2002, Washington's public four-year colleges and universities were required to achieve female athletic participation rates within five percentage points of female enrollment (for full-time undergraduates, aged 17-24). If an institution fails to meet that goal, it is required to submit a plan outlining how it will come into compliance. When the HECB's first gender equity report was issued in December 2002, the board found that two institutions, Eastern Washington University and Western Washington University, were out of compliance with the participation rate requirement (their female athletic participation rate differential exceeded five percentage points), and were subsequently asked to develop and submit a remediation plan to the HECB.

Subsequent to the 2002 report, several of the institutions working with state legislators, asked the board to consider moving toward a three-year rolling average system for measuring compliance with the 5 percent differential participation requirement. They reasoned that both female enrollment and female athletic participation can vary from year to year, and that a three-year average would provide a better indication of where an institution was in its goal of achieving gender equity in women's athletics. The board agreed to this methodological change, and this is the first year in which the three-year average is being used to assess compliance with the requirement.

This report provides updated information on each of the public four-year institutions, as well as the community and technical colleges, where applicable. The report gauges progress made in promoting gender equity since the most recent gender equity report was issued in 2002.

Conforming to the statutes, this report is organized into three sections: Student Services, Academic Programs, and Athletics.

Student Services

As directed by the statutory requirements, the board looked at gender equity in student employment and college programs and policies to address sexual harassment. HECB staff conducted a survey to gather information with regard to these issues, so the analysis presented is based on self-reported data. In 2002, the board found that the six public four-year institutions “appear to be free of gender discrimination” with regard to access to student services and support. That finding is again confirmed in this report.

Student Employment

All six public four-year institutions have policies in place that prohibit discrimination by gender in job assignments and pay scales. Nevertheless, simply having policies in place does not alone prevent the occurrence of discriminatory practices or a discriminatory effect. As in 2002, HECB staff again asked the institutions to report the pay ranges received by student employees in the 2005-06 school year.

In 2002, the board found small differences in the distribution of student wages by gender, with female students tending to be less likely to receive higher wages and more likely to receive lower wages than male students. This was determined by looking at the percentage of female student employees in each pay range, and comparing this percentage to the percentage of female student employees at all pay ranges. Several institutions showed that female students were slightly over-represented in the lower pay ranges, and slightly under-represented at the higher pay ranges. The results of the 2006 HECB survey are summarized in Table 1.

Table 1: Percentage of Student Employees, by Gender, at Selected Pay Ranges

Academic Year 2005-2006 Institution Name	Student Employees		Number of Students Earning					
	Total Men	Total Women	Less than \$8.00/hr.		\$8.00-\$11.50/hr.		More than \$11.50/hr.	
			Men	Women	Men	Women	Men	Women
Central Washington University	43.3%	56.7%	41.7%	58.3%	43.8%	56.2%	50.0%	50.0%
Eastern Washington University	41.9%	58.1%	43.9%	56.1%	40.6%	59.4%	38.5%	61.5%
The Evergreen State College	40.1%	59.9%	42.2%	57.8%	38.7%	61.3%	27.5%	72.5%
University of Washington*	46.5%	53.5%	37.5%	62.5%	43.2%	56.8%	50.9%	49.1%
Washington State University	46.6%	53.4%	40.0%	60.0%	46.1%	53.9%	51.6%	48.4%
Western Washington University	38.8%	61.2%	36.5%	63.5%	39.5%	60.5%	40.7%	59.3%
Total	44.5%	55.5%	39.9%	60.1%	43.0%	57.0%	49.9%	50.1%

* Data for the University of Washington are for Fall Quarter 2005 only.

Source: Higher Education Coordinating Board institutional survey, 2006.

The system wide pattern remains consistent in 2006. Overall, female students comprise 55.5 percent of all student employees, but 60.1 percent of all student employees earning under \$8 per hour, and 50.1 percent of all student employees earning more than \$11.50 per hour. Ideally, the percentages in these pay ranges should be closer to the 55 percent figure, which reflects the overall share of female student employees. It is important to note that the variance is relatively small, less than 10 percent. Nevertheless, the institutions should continue to monitor whether female students have access to the higher paid positions, and if not, determine why not and address the issue.

The Evergreen State College reported that only 27.5 percent of the students earning more than \$11.50 per hour were men, which is far lower than men's overall representation among student employees (40.1 percent). This was a curious finding and contrary to the general pattern. It may be explained by chance alone, due to the relatively small number of students in this pay range (69), out of a total student employment pool of 629. The raw numbers from which the percentages presented in Table 1 were derived can be found in Appendix A.

Sexual Harassment

Sexual harassment policies at all public institutions are clearly communicated to a wide audience. Many institutions report providing training for faculty and staff at orientation, and give updates at various times throughout the year. Each institution has developed and communicated to staff its policies and procedures for investigating each allegation of sexual harassment to ensure that appropriate action is taken.

Academic Programs

Proportionality in Academic Programs

According to Washington's gender equity statutes (cited above), no academic program is permitted to either exclude students or give special consideration for admission to either men or women. The HECB is not aware of any policy or procedure at any of the six public four-year institutions that violate the spirit or letter of this neutrality and non-discrimination standard. However, a third provision of the gender equity statute aims to achieve an equality of results in academic programs, stating:

If participation in activities such as intercollegiate athletics and... academic programs is not proportionate to the percentage of male and female enrollment, the plan should outline efforts to identify barriers to equal participation and to encourage gender equity in all aspects of college and university life. [RCW 28B.110.040 (2)]

When the board first looked at the issue of proportionality in academic programs in 1991, it defined "modest" gender disparities as program enrollments by gender that were between 10 and 20 percentage points different from that gender's share of the overall student population. A "substantial" disparity was defined as a differential exceeding 20 percentage points. In 2000,

the board began looking at baccalaureate graduates in each field, rather than enrollments. This change helped ensure that men and women not only had equal access to program enrollment, but also equal access to the student support services needed to ensure persistence and program completion. The analysis looked at the Classification of Instructional Program (CIP) code of the student's major at the time the degree was conferred. The board has not looked at gender equity with regard to post-graduate degrees.

In 2002, the board reported disproportional rates of degree attainment in several program areas across institutions – especially in the engineering, sciences, and health science fields. The report noted that this alone does not necessarily reflect gender discrimination, because students “self-select,” to some extent, into their fields of study.

Since 2002, there has been increasing awareness and public concern in Washington for the need to increase degree attainment in many of the fields where disproportionality has occurred, specifically: engineering, computer science, biological sciences, nursing, and education. The pressing need to expand the supply of workers in the state with these degrees, along with the wage premiums firms are currently offering new employees with degrees in some of these fields, is bringing renewed attention to the role our education institutions play in helping inform students about their career options and opportunities.

HECB staff looked at degree attainment data again in 2006, to determine the extent to which progress has been made since the 2002 report was issued. The 2002 report looked at the community and technical college system as a whole, and five of the six public four-year institutions. (The Evergreen State College was not studied because all TESC students graduate with a liberal arts degree – which is the same CIP code). The study looked at the top four program areas (by the number of baccalaureate degrees conferred in that major) at each institution in 2000-01 – 24 programs in total – using IPEDS data from the U.S. Department of Education.

