

# University of Texas – Arlington

- COST ANALYSIS FOR EXPANSION OF THE ATHLETIC PROGRAM
- INCLUDING FOOTBALL, WOMEN'S SOCCER AND WOMEN'S GOLF

Prepared for  
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## **INTRODUCTION**

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The student body at the University of Texas at Arlington voted in April 2004 to increase student athletic fees by \$2 per semester hour should the institution decide to reinstate the sport of football and add women's soccer and women's golf to the athletic program.

Subsequently, I was retained by President James D. Spaniolo for the specific purpose of analyzing the costs associated with increasing UTA's current sports offerings through the addition of football and women's soccer and women's golf. President Spaniolo expressed interest in identifying the start-up costs for each sport and forecasting the financial commitment required to maintain such sports in the future.

During my investigative process, I had the opportunity to speak with three vice presidents involved in the administration of UTA, as well as athletic department administrators and coaches, during an on-campus visit arranged by Director of Athletics Pete Carlon.

In addition, I consulted with Tom Burnett, commissioner of the Southland Conference, plus two other conference commissioners involved with Division I-AA football, and athletics directors and/or head football coaches of institutions that recently initiated the sport of football (University of South Florida, Florida Atlantic University, Florida International University and the University of Southeastern Louisiana). I also talked with directors of athletics and football coaches associated with other I-AA institutions, a Title IX consultant, and other knowledgeable individuals who provided information required to complete my analysis.

Athletics Director Carlon was most cooperative in providing background and financial materials that were of considerable assistance in the development of my report.

## **EXECUTIVE SUMMARY**

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This report, prepared at the request of Dr. James D. Spaniolo, president, University of Texas at Arlington, is designed to address the variety of costs associated with expanding the institution's athletic program through the addition of the sport of football and women's soccer and women's golf.

The financial commitments associated with the sponsorship of the three sports differ significantly. Obviously, team sports require more participants, as compared to an individual sport such as golf.

It is important to recognize that the timetable for initiating each sport is also different. Women's golf, for example, could initiate competition in the academic year after the sport was announced. Women's soccer would require a one year transition period before commencing competition. Football would probably require a two year waiting period prior to the first game.

Fortunately, UTA has a stadium available to accommodate both football and women's soccer. Reportedly, it would not be difficult for a women's golf team to have access to a number of golf courses in Arlington and the surrounding area. Consequently, facilities for competition, and to a lesser degree practice fields, are not a problem.

Should football and/or women's soccer be added to the number of sports offered by UTA, it will be necessary to create a facility to provide locker rooms, meeting rooms, coaches offices, a training room and strength and conditioning equipment and space. In addition, it would be necessary to extend the athletic department administrative and support staff to accommodate the addition of an estimated 130-135 student-athletes to the intercollegiate athletic program.

In conclusion, the total cost for expanding the UTA athletic program to include football, women's soccer and women's golf for a five year period is estimated to range from \$13,780,000 to \$17,455,000, depending upon the type of facilities constructed to meet the needs of sports expansion and not including inflationary increases.

The unknown is UTA's ability to generate revenue, support and interest to finance the expansion of its intercollegiate athletic program.

## **FACILITIES**

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Facilities present the biggest challenge in the expansion of the University of Texas at Arlington athletic program.

Maverick Stadium provides a good venue for competition involving football and women's soccer. (I have been advised that there are sufficient golf courses in the area that would be willing to accommodate a UTA women's golf team.)

Regarding practice fields, the football team could utilize the grass field north of Maverick Stadium, and this area would be available to women's soccer if there was no football team. Otherwise, the women's soccer team would have to make arrangements to secure a practice area, possibly adjacent to the new recreation and intramural fields.

Based upon the assumption that Maverick Stadium can accommodate competition without additional expense, other than perhaps upgrading the press box area and the possibility of developing suites that can be sold to donors, the challenge is in finding adequate space to accommodate approximately 100 football players and 20 to 25 soccer players.

According to Director of Athletics Pete Carlon, women's soccer would need a minimum of 5,000 square feet and football would require a minimum of 20,000 square feet. This would provide space for lockers, weight room, a small training room, showers, meeting rooms and coaches offices. Additional space may be required to accommodate support personnel.

During my visit to UTA and extended discussions with Mr. Carlon and subsequently with John Hall, vice president for administration and campus operations, I attempted to identify potential venues to accommodate football and women's soccer.

