

The Report on Athletic Program Participation Rates and Financial Support Data

All co-educational institutions of higher education that participate in any federal student financial aid program (Federal Pell, Federal SEOG, and Federal Family Education, Federal Perkins Loans, et al.) and have intercollegiate athletics programs must provide information concerning their intercollegiate athletics programs under the Equity in Athletics Disclosure Act of 1994, Section 485g of the Higher Education Act of 1965, 20 U.S.C. 1092.

This Act and accompanying federal regulations require that the following information, based on the previous reporting year, be available for inspection by students, prospective students, and the public by October 15 each year. An institution may use any format to disclose this information.

Name of Reporting Institution: Delaware State University

Information for the Reporting Year: 2017-18, beginning July 1, 2017 and ending June 30, 2018.

Number of Undergraduates (i.e. full-time, baccalaureate, degree-seeking students) by Gender (i.e. fall semester figures): Enrollment totals include students enrolled at campus/locations in the domestic United States as reported on the 2018-2019 IPEDS enrollment survey.

Category	Number	Percent
Male Undergraduates	1,509	33.6%
Female Undergraduates	2,985	66.4%
Total Undergraduates	4,494	100%

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Current Classification: NCAA Division I

Table 1 – Athletics Participation

Federal regulations require that the following information, based on the previous reporting year, be available for inspection by students, prospective students, and the public by October 15 each year.

This table lists the number of participants by gender for each varsity team. According to the federal regulations governing EADA reporting, a participant is defined as a student-athlete who, as of the day of a varsity team’s first scheduled contest: (a) is listed by the institution on the varsity team’s roster; or (b) receives athletically-related student aid; or (c) practices with the varsity team and receives coaching from one or more varsity coaches. Any student-athlete who satisfies one or more of these criteria as a participant is counted within the participants listed below. In addition, student-athletes on a team the institution designates or defines as junior varsity, freshmen, or novice, or a student withheld from competition to preserve eligibility (i.e. redshirt) or for academic, medical, or other reasons are included.

Sport	Number of Participants		Number of Participants Participating on A Second Team		Number of Participants Participating on A Third Team		
	Co-Ed Teams	Men’s Teams	Women’s Teams	Men’s Teams	Women’s Teams	Men’s Teams	Women’s Teams
Baseball		30					
Basketball		17	14		1		
Bowling			7				
Equestrian			22				
Football	96			1		1	
Golf			6				
Lacrosse			18				
Soccer			21				
Softball			17				
Tennis			7				
Track & Field/XC Combined	87		74				
Cross Country	12		14	12	14	12	14
Indoor Track-Field	38		30	37	30	15	14
Outdoor Track-Field	37		30	37	30	15	14
Volleyball			11				
Total Participants	230		197	89	77	42	42
Unduplicated Count of Participants	178		152				
Percentage of Participants		53.9%	46.1%				

Table 2A – Head Coach Assignments, Men’s Teams

This table lists the number of head coaches assigned to each men’s team, whether that coach is a male or female, whether that coach is assigned to that team on a full-time or part-time basis, and whether that coach is a full-time employee of the institution. All Delaware State University (DSU) head coaches receive compensation. For purposes of this report, the term “Full Time Coaching Duties” indicates the individual’s position description at DSU reflects a list of work performance responsibilities exclusively as head coach of that team, and only that team, and are consistent with the university’s definition of a full-time institutional employee or part-time employee of the university. The term “Full Time University Employee” means the individual’s overall employment responsibilities at the institution are consistent with the institution’s definition of a full-time employee and the employee has work performance responsibilities in addition to serving as head coach of that team, either within the athletics department and/or within another university department.

Total: 4

Sport	Male Coaches		Male Coaches		Female Coaches		Female Coaches		Total Head Coaches
	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	
Baseball	1		1						1
Basketball	1		1						1
Football	1		1						1
Track-Field, X-Country						1		1	1

Note: Track and Field/Cross Country Head Coach leads both the men’s and the women’s programs.