This analysis was repeated in 2006, looking at the top five program areas at each of the four-year institutions previously studied and the community and technical college system. The results appear in Appendix B. For the 22 major program areas included in both the 2000-01 and 2004-05 studies – based on degrees conferred – 11 had degree conferment rates by gender that varied with the institutions overall rate by 10 percentage points or more, and were considered disproportionate. Seven favored male students and 4 favored female students. Over the past four years, only two programs have achieved approximate equity within the 10 percent variance range.

In 2004-05, several new major programs that disproportionately favor female students made the list, especially in the psychology and health sciences fields. The big gainers toward proportionality over this period were accounting at the community and technical colleges (15.5 percentage points), and social sciences at Central Washington University (4.2) and Eastern Washington University (12.5). The program areas that moved significantly toward greater disproportionality were education at Central Washington University (-5.7), and business at Western Washington University (-6.1).

Table 2 below looks at the percentage of bachelor’s degrees awarded to female students in 2005-06 for selected program areas. The program areas indicated are areas in which one or more institutions conferred 50 or more degrees **and** were highly disproportionate in the degrees conferred to women – more than 10 percentage points away from the percentage of all degrees awarded to female students at the institution in 2004-05.

Of 81 major programs (conferring 50 or more degrees in 2004-05), 45 (56 percent) confer degrees to male and female students disproportionately, exceeding the ten percentage point variance range. Twenty-three programs disproportionately confer degrees to men in the math, engineering and computer science fields, business, architecture, parks and recreation, history, social sciences, philosophy and security fields. The remaining 22 highlighted major programs identified in Table 2 disproportionately confer degrees to female students, in the professions and other fields.

Table 2: Percentage of Bachelor’s Degrees Awarded to Female Students in 2004-05 for Selected Program Areas

Program Area	CWU	EWU	UW	WSU	WWU
All Bachelor's Degrees Awarded to Female Students	55.5%	57.9%	53.0%	55.6%	58.6%
Sciences					
Computer and information sciences and support services	8.0%	18.1%	23.1%	4.2%	3.8%
Engineering and engineering technology	8.3%	5.3%	18.4%	15.5%	5.6%
Mathematics and statistics	n/a	n/a	23.8%	25.9%	39.3%
Physical sciences	37.0%	54.5%	37.3%	29.4%	42.6%
Professional					
Architecture and related services	n/a	n/a	57.3%	35.0%	n/a
Communication, journalism, and related programs	62.0%	61.8%	67.7%	60.6%	71.8%
Education	76.5%	68.2%	58.8%	84.6%	79.5%
Health professions and related clinical sciences	58.3%	88.5%	80.2%	87.5%	98.0%
Psychology	62.7%	76.7%	73.0%	67.5%	70.9%
Public administration and social service professions	75.0%	75.0%	83.0%	56.3%	85.4%
Other					
Area, ethnic, cultural, and gender studies	n/a	n/a	67.7%	72.7%	51.7%
Business, management, marketing, and related services	51.3%	47.9%	43.4%	41.5%	37.8%
Family and consumer sciences/human sciences	90.2%	94.4%	n/a	94.2%	90.1%
Foreign languages, literatures, and linguistics	58.1%	80.0%	64.1%	81.5%	75.0%
History	21.1%	47.4%	43.2%	44.2%	43.8%
Parks, recreation, leisure, and fitness studies	40.3%	47.9%	n/a	41.7%	59.8%
Philosophy and religious studies	26.1%	n/a	42.4%	8.3%	25.0%
Security and protective services	51.7%	n/a	59.4%	43.4%	n/a
Social Sciences	48.1%	47.5%	51.8%	61.1%	51.7%
Visual and performing arts	53.8%	53.6%	70.4%	65.4%	57.9%

Note: Shaded figures indicate programs awarding 50 or more degrees AND with female degree award rates that vary from the overall rate by 10 percentage points or more. Program areas were selected if one or more institutions had programs that met these criteria. "N/A" indicates that the institution does not award degrees in this program area.

Note: The Evergreen State College is omitted since all students receive degrees in the Liberal Arts and Sciences program area.

Source: IPEDS data for 2004-2005.

The data shows high disproportionality in several major program areas. A few programs seem more disproportionate than their peers; for example Eastern and Western Washington University's engineering programs, and Washington State and Western Washington University's computer science programs. However, in most cases there is rough parity in proportionality across institutions. Undoubtedly, this parity is a result of consistent, statewide "self-selection" by students toward or away from these fields of study across the state.

Recommendation: This overview of proportionality in academics underscores the need for further investigation by the board, especially considering (1) the lack of substantial progress by most major programs toward proportionality; (2) the level of disproportionality that exists in many major program areas -- especially in the science and technology fields; and (3) the state's critical need to increase baccalaureate degree attainment in science, math, education, engineering, and health professions. Additional investigations could look at persistence toward degree by gender for students in these programs, student academic preparation for college-level work in these fields, and successful models for encouraging more women (or men, in the case of health professions) to select these critical fields of study.

Athletics

State law requires all public institutions of higher education to demonstrate proportional equity in intercollegiate and intramural/recreational athletic participation and enabling resources, including financial aid to athletes (when available), coaching, expenditures on athletic programs, and facilities.

Intercollegiate Varsity Athletic Participation

One of the tools Washington's public institutions use to achieve proportional equity in varsity athletic participation is tuition and fee waivers for female athletes. Fee waivers based on athletic participation may be provided by public four-year institutions, but not by community colleges (technical colleges do not sponsor interscholastic athletic activities). If an institution's female athletic participation rate is less than five percentage points of the percentage of fulltime female 17-24 year-old students that attend the institution, it must submit a remediation plan for HECB approval in order to continue to provide tuition and fee waivers to any athlete. As stated above, both Eastern and Western Washington Universities were out of compliance with the participation rate rule in 2001-02. EWU's participation rate "gap" was 13.5 percentage points, and WWU's was 5.6 percentage points. Both institutions submitted remediation plans that were approved by the board.

This year, the board is using a new methodology for measuring compliance with the requirement, moving to a rolling three-year average. Because female enrollment and female athletic participation can both vary from year to year, a three-year average provides a better indication of an institutions current status in achieving proportional equity in participation. Using data for the 2003-04, 2004-05, and 2005-06 academic years, HECB staff calculated an average female enrollment rate and average female athletic participation rate for each public four-year institution. The board is pleased to report that all six institutions are now in compliance with the requirement, using the three-year averaging methodology.

Table 3 shows the final results of the analysis and how the numbers are used to generate the three-year average.

Table 3: Calculation of the Three-Year Athletic Participation Rate

Institution Name	Three-Year Average, 2003-04 through 2005-06						
	Average Total Enrollment	Average Female Enrollment	Average % Female Enrollment	Avg. Total Athletic Participation	Avg. Female Athletic Participation	Average % Female Participation	Difference In Rates
Central Washington University	6,932	3,626	52.3%	426	204	47.9%	-4.4%
Eastern Washington University	6,605	3,868	58.6%	470	272	57.9%	-0.7%
The Evergreen State College	2,438	1,296	53.2%	86	46	52.9%	-0.3%
University of Washington-Seattle Campus	21,539	11,201	52.0%	665	318	47.8%	-4.2%
Washington State University	14,013	7,197	51.4%	537	258	48.1%	-3.2%
Western Washington University	10,629	5,995	56.4%	516	272	52.6%	-3.8%
Total	62,156	33,183	53.4%	2,701	1,370	50.7%	-2.7%

Sources: Fall enrollment by age and gender, IPEDS; athletic participation from annual EADA surveys.

