

Charles L. Kennedy

Title IX and College Sports in Pennsylvania

The Dream Team of the 2004 Olympics in Greece was not the U.S. men's basketball team. The Dream Team was the U.S. women's softball team. This team was so dominant that the International Olympic Committee (IOC) actually dropped the sport from the Olympics because the U.S. softball team is so good. Strong cases could also be made that the Dream Team of the 2004 Olympics was the U.S. women's soccer team, or the U.S. women's basketball team, or both U.S. women's beach volleyball teams. The point should be fairly obvious that the women have arrived. I contend that this would not have been possible without the adoption of Title IX in 1972.

Title IX of the Education Amendments of 1972 amended the 1964 Civil Rights Act. It was passed by Congress and signed into law by President Nixon. With the possible exceptions of the Vietnam War, *Roe v. Wade*, and *Brown v. Board of Education*, there has probably been no other issue that has caused such dramatic and significant changes in U.S. society over the past 50 years.

There has been an enormous increase in the number of women participating in intercollegiate athletics since the passage of Title IX. According to *The Chronicle of Higher Education*, since 1972, there has been an increase of 38.4 percent for male participation in sports and a fantastic 468.1 percent increase for women. It is also estimated that 2.7 million girls participate in high school sports, an 847 percent increase since 1972.

Title IX has continued to be a controversy in intercollegiate athletics. The U.S. Department of Education has devised a "three-part test" governing women's participation in sports. In order to be in compliance with the law, colleges must meet one of the following criteria:

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- Have the same proportion of women on sports teams as there are female undergraduates
- Have a history and continuing practice of expanding opportunities for women
- Prove they are fully and effectively accommodating the interests and abilities of women on its campus.

I have expanded on these criteria and developed a test to measure the extent of compliance with the spirit of Title IX by the colleges in the major football conferences, the Division I-A schools. In my studies, “The Bowl Championship Series (BCS) of Gender Equity,” Georgia edged UConn in 2002–2003, the first year of the study, and Ohio University defeated Stanford to become the BCS champion for 2003–2004.

This report is an application of my study to all of the colleges in Pennsylvania—Division I-AA, Division I-AAA, Division II, and Division III.

The criteria for my study are *participation*, *scholarship*, *coaching salaries*, and *operating expenses*. (Note: All of the data was obtained from *The Chronicle of Higher Education*.)

As an example, I will apply the data to St. Francis University of Loretto, where I received my B.A. in History in 1963. St. Francis is a Division I-AA school and competes in the Northeast Conference.

Participation is one of the three federal guidelines for a college to determine if it has enough opportunities for female athletes. This is the simplest approach and the one most colleges follow. In this test the percentage of female athletes should be proportional to the percentage of women in the student body.

For instance, at St. Francis women comprised 61.96 percent of the total undergraduates and 45.43 percent of all athletes in 2004 for a difference of –16.53; a rank of eighth in the 11-team Northeast Conference. Farleigh Dickinson was highest at –4.63.

Scholarship is actually the only purely numerical section of guidelines, issued under Title IX regulations, governing scholarship funds allocated to women athletes. The Department’s Office for Civil Rights has specified that colleges must award the same proportions of aid to female athletes as there are women participating in varsity sports. The proportion is to be within one percentage point.

The Frankies’ proportion of female athletes was 43.9 percent and the women’s proportion of the scholarship budget was 52.42 percent for a difference of +8.51; a rank of fifth in the Northeast Conference. Wagner was highest with +16.22.

Coaching salaries are not mandated by Title IX regulations. Equity in salaries, however, should indicate that the salary for coaches of women’s teams should be equivalent to the salary of coaches of men’s teams.

At St. Francis the proportion for coaches of women’s teams of the salary bud-

get was 43.06 percent for a rank of fifth. Long Island University at Brooklyn was highest at 57.45 percent.

Operating expenses is also not included in any specific guidelines. Interestingly, however, the Equity in Athletics Disclosure Act does chart how much of athletic departments' budgets should be allocated to women's teams.

At St. Francis the women's proportion of the operating budget was 49.18 percent for a rank of fifth. Wagner was highest with 71.96 percent.

The results for the Division I-A schools in Pennsylvania, Penn State, Pitt, and Temple are contained in the separate report, "The BCS of Title IX Compliance."

DIVISION I-AA and DIVISION I-AAA

There are nine Division I-AA schools in Pennsylvania and two Division I-AAA schools. They are:

Duquesne	Bucknell
Lehigh	LaSalle
Robert Morris	St. Francis
Lafayette	St. Joseph's (I-AAA)
Villanova	Drexel (I-AAA)
Pennsylvania	

On *Participation* the two highest ranked schools are Bucknell +0.44 and Villanova -1.1. St. Francis finished eleventh -16.53. Ten of the eleven schools finished with a (-) score.