1. Initially we investigated the possibility of utilizing a storage building east of Maverick Stadium that at one time had football locker rooms, an equipment room, training room and coaches dressing room. In addition, we investigated the use of the building that now accommodates telecommunications and the EO/AA office. Mr. Carlon noted that such an arrangement would have to be considered as temporary until more permanent facilities could be located and/or constructed. Mr. Hall was of the opinion that the aforementioned structures are old metal buildings and that it would be impractical and unwise to consider such an arrangement. He also noted that if telecommunications and EO/AA offices were to be moved, it would require expense to find a new location for such operations.
2. In an effort to accommodate football and women's soccer in Maverick Stadium and the Gilstrap Athletic Center, it was suggested that UTA move forward with phase three of the baseball/softball master plan with the construction of a facility between Clay Gould Ball Park and Allen Saxe Field that would provide locker rooms, offices, training room, weight room and a multi-purpose room to accommodate baseball and softball, thereby providing space for other sports.

In my opinion, the space vacated by baseball and softball would not be able to adequately accommodate football and women's soccer and is not a viable option.

3. Perhaps the most practical solution to the facility problem would be the construction of a field house north of the Gilstrap Athletic Center. Such a facility could accommodate both football and women's soccer and could provide additional office space that could be used by the department of athletics. An architect's drawing of a proposed 32,000 square foot building accompanies this report. Mr. Hall estimated that the cost of such structure would be in the neighborhood of \$4.8 million. He also cautioned that the cost of maintenance, utilities and other factors for the operation of current buildings on the UTA campus are estimated at \$5 per square foot, or \$160,000 per year for a new facility. Inasmuch as Mr. Carlon estimated that a minimum space required for football was 20,000 square feet and women's soccer 5,000 square feet, one could conclude that a smaller building could be considered. If UTA decided to proceed with a new structure, however, it would appear prudent to maintain the additional 7,000 square feet to accommodate necessary support personnel.
4. A less expensive option would be to construct a football facility north of Gilstrap Athletic Center that would be smaller than option 3 and renovate Maverick Stadium to accommodate soccer. Construction of a 25,000 square foot facility and a 5,000 square foot renovation of Maverick Stadium would cost approximately \$4,125,000.
5. The optimum facility would be a complex in the south end zone of Maverick Stadium to accommodate football and women's soccer and also provide an academic services center, a sports medicine center, a hospitality area and potentially a Hall of Fame. Texas State University recently constructed such a complex at a reported cost of \$7.5 million, or \$170 per square foot. If this type of facility is to receive serious consideration, it may be necessary to implement a major fund raising campaign to underwrite the cost of such structure. (The estimated construction cost for such facility would be \$178 per square foot or \$7.8 million.)
6. In recent discussions with John Hall, he suggested that another possible venue to accommodate football and women's soccer would be the utilization of what he termed "assignable square footage" located under the west side of Maverick Stadium. According to Mr. Hall, there are 47,360 square feet on the west side of Maverick Stadium, of which 4,582 square feet is committed to the press box facility. In addition, there are current classrooms, offices and concession areas that reduce the amount of assignable square footage. There is, however, approximately 20,000 square feet of assignable space that could be developed and renovated to accommodate the need for additional locker rooms, offices and possibly a weight room for football and/or women's soccer. The estimated cost of the renovation would be \$75 per square foot, for a total of \$1,500,000. Mr. Hall cautioned that additional costs could be incurred once the project is defined, because of the need to adhere to ADA and fire and safety codes. This option may be the most economical in terms of creating additional facilities but would require further examination as to the feasibility of such a project, as well as analyzing if the space could accommodate both sports.

Should UTA decide to proceed with sponsorship of women's soccer and not football, it is still necessary for the athletic department to identify adequate space to accommodate a new sport of 20 to 25 players. A 5,000 square foot renovation of Maverick Stadium would cost approximately \$375,000.

Another facility consideration is eventual replacement of the artificial playing surface in Maverick Stadium. The new turf, which was installed five or six years ago, has a warranty of 10 to 12 years. It has received minimal use by high schools, and it would be expected that football and women's soccer would use the stadium turf on a regular basis. Therefore, it would be advisable to establish a turf replacement reserve fund as part of the athletic department's operating budget.



JUNE, 2000



# UNIVERSITY OF TEXAS AT ARLINGTON

## ATHLETIC FACILITY ADDITION





# UNIVERSITY OF TEXAS AT ARLINGTON

## ATHLETIC FACILITY ADDITION

# FOOTBALL

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When discussing the implementation of a football program at UTA, it is important to create a practical and workable time line. Because football is a numbers game, it is neither appropriate nor realistic to expect that you can start a football program immediately without adequate preparation. After discussing the experiences of others in developing a football program, I would suggest consideration of the following time line:

Year 1: Employment of a head coach, one assistant coach and possibly a restricted coach, with emphasis on organization, planning and promotion of the sport and recruiting.