Looking at Table 4, which shows the variance of the participation rate from the enrollment rate in each of the three years, it is clear that moving to the three-year average did smooth out some of the years.

Table 4: Difference between Female Athletic Participation Rate and Female Full-Time Enrollment Rate (Age 17-24)

Institution	Academic Year		
	03-04	04-05	05-06
Central Washington University	-5.1%	-2.8%	-5.3%
Eastern Washington University	0.1%	-0.7%	-1.9%
The Evergreen State College	1.4%	0.7%	-2.7%
University of Washington-Seattle Campus	-4.8%	-4.4%	-3.3%
Washington State University	-2.8%	-1.8%	-5.0%
Western Washington University	-3.8%	-3.4%	-4.6%
Total	-2.1%	-2.2%	-3.7%

Note: A positive number indicates that the female athletic participation rate exceeds the percentage of female undergraduates, age 17-24, enrolled at the college.

Sources: Fall enrollment by age and gender, IPEDS; athletic participation from annual EADA surveys.

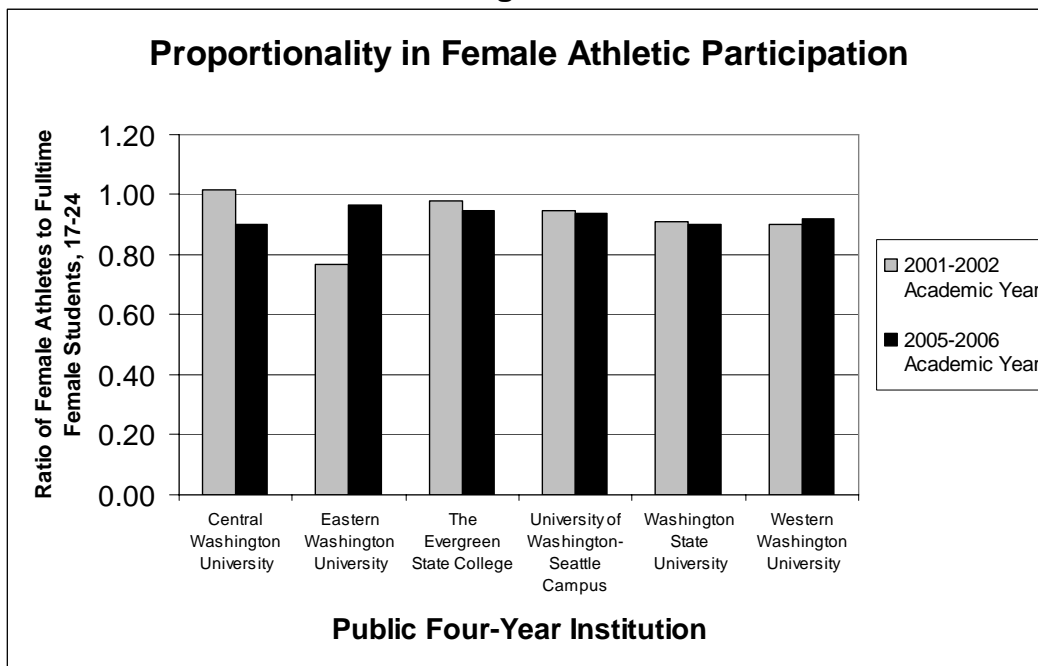
In fact, had the board not moved to three-year average methodology, Central Washington University and Washington State University would be out of compliance, based on the single-year methodology used in the previous report.

Proportionality in female athletic participation in the community and technical college system has slipped slightly between 2000-01 and 2004-05, as shown in the table in Appendix C. In 2000-01, the system wide proportionality ratio (female athletic participation rate over the fulltime female 17-24-year-old enrollment rate) was 0.87, and over the past four years has dipped slightly to 0.84. There remains considerable variation between individual community colleges, with ratios ranging from 0.61 to 1.25.

The six four-year institutions show greater proportional equity in athletic participation than the community colleges, with a combined proportionality ratio of 0.93 in 2005-06. Over the past four years, the female enrollment rate for fulltime 17-24-year-olds at the four-year institutions has been steady at 53 percent since 2001-02, and over the same period of time, the overall female athletic participation rate has increased slightly from 49.1 percent to 49.8 percent (see Appendix D). Figure 1, shows the overall trend line for the six public four-year institutions with regard to proportionality of athletic participation since 2001-02. Because each trend line represents only two data points four years apart, it is important to not make any definitive conclusions based on the chart – especially because athletic participation can fluctuate significantly from year to year.

The substantial progress made by Eastern Washington University, and the more modest progress made by Western Washington University, is reflected in the chart below. Rates for the other institutions are flat or trending slightly downward toward greater disproportionality in female athletic participation.

Figure 1



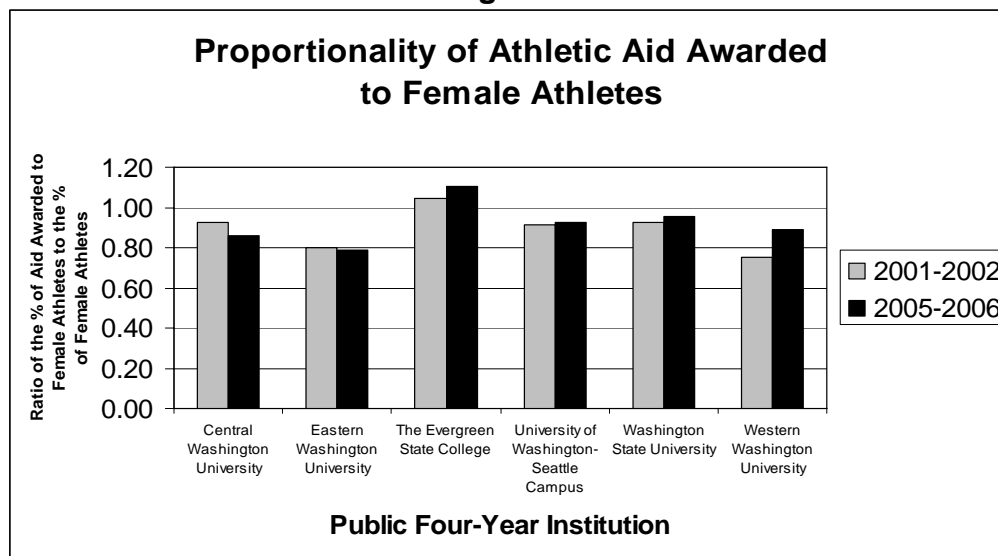
Recommendation: Considering that 1) Central Washington University has the highest difference in rates using the three-year average methodology (4.4 percentage points) among the six institutions; 2) CWU has shown female participation and enrollment rate differentials exceeding 5 percent for two of the past three years; and 3) CWU has shown a decline in female athletic participation from 53.4 percent in 2001-02 to 47.4 percent in 2005-06 while its female enrollment rate has remained constant, Central Washington University is advised to closely monitor its female athletic participation rate and take appropriate steps to ensure that it remains in compliance.

Athletically-Related Student Aid

Board staff looked at the percentage of tuition and fee aid awarded to female athletes and compared this percentage to the overall percentage of female athletes at each four-year institution. This is the same analysis that was conducted in 2002. The results can be found in Appendix E for both the four-year institutions and the community colleges.