Robert Morris was the pacesetter on *Scholarship* at +13.4, followed by Drexel +8.4 and St. Francis +8.5. Bucknell finished last at -7.0. Seven of the ten schools finished with a (+) ratio on scholarships. Note: Information is not applicable to Penn, as an Ivy League school.

St Joseph's was #1 on *Salaries* at 49.9, followed closely by Drexel at 42.44. Former archrivals in basketball, Duquesne and St. Francis (does anybody remember Sihugo Green and Dick Ricketts battling Maurice Stokes?) battled for third place with Duquesne narrowly winning 42.12 to 42.06. Lehigh was in the basement with 33.1. Six of the 11 schools finished above the 40 percent criteria.

Duquesne emerged triumphant in *Operating Expenses*, again edging St. Francis by the narrow margin of 50.1 to 49.2. LaSalle was third at 48.0. Lehigh edged out Penn, 34.7 to 35.5 to finish in the cellar. Eight of the schools finished above the 40 percent standard with Duquesne the only one above 50 percent.

The rankings for the schools are contained in the following chart:

**RANKINGS FOR TITLE IX COMPLIANCE
IN PENNSYLVANIA—DIVISION I-AA AND DIVISION I-AAA**

School	Participation	Scholarship	Coaching Salaries	Operating Expenses	Total Rank	Average Rank
Duquesne	7	6	3	1	17	2.5
Lehigh	6	7	11	11	35	10
Robert Morris	5	1	7	4	17	2.5
Lafayette	4	8	8	9	29	8.5
Villanova	2	9	10	8	29	8.5
Pennsylvania	9	NA	9	10	*28	11
Bucknell	1	10	5	7	23	6
LaSalle	10	5	6	3	24	7
St. Francis	11	3	4	2	20	5
St. Joseph's	8	4	1	6	19	4
Drexel	3	2	2	5	12	1

* Note: Penn's average rank is based on three criteria, whereas the others are based on all four criteria.

Thus, the top three Division I-AA and Division I-AAA schools in Pennsylvania are: Drexel, Duquesne, and Robert Morris.

In last place is Pennsylvania, slightly ahead of Lehigh, Lafayette, and Villanova tied for ninth.

DIVISION II

For the Division II schools, the focus is on the members of the Pennsylvania State Athletics Conference (PSAC). The universities are divided into West and East. The same process was followed as with the Division I-AA and Division I-AAA schools. They were ranked according to the four criteria within the West and East divisions and then the winners of each division meet in the championship match.

Several points of interest regarding the PSAC schools should be emphasized. The average number of students per institution is 59 percent women and 41 percent men. Mansfield is highest at 62.7 percent and California is lowest at 54.9 percent. Whereas, the average number of athletes is 56 percent men and 44 percent women. Kutztown is highest at 51.04 percent women athletes and California is lowest at 28.4 percent. The average difference in percentages of female students and athletes is -11.2 percent. California has the poorest differential at -26.5 percent and the Indians of Indiana are best at -9.5 percent.

The average difference in percentages of female athletes and scholarships is +1.3 percent. Cheyney is highest at +14.2 percent and the East Stroudsburg Warriors are lowest at -5.0 percent.

Mansfield has the highest proportion of the salary budget for coaches of women's teams at 49.2 percent and Indiana is lowest at 30.1 percent. Nine of the schools are above the 40 percent standard. Kutztown has the highest proportion of the operating budget devoted to women's sports at 48.1 percent. Clarion is lowest at 37.6 percent. Ten of the schools are above the 40 percent standard.

PSAC WEST

School	Participation	Scholarship	Coaching Salaries	Operating Expenses	Total Rank	Average Rank
California	7	1	3	2	13	2
Clarion	6	7	6	7	26	7
Lock Haven	5	6	1	3	15	4
Edinboro	4	5	5	5	19	6
Shippensburg	3	2	2	1	8	1
Slippery Rock	2	4	4	4	14	3
Indiana	1	3	7	6	17	5

PSAC EAST

School	Participation	Scholarship	Coaching Salaries	Operating Expenses	Total Rank	Average Rank
Cheyney	7	1	7	7	22	7
Mansfield	6	2	1	3	12	2
Bloomsburg	5	3	5	5	18	5
Millersville	4	5	6	6	21	6
West Chester	3	4	4	2	13	3
Kutztown	2	6	2	1	11	1
East Stroudsburg	1	7	3	4	15	4

Shippensburg is the champion of the Western Division. The Red Raiders handily defeated the Vulcans of California and The Rock of Slippery Rock by never ranking below third. The Eagles of Clarion finished last, slightly ahead of the Edinboro Scots.

The Golden Bears of Kutztown edged out the Mountaineers of Mansfield and the West Chester Golden Rams to win the Eastern Division of the PSAC. The Golden Bears were paced by three finishes of second or higher. The Cheyney Wolves finished in the basement, slightly ahead of the Millersville Marauders.

