

## TITLE IX

# Compliance hindered by hollow staffs

*Editor's Note: This is the last in a series on the Ohio Athletic Department's compliance with Title IX.*

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As the Ohio athletic department looks to move toward Title IX compliance, problems remain with support services available to women coaches compared with their male counterparts.

According to a 2008 Athletics Certification Committee Analysis Report, both the men's and women's programs are staffed below NCAA allowable limits. However, a greater number of women's programs are not fully staffed.

Field hockey is eligible for one more paid assistant as is softball, which has just one. The soccer team's staff consists of only coach Stacy Strauss and associate head coach James Welch. Golf and cross country could also staff more assistants under the NCAA allowable limit.

The plan's time line calls for a full-time assistant to be added for 2008-2009, 2013-2014 and 2014-2015, though it does not specify for which sports.

Hiring is on hold for now, however, because of the recession, Athletic Director Jim Schaus said. Budget concerns are not an allowable excuse for not being compliant with Title IX, however.

Plans are in place in the department's five-year strategic plan to hire more assistants for women's teams. When discussing his future intentions and the strategic plan, Schaus emphasized it was a plan and changes will come with chang-

See **TITLE IX**, Page 3

**TITLE IX** Continued from Page 1  
ing circumstances.

On paper, the plan calls for the creation of a five-year hiring plan for women's programs by August of this year. Schaus admitted the current coaching situation is not as good as it should be.

"It's a vision," he said. "We've got a long way to go."

Other aids are also lacking for the women's programs.

An inequity exists in car allowances for women's coaches in order to recruit. Women's coaches also receive less cell phone allowance than their men's team counterparts according to the recertification committee report.

The plan calls for an increase of three cars for women's coaches in 2008-2009 and 2009-2010, one in 2010-2011, two more in

2011-2012 and 2012-2013 by three in 2013-2014 and by one in 2014-2015. Cell phone allowances were to increase immediately and annually.

But economic conditions have put a strain on those developments.

Not only are women's programs understaffed, but they are also underpaid when compared to their male counterparts and other women's coaches in the Mid-American Conference and the rest of the nation. Title IX doesn't determine coaching salaries, however, the share of the market does.

In 2007, Ohio's women's head coaches at Ohio earned an average of \$64,000 per year, well below the league mark of \$83,381 and the national average of \$111,692 according to the U.S. Department of Education's Web site.

Football coach Frank Solich earned \$330,000 in 2009. The salaries of Ohio's women's basketball coach Semeka Randall, field hockey coach Neil Macmillan, golf coach Kelly Ovington, softball coach Jodi Hermanek and Strauss add up to just more than that at \$362,202.

Basketball provides a direct contrast in the figures between the two genders' salaries. Men's coach John Groce made \$200,000 in 2009 and Randall's salary was \$142,000.

The three men's basketball assistant coaches made a combined \$205,397 in 2009, while the same women's positions were paid \$157,000. On the women's side, assistants Ryan Bragdon and Willis Brown made \$56,000 and \$63,000, respectively, while Karen Hewitt made \$38,000.

"We can't necessarily solve all these problems right now," Schaus said. "We've got to find a balance. We'll need university assistance because we can't do it ourselves."

"All we can do is our best. It's going to be up to our donor base, too."

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