The overall trend across the six institutions over the past four years is one of no change. The proportionality ratio for 2005-06—aid received by female athletes divided by the percentage of athletes who are female—has remained unchanged at .92 since 2001-02. Put another way, female athletes receive 92 cents in tuition aid for every dollar that male athletes receive. The opposite is true in the community colleges, where female athletes received \$1.13 in tuition aid for every dollar a male athlete received in 2004-05. It is important to note that while athletic scholarships may be available, community colleges may not provide athletes with tuition waivers in order to promote equitable athletic participation. Variance from state averages for the four-year institutions is considerable and is summarized in Figure 2.

Figure 2



Ideally, the institutions should be moving toward 1.0 in proportionality of aid awarded. The graph shows that three institutions made gains: Western Washington University, which made substantial gains, and the University of Washington and Washington State University, which made more modest gains. Central Washington University moved away from proportionality. The Evergreen State College is the only four-year institution that, like many of the community colleges, disproportionately awards aid to female athletes over male athletes. This predilection has increased over the most recent period.

Recommendation: Eastern Washington University has demonstrated disproportionality in the awarding of aid to female athletes since 2001-02, with a proportionality ratio of .79 in 2005-06. The board urges EWU to review its procedures for awarding aid to athletes and take the necessary steps to move significantly toward proportionality, as Western Washington University has recently done, by the time of the next HECB review in 2010.

Coaching

Washington's gender equity statute requires the public four-year institutions to "attempt to provide some coaches and administrators of each gender to act as role models for male and female athletes (RCW 28B.110.030)." All six institutions have rough parity in the number of male and female varsity sports teams they sponsor. With roughly the same number of female and male teams, one might expect to see the same ratio of male and female coaching staff. Unfortunately, this is not the case. Across the six institutions, only about one-quarter of the head coaches and about 30 percent of the assistant coaches are female. Just 15 of 70 head coaches at the six institutions are women. As Table 5 below indicates, these numbers are down slightly from 2001-02; showing not only a lack of progress, but a slight decline in gender equity.

Table 5: Female Athletic Coaches at Public Four-Year Institutions 2001-02 and 2005-06

Institution Name	Head Coaches				Assistant Coaches			
	2005-2006			% Female in 2001-02	2005-2006			% Female in 2001-02
Total	Female	% Female	Total		Female	% Female		
Central Washington University	9	0	0.0%	16.7%	28	4	14.3%	30.4%
Eastern Washington University	10	2	20.0%	20.0%	27	9	33.3%	21.7%
The Evergreen State College	7	1	14.3%	33.3%	11	6	54.5%	44.4%
University of Washington-Seattle Campus	19	6	31.6%	31.6%	52	13	25.0%	18.2%
Washington State University	13	4	30.8%	30.8%	45	15	33.3%	39.6%
Western Washington University	12	2	16.7%	25.0%	17	6	35.3%	31.6%
Total	70	15	21.4%	26.4%	180	53	29.4%	29.6%
2001-2002 Totals	72	19			189	56		

Sources: 2005-06 Equity in Athletics Disclosure Act data; 2002 HECB Gender Equity Report.

Appendix F breaks out the number of coaches by men's teams and women's teams for the four-year and community colleges. As a group, the community colleges have improved greatly between 2000-01 and 2004-05, increasing the percentage of female coaches from 14 to 25 percent.

Among the four-year institutions, there are currently no women head coaches of male teams, down from two in 2001-02. It is curious that there are more male head coaches of women's teams than female head coaches (25 males and 15 females), but more female assistant coaches of women's teams than male assistant coaches (33 males and 45 females). One might think this abundance of female assistant coaches would provide a ready supply of qualified female coaches who could ascend to a head coaching position leading a women's team.

It is worth noting the progress made by both the University of Washington and Eastern Washington University since 2001-02. It should also be noted that over the past four years, according to the public data, Central Washington University has lost 12 of its 16 female coaches (losing two female head coaches and 10 female assistant coaches since 2001-02).

Recommendation: Central Washington University is asked by the HECB to provide an explanation for the apparent net loss of 12 female coaches over the past four years, and should outline its hiring targets and plan for increasing the number of female coaches at the institution.

Athletics Expenditures

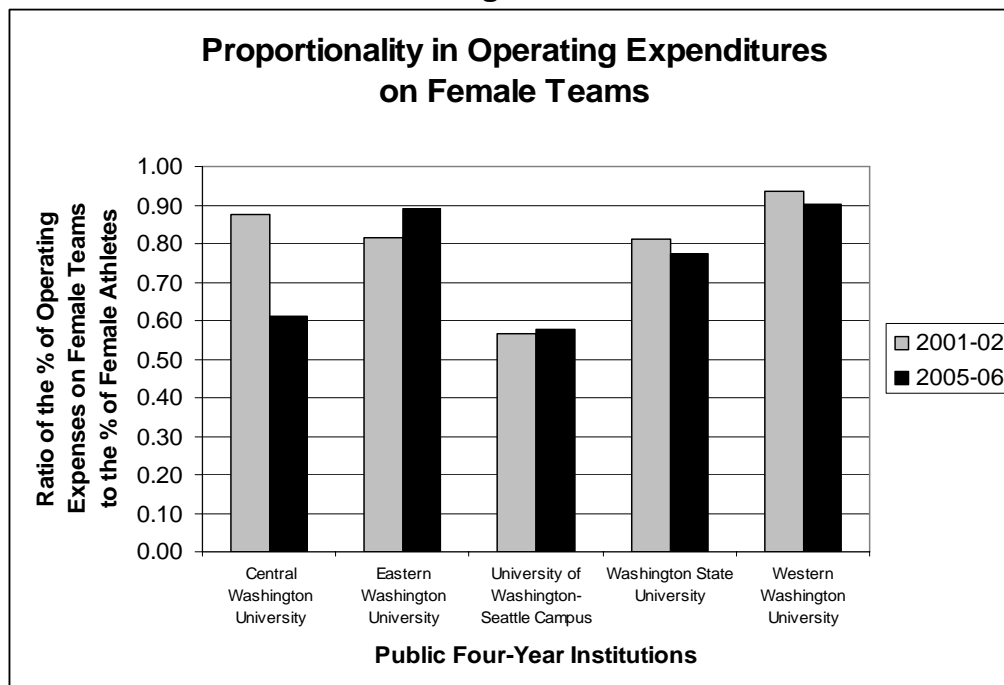
Analysis of athletics expenditures to identify gender equity patterns is difficult because men’s basketball and football (and to a lesser extent women’s basketball), especially at major universities like Washington State University and the University of Washington, highly skew and distort the analysis. Focusing on operating or “game day” expenses, such as lodging, meals, transportation, uniforms, and officials, helps eliminate some of these distorting effects. Operating expenditures make up a small portion, about 10-20 percent, of total expenditures.

Unlike the community colleges where women’s team operating expenditures typically exceed expenditures on men’s teams, the six four-year institutions together spend about 71 cents on women’s team “game day” expenses for every dollar spent on men’s teams (see Appendix G). There has been no change in the overall proportionality ratio since 2001-02. Figure 3 shows the lack of progress that has been made in this area since 2001-02, with the exception of Eastern Washington University. The Evergreen State College is the only institution that has a proportionality ratio greater than one, and expends relatively more on women’s teams operating expenditures than men’s teams. TESC is omitted from the comparison because data for the institution from 2001-02 was not available.

The chart raises two key questions: Why is the University of Washington’s ratio so low, even when compared to Washington State University? And, why has Central Washington University’s ratio fallen so precipitously?

