

Governors State University

Student Affairs and Enrollment Management: Reaching Vision 2020

Focus Area: Athletics and Recreation

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

Implementation Year: 2018 - 2019

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

Objective 1:	Continue to meet and exceed our Title IX compliant male female athlete, fiscal and facility resources ratio as we expand into new sports programs both competitive and recreational.
Action Items	Ensure our Athlete male to female ratio is in proportion to the greater GSU male to female demographic. The male to female demographic will be monitored on a semester basis.
Indicators and Data Needed (Measures that will appraise progress towards the strategic objective)	Enrollment demographic and scholarship operation budgets to ensure that we are Title IX compliant. Assistant AD will put together a Plan regarding title IX that she indicated we are doing a good job following the plan.
Responsible Person and/or Unit (Data collection, analysis reporting)	Athletic Director and Assistant Athletic Director
Milestones (Identify Timelines)	Ongoing
Desired Outcomes and Achievements (Identify results expected)	Expansion of sports programs both competitive and recreational while maintaining Title IX compliance. We have maintained the balance of Title IX compliant and established a gender plan for our sports department
Achieved Outcomes and Results	Achieved! We have started Men's and Women's soccer and plan on 25 student-athletes apiece with the same budgets for both teams
Analysis of Results (Where outcomes met? Exceeded? Progress towards goal. Implications for AY19 Objectives.)	Exceeded

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Objective 2:	Maintain an environment of one team that represents the University in all of its cultural diversity.
Action Items	Continue to ensure that all participants are treated equally without bias towards race, ethnicity, gender, religion, or sexual orientation. The Department Directors will handle each report of bias in a timely thorough manner.
Indicators and Data Needed (Measures that will appraise progress towards the strategic objective)	We will continue to watch and be aware of situations that may be race, religion, or sexual orientation.
Responsible Person and/or Unit (Data collection, analysis reporting)	Department Directors and Assistant Directors.
Milestones (Identify Timelines)	Ongoing
Desired Outcomes and Achievements (Identify results expected)	To continue our legacy of the most diverse Illinois state University.
Achieved Outcomes and Results	We have achieved this goal. We didn't receive one complaint with regards to anyone feeling unwelcomed.
Analysis of Results (Where outcomes met? Exceeded? Progress towards goal. Implications for AY19 Objectives.)	Exceeded.

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Objective 3:	Facilitate educational workshops such as the Title IX seminar that all athletes are required to attend.
Action Items	We are working with Health services to tape in on their seminars because we don't have funding to bring someone in. The new health center will also have workshops for our student-athletes
Indicators and Data Needed (Measures that will appraise progress towards the strategic objective)	100% attendance and compliance by athletes
Responsible Person and/or Unit (Data collection, analysis reporting)	Athletic Director and Associate Athletic Director.
Milestones (Identify Timelines)	2018 and 2019
Desired Outcomes and Achievements (Identify results expected)	100% attendance and compliance by athletes
Achieved Outcomes and Results	Achieved. Our All athletic meeting had a section that was completed by the Health services
Analysis of Results (Where outcomes met? Exceeded? Progress towards goal. Implications for AY19 Objectives.)	Achieved.