EQUITY IN ATHLETICS REPORT
Illinois Institute of Technology Scarlet Hawks
Men's and Women's Intercollegiate Athletics

October 15, 2023

The Department of Athletics and Recreation at Illinois Institute of Technology (IIT) offers a comprehensive program of varsity sports for both men and women. IIT strives to provide the resources necessary for its male and female athletes to compete successfully and personally benefit from the intercollegiate experience. This document describes IIT's varsity sports program and the resources IIT provides to its teams. The information below is for the fiscal year starting June 1, 2022 and ending May 31, 2023.

I. General Information on the Varsity Teams
The Scarlet Hawks men's teams compete in baseball, basketball, soccer, cross-country, track and field, swimming and diving, volleyball, lacrosse and tennis. The women's teams compete in basketball, soccer, cross-country, track and field, swimming and diving, lacrosse, volleyball and tennis. The university is an active member of the National Collegiate Athletic Association (NCAA), Division III.

All athletes must be regularly enrolled, full-time undergraduates and must maintain academic eligibility. Graduates of accredited high schools or community colleges become eligible to compete in college athletics immediately upon matriculation. A student who transfers from a four-year college is ineligible to compete in a NCAA sport for one semester.

An athlete is permitted four full years of intercollegiate competition, which may accumulate at IIT or in a combined IIT and junior college career. Appropriate varsity awards are presented to letter winners in all sports. Seniors who have lettered for four consecutive years in a sport are given an IIT Letterman's watch.

IIT's Director of Athletics is Usha Gilmore. She can be contacted for information or for a paper copy of this document upon request. Ms. Gilmore may be contacted at the following address:

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Illinois Institute of Technology Keating Sports Center
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Chicago, IL 60616
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II. Undergraduate Enrollment at IIT

Table 1 below shows the number of full-time, degree-seeking undergraduates by gender in Fall 2023.

Table 1. Number of Full-time Degree-seeking Undergraduates, Fall 2023

<table>
<thead>
<tr>
<th>Student Group</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male Undergraduates</td>
<td>1745</td>
<td>66%</td>
</tr>
<tr>
<td>Female Undergraduates</td>
<td>899</td>
<td>34%</td>
</tr>
<tr>
<td>Total Undergraduates</td>
<td>2,644</td>
<td>100%</td>
</tr>
</tbody>
</table>

III. Breakdown of IIT's Varsity Teams

Participation

Table 2 contains the number of participants by gender for each varsity team.

Table 2. Number of Varsity Team Members by Gender

<table>
<thead>
<tr>
<th>Program</th>
<th>Number of Participants</th>
<th>Number of Participants Participating on a Second Team</th>
<th>Number of Participants Participating on a Third Team</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Men's Teams</td>
<td>Women's Teams</td>
<td>Men's Teams</td>
</tr>
<tr>
<td>Baseball</td>
<td>37</td>
<td>NA</td>
<td>0</td>
</tr>
<tr>
<td>Basketball</td>
<td>19</td>
<td>12</td>
<td>2</td>
</tr>
<tr>
<td>Cross Country</td>
<td>9</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Lacrosse</td>
<td>27</td>
<td>13</td>
<td>0</td>
</tr>
<tr>
<td>Soccer</td>
<td>40</td>
<td>31</td>
<td>1</td>
</tr>
<tr>
<td>Swimming &amp; Diving</td>
<td>20</td>
<td>14</td>
<td>2</td>
</tr>
<tr>
<td>Tennis</td>
<td>7</td>
<td>6</td>
<td>0</td>
</tr>
<tr>
<td>Track &amp; Field</td>
<td>48</td>
<td>41</td>
<td>45</td>
</tr>
<tr>
<td>Volleyball</td>
<td>14</td>
<td>11</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>221</strong></td>
<td><strong>135</strong></td>
<td><strong>57</strong></td>
</tr>
<tr>
<td><strong>Unduplicated Count</strong></td>
<td><strong>188</strong></td>
<td><strong>99</strong></td>
<td><strong>24</strong></td>
</tr>
</tbody>
</table>
Operating Expenses

Table 3 contains the total institutional expenditures for each varsity team. These totals include lodging, meals, transportation, officials, uniforms and equipment for both home and away games.

