



Item: SP: A1

April 16, 2013

**SUBJECT: 2011-2012 FLORIDA EQUITY REPORTS: ENROLLMENT, GENDER EQUITY
IN ATHLETICS AND EMPLOYMENT**

PROPOSED COMMITTEE ACTION

Proposed Board action.

BACKGROUND INFORMATION

The Florida Equity Reports on Enrollment, Gender Equity in Athletics and Employment summarizes Florida Atlantic University's efforts to expand access to educational advancement and equitable opportunities to previously underserved and underrepresented student and employee populations. This report reviews Florida Atlantic University's responsibilities and reporting requirements under the Florida Educational Equity Act (FEEA), Florida Statutes 1000.05, Florida Board of Governors Regulation 2.003, and other state and federal legislation mandates that prohibit discrimination for protected students and employees on the basis of race, color, national origin, sex, gender, religion, age, disability, marital status, veteran status, or any other basis protected by law. Additionally, gender equity in athletics is reviewed for compliance.

IMPLEMENTATION PLAN/DATE

N/A.

FISCAL IMPLICATIONS

N/A.

Supporting Documentation: 2011-2012 Florida Equity Reports

Presented by: Mr. Dennis Crudele, Senior VP Finance & Administration
Ms. Paula Behul, Director, Equal Opportunity Programs

Phone: 561-297-3266
Phone: 561-297-3004



**Florida Educational Equity Act Report:
Enrollment, Gender Equity in Athletics, and Employment
Report Year 2012 - 2013**

**Florida Atlantic University
Data Year: FY July 2011 – June 2012**

Approved by University Board of Trustees:

Signature

Date

Approved by University President:

Signature

Date

Submitted by:

**Paula Behul, Director, Title IX Coordinator
Florida Atlantic University
777 Glades Road
Administration, Suite 265
Boca Raton, FL 33431
561-297-3004
pbehul@fau.edu**

Signature

Date

FLORIDA EQUITY REPORT 2011-2012

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PART I
Executive Summary

PART I EXECUTIVE SUMMARY

The Director of Equal Opportunity Programs is the university official responsible for preparing the Florida Atlantic University Educational Equity Act Report. The EOP Director initiated contact with the Institutional Effectiveness and Analysis department. The data link was distributed to all Equal Opportunity Programs Directors by the board of Governors staff on January 31, 2013. The data link was forwarded to the FAU Data Administrator on February 6, 2013.

The Institutional Effectiveness and Analysis department forwarded the charts available for population at the time to the Equal Opportunity Director for distribution. Requests were initially made to the following representatives: Dr. Diane Alperin, Associate Provost, Ms. Melissa Dawson, Interim Athletic Director and Senior Women's Administrator, (Sex Equity in Athletics) and Dr. Charles Brown, Senior Vice President for Student Affairs, (Student Services).

The Academic Program charts were distributed to Dr. Rob Seltzer, Associate Vice President, Enrollment Management, Strategic Planning & Information Technology, Dr. Edward Pratt, Dean, Undergraduate Studies, Dr. Barry Rosson, Dean, Graduate College and Dr. Deborah Shepherd, Associate Dean, Academic & Student Services, College of Education.

Additional requests were made to Dennis Crudele, Senior Vice President, Financial Affairs (Budgetary Incentive Plan) and the President's office.

Upon receipt of finalized drafts the Equal Opportunity Executive Secretary transformed the data into well-defined documents for this report.

PART II
Policies and Procedures
in Support of Equity

Florida Equity Reports

Florida Atlantic University

Part II Policies and Procedures in Support of Equity

President's Statement Regarding Equal Opportunity and Affirmative Action Florida Atlantic University

As President of Florida Atlantic University, building a culture of diversity is a top priority and throughout my career has been a major focus of my leadership efforts in public education. Like our nation at large, the academic community is enriched beyond measure by the persons from many ethnicities and backgrounds. Additionally, the economic base of a region is broadened and strengthened when the door of opportunity is open to all who wish to pass through it to build more productive lives. FAU has long recognized the validity of these principles, and we take great pride in the fact that our student body currently ranks as one of the most diverse in the State University System. The challenge now lies before us to achieve similar balance at the faculty, staff and administrative levels.

At Florida Atlantic University, all people are respected. The University has a zero-tolerance policy for any kind of harassment and discrimination, whether or not it is expressly covered by law. The Offices of Equal Opportunity Programs, Student Affairs, Human Resources, Academic Affairs and the University Ombudsman all play important roles in maintaining an environment of fairness and safety on FAU's seven campuses.

Florida Atlantic University Regulation 5.010, Anti-Discrimination and Anti-Harassment, affirms FAU's commitment to ensure that each member of the University community shall be permitted to work or study in an environment free from any form of unlawful discrimination or harassment that is based on a legally protected class, including race, color, religion, age, disability, sex, national origin, marital status, veteran status or any other basis protected by law. The University recognizes its obligation to work towards a community in which diversity is valued and opportunity is equalized. This rule establishes procedures for an applicant, employee or a member of the University community to file a complaint of alleged discrimination or harassment.

We will continue to value and promote diversity as the University grows in the years ahead. There can be no higher standard for an institution of higher learning to uphold than that which affirms the intrinsic worth and dignity of all human beings.

M. J. Saunders, President
April 2011

Any person who believes that he or she is being harassed or otherwise subjected to illegal discrimination is encouraged to consult with the Office of Equal Opportunity Programs. This office is assigned primary responsibility for addressing all matters relating to discrimination, harassment and sexual harassment/sexual violence complaints under Title VII, Title IX, the Rehabilitation Act, the Vietnam Era Veterans' Readjustment Act, the Florida Educational Equity Act, the Americans with Disabilities Act, the Florida Civil Rights Act, and other rights statutes, should be brought to the attention of the University's Equal Opportunity Programs Office.

Paula Behul, Director & Title IX Coordinator
Equal Opportunity Programs
777 Glades Road, AD 265
Florida Atlantic University
Boca Raton, FL 33431-6424
(561) 297-3004 (phone)
(561) 297-2402 (fax)
pbehul@fau.edu /web address: <http://www.fau.edu/eop/>



Home / Equal Opportunity Programs / Homepage

[EOP HOME](#)

[CONTACT](#)

WELCOME TO THE OFFICE OF EQUAL OPPORTUNITY PROGRAMS

[Regulation 5.010 Anti-Discrimination and Anti-Harassment](#)

[Title IX](#)

[Student Grievances](#)

[ADA Coordination](#)

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[5.010 Anti-Discrimination & Anti-Harassment Workshop](#)

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[Colleges and Adjunct Contact List](#)



The Office of Equal Opportunity Programs promotes a working and learning environment free from any form of unlawful discrimination or harassment. We focus on the needs of the University community through establishing meaningful partnerships with faculty, students, staff, administrators and the public. The Office supports the incorporation of inclusion and diversity in its programming as well as training initiatives.

[EOP Home](#)

[President's Office](#)

[Diversity at FAU](#)

[Jobs at FAU](#)

[Office of the Provost](#)

[Faculty Hiring Checklist](#)

[University Ombudsman](#)

Location :

Kenneth R. Williams Administration Building
777 Glades Road, Room 265
Boca Raton, Florida 33431-0991

Phone:

561-297-3004

Fax:

561-297-2402

Florida Relay System:

800-955-8771

Office Hours:

Monday through Friday - 8 a.m. - 5 p.m.

SEARCH THE EQUAL OPPORTUNITY PROGRAMS WEBSITE



[Boca Raton](#) | [Dania Beach](#) | [Davie](#) | [Fort Lauderdale](#) | [Harbor Branch](#) | [Jupiter](#) | [Treasure Coast](#)

[Privacy Policy](#) | [University Regulations and Policies](#) | [Emergency Information](#) | [Get Help](#) | [Contact Us](#)



Anti-Discrimination Anti-Harassment

REGULATION 5.010

Equal Opportunity Programs

561.297.3004

fax 561.297.2402

www.fau.edu/eop

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1. POLICY

- (a) Florida Atlantic University is committed to ensuring that each member of the University community shall be permitted to work or study in an environment free from any form of unlawful discrimination or harassment that is based on race, color, religion, age, disability, sex, national origin, marital status, veteran status, sexual orientation, or any legally protected class or basis (each a "protected class"). The University recognizes its obligation to work towards a community in which diversity is valued and opportunity is equalized. This Regulation establishes procedures for a student, applicant, employee or a member of the University community to file a complaint of alleged discrimination or harassment.
- (b) It shall be a violation of this Regulation for any officer, employee, agent, or student to discriminate against or harass, as defined in this Regulation, any other officer, employee, agent, student, or applicant. Discrimination and harassment are forms of conduct that shall result in disciplinary or other action as provided by the Regulations and Policies of the University.
- (c) Activities covered under this Regulation include, but are not limited to, all educational, athletic, cultural and social activities occurring on a campus of or sponsored by Florida Atlantic University, housing supplied by the University, and employment practices between the University and its employees, including Support Personnel ("SP") employees.
- (d) The Office of Equal Opportunity Programs ("EOP") shall administer the policies and procedures outlined in this Regulation. EOP shall answer inquiries regarding the procedures contained in this Regulation and may provide informal advice regarding issues of discrimination.
- (e) Retaliation, or otherwise taking adverse employment or educational action, against a member of the University community because he/she in good faith reported discrimination or harassment, or participated in an investigation or review regarding a complaint, is strictly prohibited. Those found to have violated this prohibition against retaliation will be subject to disciplinary action up to and including termination.

