

December 18, 2009

TO:

James Jones

Rena Fraden

Paul Mutone

Scott Reynolds

Ron Joyce

Jenny Holland

William Reynolds

Larry Dow

Fred Alford

Thomas Mitzel

Robin Sheppard

Kent Smith

Ann Murray

Karla Spurlock-Evans

Marcia Johnson

FROM:

Rick Hazelton

Enclosed is a copy of the 2008-2009 Trinity College Equity in Athletics Disclosure Report.

A copy of this report has been sent to the U.S. Department of Education. This report will also be

made available to the public upon request. Please let know if you would like to discuss the

contents (ext. 2055). Also, I explained in this EADA Report that a portion of the revenues is

from fundraising and endowments.

Print Form(s)

Return

# Equity in Athletics 2009

Institution: Trinity College (130590)

User ID: E91305901

	Screening Questions							
Please approp	Please answer these questions carefully as your responses will determine which subsequent data entry screens are appropriate for your institution.							
1. How	How will you report Operating Expenses (i.e., Game Day expenses)?							
	e	By Team		G	Per Participant			
2. Sele	ct the	type of varsity spor	ts teams at your institution	on.				
	6	Men's Teams Only		•	Women's Teams Only			
	(a)	Both Men's Teams and Women's Teams		G	Men's Teams and Coed Teams			
	<b>a</b>	Women's Teams ar	nd Coed Teams	6	Men's Teams and Women's Teams and Coed Teams			
	<u></u>	Coed Teams Only						
3. Do y	ou ha	ve any assistant co	aches?					
1	Ø	Yes						
			<b>Z</b>	Men's T	eams			
			R	Women'	s Teams			
				Coed Te	eams			
4	<b>6</b>	No						
	alamatania arrada ili madage	***************************************						

User ID: E91305901

# Sports Selection - Men's and Women's Teams

Select the varsity sports teams at your institution.

Sport		Wen's	Women's	Sport	Men's	Women's
Archery				Badminton		
Basebal	IL	K		Basketball	X	<b>Z</b>
Beach \	/olleyball			Bowling		
Cross C	Country	F		Diving		POR COLUMN
Equestr	ian		I.	Fencing	2.2.E	
Field Ho	ockey		Z	Football	Z	
Golf				Gymnastics	222 222 222	
ice Hoc	key	IZ.		Lacrosse	Z	Z
Rifle		<b>J</b>		Rodeo	15.25 15.25	CO SEE
Rowing		K	Į.	Sailing		
Skiing				Soccer	X	
Softball			P	Squash	IZ.	X
Swimmi	ing		F	Swimming and Diving (combined)	<b>S</b>	<b>V</b>
Synchro	onized Swimming			Table Tennis	323 323 3773	2000 3000
Team H	landball			Tennis	逐	<u> </u>
Track a	nd Field (Indoor)	<b>F</b>		Track and Field (Outdoor)		Dis
	nd Field and Cross (combined)	K	<b>I</b> ₹	Volleyball	1 7 9 4 1 1 7 9 4 1 1 7 9 5 2	<b>X</b>
Water P	Polo	100 mg	M	Weight Lifting	2223	
Wrestlin	ng			Other Sports (Specify sports in the caveat box.)*	pray Ess	The second
CAVEAT	•					
4.						·

<sup>\*</sup> If you indicated in the caveat box that your other sports are Dancing and/or Cheerleading, please also specify in the caveat box that your institution has a letter from the Office of Civil Rights confirming that the OCR has determined that Dancing and/or Cheerleading are varsity sports at your institution.

If after leaving this screen you return to it to add a sport, be sure to include associated data for that sport on subsequent screens. If you return to this screen to delete a sport, all associated data for that sport will be deleted from subsequent screens as well.