Table 3. Operating Expenses by Team

<table>
<thead>
<tr>
<th>Program</th>
<th>Men's Teams</th>
<th></th>
<th></th>
<th>Women's Teams</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N of</td>
<td>Operating</td>
<td>Expenses</td>
<td>N of</td>
<td>Operating</td>
<td>Expenses</td>
</tr>
<tr>
<td></td>
<td>Participants</td>
<td>Expenses</td>
<td>Per Team</td>
<td>Participants</td>
<td>Expenses</td>
<td>Per Team</td>
</tr>
<tr>
<td>Baseball</td>
<td>37</td>
<td>$86,303</td>
<td>$2,333</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Basketball</td>
<td>19</td>
<td>$83,833</td>
<td>$4,412</td>
<td>12</td>
<td>$46,813</td>
<td>$3,901</td>
</tr>
<tr>
<td>Cross Country</td>
<td>9</td>
<td>$13,536</td>
<td>$1,504</td>
<td>7</td>
<td>$10,528</td>
<td>$1,504</td>
</tr>
<tr>
<td>Lacrosse</td>
<td>27</td>
<td>$53,100</td>
<td>$1,967</td>
<td>13</td>
<td>$45,823</td>
<td>$3,525</td>
</tr>
<tr>
<td>Soccer</td>
<td>40</td>
<td>$47,680</td>
<td>$1,192</td>
<td>31</td>
<td>$46,270</td>
<td>$1,493</td>
</tr>
<tr>
<td>Swimming &amp; Diving</td>
<td>20</td>
<td>$56,180</td>
<td>$2,809</td>
<td>14</td>
<td>$39,333</td>
<td>$2,810</td>
</tr>
<tr>
<td>Tennis</td>
<td>7</td>
<td>$21,067</td>
<td>$3,010</td>
<td>6</td>
<td>$21,829</td>
<td>$3,638</td>
</tr>
<tr>
<td>Track &amp; Field</td>
<td>48</td>
<td>$49,132</td>
<td>$2,048</td>
<td>41</td>
<td>$41,968</td>
<td>$2,048</td>
</tr>
<tr>
<td>Volleyball</td>
<td>14</td>
<td>$44,443</td>
<td>$3,175</td>
<td>11</td>
<td>$48,762</td>
<td>$4,433</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>221</strong></td>
<td><strong>$455,274</strong></td>
<td></td>
<td><strong>135</strong></td>
<td><strong>$301,326</strong></td>
<td><strong>$756,600</strong></td>
</tr>
</tbody>
</table>

Head Coaches

Table 4 contains information about the head coaches of the men’s teams. The left side of Table 4 contains the number of male head coaches who are assigned to the team on a full-time basis, the number assigned to the team on a part-time basis, the number who are full-time employees of the university and the number who are part-time employees of the university. The right side of Table 4 contains the same information about female head coaches of the men’s teams.

Table 4. Number, Gender and Employment Status of Head Coaches - Men's Teams

<table>
<thead>
<tr>
<th>Program</th>
<th>Male Coaches</th>
<th></th>
<th></th>
<th>Female Coaches</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Full-time</td>
<td>Part-time</td>
<td>Full-time</td>
<td>Part-time</td>
<td>Full-time</td>
<td>Part-time</td>
</tr>
<tr>
<td></td>
<td>Coach</td>
<td>Employees</td>
<td>Employee</td>
<td>Coach</td>
<td>Employees</td>
<td>Employee</td>
</tr>
<tr>
<td>Baseball</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Basketball</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Cross Country</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Lacrosse</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Soccer</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Swimming &amp; Diving</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Tennis</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Track &amp; Field</td>
<td>0</td>
<td>2</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Volleyball</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>4</strong></td>
<td><strong>6</strong></td>
<td><strong>9</strong></td>
<td><strong>1</strong></td>
<td><strong>0</strong></td>
<td><strong>0</strong></td>
</tr>
</tbody>
</table>
Table 5 contains the same information about the head coaches of the women’s teams as Table 4 contains about the head coaches for the men’s teams.