Recommendation: The board will investigate further why the University of Washington and Central Washington University’s operating expenditure rates on female teams were so low in 2005-06 compared to the percentage of female athletes at those institutions.

Figure 3



Athletic Facilities

The Washington gender equity statute requires that “each institution which provides showers, toilets, lockers, or training room facilities for athletic purposes shall provide comparable facilities for both males and females.” This requirement applies to both recreational activities and intercollegiate athletics (RCW 28B.110.030).

Since 2001-02, the six public four-year institutions have made the following improvements to their athletic and recreational facilities demonstrating compliance with this provision:

Central Washington University opened its new Student Union and Recreation Center facility in January 2006. The 84,000 square foot recreation center offers a 50-foot climbing wall, areas for strength training and cardio/fitness equipment, a 1/8 mile jogging track, four-court gymnasium, exercise rooms, locker rooms with saunas and a first aid room. The university also renovated the women’s varsity and physical education locker rooms in 2004, and completed a similar upgrade in the men’s locker rooms in 2005. Renovations were also made to the varsity training room and weight room facilities open to both male and female athletes.

Eastern Washington University has made no athletic or campus recreational facilities changes since 2001-02.

The Evergreen State College upgraded its men’s locker room in 2004-05 to make it comparable to the women’s locker room, which was upgraded in 2001.

The University of Washington’s Seattle campus has made several major improvements as part of their 2003 Recreational Sports and Fitness Center renovation and expansion, including:

- New 139,000 square foot synthetic turf field for use by athletic clubs, informal recreation, intramural and interscholastic teams
- New indoor track (1/9th mile)
- New 12,000 square foot gym
- Four additional squash courts
- Two 2,500 square foot studios for fitness, dance, yoga, and club use
- New cardio fitness center (14,000 square feet) and two additional fitness areas (5,500 square feet)
- Free weight room expansion to 10,000 square feet
- New indoor climbing center with 5,822 square feet of climbing surface
- New carpet, painted vanities, and lighting in the women’s locker room

Washington State University did not provide the Higher Education Coordinating Board with any information regarding athletic or campus recreational facilities changes since 2001-02.

Western Washington University opened a new 97,000 square foot student recreational center in 2003, which includes a three-court basketball gym, a multi-purpose gym, a 10,000 square foot weight and fitness center, two aerobic rooms, an indoor pool, men's and women's locker rooms, a family changing room, indoor warm-up track, climbing wall and a conference/ classroom.

WWU also made improvements to the Lou Parberry Fitness Center in 2003, including new equipment, painting, flooring, and fixtures. In fall 2006, the women's physical education and varsity locker rooms were remodeled and two team rooms for volleyball and basketball were added. Also eight new tennis courts were built in 2006, including one teaching court with competition lighting.

Intramural Sports

The data on intramural sports for the four-year institutions presented in Appendix H indicate low participation rates by female students in intramural and recreational sports, despite rough parity in the number of opportunities available to women. The overall women's participation rate in intramural and club athletics is about 30 percent for the four-year institutions combined.

This appears to be down slightly from 2001-02, especially for Washington State University (42 percent in 2001-02 and 26 percent in 2005-06) and Western Washington University (47 percent in 2001-02 and 34 percent in 2005-06). These institutions should determine what might be contributing to the decline in participation and take appropriate steps to inform and encourage female students to take advantage of the athletic opportunities that are available to them.

Summary

All six of the four-year institutions are in compliance with the statutory provisions of the state law. However, looking across all dimensions of gender equity explored in this report, there is a pattern of little progress over the past four years, and in some instances, slight declines. Of greatest concern is gender equality in the awarding of degrees in the sciences and some of the professions – areas of great importance to the state's economy – and the decline in the percentage of female athletic coaches (and role models) at the four-year institutions. These are areas where the board will focus further investigation and policy analysis.

List of Appendices

Appendix A: Student Employment at the Public Four-Year Institutions

Appendix B: Female Degree Rates for Major Program Areas

Appendix C: Athletic Participation Rates at Community Colleges

Appendix D: Comparison of Athletic Participation at Public Four-Year Institutions

Appendix E: Tuition Aid Awarded to Female Athletes at Public Four-Year Institutions
Tuition Aid Awarded to Female Athletes at Community Colleges

Appendix F: Gender of Coaches at Four-Year Institutions
Gender of Coaches at Community Colleges

Appendix G: Operating Expenditures on Women's Teams at Four-Year Institutions
Operating Expenditures on Women's Teams at Community Colleges

Appendix H: Intramural and Club Athletics at Four-Year Institutions

Appendix A

Student Employment at the Public Four-Year Institutions

Academic Year 2005-2006 Institution Name	Student Employees		Number of Students Earning					
	Total Men	Total Women	Less than \$8.00/hr. Men	Less than \$8.00/hr. Women	\$8.00-\$11.50/hr. Men	\$8.00-\$11.50/hr. Women	More than \$11.50/hr. Men	More than \$11.50/hr. Women
Central Washington University	1,260	1,649	449	627	749	960	62	62
Eastern Washington University	947	1,311	438	560	464	679	45	72
The Evergreen State College	252	377	49	67	237	375	19	50
University of Washington*	4,208	4,836	441	736	1,324	1,739	2,443	2,361
Washington State University	3,144	3,604	570	854	1,460	1,704	1,114	1,046
Western Washington University	1,381	2,180	396	688	755	1,157	230	335
Total	11,192	13,957	2,343	3,532	4,989	6,614	3,913	3,926

*Data for the University of Washington are for Fall Quarter 2005 only.

Source: Higher Education Coordinating Board institutional survey, 2006.