- (f) Any University supervisory employee who receives a report, observes or learns of an alleged violation of this Regulation has an absolute and unqualified duty to immediately report the conduct to the EOP Director. Those found to have failed to report in a timely manner will be subject to disciplinary action up to and including termination.
- (g) Every University employee has a duty to cooperate fully and unconditionally in a harassment investigation. This duty includes, among other things, speaking with the EOP investigator and voluntarily providing all documentation which relate to the claim being investigated. The failure and/or refusal of any employee to cooperate in an investigation may result in disciplinary action up to and including termination.
- (h) The prohibited conduct contained in this Regulation shall apply to vendors and contractors of the University. The EOP Director shall consult with the vendor or contract manager to determine how any investigation will be undertaken. The University shall take action against the vendor or contractor, when warranted, in accordance with the terms of the governing contract or agreement.

2. DEFINITIONS/EXAMPLES

- (a) For the purpose of this Regulation, discrimination is defined as unlawfully treating any member of the University community differently than similarly situated others based on a protected class herein. Harassment is a form of unlawful discrimination based on a protected class that may also be covered under Title VII of the Civil Rights Act of 1964, the Florida Civil Rights Act and other laws.
- (b) Additionally, discrimination on the basis of sex in education programs and activities receiving federal financial funding as set forth in Title IX of the Education Amendments of 1972, as amended ("Title IX"), is included in this Regulation's definition of prohibited discrimination.
- (c) For the purposes of this Regulation, examples of conduct that fall into the definition of discrimination include, but are not limited to:

1. Disparity of treatment in recruitment, hiring, training, promotion, transfer, reassignment, termination, salary and other economic benefits, and all other terms and conditions of employment on the basis of membership in a protected class herein.
 2. Disparity of treatment in educational programs and related support services on the basis of membership in a protected class herein.
 3. Limitation in access to housing, or of participation in athletic, social, cultural or other activities of the University because of membership in a protected class herein, and not based on a bona fide requirement or distinction.
 4. Retaliation for asserting protected anti-discrimination rights, filing complaints or protesting practices which are prohibited under this Regulation.
- (d) For the purposes of this Regulation, examples of conduct that fall into the definition of harassment include, but are not limited to:
1. Verbal and/or physical conduct based on a protected characteristic that: (A) has the purpose or effect of creating an objectively intimidating, hostile or offensive work or educational environment; (B) has the purpose or effect of unreasonably interfering with an individual's work or learning performance; or (C) otherwise unreasonably adversely affects an individual's employment or educational opportunities.
 2. Examples of the foregoing verbal and/or physical conduct that may constitute harassment could include making "jokes" based on a protected characteristic, objectionable epithets/slurs, threatened or actual physical harm or abuse, the display of hostile symbols/objects, and other intimidating or insulting conduct directed against the individual because of their protected characteristic or membership.
- (e) Sexual harassment, which includes acts of sexual violence and may include gender-based harassment, is a form of discrimination on the basis of sex and is prohibited by Title IX.

1. Sexual harassment is unwelcome conduct of a sexual nature. It includes unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature when:
 - a. Submission to such conduct or request is made either explicitly or implicitly a term or condition of an individual's employment;
 - b. Submission to such conduct or request is made either explicitly or implicitly a term or condition of academic achievement;
 - c. Submission to or rejection of such conduct or request by an individual is used as the basis for an employment or academic decision affecting such individual; or
 - d. Such conduct or request unreasonably interferes with an individual's work or academic performance or creates an objectively intimidating, hostile, or offensive environment for working or learning.
2. Examples of unwelcome conduct of a sexual nature that may constitute sexual harassment under this regulation include, but are not limited to:
 - a. Displaying or telling sexually oriented jokes, statements, photographs, drawings, computer images, web sites, videos, slides, graphics, calendars, cartoons, e-mails or other communications.
 - b. Making sexually explicit or suggestive gestures or sounds.
 - c. Making actual or implied promises of an employment or educational opportunity or benefit in exchange for sexual activity.
 - d. Making actual or implied threats to impede or interfere with employment or educational opportunities or benefits for failing to agree to or engage in sexual activity.
 - e. Inappropriate and unwelcome sexual attention or touching, including but not limited to leering, patting,

fondling, pinching, sexually-based stalking and/or bullying, and attempted or actual kissing.

- f. Requesting or coercing sexual intercourse or sexual favors, or attempting to or actually engaging in a sexual assault.
 - g. Continuing to ask someone for a date after repeatedly being told "no."
 - h. Continuing any of the conduct listed in the above examples after being told or being otherwise made aware that the conduct is unwelcome.
3. Sexual Violence is a form of sexual harassment and is prohibited under Title IX. Sexual violence includes physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to an intellectual or other disability or the victim's use of or exposure to drugs or alcohol. Acts falling into the category of sexual violence include, but are not limited to, rape, sexual assault, sexual battery, and sexual coercion.
4. Gender-based harassment may be a form of sexual harassment prohibited under Title IX. Gender-based harassment includes acts of verbal, nonverbal or physical aggression, intimidation, or hostility based on sex or sex-stereotyping, even if those acts do not involve conduct of a sexual nature.
- (f) The definition of sexual harassment excludes the use of sexual material in a classroom setting for academic purposes.
 - (g) When referred to in this Regulation, "days" means calendar days unless otherwise noted.
 - (h) Disparate treatment on the basis of a class not protected by federal or state law shall not constitute discrimination or harassment if such disparate treatment is required by federal or state law.

3. PROCEDURE FOR REPORTING VIOLATIONS

- (a) The Office of Equal Opportunity Programs is responsible for administering the complaint and investigation process set forth in this Regulation. In cases where the potential complainant chooses not to file a formal complaint, EOP will take action to inform the alleged offender of the concerns, suggesting that the individual monitor and modify (if necessary) his/her behavior. All complaints, formal or informal, must be reported to EOP. The EOP contact information is provided below:

Director Equal Opportunity Programs
Florida Atlantic University
Administration Building
777 Glades Road, Room 265
Boca Raton, FL 33431-0991
www.fau.edu/eop
(561) 297-3004

The EOP Director is the Title IX Coordinator for the University.

- (b) Any University employee who believes he/she has been harassed or discriminated against in violation of this Regulation must report the facts and circumstances thereof to the EOP Director, the University Provost, the Director of Human Resources, or to his/her College Dean or Vice President, who in turn must notify the EOP Director.
- (c) Any student who believes he/she has been harassed or discriminated against in violation of this Regulation must report the facts and circumstances thereof to the EOP Director, the University Ombudsman, the University Provost, the Dean of Students, or to his/her Department Head/Director or College Dean, who in turn must notify the EOP Director.
- (d) Reports or allegations of an alleged violation of this Regulation will be processed upon the filing of a written complaint with EOP. The Director of EOP may process an alleged violation without a written complaint if deemed necessary by the Director and enough information is available to conduct a responsible investigation.

- (e) A complaint must be filed with EOP within one-hundred eighty (180) days of the alleged act(s) of discrimination/harassment. The Director of EOP may process an alleged violation outside of this time limitation if deemed necessary by the Director. The filing of a complaint under this Regulation is independent and does not preclude the complainant from also filing a complaint with federal, state or local enforcement agencies. The filing of a complaint with EOP does not constitute a filing with, or have any effect on the filing time limitations of those external agencies. All complainants are urged to contact these external agencies directly to learn the filing deadlines and procedures for each agency. Contact information for these agencies is available from the EOP office.
- (f) All complaints shall contain the name of the complainant and state the nature of the act(s) complained of, including such details as the name of the alleged offender and the date(s) or approximate date(s) on which the offending act(s) occurred, the name(s) of any witnesses, and the desired resolution(s). Any portion of a complaint file that is exempt from public disclosure under the Florida Public Records law shall remain confidential to the extent permitted by law.

4. PROCEDURE FOR INVESTIGATION OF COMPLAINTS

- (a) EOP shall investigate all complaints that contain enough information to allege prohibited discrimination or harassment. This investigation must include, but shall not be limited to, interviewing the alleged offender and the complainant. Each party shall have an equal opportunity to present relevant witnesses and other evidence. The investigation may include the interview of other persons who may have information relevant to the allegations, preparation of witness statements for all persons interviewed, and review of any relevant documents. Upon completion of the investigation, a final report shall be prepared which includes a summary of the complaint, a description of the investigation, whether a violation of University Regulation was found, based on a preponderance of the evidence, and recommendations for disposition.

- (b) The Office of Equal Opportunity Programs may attempt conciliation before or during the course of an investigation of a complaint. If conciliation is not achieved, then EOP shall continue to investigate the complaint, and shall issue a final report.
- (c) EOP shall conclude its investigation and issue its final report within seventy-five (75) days of the filing of the complaint. If additional time is required, the complainant and alleged offender will be notified in writing no less than ten (10) days prior to the seventy-five (75) day deadline of the reason(s) for the delay and the expected date of completion.
- (d) The final report by EOP shall be submitted to the appropriate Vice President or Associate Provost if an employee is involved, and/or to the Dean of Students if a student is involved. The alleged offender and complainant will each be notified in writing of the outcome of the complaint and any appeal. Corrective or disciplinary action up to and including dismissal or expulsion will be considered and implemented, if warranted, by the Vice President, Provost or Dean of Students in consultation with the EOP Director. Corrective or disciplinary action will also be considered and implemented if EOP determined the complaint was unfounded and made maliciously or recklessly. All disciplinary action shall be subject to applicable University Regulations (including but not limited to University Regulation 5.009 (Grievance Procedure) and University Regulation 4.007 (Student Code of Conduct)), policies and applicable collective bargaining agreements.

