

University of Colorado Gender Equity Action Plan for Improvement

1997 First-Cycle Action Plan						2001 Interim Report			
Study Item	Op Principle	Intended End Result	Specific Strategies	Specific Individual/ Office Assigned the Responsibility	Specific Timetable	Task Complete?	Action Taken	Date	Explanation
#1 Gender	1	Increase the number of women in the department's administration and in the coaching ranks	Explicitly mandate that qualified women are to be sought out and encouraged to apply for all openings for administrative and coaching positions. Selection of gender balanced search committees. Hiring recommendations should include a description of efforts made to identify qualified women for that position.	Athletic Director	Ongoing	yes, but ongoing	Hired a women's golf coach; women's tennis coach; p/t women's track coach; assistant soccer coach	1995; 1997; 1/1997; 1996	Two women have held the women's golf position; a man (then- assistant coach) was hired for the women's tennis position and replaced with a woman in 1999; the p/t track position has been held by two women; two women have previously held the assistant soccer coach's position currently occupied by a man. In addition, the campus has recently completed its Diversity review efforts, which will provide guidance to the department. http://www.colorado.edu/cu-diversity/all.html
#1 Gender	1	Include one woman on the Strength & Conditioning Staff		Athletic Director and Asst. AD for Strength & Conditioning	1997-98	Y	Position filled for the 2003-04 academic year	2003	

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#1 Gender	1	Compliance with both the letter and spirit of gender equity	a. Develop and implement a plan for periodic surveys of female student-athletes and staff on gender equity issues	Associate AD for Student Services	1997-98	yes, but ongoing	A gender and equity survey was administered for all staff and coaches.	1997	The Dept. administered the 1997 questionnaire in January 2001. Additional surveys are to be developed: one for use during exit interviews with student-athletes, staff and coaches alike to monitor if the same conditions or new problems exist; and one to expand the gender equity survey to include more questions about diversity issues.
#1 Gender	1	b. Annual review and self-study under Title IX program		Associate Athletic Director for Student Services	Annually	yes, but ongoing	Assoc. Athletic Director/Student Services has conducted annual reports prior to, and after, the NCAA's involvement	1998 was the last year it was done	The reports were done by a since-retired Assoc AD, then facilitated through Legal Counsel and the Chancellor's chief council. CU is completing a ten-year agreement with the Office of Civil Rights, which requires an annual report, as well as answering a complaint filed with OCR by the National Women's Law Center regarding scholarship grants, which also requires annual reporting. Responsibility for these reports now lies with the Sr. Assoc AD for Student Services and Sr Woman Administrator.