**Table 5. Number, Gender and Employment Status of Head Coaches - Women’s Teams**

<table>
<thead>
<tr>
<th>Program</th>
<th>Male Coaches</th>
<th></th>
<th>Female Coaches</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Full-time</td>
<td>Part-time</td>
<td>Full-time</td>
<td>Part-time</td>
</tr>
<tr>
<td></td>
<td>Coach</td>
<td>Employees</td>
<td>Employee</td>
<td>Employees</td>
</tr>
<tr>
<td>Basketball</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Cross Country</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Lacrosse</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Soccer</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Swimming &amp; Diving</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Tennis</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Track &amp; Field</td>
<td>0</td>
<td>2</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Volleyball</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>2</td>
<td>6</td>
<td>7</td>
<td>1</td>
</tr>
</tbody>
</table>

**Assistant Coaches**

Table 6 contains information about the assistant coaches of the men’s teams. The left side of Table 6 contains the number of male assistant coaches who are assigned to the team on a full-time basis, the number assigned to the team on a part-time basis, the number who are full-time employees of the university and the number who are part-time employees of the university. The right side of Table 6 contains the same information about female assistant coaches of the men’s teams.

**Table 6. Number, Gender and Employment Status of Assistant Coaches - Men’s Teams**

<table>
<thead>
<tr>
<th>Program</th>
<th>Male Coaches</th>
<th></th>
<th>Female Coaches</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Full-time</td>
<td>Part-time</td>
<td>Full-time</td>
<td>Part-time</td>
</tr>
<tr>
<td></td>
<td>Coach*</td>
<td>Employees</td>
<td>Employee</td>
<td>Employees</td>
</tr>
<tr>
<td>Baseball</td>
<td>0</td>
<td>5</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>Basketball</td>
<td>0</td>
<td>3</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Cross Country</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Lacrosse</td>
<td>0</td>
<td>2</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Soccer</td>
<td>0</td>
<td>3</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Swimming &amp; Diving</td>
<td>0</td>
<td>3</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Tennis</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Track &amp; Field</td>
<td>0</td>
<td>4</td>
<td>0</td>
<td>4</td>
</tr>
<tr>
<td>Volleyball</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>0</td>
<td>22</td>
<td>0</td>
<td>22</td>
</tr>
</tbody>
</table>

*A part time coach is a coach who works part time and either receives a stipend and no benefits, or is a volunteer.*
Table 7 contains the same information about the assistant coaches of the women’s teams as Table 6 contains about the assistant coaches for the men’s teams.

Table 7. Number, Gender and Employment Status of Assistant Coaches - Women's Teams

<table>
<thead>
<tr>
<th>Program</th>
<th>Male Coaches</th>
<th>Female Coaches</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Full-time</td>
<td>Part-time</td>
</tr>
<tr>
<td></td>
<td>Coach</td>
<td>Employee</td>
</tr>
<tr>
<td>Basketball</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Cross Country</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Lacrosse</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Soccer</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Swimming &amp; Diving</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Tennis</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Track &amp; Field</td>
<td>0</td>
<td>4</td>
</tr>
<tr>
<td>Volleyball</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>0</td>
<td>13</td>
</tr>
</tbody>
</table>

IV. Breakdown of Expenditures

This section of the report contains total revenues and expenses, athletic aid to students, and coaches salaries by team.

Revenues

Table 8. Total Revenues by Team

<table>
<thead>
<tr>
<th>Program</th>
<th>Men's Teams</th>
<th>Women's Teams</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseball</td>
<td>$191,132</td>
<td>NA</td>
<td>$191,132</td>
</tr>
<tr>
<td>Basketball</td>
<td>$191,045</td>
<td>$140,634</td>
<td>$331,409</td>
</tr>
<tr>
<td>Cross Country</td>
<td>$21,083</td>
<td>$16,398</td>
<td>$37,481</td>
</tr>
<tr>
<td>Lacrosse</td>
<td>$180,821</td>
<td>$144,658</td>
<td>$325,479</td>
</tr>
<tr>
<td>Soccer</td>
<td>$204,250</td>
<td>$153,327</td>
<td>$357,577</td>
</tr>
<tr>
<td>Swimming &amp; Diving</td>
<td>$82,345</td>
<td>$57,663</td>
<td>$140,008</td>
</tr>
<tr>
<td>Tennis</td>
<td>$71,003</td>
<td>$64,643</td>
<td>$135,646</td>
</tr>
<tr>
<td>Track &amp; Field</td>
<td>$92,814</td>
<td>$79,181</td>
<td>$171,995</td>
</tr>
<tr>
<td>Volleyball</td>
<td>$105,023</td>
<td>$97,422</td>
<td>$202,445</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$1,139,516</td>
<td>$753,656</td>
<td>$1,893,172</td>
</tr>
<tr>
<td>Not allocated by sport</td>
<td></td>
<td></td>
<td>$311,077</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td></td>
<td></td>
<td>$2,204,249</td>
</tr>
</tbody>
</table>
Table 9. Total Expenses by Team