User ID: E91305901

## Athletics Participation - Men's and Women's Teams

**Athletics Participation** 

	Number of participants as of t scheduled contest	e day of the first	
Varsity Teams	Men's Teams	Women's Teams	
Baseball	29		
Basketball	14	16	
Field Hockey		21	
Football	76		
Golf	12		
Ice Hockey	27	24	
Lacrosse	42	22	
Rowing	54	36	
Soccer	30	23	
Softball		17	
Squash	22	14	
Swimming and Diving (combined)	20	22	
Tennis	13	10	
Track and Field and Cross Country (combined)	75	55	
Volleyball		15	
Wrestling	16		
Total Participants Men's and Women's Teams	430	275	
Unduplicated Count of Participants (If an individual participates on more than one team, count that individual only once on this line.)	379	231	
CAVEAT			

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#### Head Coaches - Men's Teams

Head Coaches - Men's Teams

A full-time head coach is an individual who coaches one team full-time and is a full-time employee of the school.

		Male Head	d Coaches			Female He	ad Coaches		·
Varsity Teams	Full-Time Coaching Duties	Part- Time Coaching Dutles	Full-Time University Employee	Part-Time University Employee or Volunteer	Full-Time Coaching Duties	Part- Time Coaching Duties	Full-Time University Employee	Part-Time University or Volunteer	Total Head Coaches
Baseball		1	1						1
Basketball		1	1						1
Football		1	1						1
Golf		1		1					1
Ice Hockey		1		1					1
Lacrosse		1		1					1
Rowing		1	1						1
Soccer		1	1	1000					1
Squash		1	1]						. 1
Swimming and Diving (combined)	7					1	1	Company of the state of the sta	1
Tennis		1	1						1
Track and Field and Cross Country (combined)	and the second s	1	1		Sandahindahindahan namangan	CONTROL AND			1
Wrestling		1		1					1
Coaching Position Totals	0	12	. 8	4	0	1	1	0	13
CAVEAT									

User ID: E91305901

### Head Coaches - Women's Teams

Head Coaches - Women's Teams

A full-time head coach is an individual who coaches one team full-time and is a full-time employee of the school.

		Male Hea	d Coaches			Female He	ad Coaches		
Varsity Teams	Full-Time Coaching Duties	Part- Time Coaching Duties	Full-Time University Employee	Part-Time University Employee or Volunteer	Full-Time Coaching Duties	Part- Time Coaching Duties	Full-Time University Employee	Part-Time University Employee or Volunteer	Total Head Coaches
Basketball				***************************************		[ 1]	1		1
Field Hockey		AAA 1984 AAAA halaadan dan maadan sanaan ay	A THE RESERVE TO THE RESERVE T			1	1		1
Ice Hockey		1]		1					1
Lacrosse						1	1		1
Rowing		1	1						1
Soccer		1	1						1
Softball			And the second			1	1		1
Squash				greening of the side over the states or processing.		1	1		1
Swimming and Diving (combined)			The state of the s			1	1		1
Tennis						1	1		1
Track and Field and Cross Country (combined)		1	1	general value de la companya de la c	CONTROL OF THE PROPERTY OF T	The state of the s	LANCE MARKET MARKET MARKET	Augustinist and a second secon	1
Volleyball			And the second s			1	1		1
Coaching Position Totals	0	4	3	1	0	8	8	0	12
CAVEAT			·						
	The second of th								

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### Head Coaches' Salaries - Men's and Women's Teams

Head Coaches' Salaries

Enter salaries and bonuses only. Do not include benefits on this screen. Do not include volunteer head coaches in calculating average salary and average FTE.

	Men's Teams	Women's Teams	
Average Annual Institutional Salary per Head Coach	44,705	38,784	
Number of Head Coaches Included in Average	13	12	
Number of Volunteer Head Coaches not Included in the Average	· Comparison of the comparison		
Average Annual Institutional Salary per Full-time equivalent (FTE)	78,536	64,640	
Number of Full-time equivalents (FTEs) Included in Average	7.40	7.20	
CAVEAT			
The salary differential is due to the experience of coaches have an average of 22 years coaching coaches have an average of 16 years of coaching coaches have a coache coaches have a coache coache coaches have a coache coache coaches have co	experience and our women's head ng experience.		