Year 2: Expand the coaching staff to include the head coach, two or three full time assistants and one or two restricted earnings coaches. NCAA regulations provide that UTA could offer a maximum of 30 grants-in-aid in the sport of football. Division I-AA has the luxury of being able to award partial grants, thereby extending aid to more players. (NCAA regulations limit Division I-AA football to a maximum of 63 grants, which may be divided among a maximum of 85 players.) It is unlikely that a new coaching staff would choose to award a full compliment of 30 grants in the initial year. "Walk-ons" would be encouraged to try out for the team. It could be expected that the players would engage in fall practice, as well as spring practice. Therefore, it would be necessary to have facilities in place and necessary equipment available.

Year 3: It could be assumed that the institution would notify the NCAA that it was declaring football as a varsity sport and thereby subject to all the rules and regulations governing the sport including recruiting, academic progress and adherence to regulations governing practice. At this time, it would be necessary to employ a full staff of one head coach and six assistants and up to a maximum of four restricted earnings coaches. It could be assumed that 40 grants-in-aid, and possibly more, would be in effect and that a number of walk-ons would be attracted to the program. UTA would play a limited schedule with a select group of opponents, to provide a good training experience without having to compete against more established Division I-AA programs.

Year 4: This would be the initial season for UTA to commence playing more meaningful competition, although probably not as a full fledged member of the Southland Conference. It can be assumed that the Mavericks would attempt to schedule some attractive home games and that the number of players utilizing the potential available grants-in-aid would exceed 50.

Year 5: At this point, UTA should be in a position to enjoy competition against Southland Conference members and, based upon their progress, may even attempt to schedule competition against a member of Conference USA (SMU?) or the Sun Belt Conference (North Texas?). Year 5 would present a true test of the development of the UTA football program.

Using today's dollars, salaries for a football coaching staff is estimated at \$500,000 and includes the mandated benefits package. Based upon my research, UTA could employ a qualified head coach for \$90,000, six assistants for \$240,000, and four restricted coaches for \$40,000.

Using the foregoing time line, expenses for the operation of the football program would be as follows:

Year 1

Head coach, assistant coach and restricted earnings coach, \$130,000, plus benefits	\$ 170,000
Recruiting, printing and additional supplies	<u>30,000</u>
Estimated total expenditures for Year 1	\$ 200,000

Year 2

Head coach, three assistant coaches and two restricted earnings coaches, \$230,000, plus benefits	\$ 300,000
Grants-in-aid to 15-20 student-athletes	240,000
Equipment including uniforms, video, weights, blocking sleds, dummies, etc.	210,000
Recruiting (including campus visits), office operations, computers and miscellaneous expenses	<u>50,000</u>
Estimated total for Year 2 including grants-in-aid	\$ 800,000

Year 3

Coaches salaries for full staff	\$ 500,000
Equivalent of 40 grants-in-aid	480,000
Additional equipment including sidelines headsets, video and other costs	25,000
Pre-season meals and lodging and pre-game expense	30,000
Game operations for five home games	20,000
Team travel	20,000
Recruiting, media guide	30,000
Office operations and supplies	<u>20,000</u>
Estimated total for Year 3	\$1,125,000

Year 4

[full and competitive schedule]

Coaches salaries	\$ 500,000
Equivalent to 50 full grants-in-aid	600,000
Equipment and supplies	40,000
Team Travel	80,000
Recruiting	30,000
Video	10,000
Office operations and supplies	30,000
Campus entertainment	10,000
Game operations	30,000
Pre-season training	20,000
Miscellaneous	<u>50,000</u>
Estimated total for Year 4	\$1,400,000