Table 2B – Assistant Coach Assignments, Men’s Teams

This table lists the number of assistant coaches assigned to each men’s team, whether that coach is a male or female, whether that coach is assigned to that team on a full-time or part-time basis, and whether that coach is a full-time employee of the institution. This table includes paid assistant coaches, volunteer coaches, and graduate assistant coaches. For purposes of this report, the term “Full Time Coaching Duties” indicates the individual’s position description at DSU reflects a list of work performance responsibilities exclusively as assistant coach of that team, and only that team, and are consistent with the university’s definition of a full-time institutional employee or part-time employee of the university. The term “Full Time University Employee” means the individual’s overall employment responsibilities at the institution are consistent with the institution’s definition of a full-time employee and the employee has work performance responsibilities in addition to serving as assistant coach of that team, either within the athletics department and/or within another university department.

Total: 16

Sport	Male Coaches		Male Coaches		Female Coaches		Female Coaches		Total Assistant Coaches
	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	
Baseball	1	2	1	2					3
Basketball	3		3						3
Football	8		8						8
Track-Field, X-Country		1		1		2		2	3

Table 3A – Head Coach Assignments, Women’s Teams

This table lists the number of head coaches assigned to each women’s team, whether that coach is a male or female, whether that coach is assigned to that team on a full-time or part-time basis, and whether that coach is a full-time employee of the institution. All Delaware State University (DSU) head coaches receive compensation. For purposes of this report, the term “Full Time Coaching Duties” indicates the individual’s position description at DSU reflects a list of work performance responsibilities exclusively as head coach of that team, and only that team, and are consistent with the university’s definition of a full-time institutional employee or part-time employee of the university. The term “Full Time University Employee” means the individual’s overall employment responsibilities at the institution are consistent with the institution’s definition of a full-time employee and the employee has work performance responsibilities in addition to serving as head coach of that team, either within the athletics department and/or within another university department.

Total: 10

Sport	Male Coaches		Male Coaches		Female Coaches		Female Coaches		Total Head Coaches
	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	
Basketball	1		1						1
Bowling					1		1		1
Equestrian					1		1		1
Golf	1		1						1
Lacrosse					1		1		1
Soccer					1		1		1
Softball					1		1		1
Tennis		1		1					1
Track-Field, X-Country						1	1		1
Volleyball					1		1		1

Table 3B – Assistant Coach Assignments, Women’s Teams

This table lists the number of assistant coaches assigned to each women’s team, whether that coach is a male or female, whether that coach is assigned to that team on a full-time or part-time basis, and whether that coach is a full-time employee of the institution. This table includes paid assistant coaches, volunteer coaches, and graduate assistant coaches. For purposes of this report, the term “Full Time Coaching Duties” indicates the individual’s position description at DSU reflects a list of work performance responsibilities exclusively as head coach of that team, and only that team, and are consistent with the university’s definition of a full-time institutional employee or part-time employee of the university. The term “Full Time University Employee” means the individual’s overall employment responsibilities at the institution are consistent with the institution’s definition of a full-time employee and the employee has work performance responsibilities in addition to serving as assistant coach of that team, either within the athletics department and/or within another university department.

Total: 14

Sport	Male Coaches		Male Coaches		Female Coaches		Female Coaches		Total Assistant Coaches
	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	
Basketball					3		3		3
Bowling						1		1	1
Equestrian					1		1		1
Golf		1		1					1
Lacrosse					1		1		1
Soccer		1		1		1		1	2
Softball					1		1		1
Tennis									0
Track-Field, X-Country		1		1		2		2	3
Volleyball	1			1					1

Table 4 – Operating Expenses (Commonly referred to as *Game Day Expenses*)

Operating (Game-Day) expenses are all expenses and institution incurs attributable to home, away, and neutral-site intercollegiate athletics contests for lodging, means, transportation, uniforms for coaches, team members, and team affiliated support staff. This expense category also includes game day officials, and the operating (game-day) expense category represents a *subset* of the Total Expense category.