5. PROCEDURE FOR RECONSIDERATION

- (a) Any party may submit a written response or statement to be attached to the EOP final report and maintained in the same file.
- (b) Either the complainant or alleged offender may request reconsideration of the finding in the EOP final report. The party must submit this request in writing to the EOP Director within ten (10) days of receipt of the EOP final report.
- (c) The request for reconsideration must be in writing and shall specify the basis of the request. Typically, reconsideration will be granted only in cases where relevant evidence was not reviewed and/or new evidence is available.

Specific Authority: Article IX of the Florida Constitution; Florida Board of Governors Regulation 1.001; Formerly 6C5-5.012, Amended 11-11-87, 7-5-99, 11-9-05, 6-28-06, 11-16-11.

6. STUDENTS

Academic Grievances/Grade Dispute

Equal Opportunity Programs (EOP) does not investigate or receive complaints involving academic issues. Florida Atlantic University has Regulation 4.002 in place for students to grieve their grade or other academic issues. If there are additional questions concerning this process, please contact the Academic Department Chair, College Dean or the University Ombudsman.

3rd Parties

Regulation 5.010 prohibits discrimination and harassment by vendors and contractors doing business with the University. If you believe that you have been discriminated against or harassed by a vendor, please take time to remember his or her name, organization/business and time/location of the incident, and report this information to the EOP office as soon as possible.

Group Training on Regulation 5.010

Requests for training for student groups, clubs or organizations should be made by contacting the Equal Opportunity Programs Office at 561-297-3004. Ask to schedule a campus training session.

External Enforcement Agency for Students

Office of Civil Rights – *180 calendar days*
Atlanta Office
U.S. Department of Education
61 Forsyth St. S.W., Suite 19T10
Atlanta, GA 30303-8927
Telephone: 404-974-9406
Fax: 404-974-9471; TDD: 877-521-2172
Website: www.ed.gov

7. OUTSIDE ENFORCEMENT AGENCIES & TIMEFRAMES

Equal Employment Opportunity Commission – 300 calendar days

Miami District Office

One Biscayne Tower

2 South Biscayne Blvd., Suite 2700

Miami, FL 33131

Telephone: 800-669-4000

Fax: 305-808-1855

TTY: 305-669-6820

Website: www.eeoc.gov/field/miami

Florida Commission on Human Relations – 365 calendar days

2009 Apalachee Parkway, Suite 100

Tallahassee, FL 32301

Telephone: 850-488-7082

Toll Free: 800-342-8170

Fax: 850-488-5291

TTY: 800-955-1339

Website: fchr.state.fl.us

Palm Beach County Office of Equal Opportunity – 180 calendar days

215 N. Olive Avenue– Suite 130

West Palm Beach, FL 33401

Telephone: 561-355-4883

Fax: 561-355-4932

Website: www.pbcgov.com/equalopportunity

8. TITLE IX COORDINATORS

SEXUAL DISCRIMINATION, SEXUAL HARASSMENT, AND SEXUAL VIOLENCE FAU TITLE IX COORDINATORS

Title IX of the Education Amendments of 1972 ("Title IX"), a federal law that prohibits sex discrimination in education, provides as follows:

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

Sex discrimination includes sexual harassment and sexual violence, as further described in **FAU Regulation 5.010** available at www.fau.edu/leop. The following staff members have primary responsibility for overseeing Title IX compliance.

TITLE IX Coordinator for the University

Paula Behul, Director
Equal Opportunity Programs
Florida Atlantic University
Administration Bldg., Suite 265
Boca Raton, FL 33431
561-297-3004
pbehul@fau.edu

Duties and Responsibilities:
Functioning as the Title IX
Coordinator for the University;
responsible for University-
wide Title IX compliance,
including training, education,
communicating, and
coordinating the Title IX review
processes for faculty, staff,
students, and other members of
the University community.

TITLE IX Deputy Coordinator for Complaints Involving FAU Students:

Boca Raton Campus
Terry Mena
Associate Dean of Students
Florida Atlantic University
SS-8, 226
Boca Raton, FL 33431
561-297-3547
tmena@fau.edu

Broward Campuses
Dr. Rozalia Williams
Associate Dean of Students
Florida Atlantic University
BC-49, 109A
Davie, FL 33314
954-236-1235
rcwillia@fau.edu

Northern Campuses

Dr. Artyce-Joy Chase
Associate Dean of Students
Florida Atlantic University
MC-03, 119
Jupiter, FL 33458
561-799-8521
achase@fau.edu

The offices listed above are responsible for assisting in Title IX compliance for matters involving FAU students, including training, education, communication, and administration of complaints involving students. To file a complaint involving an FAU student and sexual harassment, sexual discrimination, or sexual violence, you may contact the Title IX Deputy Coordinators listed above or the Title IX Coordinator for the University.

**TITLE IX Deputy Coordinator for
Complaints Involving FAU Athletics:**

Melissa Dawson, Associate Director Intercollegiate Athletics
Florida Atlantic University
Building 67, Room 205
Boca Raton, FL 33431
561-297-2683
mdawson@fau.edu

To file a complaint involving an FAU student athlete, coach or athletic administrator and sexual harassment, sexual discrimination, or sexual violence, you may contact the Title IX Deputy Coordinator listed above or the Title IX Coordinator for the University.

If you believe you are a victim of a crime and you wish to talk to an advocate, you may contact FAU Victim Services at 561-297-0500 or www.fau.edu/police/victimservices.

**SEXUAL DISCRIMINATION, SEXUAL HARASSMENT, AND SEXUAL VIOLENCE
FAU TITLE IX COORDINATORS**

Title IX of the Education Amendments of 1972 ("Title IX"), a federal law that prohibits sex discrimination in education, provides as follows:

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Sex discrimination includes sexual harassment and sexual violence, as further described in **FAU Regulation 5.010** available at www.fau.edu/eop. The following staff members have primary responsibility for overseeing Title IX compliance.

TITLE IX Coordinator for the University

Paula Behul, Director
Equal Opportunity Programs
Florida Atlantic University
Administration Bldg., Suite 265
Boca Raton, FL 33431
561-297-3004
pbehul@fau.edu

Duties and Responsibilities: Functioning as the Title IX Coordinator for the University; responsible for University-wide Title IX compliance, including training, education, communicating and coordinating the Title IX review processes for faculty, staff, students and other members of the University community.

TITLE IX Deputy Coordinator for Complaints Involving FAU Students:

Boca Raton Campus

Terry Mena
Associate Dean of Students
Florida Atlantic University
SS-8, 226
Boca Raton, FL 33431
561-297-3547
tmena@fau.edu

Broward Campuses

Dr. Rozalia Williams
Associate Dean of Students
Florida Atlantic University
BC-49, 109A
Davie, FL 33314
954-236-1235
rcwillia@fau.edu

Northern Campuses

Dr. Artyce-Joy Chase
Associate Dean of Students
Florida Atlantic University
MC-03, 119
Jupiter, FL 33458
561-799-8521
achase@fau.edu

The offices listed above are responsible for assisting in Title IX compliance for matters involving FAU students, including training, education, communication, and administration of complaints involving students. To file a complaint involving an FAU student and sexual harassment, sexual discrimination, or sexual violence, you may contact the Title IX Deputy Coordinators listed above or the Title IX Coordinator for the University.

TITLE IX Deputy Coordinator for Complaints Involving FAU Athletics:

Melissa Dawson, Associate Director Intercollegiate Athletics
Florida Atlantic University
Building 67, Room 205
Boca Raton, FL 33431
561-297-2683
mdawson@fau.edu

To file a complaint involving an FAU student athlete, coach or athletic administrator and sexual harassment, sexual discrimination, or sexual violence, you may contact the Title IX Deputy Coordinator listed above or the Title IX Coordinator for the University.

If you believe you are a victim of a crime and you wish to talk to an advocate, you may contact FAU Victim Services at 561-297-0500 or www.fau.edu/police/victimservices.

Programming Initiatives for Underrepresented Populations

UPWARD BOUND

Dean of Students, Student Affairs

The Upward Bound is part of Florida Atlantic University's Pre-College Programs. Upward Bound is a federally funded program through the United States Department of Education under the National TRIO programs. This program is a partnership between FAU and the Broward County School Board. Upward Bound provides academic support, exposure to cultural events and college tours, as well as ACT/SAT test preparation to its high school student participants. Our goals are to increase students GPA, standardized test scores, entrance into college, and graduation from college.

GATEWAY PROGRAM

Freshman Academic Advising Services

Dean of Undergraduate Studies

The Gateway Program offers admittance during the summer for students not meeting the general admission requirements but who appear viable. Students are required to take 2 courses Introduction to English and Learning Strategies and Human Development (SLS 1503) prior to the Fall semester.