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#### Assistant Coaches - Men's Teams

Assistant Coaches - Men's Teams

A full-time assistant coach is an individual who coaches one team full-time and is a full-time employee of the school.

		Male Assist	ant Coaches			Female Assis	tant Coaches		
Varsity Teams	Full-Time Coaching Duties	Part- Time Coaching Dutles	Full-Time University Employee	Part-Time University Employee or Volunteer	Full-Time Coaching Dutles	Part- Time Coaching Duties	Full-Time University Employee	Part-Time University Employee or Volunteer	Total Assistant Coaches
Baseball		3		3					3
Basketball		3		3					3
Football		10	3	7					10
Golf									0
ice Hockey	Approximation of the control of the	2		2				, [	2
Lacrosse		3		3					3
Rowing		1		1					1
Soccer		3		3					3
Squash		2	y Wall to the total and the to	2		ACIACAMA INTERNATION CARROLL			2
Swimming and Diving (combined)		1		1		1		1	2
Tennis		1	1						1
Track and Field and Cross Country (combined)	And the state of t	4	2	2		1	Section 14 control 14	1	5
Wrestling		2		2		And the state of t			2
Coaching Position Totals	0	35	6	29	0	2	0	2	37
CAVEAT									

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#### Assistant Coaches - Women's Teams

Assistant Coaches - Women's Teams

A full-time assistant coach is an individual who coaches one team full-time and is a full-time employee of the school.

		Male Assist	ant Coaches			Female Assis	stant Coaches	<b>i</b>	
Varsity Teams	Full-Time Coaching Duties	Part- Time Coaching Duties	Full-Time University Employee	Part-Time University Employee or Volunteer	Full-Time Coaching Dutles	Part- Time Coaching Duties	Full-Time University Employee	Part-Time University Employee or Volunteer	Total Assistant Coaches
Basketball		2		2		1		1	3
Field Hockey	-			Colored Annual Management of States and Stat		2	1	[ 1]	2
Ice Hockey						1		1]	1
Lacrosse	AV PAGE Vendos veneras como					2	1	1	2
Rowing						1		1	1
Soccer		1		1		1		1	2
Softball						2	1	1	2
Squash		1		1		1	0.00.00.00.00.00.00.00.00.00.00.00.00.0	1	2
Swimming and Diving (combined)		1		1	The state of the s	1		**************************************	2
Tennis					and the second	1		1	1
Track and Field and Cross Country (combined)	AND THE RESIDENCE OF THE PARTY	4	[ 2]	2	**************************************	1		1	5
Volleyball						2	1	1	. 2
Coaching Position Totals	0	9	2	7	0,	16	4	12	25
CAVEAT									

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### Assistant Coaches' Salaries - Men's and Women's Teams

Assistant Coaches' Salaries

Enter salaries and bonuses only. Do not include benefits on this screen. Do not include volunteer assistant coaches in calculating average salary and average FTE.

	Men's Teams	Women's Teams	
Average Annual Institutional Salary per Assistant Coæh	10,823	6,871	
Number of Assistant Coaches Included in Average	37	25	
Number of Volunteer Assistant Coaches not Included in the Average			
Average Annual Institutional Salary per Full-time equivalent (FTE)	41,844	32,107	
Number of Full-time equivalents (FTEs) Included in Average	9.57	5.35	
CAVEAT		Бежим инполитивний ответительной учественной учественной ответительной ответительной ответительной ответительной	

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# Athletically Related Student Aid - Men's and Women's Teams

Athletically Related Student Aid

Athletically related student aid is any scholarship, grant, or other form of financial assistance, offered by an institution, the terms of which require the recipient to participate in a program of intercollegiate athletics at the institution. Other student aid, of which a student-athlete simply happens to be the recipient, is not athletically related student aid. If you do not have any aid to report, enter a 0.