Appendix B

Female Degree Rates for Major Program Areas, 2004-05

	Degrees		Current	2000-01		Progress
	Awarded	% Female	Status*	% Female	Status*	Toward Proportionality†
Community and Technical Colleges (data for 2005-2006)						
	2005-06	2005-06	2005-06	2000-01	2000-01	
All Associate Degrees	22,090	58.0%		57.6%		
Liberal Arts & Sciences (Transfer)	13,316	60.3%	App. Equity	58.9%	App. Equity	-1.0
Nursing (RN & LPN)	1,222	86.7%	Female	87.9%	Female	1.6
Information Tech	1,060	30.9%	Male	n/a	n/a	n/a
Engineering, Electronics, Other Tech	727	16.1%	Male	n/a	n/a	n/a
Accounting, Mid-Management	710	70.4%	Female	85.5%	Female	15.5
Central Washington University						
	2004-05	2004-05	2004-05	2000-01	2000-01	
All Bachelor's Degrees	2,296	55.5%		57.3%		
Business, management, marketing, and related support services	579	51.3%	App. Equity	51.4%	App. Equity	1.7
Education	566	76.5%	Female	72.6%	Female	-5.7
Security and protective services	203	51.7%	App. Equity	51.1%	App. Equity	2.4
Social sciences	183	48.1%	App. Equity	45.7%	Male	4.2
Visual and performing arts	91	53.8%	App. Equity	n/a	n/a	n/a
Eastern Washington University						
	2004-05	2004-05	2004-05	2000-01	2000-01	
All Bachelor's Degrees	2,080	57.9%		59.1%		
Business, management, marketing, and related support services	522	47.9%	App. Equity	48.5%	Male	0.6
Education	318	68.2%	App. Equity	65.6%	App. Equity	-3.9
Health professions and related clinical sciences	165	88.5%	Female	91.7%	Female	2.0
Social sciences	158	47.5%	Male	36.2%	Male	12.5
Psychology	129	76.7%	Female	n/a	n/a	n/a
The Evergreen State College						
	2004-05	2004-05	2004-05	2000-01	2000-01	
All Bachelor's Degrees	1,169	57.1%		n/a		
Liberal arts and sciences, general studies and humanities	1,169	57.1%	n/a	n/a	n/a	n/a
University of Washington-Seattle Campus						
	2004-05	2004-05	2004-05	2000-01	2000-01	
All Bachelor's Degrees	7,839	53.0%		56.2%		
Social sciences	1,530	51.8%	App. Equity	55.3%	App. Equity	-0.2
Business, management, marketing, and related support services	920	43.4%	App. Equity	49.5%	App. Equity	-2.9
Engineering	613	18.4%	Male	21.6%	Male	0.1
Biological and biomedical sciences	591	57.9%	App. Equity	62.4%	App. Equity	1.3
Communication, journalism, and related programs	467	67.7%	Female	n/a	n/a	n/a
Visual and performing arts	467	70.4%	Female	n/a	n/a	n/a
Washington State University						
	2004-05	2004-05	2004-05	2000-01	2000-01	
All Bachelor's Degrees	4,133	55.6%		54.1%		
Business, management, marketing, and related support services	803	41.5%	Male	43.3%	Male	-3.3
Social sciences	571	61.1%	App. Equity	58.4%	App. Equity	-1.2
Communication, journalism, and related programs	353	60.6%	App. Equity	57.1%	App. Equity	-2.0
Health professions and related clinical sciences	263	87.5%	Female	n/a	n/a	n/a
Engineering	238	15.5%	Male	16.9%	Male	-2.8
Western Washington University						
	2004-05	2004-05	2004-05	2000-01	2000-01	
All Bachelor's Degrees	2,973	58.6%		60.1%		
Business, management, marketing, and related support services	421	37.8%	Male	45.4%	Male	-6.1
Social sciences	379	51.7%	App. Equity	55.0%	App. Equity	-1.7
English language and literature/letters	218	64.7%	App. Equity	n/a	n/a	n/a
Psychology	196	70.9%	Female	n/a	n/a	n/a
Visual and performing arts	164	57.9%	App. Equity	58.5%	App. Equity	1.0

* Approximate Equity is defined as within 10 percentage points of the percent of female student receiving Bachelor's degrees at the institution. Male programs under-represent female students by more than 10 percentage points and Female programs over-represent female students by more than 10 percentage points.

† A positive number indicates progress toward proportionality, and a negative number indicates increasing disproportionality. The numbers shown are the percentage point change in the program's female degree award rate, after taking into account the shift in the overall award rate for females (the target) across academic years.

Sources: SBCTC Data Warehouse; IPEDS data for 2004-2005, HECB Gender Equity Report, 2002.

Appendix C

Athletic Participation Rates at Community Colleges, 2004-05 and 2000-01

Academic Year 2004-2005 Institution Name	Full Time Student Enrollement, Age 17-24			Athletic Participation			Proportionality	Proportionality
	M	F	% Female	M	F	% Female	Ratio*	Ratio, 2000-01
Bellevue Community College	3,365	3,198	48.7%	60	50	45.5%	0.93	1.01
Big Bend Community College	526	525	50.0%	48	35	42.2%	0.84	0.83
Centralia College	636	739	53.7%	35	41	53.9%	1.00	0.90
Clark College	1,970	2,532	56.2%	31	39	55.7%	0.99	0.86
Columbia Basin College	1,616	1,735	51.8%	79	57	41.9%	0.81	0.87
Edmonds Community College	1,674	1,725	50.8%	56	62	52.5%	1.04	1.06
Everett Community College	1,375	1,949	58.6%	74	65	46.8%	0.80	1.10
Grays Harbor College	468	602	56.3%	42	33	44.0%	0.78	0.69
Green River Community College	2,116	2,069	49.4%	75	65	46.4%	0.94	0.88
Highline Community College	1,490	2,047	57.9%	92	70	43.2%	0.75	n/a
Lower Columbia Community College	610	868	58.7%	40	53	57.0%	0.97	0.93
Olympic College	1,387	1,614	53.8%	60	54	47.4%	0.88	0.85
Peninsula College	443	544	55.1%	31	24	43.6%	0.79	0.93
Pierce College-Puyallup	819	948	53.7%	54	34	38.6%	0.72	0.63
N. Seattle Community College	933	1,111	54.4%	16	11	40.7%	0.75	1.02
Shoreline Community College	1,766	1,994	53.0%	59	48	44.9%	0.85	0.82
Skagit Valley College	1,139	1,281	52.9%	81	57	41.3%	0.78	1.00
S. Puget Sound Community College	1,148	1,390	54.8%	32	22	40.7%	0.74	0.71
Spokane Falls Community College	2,526	2,773	52.3%	122	105	46.3%	0.88	n/a
Tacoma Community College	1,319	1,939	59.5%	68	55	44.7%	0.75	0.63
Walla Walla Community College	875	909	51.0%	109	87	44.4%	0.87	0.92
Wenatchee Valley College	779	1,023	56.8%	70	37	34.6%	0.61	1.01
Whatcom Community College	1,223	1,284	51.2%	13	23	63.9%	1.25	1.28
Yakima Valley Community College	957	1,721	64.3%	47	37	44.0%	0.69	0.62
Total	31,160	36,520	54.0%	1,394	1,164	45.5%	0.84	0.87
Totals in 2000-2001	22,409	25,141	52.9%	1,131	972	46.2%		

*The ratio of the female athletic participation rate to the female enrollment rate. A ratio of more than one indicates that female athletes are "over-represented".

Sources: 2004-05 Equity in Athletics Disclosure Act data; 2002 HECB Gender Equity Report; enrollment data from State Board for Community and Technical Colleges.

Appendix D

Comparison of Athletic Participation in 2001-02 and 2005-06 at Public Four-Year Institutions

Institution Name	2001-02		2005-06	
	Female Students*	Female Athletes	Female Students*	Female Athletes
Central Washington University	52.5%	53.4%	52.7%	47.4%
Eastern Washington University	58.4%	44.9%	58.6%	56.7%
The Evergreen State College	57.7%	56.6%	52.1%	49.5%
University of Washington-Seattle Campus	51.6%	48.8%	52.3%	48.9%
Washington State University	50.7%	46.2%	51.4%	46.4%
Western Washington University	56.7%	51.1%	56.0%	51.4%
Total	53.3%	49.1%	53.5%	49.8%

* Full-time undergraduate women age 17-24 only.

Sources: Fall enrollment by age and gender, IPEDS; athletic participation from annual EADA surveys.

Appendix E

Tuition Aid Awarded to Female Athletes in 2001-02 and 2005-06 at Public Four-Year Institutions

Institution Name	2001-2002			2005-2006		
	% Female Athletes	% Aid Awarded to Females	Proportionality Ratio*	% Female Athletes	% Aid Awarded to Females	Proportionality Ratio*
Central Washington University	53.4%	49.3%	0.92	47.4%	40.7%	0.86
Eastern Washington University	44.9%	36.0%	0.80	56.7%	44.7%	0.79
The Evergreen State College	56.6%	59.0%	1.04	49.5%	54.6%	1.10
University of Washington-Seattle Campus	48.8%	44.7%	0.92	48.9%	45.3%	0.93
Washington State University	46.2%	42.7%	0.92	46.4%	44.3%	0.95
Western Washington University	51.1%	38.4%	0.75	51.4%	45.7%	0.89
System Total	49.1%	45.0%	0.92	48.4%	44.8%	0.92

* A ratio greater than one indicates that the percentage of aid awarded to female athletes exceeds the percentage of female athletes participating in varsity sports.