CAMPUS OF DIFFERENCE (Diversity Training)

Equal Opportunity Programs

The A CAMPUS OF DIFFERENCE™ program is an anti-bias diversity training program which helps participants (students, faculty and staff) increase their self-awareness and learn to appreciate diversity on campus. The four hour training sessions are designed to enhance the university's ability to build a stronger community and make proactive changes regarding the challenges faced on our campus. 105 faculty and staff were trained during 2011 - 2012.

PART III

A. Academic Program Reviews/Analysis

Part III A. Academic Program Analysis 2011-12

- Strategic Plan – reflect racial, ethnic and gender diversity in student enrollment as found in Southeast Florida population.
- 13.1% Black freshmen enrollment in 2012; this percentage decreased slightly from 13.7% in 2011.
- 22.7% Hispanic freshmen 2012; this percentage increased from 20.7% in 2011.
- Overall freshman minority enrollment rate was 43.9% in 2012, up from 42.0 % in 2011.
- 45.5% of state college transfers were from minority groups in 2012, down from 54.2% in 2011.
- Black college transfers were 17.7% in 2012, down from 25% in 2011.
- Hispanic college transfers were 20% in 2012, down from 23.7% in 2011.
- FAU retains Black and Hispanic students at a rate exceeding that of White students and of student population as a whole.
- Retention rate for Black FTICs entering FAU in summer/fall 2011 after one year was 84.3%.
- Retention rate for Hispanics was 80.6% as compared to 74.5% for Whites and 77.9% for FTICs overall.
- Female students are retained at a greater rate than males: 79.5% for females versus 76.1% for males.

Graduation Rates

- Graduation rate for Black students entering FAU in summer/fall was 38.2%, lower than the overall graduation rate of 41.0%.
- The graduation rate for Hispanics, was 41.9% which was higher than the overall graduation rate of 41.0%.
- The female graduation rate was higher at 46.0% than the graduation rate for males at 35.1%.
- Once matriculated, Black and Hispanic FTICs remain at FAU at rates above the overall FTIC rate.
- FAU is characterized by the rich diversity of its student body, and this diversity is reflected in its graduates.
- Over 45% of graduates in 2011-12 were non-White.
- Black students accounted for 19.5% of baccalaureate degrees awarded.
- Hispanic students accounted for 21.9% of baccalaureate degrees awarded.
- 11.6% of masters degrees were awarded to Black students.
- 13.7% of masters degrees were awarded to Hispanic students.
- Specialist degrees were awarded in Counselor Education, Curriculum, Culture, and Educational Inquiry and Educational Leadership and Research Methodology covering Fall 2011- Spring 2012.

Refer to Table III Charts

1. First Time in College Enrollment, previous Academic Year
2. Florida Community College A.A. transfers, previous AY
3. Retention of full-time FTICs entering previous AY, after one year
4. Graduation rate of full-time FTICs after six years
5. Bachelor's degrees awarded, previous AY
6. Master's degrees awarded, previous AY
7. Doctoral degrees, awarded, previous AY
8. First professional degrees awarded, previous AY

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Chart 1. Full-time First-Time-In-College Enrollment, Fall 2012 and Early Admits										
	NRA	B	AI/AN	A	H	NH/OPI	W	≥ Two	Unk	T
Men	12	153	7	54	301	0	740	40	33	1340
Women	17	238	1	66	375	1	835	72	30	1635
Total	29	391	8	120	676	1	1575	112	63	2975
Category % of Total	1.0%	13.1%	0.3%	4.0%	22.7%	0.0%	52.9%	3.8%	2.1%	100.0%

Source: IPEDS 2012-13 Part A, Fall enrollment by race, ethnicity, and sex. Column 1, First time students.

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Chart 2. Full-time Florida College System A.A. Transfers, Fall 2012 and Summer 2012										
	NRA	B	AI/AN	A	H	NH/OPI	W	≥ Two	Unk	T
Men	3	97	1	21	108	1	284	21	2	538
Women	9	82	1	9	95	0	252	25	2	475
Total	12	179	2	30	203	1	536	46	4	1013
Category % of Total	1.2%	17.7%	0.2%	3.0%	20.0%	0.1%	52.9%	4.5%	0.4%	100.0%

Source: IPEDS 2012-13 Part A, Fall enrollment by race, ethnicity, and sex. Column 2, Transfer-In

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Chart 3. Retention of Full-Time FTICs Entering Fall 2011, or Summer 2011 and Continuing into Fall, After One Year												
	NRA	B	AI/AN	A	H	NH/OPI	W	≥ Two	Unk	Female	Male	Total
Cohort	26	464	9	104	690	5	1862	137	49	1824	1522	3346
Category % of Total	0.8%	13.9%	0.3%	3.1%	20.6%	0.1%	55.6%	4.1%	1.5%	54.5%	45.5%	100.0%
After 1 year	22	391	7	90	556	4	1388	111	39	1450	1158	2608
Retention Rate	84.6%	84.3%	77.8%	86.5%	80.6%	80.0%	74.5%	81.0%	79.6%	79.5%	76.1%	77.9%

Source: Student Instruction File (FTICs Who Matriculated Fall 2011, plus those FTICs Who Matriculated In Summer 2011 And Enrolled in 2012-13)

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Chart 4. Graduation Rate of Full-Time FTICs, Beginners and Early Admits Entering Fall 2006, or Summer 2006 and Continuing into Fall After Six Years

	NRA	B	AI/AN	A	H	NH/OPI	W	≥ Two	Unk	Female	Male	Total
Cohort	32	285	8	112	396	0	1331	19	12	1209	986	2195
Category % of Total	1.5%	13.0%	0.4%	5.1%	18.0%	N/A	60.6%	0.9%	0.5%	55.1%	44.9%	100.0%
After 6 years												
Number of Graduates	12	109	0	59	166	0	536	13	6	555	346	901
Percent Graduated	37.5%	38.2%	N/A	52.7%	41.9%	N/A	40.3%	68.4%	50.0%	45.9%	35.1%	41.0%
Category % Graduated	1.3%	12.1%	N/A	6.5%	18.4%	N/A	59.5%	1.4%	0.7%	61.6%	38.4%	100.0%
Number Retained	14	153	0	74	212	0	655	17	6	665	466	1131
Percent Retained	43.8%	53.7%	N/A	66.1%	53.5%	N/A	49.2%	89.5%	50.0%	55.0%	47.3%	51.5%
Category % Retained	1.2%	13.5%	N/A	6.5%	18.7%	N/A	57.9%	1.5%	0.5%	58.8%	41.2%	100.0%

Source: BOG Retention Report: 06-Year FTIC Graduate Rate Report

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Chart 5. Bachelor's Degrees Awarded, AY 2011-2012										
	NRA	B	AI/AN	A	H	NH/OPI	W	≥ Two	Unk	T
Men	48	299	1	80	383	0	960	12	12	1795
Women	55	655	6	132	686	2	1523	27	11	3097
Total	103	954	7	212	1069	2	2483	39	23	4892
Category % of Total	2.1%	19.5%	0.1%	4.3%	21.9%	0.0%	50.8%	0.8%	0.5%	100.0%

Source: IPEDS Completions 2012-13 report (degrees awarded AY 2011-12), GRAND TOTAL BY FIRST MAJOR, Bachelor's degrees. Chart for 99.0000, all disciplines.

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Chart 6. Master's Degrees Awarded, AY 2011-2012										
	NRA	B	AI/AN	A	H	NH/OPI	W	≥ Two	Unk	T
Men	41	38	2	26	73	0	281	4	9	474
Women	31	108	2	41	100	0	484	12	7	785
Total	72	146	4	67	173	0	765	16	16	1259
Category % of Total	5.7%	11.6%	0.3%	5.3%	13.7%	N/A	60.8%	1.3%	1.3%	100.0%

Source: IPEDS Completions 2012-13 report (degrees awarded AY 2011-12), GRAND TOTAL BY FIRST MAJOR, Master's degrees. Chart for 99.0000, all disciplines.

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Chart 7. Doctoral Degrees Awarded, AY 2011-2012										
	NRA	B	AI/AN	A	H	NH/OPI	W	≥ Two	Unk	T
Men	12	3	0	1	3	0	22	0	0	41
Women	16	11	0	4	8	0	37	0	0	76
Total	28	14	0	5	11	0	59	0	0	117
Category % of Total	23.9%	12.0%	N/A	4.3%	9.4%	N/A	50.4%	N/A	N/A	100.0%

Source: IPEDS Completions 2012-13 report (degrees awarded AY 2011-12), GRAND TOTAL BY FIRST MAJOR, Doctoral degrees. Chart for 99.0000, all disciplines.

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Chart 8. First Professional Degrees Awarded, AY 2011-2012										
	NRA	B	AI/AN	A	H	NH/OPI	W	≥ Two	Unk	T
Men	0	1	0	0	0	0	1	0	0	2
Women	0	4	0	1	3	0	19	0	0	27
Total	0	5	0	1	3	0	20	0	0	29
Category % of Total	N/A	17.2%	N/A	3.4%	10.3%	N/A	69.0%	N/A	N/A	100.0%

Source: IPEDS Completions 2012-13 report (degrees awarded AY 2011-12), GRAND TOTAL BY FIRST MAJOR, Post-Masters Certificates. Chart for 99.0000, all disciplines.