In the championship match between the Shippensburg Red Raiders and the Kutztown Golden Bears, the teams go head-to-head in the four categories of Participation (P), Scholarships (S), Coaches Salaries (C), and Operating Expenses (E). The results:

	P	S	C	E	
Shippensburg	$\sqrt{-10.82}$	$\sqrt{6.52}$	$\sqrt{45.46}$	45.41	SHIPPENSBURG
Kutztown	-10.97	-1.97	44.66	$\sqrt{48.11}$	3-1

Even though there were close contests in three of the categories, Shippensburg emerges triumphant with wins in participation, scholarships, and coaches salaries. The Red Raiders are champions of the PSAC!

DIVISION III

The same process was applied to the Division III schools. The Top Ten finishers were:

1	Alvernia
3	Arcadia
3	Penn State—Erie
3	Pitt—Greensburg
3	Baptist Bible
6	Messiah
7	Eastern
8.5	Scranton
8.5	Swarthmore
10	Marywood

The other finishers in order were:

11	Philadelphia Bible	19.5	Dickinson
12	Gwynedd – Mercy	19.5	Franklin & Marshall
13.5	Cabrini	21	Misericordia
13.5	Haverford	22	Elizabethtown
15	Gettysburg	23	Pitt—Bradford
16	Neumann	24	Penn State—Altoona
17	LaRoche	25.5	Juniata
18	Ursinus	25.5	Carnegie Mellon

27	Susquehanna	35.5	Allegheny
28	Muhlenberg	37.5	Widener
29	Moravian	37.5	Waynesburg
30	Washington & Jefferson	39	Albright
31	DeSales	40	Kings
32	Lebanon Valley	41	Wilkes
33	Lincoln	42	Thiel
34	York	43	Lycoming
35.5	Westminster	44	Delaware Valley

The Commonwealth Conference comprised of Messiah, Susquehanna, Moravian, Widener, Albright, Lebanon Valley, Elizabethtown, and Juniata produced the following ranks:

College	Rank All Division III – PA	Rank in Conference
Messiah	6	1
Elizabethtown	22	2
Juniata	25.5	3
Susquehanna	27	4
Moravian	29	5
Lebanon Valley	32	6
Widener	37.5	7
Albright	39	8

The Messiah Falcons are champions of the Commonwealth Conference. The Falcons were runaway winners with a sixth place rank in the entire state. The Blue Jays of Elizabethtown finished second. It should be noted, however, that neither the Falcons nor Blue Jays field a football team. In my previous studies it has become evident that the cost and the number of students involved makes it more difficult for the football schools to match the non-football schools in compliance with the principles of Title IX.

In the MAC (a football conference) Juniata emerges as the champion, edging out the Susquehanna Crusaders. Moravian edged out the Lebanon Valley Dutchmen for 3rd place.

College	Rank All Division III – PA	Rank in Conference
Juniata	25.5	1
Susquehanna	27	2
Moravian	29	3
Lebanon Valley	32	4
Widener	37.5	5
Albright	39	6
Kings	40	7
Wilkes	41	8
Lycoming	43	9
Delaware Valley	44	10

Interestingly, this conference contained six of the bottom eight finishers in Division III in Pennsylvania (Widener, Albright, Kings, Wilkes, Lycoming, and Delaware Valley).

In the CENTENNIAL CONFERENCE, however, four of the schools finished in the top twenty. The Centennial is also a football conference. These rankings include only the Pennsylvania schools in the conference. The Gettysburg Bullets are the champions of the Centennial Conference. The Ursinus Bears edged out the Dickinson Red Devils and Franklin & Marshall (F&M) for 2nd place.

College	Rank All Division III – PA	Rank in Conference
Gettysburg	15	1
Ursinus	18	2
Dickinson	19.5	3.5
F&M	19.5	3.5
Muhlenberg	28	5

Among the ten (10) Community Colleges, Harrisburg Area Community College (HACC) was crowned the champion. Paced by 1st place finishes in coaching salaries and operating expenses, HACC coasted to the 1st place finish over runner-up Community College of Beaver County (CCBC). The Community College of Allegheny County finished in the cellar, just ahead of Bucks CCC.

College	Rank
HACC	1
CC of Beaver County	2
Luzerne CCC	3
Butler CCC	4.5
Delaware CCC	4.5
Lehigh Carbon CC	6
Westmoreland CCC	7
Northampton CACC	8
Bucks CCC	9
CC of Allegheny County	10

It should be emphasized that this study did not attempt to pass judgment, beyond the obvious implication that the four variables of *participation*, *scholarship*, *coaching salaries*, and *operating expenses* are valid, reliable, and measurable indicators of Title IX compliance. The decisions on the actual standards need to be addressed by the participants and the policy makers. As a strong sports fan of both men's and women's teams, I sincerely hope that this study will enlighten, increase, and intensify the debate on this vitally important issue.

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