Year 5

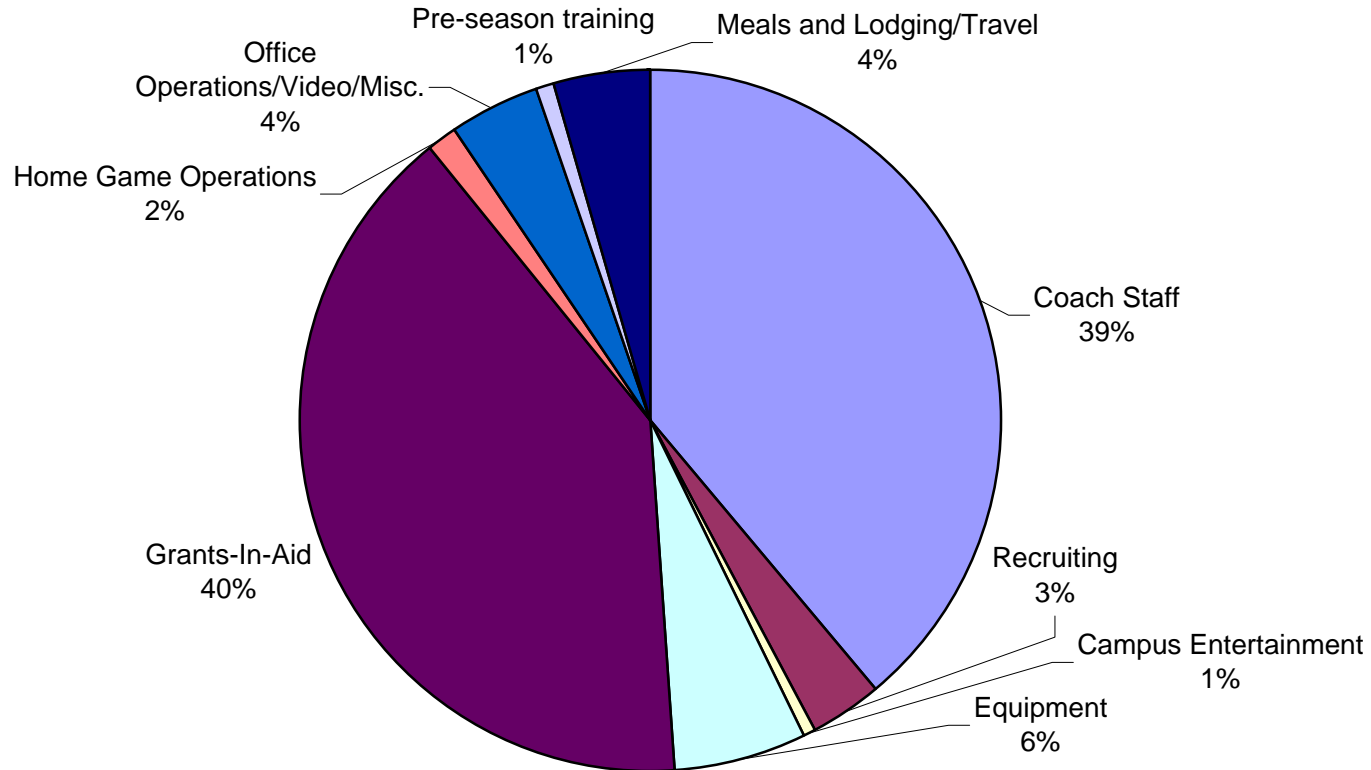
Coaches salaries	\$ 500,000
Equivalent of 60 full grants	720,000
Equipment and supplies	40,000
Team travel	100,000
Recruiting	35,000
Video	15,000
Office operations	30,000
Campus entertainment	10,000
Game operations	30,000
Pre-season training	20,000
Miscellaneous	<u>50,000</u>
Estimated total for Year 5	\$1,550,000

[Note: Today's dollars were used in identifying costs for football operations in years 1 through 5. Obviously, there will be escalation in such costs based upon normal inflationary factors. Also, the salary of the head coach could be adjusted based upon the reputation and experience of the individual employed.]

The costs associated with the operation of a football program from its infancy in Year 1 through its first meaningful competitive season as a Southland Conference member would be \$5,075,000. This amount does not include facilities or the salaries of support personnel to meet the needs of an expanded athletic program.

# Football Program Operative Expenses

## Five Year Commitment



## **EQUIPMENT COSTS ASSOCIATED WITH FOOTBALL**

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The basic cost to equip a football player is approximately \$700. This includes a helmet, shoulder pads, shoes (two pair), practice pants, practice jerseys, game pants, game jerseys, gloves (can be optional except for offensive linemen), girdle, socks, jock, and software. In addition, there may be special equipment needs including face masks or other types of protective gear. There is also a need for coaching wear. Therefore, it is my estimate that \$100,000 would be required for football players and coaches equipment. If UTA were to bid out the total package, it could result in lower costs.

Video equipment at the Division I-AA level costs \$60,000. Sideline headsets range from \$10,000 for wired equipment to \$35,000 for wireless headsets.

It would be necessary to furnish weight room equipment and, depending upon how extensive the needs, the costs could run from \$50,000 to \$65,000.

There is also a need for dummies, blocking sleds, footballs, goal posts on the practice field and other items that could total \$40,000 to \$50,000.

In summary, the costs for the necessary equipment to commence a football program could range from \$250,000 to \$300,000.

## **COSTS TO INITIATE A FOOTBALL PROGRAM**

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The following costs are based upon a five year commitment to sponsor football at the University of Texas, Arlington. This is based upon the assumption that initiating a football program would require at a minimum a commitment to insure that the coaching staff would be in place, student-athletes recruited, and the necessary elements be available to successfully develop the program.

Please note that there are four options outlined for facilities. Obviously, there may be other options to explore, but for illustrative purposes I have identified four possibilities that appear feasible should financing be available.

1. Facilities

Option A Renovation of the west side of Maverick Stadium to create 20,000 square feet at a cost of \$75 per square foot:  
\$1,500,000.