PART III

B. Student Services

Part III B. Student Services

EQUAL OPPORTUNITY PROGRAMS

Equal Opportunity Programs provides Equal Access funding to the following Student Services initiatives:

<http://www.fau.edu/eop>

Graduate Studies

Graduate Diversity Fellowship

- Completion of 9 credit hours of graduate-level coursework
- Admitted into Graduate Major
- Increase diversity of student body in chosen field of study

<http://www.fau.edu/graduate>

Multicultural Affairs

Eyes On the Prize Persistence Program

- Provides academic counseling and support services for students
- Offers Needs assessment, survival skills workshop
- Book Loan program and tutoring programs.

<http://www.multiculturalaffairs@fau.edu>

Office for Students with Disabilities

Auxiliary Learning Aids

- Funding used to provide sign language interpreters, note takers, audio and class recordings, enlarged print materials, Assistive Technology Lab, etc.

<http://osd.fau.edu>

Campus of Difference

- Anti-bias diversity training program which helps participants (faculty, staff, students) increase their self-awareness and learn to appreciate diversity on campus.

HUMAN RESOURCES

Student Employment Human Resources

- Offers student employment
- Gender and ethnicity transparent

http://www.fau.edu/hr/Student_Employment/index.php

ACADEMIC AFFAIRS

Admissions

- Tours for individual students and their families are offered at 10:00 a.m. and 2:00 p.m., Monday – Friday as well as 10:00 a.m. on select Saturdays. Special appointment tours are scheduled for field trips and groups of ten or more people. The Admissions Office also encourages visits from middle school students.
- Female students accounted for 52.2% of incoming freshmen, Fall 2011.

<http://www.fau.edu/academic/admissions/admissn.htm>

Freshman Academic Advising Services

- The student and advisor work together to define and assess academic goals by selecting appropriate courses. The advisor assists the student in gaining a clear understanding of institutional policies, procedures and resources. The advisor offers assistance in developing decision making skills as well as assisting the student in becoming self-directed and self-sufficient.
- **Gateway Program** offers admittance during the summer for students not meeting the general admission requirements but who appear viable. Students are required to take 2 courses – Introduction to English and Learning Strategies and Human Development (SLS 1503) prior to the Fall semester.

<http://www.fau.edu/freshmanadvising/>

Undergraduate Students

- Services are gender and ethnicity transparent.

<http://www.fau.edu/academic/freshman/virtual/>

Graduate Students

- Services are gender and ethnicity transparent.

<http://www.fau.edu/graduate/>

Center for Learning And Student Success

- Learning Communities have been established with high female and/or minority participation (eg., Education and Nursing where students collaborate on projects while assessing university resources). Supplemental Instruction (SI) is targeted toward EVERY student enrolled in identified “high risk courses.”
- The Center for Learning and Student Success also provides tutoring for students in the “AcCESS program” which targets 2nd –year undergraduate students who are struggling academically.
- Individual Retention Counseling is available by individual request or referrals due to financial issues, academic concerns as well as development of test taking skills, etc.

www.fau.edu/CLASS

Student Financial Assistance

- Offers student employment, college work study and temporary funds for student workers.
- There are a host of scholarships available to assist students with their educational goals.
- Gender and ethnicity transparent

<http://www.fau.edu/financial/index.php>

<http://www.fau.edu/finaid/typesofaid/scholarship>

STUDENT AFFAIRS

- Compliments the academic mission by offering program activities and services that encourage students to critically explore today’s global society.

Dean of Students

- Pre-College Programs – Upward Bound
- Participants come from low-income households and are potential first generation college graduates. Students also demonstrate academic need, and provide mentorship opportunities for FAU students to develop leadership skills, civic engagement and increased knowledge of university resources.

Student Health Services

Females comprised 68% of all clinic appointments in 2011-12:

- Boca clinic: 67% of all clinic appointments were from female students
- Davie clinic: 72% of clinic appointments were from female students
- Jupiter clinic: 77% of clinic appointments were from female students

Services for minorities in 2011-12:

- 18% of all clinic appointments were from Hispanic students
- 20% of all clinic appointments were from Black students
- 5% of all clinic appointments were from Asian students
- 1% of all clinic appointments were from American Indian students
- 5,008 of all clinic appointments were by International students

Unique Services: Women's health clinic provides contraception management, annual exams, breast exams testing and treatment for sexually transmitted infections and other gynecological services that include colposcopies.

<http://wise.fau.edu/shs/index.php>

Weppner Center for Civic Engagement and Service

Mission:

- Develop partnerships between the university and community, providing service opportunities to faculty, staff and students, and to promote the link between the curriculum and service fostering civic awareness.
- Vision: Foster future leaders through civic responsibility and community service.

Services and Programs offered:

- Volunteer and Academic Service-Learning Advising (A S-L) advising and referral
- Recording Volunteer and A S-L hours on transcript
- Volunteer Service Cord for graduation with approval
- Planning community service events
- Civic awareness promotion
- Community Garden with a STEM Educational Program for elementary children
- Alternative Breaks Program
- Summer Reading Program for Children

www.fau.edu/volunteer

**Campus
Recreation**

Mission:

- The Mission of Campus Recreation is to enhance the quality of life of the Florida Atlantic University community by encouraging active and balanced lifestyles and to facilitate student learning through participation in Campus Recreation programs, services and facilities.

**Recreation & Fitness Center
Usage**

- 356,227 total student visits to the center from 7/1/2011-6/30/2012
- 13,919 unique students
- 48% female (6,708 total)
- 52% male (7,211 total)

Intramural Sports – leagues, tournaments and special events in M/W & Co-ed divisions where FAU students compete against each other.

- 3,486 unique participants
- 31.5% female (1,098 total)
- 68.5% male (2,388 total)

Group Fitness Programs – structured group fitness classes such as Yoga, Pilates, Hip Hop, Body Sculpting and more

- 1,395 unique participants.
- 81.3% female (1,135 total)
- 18.7% male (262 total)

Club Sports – student led clubs and organizations promoting physical, recreational and competitive activities at various skill levels. Clubs include Soccer, Ice Hockey, Rugby, Lacrosse, etc.

5 Women's Club Sports offered

- 24 participants - Equestrian
- 11 participants – Women's Volleyball
- 37 participants – Women's Lacrosse
- 17 participants – Women's Soccer
- 9 participants – Women's Rugby

12 other Club Sports are offered to both genders, 5 had women participate

- 10 participants – Ultimate Frisbee
- 2 participants – Tae Kwon Do
- 3 participants – Shorinji Kempo
- 8 participants – Quidditch
- 62 participants – Climbing Club

<http://www.fau.edu/campusrec>

Multicultural Affairs

Human Relations and Diversity Training (Campus of Difference)

One day free workshop for FAU students

- Explore personal and cultural identity
- Recognize the language of stereotyping and its impact on interactions with others
- Explores the dynamics of power and privilege connected to group-identities
- Examines and challenges bias, prejudice and discrimination in themselves and others
- End result is to create an inclusive campus community that values and respects diversity
- Total number: 53 students

2011-2012 Campus of Difference Students Ethnicity

WF	WM	BF	BM
19	5	19	1
HF	HM	AF	AM
5	3	0	0
Other F	Indian F		Arab Male
1	0		0

Grand Total - 53

Eyes on the Prize Persistence Program

Provides academic counseling and support services.

Program has six components:

- Needs assessment of study habits, attitudes and dropout proneness (101 participants)
- Survival skills workshops (101 participants)
- Monitoring Scholastic progress (101 participants)
- Referrals to and by appropriate academic and student affairs units for assistance (10 participants)
- Book Loan Program (719 applications)

<http://www.multiculturalaffairs@fau.edu>

PART IV
Sex Equity in Athletics

Part IV Sex Equity in Athletics Update

In compliance with the Florida Educational Equity Act (FEEA) and pursuant to the 1979 Intercollegiate Athletics Policy Interpretations, FAU is required to choose one of three prongs or assessments for compliance with Title IX of the Education Amendments of 1979.

- Prong 1** - Are athletic opportunities proportionate to males and females?
Prong 2 - Is there a history of program expansion to achieve gender proportionality?
Prong 3 - Have the interests and abilities of the underreported gender been fully and effectively accommodated?

In compliance with Prong 2

For FY 11-12 sand volleyball was added to allow females additional participation opportunities (a history of program expansion for the underrepresented sex:) By adding an additional sport we additionally commit ourselves to work toward compliance with Prong 1 – adding participation opportunities for females every 3-6 years.

History of Female Sports

Tennis 1979 Swimming/diving 1984
Basketball 1984 Volleyball 1987 Soccer 1991
Cross Country 1991 Golf 1991 Softball 1994
Outdoor Track 2000 Indoor Track 2005
Sand volleyball 2012

Chart 1 Sex Equity in Athletics Update

1. Sports Offerings

19 Varsity Intercollegiate Teams

- Eight (8) Men
- Eleven (11) Women

2. Participation Rates 11-12 Compared with Full-time Enrollment

Full Time Undergraduate Enrollment

- Male - 45%
- Female – 55%

Athletic Undergraduate Participation

- Male – 53.6%
- Female – 46.4%

3. Availability of Facilities

- Facilities are equivalent.
- Renovations have been made to numerous facilities.