Sources: 2005-06 Equity in Athletics Disclosure Act data; 2002 HECB Gender Equity Report.

Appendix E
(Continued)

Tuition Aid Awarded to Female Athletes in 2004-05 at Community Colleges

Academic Year 2004-2005 Institution Name	Total Athletes	% Female Athletes	Total Aid	Aid Awarded to Females	% Aid Awarded to Females	Proportionality Ratio*
Bellevue Community College	110	45.5%	\$ 60,400	\$ 32,400	53.6%	1.18
Big Bend Community College	83	42.2%	\$ 44,860	\$ 23,839	53.1%	1.26
Centralia College	76	53.9%	\$ 22,172	\$ 14,262	64.3%	1.19
Clark College	70	55.7%	\$ 21,000	\$ 12,600	60.0%	1.08
Columbia Basin College	136	41.9%	\$ 62,619	\$ 28,069	44.8%	1.07
Edmonds Community College	118	52.5%	\$ 34,800	\$ 19,800	56.9%	1.08
Everett Community College	139	46.8%	\$ 30,600	\$ 15,800	51.6%	1.10
Grays Harbor College	75	44.0%	\$ 49,268	\$ 21,159	42.9%	0.98
Green River Community College	140	46.4%	\$ 20,740	\$ 15,754	76.0%	1.64
Highline Community College	162	43.2%	\$ 37,950	\$ 17,600	46.4%	1.07
Lower Columbia Community College	93	57.0%	\$ 25,800	\$ 17,500	67.8%	1.19
Olympic College	114	47.4%	\$ 36,000	\$ 19,200	53.3%	1.13
Peninsula College	55	43.6%	\$ 29,057	\$ 17,608	60.6%	1.39
Pierce College-Puyallup	88	38.6%	\$ 24,391	\$ 11,400	46.7%	1.21
N. Seattle Community College	27	40.7%	\$ 3,200	\$ 1,600	50.0%	1.23
Shoreline Community College	107	44.9%	\$ 42,703	\$ 24,314	56.9%	1.27
Skagit Valley College	138	41.3%	\$ 15,800	\$ 3,700	23.4%	0.57
S. Puget Sound Community College	54	40.7%	\$ 25,869	\$ 14,303	55.3%	1.36
Spokane Falls Community College	227	46.3%	\$ 136,165	\$ 73,977	54.3%	1.17
Tacoma Community College	123	44.7%	\$ 44,446	\$ 19,094	43.0%	0.96
Walla Walla Community College	196	44.4%	\$ 105,478	\$ 47,541	45.1%	1.02
Wenatchee Valley College	107	34.6%	\$ 60,540	\$ 26,452	43.7%	1.26
Whatcom Community College	36	63.9%	\$ 15,600	\$ 9,800	62.8%	0.98
Yakima Valley Community College	84	44.0%	\$ 20,836	\$ 10,000	48.0%	1.09
Total	2,558	45.5%	\$ 970,294	\$ 497,772	51.3%	1.13
Totals in 2000-2001	1,994	46.0%	\$ 704,634	\$ 376,066	53.4%	1.16

* A ratio greater than one indicates that the percentage of aid awarded to female athletes exceeds the percentage of female athletes participating in varsity sports.

Sources: 2004-05 Equity in Athletics Disclosure Act data; 2002 HECB Gender Equity Report.

Appendix F

Gender of Coaches at Four-Year Institutions, 2005-06 and 2001-02 Academic Years

Academic Year 2005-2006 Institution Name	Head Coach				Assistant Coach				Total Female Coaches	Percentage Female Coaches	Female Coaches in 2001-02
	Mens' Teams		Womens' Teams		Mens' Teams		Womens' Teams				
	Male	Female	Male	Female	Male	Female	Male	Female			
Central Washington University	4	0	5	0	18	0	6	4	4	11%	28%
Eastern Washington University	4	0	4	2	15	0	3	9	11	30%	21%
The Evergreen State College	3	0	3	1	4	1	1	5	7	39%	40%
University of Washington-Seattle Campus	9	0	4	6	27	2	12	11	19	27%	22%
Washington State University	5	0	4	4	21	4	9	11	19	33%	38%
Western Washington University	5	0	5	2	9	1	2	5	8	28%	29%
Total	30	0	25	15	94	8	33	45	68	27%	
Totals in 2001-2002	31	2	22	17	96	9	37	47	75	29%	

Sources: 2005-06 Equity in Athletics Disclosure Act data; 2002 HECB Gender Equity Report.

Appendix F
(Continued)

Gender of Coaches at Community Colleges, 2004-05 and 2000-01 Academic Years

Academic Year 2004-2005 Institution Name	Head Coach				Assistant Coach				Total Female Coaches	Percentage Female Coaches
	Mens' Teams		Women's Teams		Mens' Teams		Women's Teams			
	Male	Female	Male	Female	Male	Female	Male	Female		
Bellevue Community College	4	0	0	6	6	0	4	2	8	36%
Big Bend Community College	2	0	3	0	5	0	1	2	2	15%
Centralia College	2	0	3	1	4	0	3	3	4	25%
Clark College	2	0	2	1	2	0	2	1	2	20%
Columbia Basin College	4	0	4	1	3	0	2	2	3	19%
Edmonds Community College	3	0	2	2	5	0	1	6	8	42%
Everett Community College	4	0	3	3	7	0	2	3	6	27%
Grays Harbor College	3	0	4	0	4	0	4	0	0	0%
Green River Community College	5	0	3	3	3	0	2	2	5	28%
Highline Community College	5	0	4	2	4	1	3	3	6	27%
Lower Columbia Community College	2	0	3	1	5	0	4	1	2	13%
Olympic College	4	0	4	1	4	0	3	2	3	17%
Peninsula College	2	0	1	1	4	0	3	3	4	29%
Pierce College-Puyallup	3	0	1	2	4	0	2	4	6	38%
N. Seattle Community College	1	0	0	1	2	0	1	0	1	20%
Shoreline Community College	4	0	5	2	5	0	0	6	8	36%
Skagit Valley College	5	1	3	2	7	0	0	4	7	32%
S. Puget Sound Community College	2	0	1	1	2	0	2	0	1	13%
Spokane Falls Community College	7	0	5	3	11	1	8	9	13	30%
Tacoma Community College	4	0	5	1	7	0	1	2	3	15%
Walla Walla Community College	5	0	5	1	7	1	4	4	6	22%
Wenatchee Valley College	3	0	1	2	8	0	4	2	4	20%
Whatcom Community College	1	0	1	1	2	0	1	2	3	38%
Yakima Valley Community College	3	0	3	1	4	0	0	2	3	23%
Total	80	1	66	39	115	3	57	65	108	25%
Totals in 2000-2001	67	4	65	20	89	4	59	16	44	14%

Sources: 2004-05 Equity in Athletics Disclosure Act data; 2002 HECB Gender Equity Report.