Note: Operating expenses per participant for Track and Field and Cross Country are determined by adding the sum of cross country + indoor track and field + outdoor track and field participants

Sport	Number of Male Participants	Operating Expenses per Male Participant	Total Men's Team Operating Expense	Number of Female Participants	Operating Expense per Female Participant	Total Women's Team Operating Expense	Total Operating Expenses
Baseball	30	5,204	156,119				165,119
Basketball	17	11,798	200,570	14	12,669	177,364	377,934
Bowling				7	6,175	43,223	43,223
Equestrian				22	14,710	323,619	323,619
Football	96	6,057	581,425				581,425
Golf				6	4,157	24,940	24,940
Lacrosse				18	3,412	61,416	61,416
Soccer				21	1,638	34,388	34,388
Softball				17	5,812	98,799	98,799
Tennis				7	2,755	19,288	19,288
Track and Field and Cross Country Combined	87	345	29,985	74	1,343	99,399	129,384
Volleyball				11	3,787	41,656	41,656
Total	230		968,099	197		924,092	1,892,191
Operating (Game-Day) Expenses							
Percentage of Total	53.9%		51.2%	51.3%		46.1%	

Table 5 – Recruiting Expenditures

This table lists all expenditures attributable to recruiting activities. Costs include, but are not limited to, transportation, lodging, and meals for both recruits and institutional personnel engaged in men’s and women’s athletics recruiting.

	Men’s Teams	Women’s Teams	Total
Recruiting Expenditures	74,092	57,612	131,704
Percentage	56.3%	43.7%	

Table 6 – Athletically Related Student Aid

This table lists the total amount of athletically related student-aid awarded to men and women student-athletes. 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 student-athlete just happens to be a recipient, is not athletically related student aid.

	Men’s Teams	Women’s Teams	Total
Athletically Related Student Aid	2,124,445	1,823,995	3,948,440
Percentage	53.8%	46.2%	

Table 7 – Head Coaches’ Salaries

This table lists the average annual institutional salary of men’s and women’s athletics team head coaches. Figures only include salaries and bonuses paid to head coaches as compensation for coaching. Average salaries are listed as dollars per full-time equivalency (FTE).

Note: Men’s and Women’s Head Track and Field/Cross Country represents one head coaching position budgeted at 0.5 FTE for each gender.

	Men’s Teams	Women’s Teams
Average Annual Institutional Salary per Head Coach	89,897	59,700
Number of Head Coaches Used to Calculate the Average	4	10
Number of Volunteer Head Coaches	0	0
Average Annual Institutional Salary per FTE	102,739	62,842
Sum of FTE Positions Used to Calculate the Average	3.50	9.5

Table 8 – Assistant Coaches’ Salaries

This table lists the average annual institutional salary of men’s and women’s athletics team assistant coaches. Figures only include salaries and bonuses paid to assistant coaches as compensation for coaching. Benefits and compensation for academic teaching are not included. Average salaries are listed as dollars per full-time equivalency (FTE).

	Men’s Teams	Women’s Teams
Average Annual Institutional Salary per Assistant Coach	47,766	26,085
Number of Assistant Coaches Used to Calculate the Average	15	14
Number of Volunteer Assistant Coaches	2	0
Average Annual Institutional Salary per FTE	53,073	34,780
Sum of FTE Positions Used to Calculate the Average	13.5	10.5