Option B Construction of a 25,000 square foot facility north of the Gilstrap Athletic Center at a cost of \$150 per square foot, and renovation of Maverick Stadium to create a 5,000 square foot facility at a cost of \$75 per square foot:  
\$4,125,000

Option C Construction of a 32,000 square foot facility north of the Gilstrap Athletic Center at a cost of \$150 per square foot:  
\$4,800,000.

Option D Construction of a new 44,000 square foot end zone multi-purpose building at a cost of \$178 per square foot:  
\$7,800,000.

2. Employment of Support Personnel (four year commitment, may not be needed in initial year): \$1,420,000

3. Football operations (five year commitment) including salaries, equipment, grants-in-aid: \$5,075,000

4. Miscellaneous (four year commitment) including \$70,000 annually for turf replacement reserve, band/spirit groups and facility maintenance and utilities: \$840,000

Combined costs for Items 2, 3 and 4: \$7,335,000

TOTAL COST:

Utilizing Facility Option A:  $\$1,500,000 + \$7,335,000 = \$ 8,835,000$

Utilizing Facility Option B:  $\$4,125,000 + \$7,335,000 = \$11,460,000$

Utilizing Facility Option C:  $\$4,800,000 + \$7,335,000 = \$12,135,000$

Utilizing Facility Option D:  $\$7,800,000 + \$7,335,000 = \$15,135,000$

[Note: Costs were developed using 2004 dollars. Also, it may be necessary to include a one time cost of \$350,000 to \$400,000 for a lighted women's soccer practice field.]



## **WOMEN'S SOCCER**

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If UTA decides to sponsor an intercollegiate soccer program for women, it would result in an additional 20 to 25 student-athletes in the program requiring a head coach, an assistant coach, plus the accompanying operational expenses.

Regarding facilities, Maverick Stadium is available for games. Should UTA not sponsor football, a practice field would be available north of the football stadium. If the field north of Maverick Stadium is not available, a practice area would be required. A potential option would be to refurbish an area previously used for recreation and intramurals. The cost to prepare a suitable grass field with necessary lighting is estimated at \$350,000 to \$400,000.

The soccer team would require approximately 5,000 square feet for a locker room, meeting room and coaches offices. The space that is available on the west side of Maverick Stadium could be used to accommodate a soccer facility.

Salaries for soccer coaches vary widely at the Division I-AA level. Using the information provided by the Southland Conference, it would appear that a head soccer coach could be employed in the \$35,000 range, with an assistant coach available for \$18,000 to \$20,000. Therefore, coaches salaries would be in the \$70,000 to \$75,000 range, including the state mandated benefit package.

Year one would require the employment of the head coach, and expenses for recruiting and promotion, with the assumption that no grants-in-aid would be awarded until the second year. Therefore, the initial year costs would be relatively minimal (excluding facility costs) and would be in the \$50,000 to \$60,000 range.

Year two would require full expenses to support a team including the salaries of two coaches, approximately \$100,000 for grants-in-aid to student-athletes, equipment, travel, recruiting and miscellaneous expenses. As a result, the cost to support a women's soccer program at UTA, exclusive of facilities, would be \$250,000 to \$300,000.

Some type of facility would be required to house women's soccer. Mr. Carlon believes that 5,000 square feet would be sufficient. The cost of such a facility could range from \$375,000 (\$75 per square foot) to \$875,000 (\$175 per square foot). In addition, it may be necessary to locate a practice field at a cost of \$350,000 to \$400,000.

Therefore, the expense for a five year commitment to women's soccer in today's dollars would range from \$1,550,000 to \$2,835,000, depending on the facilities available.

## **WOMEN'S GOLF**

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The least expensive sport to add to UTA's athletic program would be women's golf.

During a joint meeting with Director Carlon and men's golf coach Jay Rees, it was estimated that the women's golf program would cost approximately \$145,000 per year.

The NCAA maximum of six grants-in-aid would cost \$70,000, with \$20,000 set aside for travel and \$15,000 for equipment and miscellaneous expense. Mr. Rees would continue to serve as men's golf coach but would also assume the title of Director of Golf and employ an assistant, who would be primarily designated as the women's golf coach but could also assist with the men's team. The cost of an additional employee, plus benefits, and an increase in salary to Coach Rees is estimated at \$40,000.

Start-up time for women's golf would be minimal. The sport is popular in the state of Texas and in the Arlington area. Therefore, once the institution makes a public announcement to sponsor the sport, it could sponsor a team during the next academic year.

Based on today's dollars, recognizing that there would be increases in grant-in-aid cost, a five year commitment to women's golf would be approximately \$800,000.