Appendix G

Operating Expenditures on Women's Teams at Four-Year Institutions, 2005-06 and 2001-02

Academic Year 2005-2006 Institution Name	Total Operating Expenses	% of Operating Expenses Womens' Teams	% Female Athletes	Proportionality Ratio*
Central Washington University	\$ 349,213	29.0%	47.4%	0.61
Eastern Washington University	\$ 1,996,978	50.4%	56.7%	0.89
The Evergreen State College	\$ 10,935	61.4%	49.5%	1.24
University of Washington-Seattle Campus	\$ 8,315,064	28.2%	48.9%	0.58
Washington State University	\$ 4,526,125	35.9%	46.4%	0.77
Western Washington University	\$ 894,735	46.5%	51.4%	0.90
Total	\$ 16,093,050	34.2%	48.4%	0.71
Totals in 2001-2002	\$ 8,242,052	36.2%	51.1%	0.71

*A ratio greater than one indicates that the percentage of operating expenses for womens teams exceeds the percentage of female athletes participating in varsity sports.

Definition of Operating Expenses:

All expenses an institution incurs attributable to home, away, and neutral-site intercollegiate athletic contests (commonly known as game-day expenses), for (A) Lodging, meals, transportation, uniforms, and equipment for coaches, team members, support staff (including, but not limited to team managers and trainers), and others; and (B) Officials.

Sources: 2005-06 Equity in Athletics Disclosure Act data; 2002 HECB Gender Equity Report.

Appendix G
(Continued)

Operating Expenditures on Women's Teams at Community Colleges, 2004-05 and 2000-01

Academic Year 2004-2005 Institution Name	Total Operating Expenses	Percentage of Operating Expenses Womens' Teams	% Female Athletes	Proportionality Ratio
Bellevue Community College	\$ 66,545	55.2%	45.5%	1.21
Big Bend Community College	\$ 110,200	54.6%	42.2%	1.30
Centralia College	\$ 109,531	61.7%	53.9%	1.14
Clark College	\$ 83,177	57.5%	55.7%	1.03
Columbia Basin College	\$ 225,216	50.8%	41.9%	1.21
Edmonds Community College	\$ 92,075	53.5%	52.5%	1.02
Everett Community College	\$ 14,000	61.4%	46.8%	1.31
Grays Harbor College	\$ 117,978	42.3%	44.0%	0.96
Green River Community College	\$ 91,583	50.3%	46.4%	1.08
Highline Community College	\$ 129,471	51.9%	43.2%	1.20
Lower Columbia Community College	\$ 84,883	58.3%	57.0%	1.02
Olympic College	\$ 57,600	53.5%	47.4%	1.13
Peninsula College	\$ 77,879	53.8%	43.6%	1.23
Pierce College-Puyallup	\$ 72,065	47.6%	38.6%	1.23
N. Seattle Community College	\$ 48,000	50.0%	40.7%	1.23
Shoreline Community College	\$ 125,587	57.2%	44.9%	1.28
Skagit Valley College	\$ 114,004	46.9%	41.3%	1.14
S. Puget Sound Community College	\$ 65,740	45.5%	40.7%	1.12
Spokane Falls Community College	\$ 475,217	51.8%	46.3%	1.12
Tacoma Community College	\$ 66,295	40.4%	44.7%	0.90
Walla Walla Community College	\$ 389,877	47.2%	44.4%	1.06
Wenatchee Valley College	\$ 104,741	44.3%	34.6%	1.28
Whatcom Community College	\$ 63,390	60.6%	63.9%	0.95
Yakima Valley Community College	\$ 101,288	47.8%	44.0%	1.08
Total	\$ 2,886,342	51.1%	45.5%	1.12
Totals in 2000-2001	\$ 2,210,125	53.4%	46.2%	1.16

Definition of Operating Expenses:

All expenses an institution incurs attributable to home, away, and neutral-site intercollegiate athletic contests (commonly known as game-day expenses), for (A) Lodging, meals, transportation, uniforms, and equipment for coaches, team members, support staff (including, but not limited to team managers and trainers), and others; and (B) Officials.

Sources: 2004-05 Equity in Athletics Disclosure Act data; 2002 HECB Gender Equity Report.

Appendix H

2005-06 Intramural and Club Athletics at Four-Year Institutions

Academic Year 2005-2006 Institution Name	Number of Intramural Sports Available to Men and Women					
	Men	Women	Coed	Total Teams	% women	% women/coed
Central Washington University	9	9	9	27	33.3%	66.7%
Eastern Washington University	5	4	4	13	30.8%	61.5%
The Evergreen State College	-	-	-	-		
University of Washington-Seattle Campus	16	13	13	42	31.0%	61.9%
Washington State University	50	50	45	145	34.5%	65.5%
Western Washington University	32	32	21	85	37.6%	62.4%
Total	112	108	92	312	34.6%	64.1%

Academic Year 2005-2006 Institution Name	Sports Clubs					
	Male Clubs	Male Participants	Female Clubs	Female Participants	Coed Clubs	Coed Participants
Central Washington University	8	146	5	84	8	111
Eastern Washington University	3	88	3	65	12	275
The Evergreen State College	1	15	1	30	1	12
University of Washington-Seattle Campus	6	652	6	509	21	1,161
Washington State University	6	185	3	55	19	380
Western Washington University	8	261	4	150	8	325
Total	32	1,347	22	893	69	2,264

Academic Year 2005-2006 Institution Name	Total Number of Participants in Intramural Sports and Sports Clubs				% Women in 2001-02
	Men	Women	Total	% Women	
Central Washington University	2,460	1,049	3,509	29.9%	30.5%
Eastern Washington University	1,875	1,100	2,975	37.0%	30.7%
The Evergreen State College	21	36	57	63.2%	50.0%
University of Washington-Seattle Campus	11,556	4,764	16,320	29.2%	unknown
Washington State University	9,908	3,496	13,404	26.1%	approx. 42%
Western Washington University	5,041	2,613	7,654	34.1%	46.8%
Total	30,861	13,058	43,919	29.7%	

Gene J. Colin
Chair



James E. Sulton, Jr., Ph.D.
Executive Director

STATE OF WASHINGTON
HIGHER EDUCATION COORDINATING BOARD

917 Lakeridge Way SW • PO Box 43430 • Olympia, WA 98504-3430 • (360) 753-7800 • FAX (360) 753-7808 • www.hecb.wa.gov

RESOLUTION NO. 06-42

WHEREAS, RCW 28B.110.040 and RCW 28B.15.465 require the Higher Education Coordinating Board to report every four years to the legislature and the governor on gender equity in higher education; and

WHEREAS, The Higher Education Coordinating Board, with the assistance of the state's higher education institutions and the State Board for Community and Technical Colleges, has completed its 2006 review of gender equity in public higher education; and

WHEREAS, The board is concerned to find continued disproportionality in degree attainment rates by gender most notably in the Science, Technology, Engineering and Mathematics fields that are critical to the state's economy, the causes and remedies of which require additional investigation, monitoring, and policy review; and

WHEREAS, The percentage of female athletic coaches has declined since 2002, among the four-year institutions as a group; and

WHEREAS, The board finds that public higher education institutions do not discriminate on the basis of gender in student support and services; and


WHEREAS, The board finds that athletic participation rates for females have improved slightly among the four-year institutions and all the institutions have met their statutory goals; and

THEREFORE, BE IT RESOLVED, That the Higher Education Coordinating Board approves the 2006 Gender Equity in Higher Education report, and the findings and recommendations contained therein.

Adopted:

December 14, 2006

Attest:



Gene Colin, Chair



Jesus Hernandez, Secretary