2018-2019

Table 9 – Total Expenses for Men’s and Women’s Athletics Teams

This table includes all expenses attributable to intercollegiate athletic activities, including appearance guarantees, athletically related student aid, contract services, equipment, fund raising 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	910,671	1,329,666	2,240,337
Baseball	450,195		450,195
Bowling		187,033	187,033
Equestrian		701,586	701,586
Football	3,232,886		3,232,886
Golf		193,639	193,639
Lacrosse		352,130	352,130
Soccer		350,235	350,235
Softball		393,382	393,382
Tennis		270,783	270,783
Track and Field and Cross Country Combined	190,267	450,368	640,635
Volleyball		327,756	327,756
Total Expenses for all Teams, Except Football and Basketball	640,462	3,226,912	3,867,374
Total Expenses Men’s and Women’s Teams	4,784,019	4,556,578	9,340,597
Percentage	51.2%	48.8%	
Expenses Not Allocated by Gender or Sport			3,117,228
Grand Total Expenses			12,457,825

Table 10 – Total Revenues for Men’s and Women’s Teams

Total revenues must cover total expenses. Total revenues include all revenues from appearance guarantees, Mid-Eastern Athletic Conference, tournaments, NCAA post-season, concessions, contributions, institutional support, program advertising and sales, radio and television, royalties, signage and other sponsorships, sport camps, student fees, ticket sales, and any other revenues attributable to intercollegiate athletic activities.

Varsity Teams	Men’s Teams	Women’s Teams	Total
Basketball	910,671	1,329,666	2,240,337
Baseball			450,195
Bowling		187,033	187,033
Equestrian		701,586	701,586
Football	3,232,886		3,232,886
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Tennis		270,783	270,783
Track and Field and Cross Country Combined	190,267	540,368	640,635
Volleyball		327,756	327,756
Total Revenues for all Teams, Except Football and Basketball	640,462	3,226,912	3,867,374
Total Revenues Men’s and Women’s Teams	4,784,019	4,556,578	9,340,597
Percentage	51.2%	48.8%	
Revenues Not Allocated by Gender or Sport			3,117,228
Grand Total Revenues			12,457,825

Table 11 – Revenue and Expense for Men’s and Women’s Teams

This table lists the summary athletics revenues and expenses and those revenues and expenses not allocated by gender.

	Men’s Teams	Women’s Teams	Total
Total of Head Coaches’ Salaries	359,588	597,000	956,588
Total of Assistant Coaches’ Salaries	716,490	365,190	1,081,680
Total Coaching Salaries	1,076,078	962,190	2,038,268
Percentage of Salaries	52.8%	47.2%	
Athletically Related Student Aid	2,124,445	1,823,995	3,948,440
Recruiting Expenses	74,092	57,612	131,704
Operating (Game-Day) Expenses	968,099	924,092	1,892,191
Total Coaching Salaries + Athletic Student Aid + Recruiting Expenses + Operating Expenses	4,242,714	3,767,889	8,010,603
Total Expenses for Teams	4,784,019	4,556,578	9,340,597
Not Allocated Expenses			3,117,228
Grand Total Expenses			12,457,825
Total Revenues for Teams	4,784,019	4,556,578	9,340,597
Not Allocated Revenues			3,117,228
Grand Total Revenues			12,457,825
Total Revenues for Teams minus Total Expenses for Teams	0	0	0
Grand Total Revenues Minus Grand Total Expenses			0

2018-2019 Athletics Expenses and Revenues

The EADA (Equity in Athletics Disclosure Act) Report represents a framework for assessing Delaware State University's (DSU) actions toward increasing the equitable training and competitive opportunities for all intercollegiate athletics programs through the disclosure of annual expenditures and revenues. In 2018-19, DSU's female undergraduate enrollment represented 66.4% while female student-athletes across 11 programs and 12 championship seasons totaled an unduplicated count of 46.1% of all Hornet Athletics' participants. Compared to the 2017-2018 Mid-Eastern Athletic Conference (MEAC) unduplicated female student-athlete head counts, DSU ranks second highest across all 11 member institutions.