## **ATHLETIC DEPARTMENT SUPPORT PERSONNEL**

Should UTA decide to expand its athletic program through the addition of football and women's soccer and women's golf, it would result in a significant increase in the total number of student-athletes in the program. During the 2003-04 academic year, there were 187 student-athletes involved in athletics. The addition of an estimated 130-135 student-athletes creates a need for additional support personnel.

The following additional personnel are needed to meet the increased number of student-athletes in the program. The salaries listed were provided by Director of Athletics Pete Carlon:

Academic Support*	\$30,000 to \$50,000
Compliance	\$35,000
Marketing and Promotion	\$30,000 to \$35,000
Sports Information	\$30,000
Trainer	\$35,000 to \$40,000
Strength and Conditioning	\$35,000
Business/Ticket Manager	\$30,000
Clerical (one and one half)	\$30,000 to \$35,000
Tutors	\$ 6,000

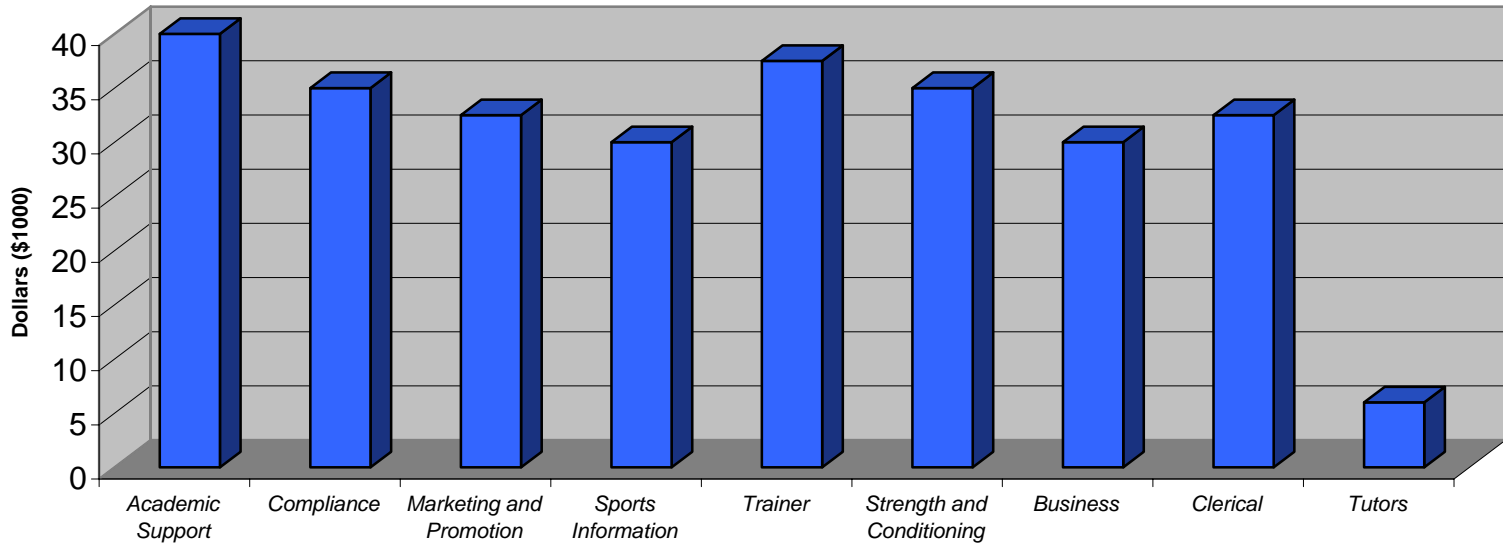
The expense for additional personnel required to meet the needs of an expanded athletic program would be approximately \$265,000, plus \$90,000 for benefits, for a total of \$355,000.

\*According to Bill Reeves, additional academic support is currently needed for the present number of student-athletes. Therefore, he suggests that it would be necessary to employ two additional academic support personnel.

[Note: The addition of women's soccer and golf would require additional academic services but not the other support personnel.]

Another expense associated with sponsorship of football is the need to subsidize the band and spirit group at an estimated annual cost of \$40,000.

### ***Support Personnel Costs***



## **TOTAL COST OF EXPANSION**

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The total cost for expansion of UTA athletics to include football, women's soccer and women's golf for a five year period would be:

Football	\$ 5,075,000
Women's Soccer	1,170,000
Women's Golf	800,000
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Sub-Total	\$ 7,045,000
Support Personnel	1,420,000
Miscellaneous	840,000
Facilities, utilizing new construction options [range]	4,475,000 to \$ 8,150,000
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TOTAL [range dependent on facilities]	\$13,780,000 to \$17,455,000

[Note: See accompanying chart and graph illustrating the increasing cost of operations based on a 5% annual growth.]