	, ara to roport, critici a	0.		
		Men's Teams	Women's Teams	Total
Total		and the state of t		
Ratio (percent)				100%
CAVEAT				
	TRINITY DOES NOT REGULATION.	PROVIDE ATHLETIC SCHOLARSHIF	PSDIVISION III	

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# Recruiting Expenses - Men's and Women's Teams

#### Recruiting Expenses

Recruiting expenses are all expenses an institution incurs attributable to recruiting activities. This includes, but is not limited to, expenses for lodging, meals, telephone use, and transportation (including vehicles used for recruiting purposes) for both recruits and personnel engaged in recruiting, and other expenses for official and unofficial visits, and all other expenses related to recruiting. If you do not have any recruiting expenses to report, enter a 0.

	Men's Teams	Women's Teams	Total 32,116
Total	17,663	14,453	
CAVEAT			
	The coaches of women's sports only used \$3288 of their assessment. Other than talent assessment the other recession separated by gender. Most of these remaining expenses supplies, mailings, telephone use, meals, etc. No Trinity reason, to limit his/her recruiting activities in the aforeme expenses are generated by the aggressiveness of any p	cruiting expenses are not sare difficult to trackoffice coach is told, within financial ntioned areas. These	

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# Operating Expenses (i.e., Game-Day Expenses) - Men's and Women's Teams per Participant

Operating Expenses per Participant

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

		Men's Teams		V	Vomen's Teams		
Varsity Teams	Participants	Operating Expenses per Participant	By Team	Participants	Operating Expenses per Participant	By Team	Total Operating Expenses
Basketball	14	1,861	26,054	16	1,734	27,744	53,798
Football	76	1,076	81,776				81,776
Baseball	29	2,614	75,806				75,806
Field Hockey				21	1,655	34,755	34,755
Golf	12	1,617	19,404				19,404
Ice Hockey	27	2,088	56,376	24	1,493	35,832	92,208
Lacrosse	42	990	41,580	22	1,774	39,028	80,608
Rowing	54	919	49,626	36	1,923	69,228	118,854
Soccer	30	757	22,710	23	1,375	31,625	54,335
Softball				17	1,284	21,828	21,828
Squash	22	1,248	27,456	14	2,102	29,428	56,884
Swimming and Diving (combined)	20	684	13,680	22	1,018	22,396	36,076
Tennis	13	1,764	22,932	10	1,138	11,380	34,312
Track and Field and Cross Country (combined)	75	373	27,975	55	457	25,135	53,110
Volleyball				15	1,554	23,310	23,310
Wrestling	16	1,258	20,128				20,128
Total Operating Expenses Men's and Women's Teams CAVEAT	430		485,503	. 275		371,689	857,192
UAVEAT							

We had eight teams go to NCAA post-season tournaments---baseball, women's rowing, field hockey, men's tennis, men's cross country and track, and women's cross country and track. And we had both the men's and women's squash teams go to their respective national championships. All the expenses of these tournaments are included in the above operating. Baseball went all the way to the NCAA World Series and women's crew came in third in their championship. So these two sports, especially

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### Total Expenses - Men's and Women's Teams

#### Expenses by Team

CAVEAT

Expenses are all expenses attributable to intercollegiate athletic activities. This includes appearance guarantees and options, athletically related student aid, contract services, equipment, fundraising activities, operating expenses, promotional activities, recruiting expenses, salaries and benefits, supplies, travel, and any other expenses attributable to intercollegiate athletic activities.

Varsity Teams	Men's Teams	Women's Teams	Total
Basketball	99,768	104,125	203,893
Footbali	469,558		469,558
Baseball	179,376		179,376
Field Hockey		123,219	123,219
Golf	26,455	Not which is the description of the common of a second of the common of	26,455
Ice Hockey	146,481	115,877	262,358
Lacrosse	146,347	112,136	258,483
Rowing	167,576	154,890	322,466
Soccer	94,640	81,400	176,040
Softball	The second secon	94,481	94,481
Squash	103,239	84,187	187,426
Swimming and Diving (combined)	53,185	62,008	115,193
Tennis	97,826	63,643	161,469
Track and Field and Cross Country (combined)	100,540	97,720	198,260
Volleyball		101,441	101,441
Wrestling	39,929		39,929
Total Expenses of all Sports, Except Football and Basketball, Combined	1,155,594	1,091,002	2,246,596
Total Expenses Men's and Women's Teams	1,724,920	1,195,127	2,920,047
Not Allocated by Gender/Sport			1,549,113
Grand Total Expenses			4,469,160

Please read the caveats included on the Revenues page and the Operating Expense page. Also, as referenced in the Head Coaches' Salaries M&W page, the disparity in salary totals between the men's and women's teams' head coaches is due to the coaching experience of each group—an average of 22 years for the men's teams as compared to 16 years for the women's teams. Obviously, salaries are a big part of this expense page.