<table>
<thead>
<tr>
<th>Program</th>
<th>Men's Teams</th>
<th>Women's Teams</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseball</td>
<td>$191,132</td>
<td>NA</td>
<td>$191,132</td>
</tr>
<tr>
<td>Basketball</td>
<td>$191,045</td>
<td>$140,634</td>
<td>$331,409</td>
</tr>
<tr>
<td>Cross Country</td>
<td>$21,083</td>
<td>$16,398</td>
<td>$37,481</td>
</tr>
<tr>
<td>Lacrosse</td>
<td>$180,821</td>
<td>$144,658</td>
<td>$325,479</td>
</tr>
<tr>
<td>Soccer</td>
<td>$204,250</td>
<td>$153,327</td>
<td>$357,577</td>
</tr>
<tr>
<td>Swimming &amp; Diving</td>
<td>$82,345</td>
<td>$57,663</td>
<td>$140,008</td>
</tr>
<tr>
<td>Tennis</td>
<td>$71,003</td>
<td>$64,643</td>
<td>$135,646</td>
</tr>
<tr>
<td>Track &amp; Field</td>
<td>$92,814</td>
<td>$79,181</td>
<td>$171,995</td>
</tr>
<tr>
<td>Volleyball</td>
<td>$105,023</td>
<td>$97,422</td>
<td>$202,445</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$1,139,516</strong></td>
<td><strong>$753,656</strong></td>
<td><strong>$1,893,172</strong></td>
</tr>
<tr>
<td><strong>Not allocated by sport</strong></td>
<td></td>
<td></td>
<td>$311,077</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td></td>
<td></td>
<td><strong>$2,204,249</strong></td>
</tr>
</tbody>
</table>

Note: The Department of Education's definition of expenses includes university budgets as well as financial aid awarded to student athletes.

Athletically-Related Student Aid

Athletically-related student aid is aid offered to a student that requires the student to participate in an intercollegiate athletics program. The following is the total amount of athletically-related student aid offered to men and women student-athletes.

- Athletically-related student aid offered to male athletes: $0, 0%
- Athletically-related student aid offered to female athletes: $0, 0%
- Total amount of athletically-related student aid offered: $0, 0%

Head Coaches’ Salaries

Table 10 contains the average annual institutional salary of the head coaches for men’s and women’s teams.

Table 10. Head Coach Salaries

<table>
<thead>
<tr>
<th></th>
<th>Men's Teams</th>
<th>Women's Teams</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual salary per person</td>
<td>$38,738</td>
<td>$30,178</td>
</tr>
<tr>
<td>Number of head coaches included in average</td>
<td>10</td>
<td>9</td>
</tr>
<tr>
<td>Average salary per coaching FTE</td>
<td>$68,806</td>
<td>$58,159</td>
</tr>
<tr>
<td>Number of FTE included in average</td>
<td>5.63</td>
<td>4.67</td>
</tr>
</tbody>
</table>

Note: Coaches that coach both men and women's teams had their salaries apportioned half to each team.
Assistant Coaches’ Salaries

Table 11 contains the average annual institutional salary of the assistant coaches of the men's and women's teams.

Table 11. Assistant Coach Salaries

<table>
<thead>
<tr>
<th></th>
<th>Men's Teams</th>
<th>Women's Teams</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual salary per person</td>
<td>$6,415</td>
<td>$4,688</td>
</tr>
<tr>
<td>Number of assistant coaches included in average</td>
<td>17</td>
<td>13</td>
</tr>
<tr>
<td>Number of volunteer assistant coaches</td>
<td>7</td>
<td>3</td>
</tr>
<tr>
<td>Average salary per coaching FTE</td>
<td>$28,699</td>
<td>$23,440</td>
</tr>
<tr>
<td>Number of FTE included in average</td>
<td>3.80</td>
<td>2.60</td>
</tr>
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