## **COST OF SPORTS EXPANSION**

	<u>Football</u>	<u>Soccer*</u>	<u>Golf*</u>	<u>Support Staff*</u>	<u>Facilities and* Miscellaneous</u>	<u>Total</u>
YEAR 1	\$ 200,000	\$ 60,000	\$145,000	--	--	\$ 405,000
YEAR 2	800,000	300,000	152,000	\$355,000	\$4,645,000**	6,252,000
YEAR 3	1,125,000	315,000	160,000	373,000	180,000	2,153,000
YEAR 4	1,400,000	330,000	168,000	392,000	190,000	2,480,000
YEAR 5	1,550,000	347,000	176,000	412,000	200,000	2,685,000
						\$13,975,000

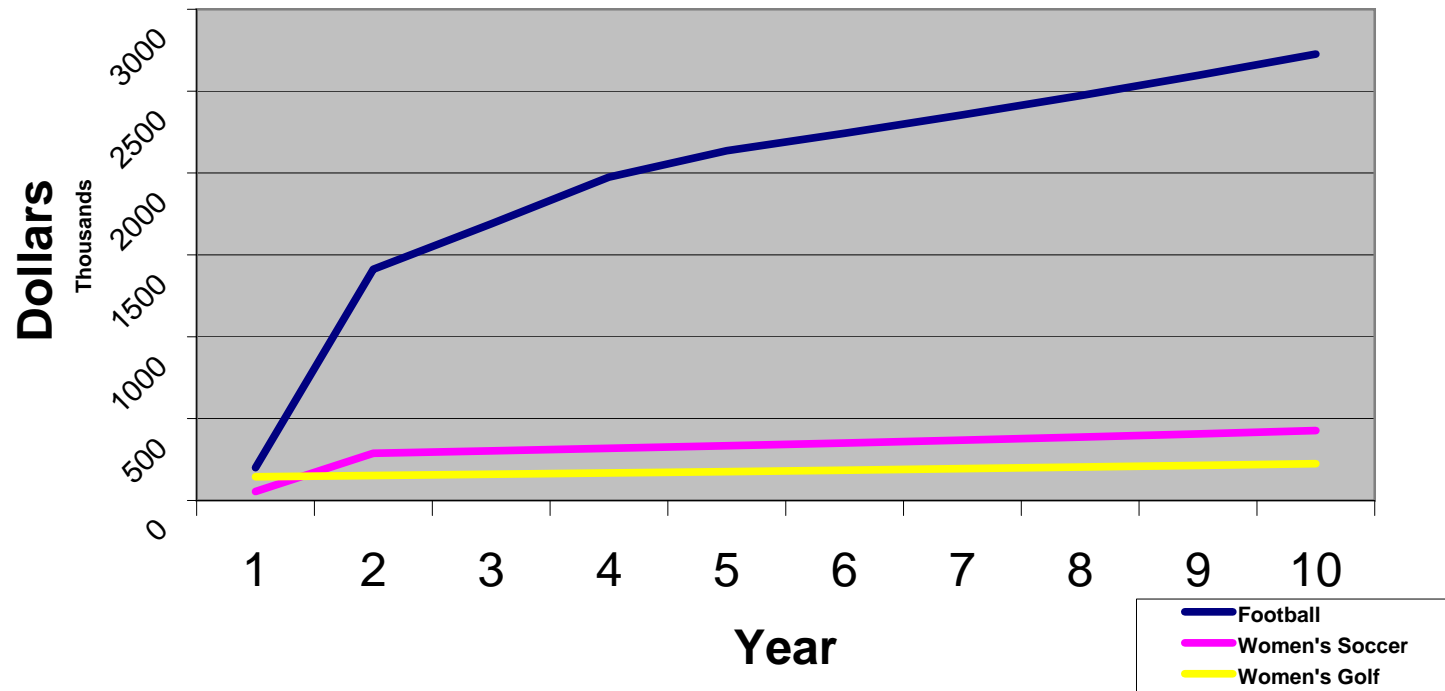
\* 5% growth rate

\*\* Utilized new construction cost at \$4,125,000, plus lighted soccer field at \$350,000, and miscellaneous expense at \$170,000.

# Operating Costs

Ten Year Projection

(5% annual growth)



## **REVENUE POTENTIAL**

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This is obviously the most difficult area to assess, because there are a myriad of unknown factors involved.

The operational costs associated with the expansion of the sports program is estimated at \$9,305,000 for a period of five years, including additional support personnel. This amount does not include facilities. Therefore, UTA's athletic budget needs to be increased by approximately \$2,000,000 per year plus the cost of facility improvement.

It is my understanding that a student fee increase to fund football and women's soccer and golf would amount to approximately \$1,250,000 per year.