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#### Total Revenues - Men's and Women's Teams

#### Revenues by Team

Revenues are all revenues attributable to intercollegiate athletic activities. This includes revenues from appearance guarantees and options, an athletic conference, tournament or bowl games, concessions, contributions from alumni and others, institutional support, program advertising and sales, radio and television, royalties, signage and other sponsorships, sport camps, state or other government support, student activity fees, ticket and luxury box sales, and any other revenues attributable to intercollegiate athletic activities.

Varsity Teams	Men's Teams	Women's Teams	Total
Basketball	124,208	101,378	225,586
Football	625,397		625,397
Baseball	222,540		222,540
Field Hockey		134,903	134,903
Golf	29,570		29,570
Ice Hockey	216,489	118,165	334,654
Lacrosse	235,086	127,506	362,592
Rowing	177,116	164,837	341,953
Soccer	98,648	65,748	164,396
Softball		96,226	96,226
Squash	163,584	103,810	267,394
Swimming and Diving (combined)	59,477	64,247	123,724
Tennis	124,075	71,142	195,217
Track and Field and Cross Country (combined)	100,596	99,021	199,617
Volleyball		90,819	90,819
Wrestling	54,009		54,009
Total Revenues of all Sports, Except Football and Basketball, Combined	1,481,190	1,136,424	2,617,614
Total Revenues Men's and Women's Teams	2,230,795	1,237,802	3,468,597
Not Allocated by Gender/Sport			1,549,113
Grand Total for all Teams (includes by team and not allocated by gender/sport)			5,017,710
CAVEAT	·		

The above revenues are generated from the College's operating budget, fundraising efforts, endowment income, and NCAA/Conference reimbursements. Because of past financial cutbacks to our operating budget by the College, I have taken eight sports' operating and several positions off the College's operating budget, and we are now funding these sports/positions through fundraising and endowments. Some of the fundraising/endowment funds given in FY 09 will be carried over to FY 10, which is the

User ID: E91305901

#### Summary - Men's and Women's Teams

Revenues and Expenses Summary

		Men's Teams	Women's Teams	Total
1	Total of Head Coaches' Salaries	581,165	465,408	1,046,573
2	Total of Assistant Coaches' Salaries	400,451	171,775	572,226
3	Total Salaries (Lines 1+2)	981,616	637,183	1,618,799
4	Athletically Related Student Aid			
5	Recruiting Expenses	17,663	14,453	32,116
6	Operating Expenses	485,503	371,689	857,192
7	Summary of Subset Expenses (Lines 3+4+5+6)	1,484,782	1,023,325	2,508,107
8	Total Expenses	1,724,920	1,195,127	2,920,047
9	Total Expenses Minus Subset Expenses (Line 8 – Line 7)	240,138	171,802	411,940
10	Not Allocated Expenses			1,549,113
11	Grand Total Expenses (Lines 8+10)			4,469,160
12	Total Revenues	2,230,795	1,237,802	3,468,597
13	Not Allocated Revenues			1,549,113
14	Grand Total Revenues (Lines 12+13)			5,017,710
15	Total Revenues Minus Expenses (Line 12- Line 8)	505,875	42,675	548,550
16	Grand Total Revenues Minus Grand Total Expenses (Line 14- Line 11)			548,550

Please review this screen carefully. The amount of Grand Total Revenues must be equal to or greater than the amount of Grand Total Expenses before you can lock your survey data. If it is not, you must go back and correct the amounts you entered on the Total Revenues and/or Total Expenses screen(s).