Dollars are now spent annually to ensure that the facilities remain in excellent condition.

4. Scholarship Offerings

- Financial assistance awarded in 2011-2012 was \$3,695,957. Men represented 53.6% of the participation and received 57% of the awards. Women represented 46.4% of the participation and received 43% of the awards. There is a difference of 3.4% favoring the Women's program.

5. Funds allocated for:

- a) The Athletics Program
Funds are needed for coaching salaries, scholarships, recruiting, tutors, travel, per diem, etc.
- b) Administration
Athletics Director administers program.
There are 2 Senior Associate Athletics Directors; (Senior Associate AD for External Relations, Senior Associate AD for Internal Relations.)
There are 4 Associate Athletics Directors; Associate AD for Business, Associate AD for Compliance, Associate AD for Academic and Associate AD for Sales.
All report to the Athletic Director. The 6 Administrators oversee the rest of the department except for football, M/W basketball, baseball and softball. These programs report directly to the Athletics Director.
- c) Travel & per diem allowances
Hotels are rated good to excellent
1 student athlete assigned per bed, if odd number roll away bed is utilized.
Teams arrive the day before competitive event and usually leave immediately after unless air travel is involved.
Coaches or Administrator pays for group meal or participants are allowed \$25 per day for meals. Exceptions are if breakfast is included as a part of the hotel stay. Participants are allowed \$20.00 per day for 2 meals.

d) Recruitment

All Head and Assistant Coaches receive University cell phones for the recruiting process. Sufficient recruitment funding is affirmed for football, M/W basketball, M/W golf, Women's soccer, baseball and softball.

9 courtesy cars – Men's program

8 courtesy cars – Women's program

(1 additional car should be provided to the Women's program)

e) Comparable Coaching

Full complement of allowable coaches

-Women's Programs have Assistant Coaches for basketball and softball.

-Men's Programs have Assistant Coaches for football, basketball and baseball.

Assistant coach needs to be added for Women's soccer and/or volleyball.

-Softball and Golf teams have the same head coach – both teams are short 1 full time recruiter due to duties of the other sport.

f) Publicity and Promotion

Marketing promotion plans – Football, M/W basketball, baseball & softball.

Season long promotions are done for the same sports.

Print Ads – Men's & Women's basketball & football.

Radio Broadcasts – Football & Men's & Women's basketball, baseball & softball.

All football and M/W basketball.

Website Ads, email blasts and flyers are provided all sports with home competitions.

3 Men's sports & only 2 Women's sports have complete marketing plan. Need plan for volleyball or Women's soccer.

g) Other Support Costs

Most coaches have their own computers and do their own typing and correspondence

-Football – one full time secretary for 10 staff members

-Women's Basketball – part-time secretary for 4 staff members

-AD's secretary assists all sports as needed.

6. Provision of equipment and supplies

Each team have the necessary practice and competition gear to compete. Men's and Women's team do not have parkas.

7. Scheduling of games and practice

M/W basketball teams and volleyball use the FAU arena for all practices and home events. Volleyball has priority in the fall when they are in season. Patch Reef Park is the home of M/W tennis. M/W basketball has priority in the spring when they are in season. Head coaches meet to discuss available practice slots if there is a conflict.

8. Opportunities to receive tutoring

Each sport has an academic advisor. Team meetings are held each semester where students are reminded and advised of services offered by the academic services team. At risk students, regardless of sex, receive priority.

9. Compensation of coaches and tutors

Coaches are compensated at rates equal to or greater than their Sun Belt Conference counterparts. Tutors are compensated based on educational level (undergraduate or graduate) not on their sex.

10. Medical and training services

All trainers employed in the Athletics training room (whether graduate assistant or regular employee) are certified.

Assignment of athletic trainers is based on injury rate and seriousness data obtained through an annual report produced by the NCAA. This enables Athletics to make sure our most experienced trainers are assigned to the sports with the highest incident of serious injury. All student athletics are required to carry primary insurance; FAU provides a secondary insurance policy.

11. Housing and dining facilities and services

Student athletes live in dormitories or apartments on and off campus. The same housing is available to all teams that must be on campus to practice or compete during holiday breaks or when classes are not in session.

The football team spends the night before home/games in a hotel room. No Women's team has expressed an interest in this arrangement.

Chart 2 Sex Equity in Athletics Areas for Improvement

1. Sand Volleyball added

Modest amount of scholarship aid should be added for 2012-13 season.

2. Recruitment and Comparable Coaching

Softball and Women's golf have the same head coach.

-A new head coach needs to be added for one of these programs.

9 cars are used for recruiting for Men's sports.

8 for Women's programs – **one additional car needs to be added for the Women's program.**

An additional volleyball assistant coach needs to be added and a Women's soccer assistant coach.

3. Publicity and Promotions

Three marketing plans for Men's sports (baseball, football and Men's basketball).

Two for Women's sports (softball and Women's basketball).

Marketing Plan should be added for one additional Women's program.

**Florida Equity Reports
Florida Atlantic University
2011 - 2012**

PART IV: Sex Equity in Athletics

Chart 1. Sex Equity in Athletics Update

Element	Assessment	Area for improvement? (check if yes, and describe below)
1. Sports offerings	FAU offers 19 varsity intercollegiate teams, eight for men and eleven for women.	No
2. Participation rates, male and female, compared with full-time undergraduate enrollment	Participation rates for males and females do not match their undergraduate enrollment figures. This is currently not an issue as we will base our compliance on Prong 2 (a history of program expansion for the underrepresented sex). Therefore the percentage of undergraduates compared to participants is not critical. In abiding by Prong 2 though we are committed to working toward compliance with Prong 1 by adding participation opportunities for females every 3-6 years. For fiscal year 11-12 we added the sport of sand volleyball in order to allow females additional participation opportunities. Women's team began in the following years: Tennis 1979, Basketball 1984, Swimming/diving 1984, Volleyball 1987, Soccer 1991, Cross Country 1991, Golf 1991, Softball 1994, Outdoor Track 2000, Indoor Track 2005 and Sand Volleyball 2012. This continued expansion of the women's program allows us to comply with Title IX based on our history of program expansion for the underrepresented sex (Prong 2).	No

3. Availability of facilities, defined as locker room, practice, and competitive facilities	Facilities are equivalent. All facilities were rated a minimum of good by the coaching staffs with the exception of the men's basketball coach rated the arena as "fair due to a lack of visiting team locker rooms". The women's head basketball coach rated the same facility as good.	No
4. Scholarship offerings for athletes	The total amount of financial assistance awarded in 2011-2012 was \$3,695,957. Men represented 53.6% of participation and received 57% of the awards. Women represented 46.4% of the participation and received 43% of the awards. There is an 3.4% difference favoring the men's programs. This is a substantial change in the previous year when there was an 8.8% advantage on the women's side. This was a result of a roster management plan that limited male participants and increased female participants. At the same time we added sand volleyball for women. This caused a positive increase in our female/male participation percentages but since no additional money was added to women's programs it caused a shift in the distribution of scholarship funding. An acceptable difference is 1% and we are only 2.4% off that percentage. A modest amount of volleyball scholarships aid has been added for the coming season and this should bring us to an acceptable distribution of funds.	Yes
5. Funds allocated for:		
a) the athletic program as a whole	The athletics department as a whole can be evaluated by comparing each component in this chart. Funds are needed for coaching salaries, scholarships, recruiting, tutors, travel, per diem and every other item mentioned in this table. Therefore, the best way to evaluate the this area's weaknesses is by comparing the items listed on this chart.	No

b) administration	The athletics program is administered by the Athletics' Director. There are two Senior Associate Athletics Directors (Senior Associate for Internal Relations and Senior Associate for External Relations). There are four Associate Athletics Directors (Associate AD for Business, Associate AD for Compliance, Associate AD for Academics and Associate AD for Sales). All Senior Associate Directors and Associate Directors report directly to the Athletics Director. These six administrators oversee the rest of the department with the exception of football, men's basketball, women's basketball, baseball and softball. These programs report directly to the Athletics Director.	No
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c) travel and per diem allowances	<p>Each team stays in hotels that are rated as good to excellent by coaches and student-athletes. Participants are assigned one student athlete per bed. If there is an odd number of student athletes travelling a roll away bed is utilized as times. Teams arrive the day before a competitive event and usually leave immediately after unless commercial air travel is involved. In these cases teams sometimes stay overnight to catch flights the following day. Modes of transportation are determined by distance being travelled and the size of the travel party- they are not based on the gender of a team. Teams eat as a group with one of the coaches or administrators paying the bill, or participants are given meal money. Participants are allowed \$25 per day for three meals. The only exception is when teams stay at hotels that provide a breakfast as part of their stay. In these situations the participants are allowed \$20 per day for two meals. In some instances teams will arrange meals to be catered at their hotels. These arrangements are made by the coaching staff due to the difficulty of arranging eating arrangements for parties with large numbers at local restaurants. These costs can at times exceed \$25 per day. There are no problems with these arrangements. Finally, 2 men's teams (football and basketball) are provided with a pre or post game meal and 2 women's teams (volleyball and basketball) are provided the same. There are times when the cafeteria on campus is not open prior to the start of a baseball game and then closes prior to the end of the game. When this occurs a post-game meal is provided to the baseball team to replace the meal the team left due to the cafeteria not being open hours that could accommodate their schedule for the day. This occurs a minimum number of times during the year (usually only 1-3).</p>	No
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<p>d) recruitment</p>	<p>Recruitment funding is equivalent. However the opportunity to recruit is effected directly by the availability of coaches. The availability of coaches at FAU is an issue as the same head coach is responsible for both the softball and golf teams. This causes an inequity in the recruitment area as these teams are short one full time recruiter due to the duties of the other sport. All head and assistant coaches receive cell phone for recruiting purposes. There are 9 courtesy cars in the men's program and 8 courtesy cars in the women's program. This does constitute an issue. An additional courtesy car should be provided for the women's program. It should be noted that 2 additional courtesy cars were added to the women's program this year (volleyball and women's soccer) to begin addressing this area. In addition, 3 courtesy cars (women's basketball) were also added to the program the prior year at the same time that 3 cars were added for men's basketball. This is an area that is being addressed.</p>	<p>Yes</p>
<p>e) comparable coaching</p>	<p>There are 3 men's programs (football, basketball and baseball) with the full number of allowable assistant coaches and 2 women's programs (basketball and softball). It is recommended that an assistant be added to women's soccer and/or volleyball in order to increase the number of women's teams with the full compliment of allowable coaches.</p>	<p>Yes</p>