It is uncertain as to the amount of money that could be raised from gifts and donations. Both the University of South Florida and Florida Atlantic University established a goal of \$5 million in donations to underwrite the start-up costs for the sport of football. Based upon UTA's history of fund raising, a \$5 million fund raising goal may be unrealistic.

It is possible to gain guaranteed income by playing games against Division I-A teams. Such guarantees range from \$50,000 to \$250,000. It is unlikely, however, that there would be more than one Division I-A game guarantee per year, but the opportunity for such games may be enhanced if the NCAA approves the proposed 12 game college football schedule on a regular basis.

There could be additional funds available from the NCAA through the expansion of the athletic program. Currently, UTA receives \$112,000 and the addition of three sports and an increase in scholarships could increase the NCAA largesse to \$250,000 or possibly more. The dollar amount available to the NCAA membership will increase on an annual basis as a result of the CBS television contract for the men's basketball tournament. (Based on information from the Southland Conference, some of the football playing members received more than \$300,000 from the NCAA.)

At a minimum, UTA needs to generate \$500,000 from ticket sales, donations and sponsorships to augment student fees and NCAA distribution. Away game guarantees for football may be available but probably not on an annual basis.



## **TITLE IX**

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The Office for Civil Rights of the Department of Education indicates that there are three methods to satisfy the requirements of Title IX, designed to provide equal opportunity for women to engage in intercollegiate athletics. They are: (1) proportionality, indicating that the percentage of female student-athletes involved with intercollegiate athletics is similar to the ratio of the female/male composition of the student body; (2) demonstrating an institution's commitment to Title IX by expanding the number of sports for women; and (3) satisfying the interests and abilities of the female students by providing sufficient opportunities.

The University of Texas at Arlington currently sponsors seven sports for men (baseball, basketball, cross country, golf, tennis, and indoor and outdoor track & field), and seven sports for women (basketball, softball, volleyball, tennis, cross country, and indoor and outdoor track & field). The composition of the student body indicates that 52.5% of the students are male and 47.5% are female (utilizing FTE's for 2003-04, UTA registered 7,072 males and 6,414 females).

During the 2003-04 academic year, there were 187 student-athletes participating in the UTA intercollegiate athletic program, of which 102 were male (54.5%) and 85 were female (45.5%).

Should UTA choose to expand its athletic program to include the sports of football, women's soccer and women's golf, it is anticipated that approximately 100 males would be added to the program, while the number of female student-athletes would be increased by 30 to 35 (20 to 25 soccer players and 6 to 10 golfers).

Division I-AA football limits the number of grants-in-aid that may be provided to a total of 63 equivalencies, which may be divided among a maximum of 85 players.

Traditionally, the sport of football has attracted a number of unaided students who wish to try out for the team, frequently referred to as "walk-ons." It is difficult to estimate the number of walk-ons that would be interested in participating in the sport of football at UTA. I contacted four institutions that recently started a football program to ascertain the number of walk-ons that were attracted to the sport in the initial year. Florida Atlantic University announced that over 100 students volunteered for the team. The University of South Florida estimated that they had 60 to 70 walk-ons in the initial year, Southeast Louisiana had 40 to 50 walk-ons, and Florida International University had 25 to 30. Although it is difficult to estimate, I would expect that UTA football would eventually have a squad size of approximately 100 that would include a combination of aided and unaided players.

In view of the foregoing, it would appear to be extremely difficult for UTA to meet the proportionality test for Title IX compliance.

I sought the counsel and advice of Lamar Daniel, a former employee of the Office for Civil Rights, who is widely respected and has served as a consultant to a number of colleges and universities in connection with Title IX compliance. Mr. Daniel indicated that UTA could be in compliance with Title IX through the use of what is referred to as Prong Two, the expansion of women's sports opportunities, and/or Prong Three, satisfying the interests of the female students on campus.

## **IMPACT OF EXPANSION ON THE CURRENT PROGRAM**

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During my visit to UTA and in subsequent telephone conversations with others, I gained impressions from those most closely associated with UTA athletics and the institution, including individuals who were employed by the University when the football program was discontinued in 1985.

Generally speaking, most of those with whom I spoke indicated varying interest in intercollegiate football. Some expressed the opinion that it would have been less difficult to maintain the football program through the last century than to reinstate the sport today.

There was universal concern about the costs associated with football and its impact on the overall budget of the department of athletics. UTA takes pride in the fact that its current sports offerings are fully funded, and the institution does not resort to a “tiered” approach to sports sponsorship. Some of the coaches stated that their counterparts at other Southland Conference institutions said that when there was a budget crunch, sports other than football were reduced disproportionately rather than curtailing expenses for football. All coaches, including those who expressed support for football, obviously believe that there should be a guarantee that their budgets would be protected.

There was little concern about the impact of women’s soccer and women’s golf on the athletic department budget.

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