Remember that your **Total Revenues** and **Total Expenses** screens must include amounts you entered on some of the other screens. That is:

- The amount you entered on the Athletically Related Student Aid screen must be included with all of your other revenues (budget, ticket sales, etc.) on the Total Revenues screen. For detailed information on what to include in Total Revenues, click on 'Click here for screen instructions' on the Total Revenues screen.
- The amount you entered on the Operating Expenses, Recruiting Expenses, and Athletically Related Student Aid screens must be included with all of your other expenses (salaries and benefits, equipment, etc.) on the Total Expenses screen. For detailed information about what to include in Total Expenses, click on 'Click here for screen instructions' on the Total Expenses screen.

To return to the data entry screens to make corrections, click on the link in the menu on the left of this screen.

To proceed to the Supplemental Information screen, click on that link in the menu or click on the 'Next' button on the bottom of this screen.

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#### Supplemental Information

#### Supplemental Information

This screen is optional. You may use it to provide additional information to help the reader better understand the data you have provided in this survey, or to help a prospective student-athlete make an informed choice of an athletic program. If you do not want to enter any supplemental information, please leave this screen blank.

In 1969, Trinity College officially became a co-educational institution. Within the next seven years, Trinity added six women's varsity sports (almost half of today's total). From 1978-1985, seven more women's varsity sports were added. In 1998-1999 women's ice hockey was added as a varsity sport bringing the total sports to 14 women's sports compared to 15 men's sports. Presently, there are several Trinity women's club sports: water polo (co-ed), skiing, rugby, and equestrian. In regards to

#### Recruiting Expenses – pg 11

The coaches of women's sports only used \$3288 of their allotted \$5900 for talent assessment. Other than talent assessment the other recruiting expenses are not separated by gender. Most of these remaining expenses are difficult to track--office supplies, mailings, telephone use, meals, etc. No Trinity coach is told, within financial reason, to limit his/her recruiting activities in the aforementioned areas. These expenses are generated by the aggressiveness of any particular coach, and the nature of the sport.

#### Operating Expenses – pg 12

We had eight teams go to NCAA post-season tournaments---baseball, women's rowing, field hockey, men's tennis, men's cross country and track, and women's cross country and track. And we had both the men's and women's squash teams go to their respective national championships. All the expenses of these tournaments are included in the above operating. Baseball went all the way to the NCAA World Series and women's crew came in third in their championship. So these two sports, especially baseball since their tournament goes over many days, have higher than normal operating expenses. Our men's squash team won their championship and the women came in third in theirs.

#### Total revenues – pg 15

The above revenues are generated from the College's operating budget, fundraising efforts, endowment income, and NCAA/Conference reimbursements. Because of past financial cutbacks to our operating budget by the College, I have taken eight sports' operating and several positions off the College's operating budget, and we are now funding these sports/positions through fundraising and endowments. Some of the fundraising/endowment funds given in FY 09 will be carried over to FY 10, which is the reason for more revenues than expenses. Several of our women's sports(tennis, squash, ice hockey, rowing) rely on the fundraising efforts of their male counterpart in order to meet their budget needs. As explained on the Operating Expense page, we had several teams that competed in post-season tournaments and many have received NCAA reimbursement funds for their expenses. Baseball especially received almost \$33,000 for their appearance in the NCAA World Series.

#### Supplemental – pg 17

In 1969, Trinity College officially became a co-educational institution. Within the next seven years, Trinity added six women's varsity sports (almost half of today's total). From 1978-1985, seven more women's varsity sports were added. In 1998-1999 women's ice hockey was added as a varsity sport bringing the total sports to 14 women's sports compared to 15 men's sports. Presently, there are several Trinity women's club sports: water polo (co-ed), skiing, rugby, and equestrian. In regards to interest, potential scheduling of contests, conference commitments, facilities, or numbers of possible recruits, none of these club sorts has the potential, at this point, to be a varsity sort. Women's golf has been discussed at our Conference level, but not at Trinity. Also, please read the caveats for several of the pages in this report, which explains sources of revenues, operating expenses, salaries, etc.