<p>f) publicity and promotion</p>	<p>There are marketing and promotions plans for football, baseball, softball and men's and women's basketball. Season long promotions are done for football, men's basketball, women's basketball, baseball and softball. Print ads are provided for men's basketball, women's basketball and football. Radio ads are provided for football, men's basketball, women's basketball, baseball and softball. Website ads, e-mail blasts and flyers are provided for all sports with home competitions. There are 3 men's sports and only 2 women's sports that have a complete marketing plan. A marketing and promotions plan should be developed for a minimum of volleyball or women's soccer.</p>	<p>Yes</p>
<p>g) other support costs</p>	<p>The need for secretarial assistance is minimal as most coaches have their own computers and do their own typing and correspondence. The football staff does have one full time secretary for 10 staff members and women's basketball has a part time secretary for 4 staff members. The AD's secretary is available to assist all sports with clerical tasks as needed.</p>	<p>No</p>
<p>6. Provision of equipment and supplies</p>	<p>The provision of equipment and supplies is equivalent. Each team has the necessary practice and competition gear to compete. The men's and women's swim team do not have parkas but this is not an equity issue as neither team has them due to our location in warmer climate and the excessive costs of these items.</p>	<p>No</p>

<p>7. Scheduling of games and practice times</p>	<p>With the exception of men's and women's basketball, volleyball and men's and women's tennis, all teams have their own facilities. Due to this luxury the scheduling of games and practice times is equal. The basketball teams and volleyball team utilize the FAU arena for all practices and home events. Volleyball has priority scheduling for this venue in the fall since they are in season. M/W basketball has priority in the spring since they are in season. The three head coaches meet during each semester to discuss the available practice slot and agree to who will utilize which slot. If a conflict arises that cannot be settled among the coaches, the issue is brought to the attention of the Senior Associate AD/SWA for resolution. Patch Reef park is the home of men's and women's tennis. This facility has 17 courts so the practice times of both teams can be equally accommodated. The scheduling of games is handled by each head coach or staff member designated by the head coach.</p>	<p>No</p>
<p>8. Opportunities to receive tutoring</p>	<p>Individual team meetings are held at the beginning of each semester with each sports academic advisor, supervisor, assigned athletic trainer, equipment manager and Director of Compliance. At these meetings the student athletes are informed of and reminded of the services offered by the academic services team. All of this is reinforced through the student athlete handbook that students are required to acknowledge they have read. No teams receive priority in the assignment of tutors. If anyone, at-risk-students, regardless of sex, receive priority.</p>	<p>No</p>

<p>9. Compensation of coaches and tutors</p>	<p>Coaches are compensated at rates equal to or greater than their Sun Belt Conference counterparts. The athletics department maintains an up to date annual report on the average, 25th, 50th and 75th percentile for both its conference and national counterparts. This report is used during salary negotiations for all positions. This ensures that all staff members are compensated at a rate that is comparable to the appropriate market rate for our conference and/or team. Tutors are compensated based on educational level (undergraduate or graduate) not on their sex.</p>	<p>No</p>
<p>10. Medical and training services</p>	<p>Assignment of athletic trainers is based on injury rate and seriousness data obtained through an annual report produced by the NCAA. This allows us to make sure our most experienced trainers are assigned to the sports with the highest incident of serious injury. It is important to note that all trainers employed in the athletics training room (whether graduate assistant or regular employee) are certified. This makes sure that each team has an athletic trainer that has met at least the minimal standards set by the governing body of the profession.</p>	<p>No</p>
<p>11. Housing and dining facilities and services</p>	<p>Student-athletes live in dormitories or apartments on and off campus. The same housing is available to all of the teams that must be on campus to practice or compete during the holiday breaks or when classes are not in session. The football team spends the night before home games in a hotel room. No women's team has expressed an interest in this arrangement.</p>	<p>No</p>

**Florida Equity Reports
 Florida Atlantic University
 2011 - 2012
 PART IV: Sex Equity in Athletics**

Chart 2. Sex Equity in Athletics - Areas for Improvement

Areas for improvement	Program for improvement	
Scholarship Offerings for Athletes	As mentioned, we have added a modest amount of scholarship aid to the volleyball program for the 2012-13 season and this will remedy this situation.	1. Scholarship aid in the amount of \$40,000 added for volleyball for fall of 2013.
Recruitment	The recruitment of student athletes is not equal due to two variables. The first area is the fact that the softball and women's golf program share head coaches. Every men's team has head coach assigned to the program and therefore a full time recruiter. This is not the case with softball and women's golf as the head coach is splitting duties between these teams. A separate head coach for either softball or women's golf needs to be hired. In addition, there are 9 cars used for recruiting in the men's programs and only 8 available for the women's program. Rental cars are provided for any women's team coach that needs them for recruiting so this is not a glaring weakness but an additional courtesy car should be added to the women's program in the future and no additional men's program cars should be added until this is remedied.	1. A new head coach for either the softball or women's golf team will be hired during fiscal year 2015. 2. Additional courtesy car for the women's program will be added in fiscal year 2016.

Comparable Coaching	The assignment of coaches is inequitable as 3 men's programs are provided with the NCAA allowable paid coaching staffs and only 2 women's programs are provided the same. An additional coaching staff member should be added to a minimum of one sport team.	<ol style="list-style-type: none"> 1. Additional volleyball assistant coach will be added during fiscal year 2013. 2. Additional women's soccer assistant coach will be added during fiscal year 2013.
Publicity and Promotions	There are full marketing plans for 3 men's sports (baseball, football and men's basketball) and only 2 women's sports (softball and women's basketball). A marketing plan should be added for a minimum of one additional women's program.	<ol style="list-style-type: none"> 1. A marketing plan will be developed for the volleyball and/or women's soccer program for fiscal year 2014.

Check one basis below for assuring that the University is in compliance with the Florida Educational Equity Act:

- Accommodation of Interest and Abilities
- Substantial Proportionality
- History and Practice of Expansion of Sports

PART V

Employment Representation Summary

- Diversity of tenured faculty has increased in (Asian, Female) categories. Again, the numbers are small but the direction is positive.
- There is a decrease in diversity among tenure-track faculty. This may be due to the decline in hiring new tenure track faculty due to budget cuts.
- Diversity of non-tenure track faculty remains unchanged.
- Position classifications was moved from Professional to Managerial. The percentage is inflated this year due to this realignment. Under the Board of Governors directions and guidelines.
- Diverse representation within Executive/Administrative/Managerial staff remain stable.

Refer to Part V Charts

Chart 1. Category Representation – Tenured Faculty

Chart 2. Category Representation – Tenure-Track Faculty

Chart 3. Category Representation – Non Tenure-Earning Faculty or
Faculty at Non-Tenure Granting Universities

Chart 4. Category Representation – Executive/Administrative/Managerial Employees

**Florida Equity Reports
Florida Atlantic University
PART V: Employment Representation**

Chart 1. Category Representation – Tenured Faculty												
Indicator	NRA	B	AI/AN	A (2011 and 2012)	A/PI (2007)	H	NH/OPI (2011 and 2012)	W	≥ Two (2011 and 2012)	Not Reported	Female	Total
Number, Fall 2012	7	27	1	70	N/A	27	0	306	1	0	144	439
Number, Fall 2011	7	27	1	66	N/A	28	0	302	0	0	147	431
Percentage Change From Fall 2011 to 2012	0.0%	0.0%	0.0%	6.1%	N/A	-3.6%	N/A	1.3%	N/A	N/A	-2.0%	1.9%
Number, Fall 2007	3	20	1	N/A	51	18	N/A	272	N/A	0	124	365
Percentage Change From Fall 2007 to 2012	133.3%	35.0%	N/A	N/A	N/A	50.0%	N/A	12.5%	N/A	N/A	16.1%	20.3%
Area for improvement, compared with national standards? (Check if yes)												
<i>Source: IPEDS Fall Staff 2012, 2011 and 2007</i>												