In 2018-2019, Women's sport program *game day expenditures* totaled 48.8% (\$924,092) compared to men's disbursements of \$968,099. In addition, FY 2019 women's game day expenses represented a \$118,400 (i.e. 1.6%) increase compared to FY 2018, while women's student-athlete grant-in-aid and recruiting distributions amounted to 46.2% (\$1,823,995) and 43.7% (\$57,612) of DSU Athletics' total expenditures in these categories. In brief, women's FY 2019 recruiting expenditures increased 16.4% compared to FY 2018.

Compared to 2017-2018 EADA data for non-football playing MEAC member institutions, DSU expended the highest percentage of women's athletic scholarship aid. Specific to personnel and participants, Delaware State's investment in men's and women's sport program coaching salaries, student-athlete recruitment, and grant-in-aid awards represented 49.1% (\$6,118,412) of the Athletics Department's total expenditures in 2018-19. Under new departmental leadership in FY 2019, nine new head coach hires occurred in addition to the launch of a departmental salary plan. The combination of these factors reduced the FTE salary differential between head coaches of men's and women's athletics programs by 54.9% (i.e. \$48,537) and by 33.2% (i.e. \$9,090) across men's and women's programs assistant coaches.

Women's Sport Program Expansion

From 2005 – 2013 the DSU Athletics Department launched seven new women's intercollegiate athletics programs (i.e. bowling, soccer, and softball, 2005; equestrian and tennis, 2007; golf and lacrosse, 2013). Although DSU initiated an accelerated pace of women's sport program expansion, athletics scholarships resources for these programs did not incrementally advance student-athlete participation growth in ways that readily achieved gender proportionality.

Acknowledging this need for further growth, Delaware State University's FY 2019 State of Delaware Office of Management and Budget (OMB) funding requests included three proposals regarding the successful implementation of a six-year gender equity plan designed to cumulatively increase women's grant-in-aid offerings to NCAA I Division I full equivalency limits. This initiative positions the DSU athletics department to achieve gender participation, grant-in-aid expenditure, and recruiting budget proportionality while also becoming the Nation's first HBCU NCAA Division I institution with football to achieve these Federal benchmarks. DSU increased women's sport scholarship budgets \$349,995 with a total of 50.4% of the department's 2019-2020 total scholarship budget allocated to women's intercollegiate athletics programs.

Fully Funding Sport Programs

Mid-Eastern Athletic Conference (MEAC) peer analyses in athletics expenditures helps guide the DSU Athletics Department's competitive and women's sport program expansion strategies. In addition, the DSU Athletics Department's strategic expansion of women's varsity sport offerings and six-year plan for stepwise increases in scholarship allocations aims to incrementally reflect the university's percentage of female undergraduate students. With the partnership of state funding support, by 2025 women's athletic scholarship funding is projected to exceed \$3.4 million and support 133.5 scholarship equivalencies across 13 varsity programs (14 championship seasons).

Revenue Generation

DSU Athletics aims to work diligently to ensure that all 16 sport programs (five men's, 11 women's) across all 18 championship seasons (six men's, 12 women's) are treated fairly and equitably. In brief, Delaware State University seeks to provide all intercollegiate athletics programs with the recruiting resources, training tools, and competitive opportunities that lead to performance expertise both academically and athletically.

In 2018-19 DSU Athletics expended \$12,457,825 in total operational costs. Institutional support accounted for the majority of the department's financial support while revenue generation in the general categories of gifts, sales, and contractually obligated earnings accounted for nearly \$1.6 million. To this end, philanthropic and corporate sponsorship support will remain perpetual priorities, particularly with regards to facility renovations and expansion.

Facilities

Delaware State University enjoys centrally located, on-campus athletic and recreational sport facilities. The athletics department maintains three on-campus stadiums supporting baseball, football, softball, lacrosse, soccer, and men's and women's track-field. Hornet Athletics also utilizes Memorial Gymnasium in support of men's and women's basketball and volleyball, and leases space with the Dovington Training Center for women's equestrian. Women's golf trains at the Wild Quail Golf Course, women's tennis at the Colonial Tennis Club, and women's bowling at Doverama Lanes.

Preliminary