**Florida Equity Reports
Florida Atlantic University
PART V: Employment Representation**

Chart 2. Category Representation – Tenure-Track Faculty												
Indicator	NRA	B	AI/AN	A (2011 and 2012)	A/PI (2007)	H	NH/OPI (2011 and 2012)	W	≥ Two (2011 and 2012)	Not Reported	Female	Total
Number, Fall 2012	13	4	0	13	N/A	10	0	72	2	0	57	114
Number, Fall 2011	20	4	0	12	N/A	14	0	86	0	0	64	136
Percentage Change From Fall 2011 to 2012	-35.0%	0.0%	N/A	8.3%	N/A	-28.6%	N/A	-16.3%	N/A	N/A	-10.9%	-16.2%
Number, Fall 2007	43	13	0	N/A	20	15	N/A	136	N/A		83	227
Percentage Change From Fall 2007 to 2012	-69.8%	-69.2%	N/A	N/A	N/A	-33.3%	N/A	-47.1%	N/A	N/A	-31.3%	-49.8%
Area for improvement, compared with national standards? (Check if yes)												
<i>Source: IPEDS Fall Staff 2012, 2011 and 2007</i>												

**Florida Equity Reports
Florida Atlantic University
PART V: Employment Representation**

Chart 3. Category Representation – Non-Tenure-Earning Faculty <u>or</u> Faculty at Non-Tenure Granting Universities												
Indicator	NRA	B	A/AN	A (2011 and 2012)	A/PI (2007)	H	NH/OPI (2011 and 2012)	W	≥ Two (2011 and 2012)	Not Reported	Female	Total
Number, Fall 2012	13	13	0	11	N/A	24	0	179	7	0	141	247
Number, Fall 2011	20	13	0	13	N/A	32	0	204	0	1	163	283
Percentage Change From Fall 2011 to 2012	-35.0%	0.0%	N/A	-15.4%	N/A	-25.0%	N/A	-12.3%	N/A	-100.0%	-13.5%	-12.7%
Number, Fall 2007	27	11	0	N/A	10	19	N/A	190	N/A	0	143	257
Percentage Change From Fall 2007 to 2012	-51.9%	18.2%	N/A	N/A	N/A	26.3%	N/A	-5.8%	N/A	N/A	-1.4%	-3.9%
Area for improvement, compared with national standards? (Check if yes)												
Source: IPEDS Fall Staff 2012, 2011 and 2007												

**Florida Equity Reports
Florida Atlantic University
PART V: Employment Representation**

Chart 4. Category Representation – Executive/Administrative/Managerial												
Indicator	NRA	B	A/AN	A (2011 and 2012)	A/PI (2007)	H	NH/OPI (2011 and 2012)	W	≥ Two (2011 and 2012)	Not Reported	Female	Total
Number, Fall 2012	2	58	0	22	N/A	14	0	290	4	0	217	390
Number, Fall 2011	1	34	0	17	N/A	8	0	217	0	0	149	277
Percentage Change From Fall 2011 to 2012	100.0%	70.6%	N/A	29.4%	N/A	75.0%	N/A	33.6%	N/A	N/A	45.6%	40.8%
Number, Fall 2007	0	32	0	N/A	13	10	N/A	218	N/A	0	143	273
Percentage Change From Fall 2007 to 2012	N/A	81.3%	N/A	N/A	N/A	40.0%	N/A	33.0%	N/A	N/A	51.7%	42.9%
Area for improvement, compared with national standards? (Check if yes)												
<i>Source: IPEDS Fall Staff 2012, 2011 and 2007</i>												

PART VI

Areas of Improvement & Achievement

**Florida Equity Reports
Florida Atlantic University
2012-2013**

PART VI: Areas of Improvement from 2012 Report; Achievement of Improvement Reported in 2013

Areas of Improvement Pertaining to Academic Services, Programs, and Student Enrollment Identified in June 2013 Report	Achievement Report for Areas of Improvement Pertaining to Academic Services, Programs, and Student Enrollment Identified in Previous Report, June 2012
Black total FTIC has decreased from 13.7% to 13.1%.	45.5% of Community (now State) College Transfers were from minority groups.
Areas of Improvement Pertaining to Sex Equity in Athletics Identified in June 2013 Report	Achievement Report for Areas of Improvement Pertaining to Sex Equity in Athletics Identified in Previous Report, June 2012
Prong I will be utilized - adding participation opportunities for females every 3-6 years.	With the addition of Sand Volleyball, Prong 1 will be reviewed for compliance.
Areas of Improvement Pertaining to Employment Identified in June 2013 Report	Achievement Report for Areas of Improvement Pertaining to Employment Identified in Previous Report, June 2012
Increase diverse representation in faculty recruitment.	Maintain diverse representation.

**Part VII Protected Class Representation in the
Tenure Process
2011-2012**

Males		
	4	Asian
		Black/African American
	1	Hispanic
	10	White
TOTAL	15	

Females		
	0	Asian
	2	Black/African American
		Hispanic
	5	White
TOTAL	7	

**Florida Equity Reports
Florida Atlantic University
2012 - 2013**

PART VII: Protected-class Representation in the Tenure Process, 2011-2012

Sex, Race/Ethnicity	*Applied	*Withdrawn	*Denied	*Deferred	*Nominated
MALES					
American Indian or Alaskan Native					
Asian	4				4
Black or African American					
Hispanic	1				1
Native Hawaiian/Other Pacific					
Two or More Races					
White	10		2		10
Other, Not Reported					
Total Male (include Other, Not Reported)	15	0	2	0	15
FEMALES					
American Indian or Alaskan Native					
Asian					
Black or African American	2				2
Hispanic					
Native Hawaiian/Other Pacific					
Two or More Races					
White	5		2		5
Other, Not Reported					
Total Female (Number and Percent) (include Other, Not Reported)	7 31.8%	0 0.0%	2 50.0%	0 0.0%	7 31.8%
GRAND TOTAL	22	0	4	0	22

*APPLIED: Faculty whose names have been submitted for tenure review. Sum of Withdrawn, Denied, and Nominated (or provide explanation).

*WITHDRAWN: Faculty who withdrew from tenure consideration after applying for review.

*DENIED: Faculty for whom tenure was denied during the review process.

*NOMINATED Faculty for whom tenure is being recommended by the University.

PART VIII
Promotion and Tenure Committee
Composition
2011 – 12

The overall University Committee is diverse

For college committees – the criteria and process will be reviewed with each Dean and the Provost

**Florida Equity Reports
Florida Atlantic University
2012-2013**

PART VIII: Promotion and Tenure Committee Composition, AY 2011-2012

Type of Committee	Black or African American		American Indian/Alaskan Native		Asian		Native Hawaiian or Other Pacific Islander		Hispanic		Two or More Races		White		Other, Not Reported		Total including Other, Not Reported	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
University Committee		1			1	1			2				2	2			5	4
Dorothy F. Schmidt College of Arts and Letters																	8	3
Anthropolgy													1				1	0
English													1				1	0
History													1				1	0
LLCL									1								0	1
Music													1				1	0
Philosophy													1				1	0
Political Science													1				1	0
SCMS														1			0	1
Sociology													1				1	0
Theatre													1				1	0
VAAH														1			0	1

**Florida Atlantic University
2012-2013**

PART VIII: Promotion and Tenure Committee Composition, AY 2011-2012

Type of Committee	Black or African American		Indian/Alaskan Native		Asian		Hawaiian or Other Pacific		Hispanic		Two or More Races		White		Other, Not Reported		including Other, Not Reported	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
College of Business					1				1				3				5	0
Accounting									1				1				2	0
Economics					1												1	0
Finance													1				1	0
ITOM													1				1	0
Management													1				1	0
Marketing									1								1	0
College of Engineering and Computer Science					3								4				7	0
Civil					2												2	0
CSE					1								1				2	0
OME													3				3	0
Harriet L. Wilkes Honors College		2							1				12	5			13	7
Christine E. Lynn College of Nursing		1	1		1								14				2	15

2012-2013

PART VIII: Promotion and Tenure Committee Composition, AY 2011-2012

Type of Committee	Black or African American		American Indian/Alaskan		Asian		Native Hawaiian or Other		Hispanic		Two or More Races		White		Other, Not Reported		Total including Other, Not	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
	College of Medicine					1	1							4	2			5
Biomedical Science					1	1							4	2			5	3
Clinical Science																	0	0
Student Affairs																	0	0
Charles E. Schmidt College of Science																	6	0
Biological Science													1				1	0
Chemistry & Biochemistry													1				1	0
Geosciences									1								1	0
Mathematical Sciences													1				1	0
Physics													1				1	0
Psychology													1				1	0
DSI - Design & Social Inquiry									1				2	2			3	2
Architecture									1								1	0
Criminal Justice														1			0	1
Public Administration													1				1	0
Social Work														1			0	1
Urban Plan & Regional													1				1	0

**Florida Equity Reports
Florida Atlantic University
2012-2013**

PART VIII: Promotion and Tenure Committee Composition, AY 2011-2012

PART IX

Other Requirements

- A. Budgetary Incentive Plan
- B. President's Evaluation
- C. Top Administrator's Evaluation

A. Budgetary Incentive Plan

Due to continued budget reductions, incentive plans were not funded in the report year.

B. President Evaluation

Dr. Saunders' evaluation was conducted at the September 2012 BOT Retreat meeting.

C. Top Administrators Evaluations

Dr. Saunders is completing top level administrators evaluations.