

## By the numbers

Adrian College filed the following data on its 2006-07 athletics program with the U.S. Department of Education, as required by the federal Equity in Athletics Disclosure Act:

<b>1,007</b>	Total enrollment
<b>507</b>	Total male students
<b>500</b>	Total female students
<b>120</b>	Female student-athletes
<b>295</b>	Male student-athletes
<b>160</b>	Football players (all men)
<b>\$232,503</b>	Men's sports revenue, without football and basketball
<b>\$294,077</b>	Women's sports revenue, without basketball
<b>\$354,523</b>	Football revenue
<b>\$97,557</b>	Men's basketball revenue
<b>\$98,733</b>	Women's basketball revenue
<b>\$14,255</b>	Men's recruiting expenses
<b>\$16,829</b>	Women's recruiting expenses
<b>\$227,206</b>	Men's sports expenses, without football and basketball
<b>\$292,676</b>	Women's sports expenses, without basketball
<b>\$316,253</b>	Football expenses
<b>\$99,617</b>	Men's basketball expenses
<b>\$103,733</b>	Women's basketball expenses
<b>\$210,871</b>	Men's and women's ice hockey, men's and women's lacrosse, and women's field hockey expenses

Source: U.S. Department of Education Office of Postsecondary Education

# Is Adrian College fair?

## College officials: No discrimination against women student-athletes

By David Panian  
Daily Telegram Staff Writer

ADRIAN — Ordinarily a phone call or letter from the federal government announcing an investigation of alleged wrong-doing could be nerve-wracking.

But when the U.S. Department of Education's Office of Civil Rights contacted Adrian College about alleged discrimination by the school against women student-athletes, college officials said they welcomed the inquiry.

"When we got the initial phone call and letter from (the U.S. Department of Education's Office of Civil Rights), we were glad they were here," Rick Creehan, executive vice president of the college, said during a recent tour of the college's athletics facilities. "We're proud of the development under (President Jeffrey) Docking's leadership. We're proud of the changes we've made here."

Two complaints were made, one in May and another in September last year. The Daily Telegram obtained copies of the complaints through the federal Freedom of Information Act. The first complaint alleges discrimination with respect to facilities, coaches' salaries, support services, recruitment, housing, fundraising and publicity.

The first complaint appears to have been made by a current or former college employee.

"Serving in these capacities has allowed me to see firsthand the inequitable treatment of female staff members and the women's sports programs," the complainant wrote.

Many of the allegations in the second complaint were redacted to protect personally identifying information, but education department spokeswoman Casey Ruberg said in an e-mail that it "alleges discrimination with respect to athletic equipment, supplies and facilities."

One part of the September complaint says the plaintiff wants one of the women's teams "to be treated equally with the men's sports teams. They need equitable facilities compared to theirs, and this needs to be taken seriously, and done with the same respect that is given to the men's teams."

The September complaint appears to have been filed by two or three student-athletes. One said the discrimination had been going on for his or her three years on campus.

A delegation from the Office of Civil Rights was on campus in early January to review the athletics department regarding the requirements of the federal anti-discrimination law known as Title IX, which addresses gender-based discrimination.

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**CREEHAN**



**DUFFY**



Telegram photo Jesse La Plante  
**Adrian's Dana Funkenhauser skates up ice with the puck in front of a defender from the University of Wisconsin-River Falls during a game on Jan. 20. Two complaints were made against Adrian College, alleging discrimination against women student-athletes.**

## Current, former Bulldogs surprised by allegations

By David Panian  
Daily Telegram Staff Writer  
and Brian Calloway  
Daily Telegram Sports Editor

ADRIAN — Current and former Adrian College athletics department employees and student-athletes said they were surprised to learn in January that the school was under investigation for alleged gender discrimination.

Coaches and students mentioned support their teams receive from the administration and the college's efforts at adding women's teams as reasons for their surprise. Adrian College offers more women's varsity sports than any other school in its conference, the Michigan Intercollegiate Athletic Association. Counting bowling, dance team and cheer, AC offers 13 women's sports. Most other schools in the MIAA offer nine or 10 women's sports.

Adrian, Albion College and Tri-State University all offer 10 men's sports — the most among MIAA schools.

Women's synchronized skating coach Lindsay Patterson said AC's team is only the second varsity synchronized skating team in the United States after Miami University in Ohio.

"No other teams get this (support)," she said.

Women student-athletes say they haven't witnessed problems.

"I don't see any discrimination between the sexes," sophomore basketball forward Ashley McClarren said. "I was shocked (to learn of the complaints). I'd never even heard anything about it before."

"I thought it was kind of dumb," freshman women's hockey and lacrosse defenseman Dana Funkenhauser said.

Former employees also said they were shocked when they heard there was a complaint. Former sports information director Aaron Klotz, also an alumnus and former assistant coach for the AC football and baseball



Telegram photo by Lad Strayer  
**Adrian College athletic director Mike Duffy points out the functionality of the women's hockey locker room.**

teams, said in his 10 years working for the college he did not witness any discrimination. Klotz is now a volunteer baseball coach for the Bulldogs.

Nate Jorgensen, also a former AC sports information director who is now an assistant SID at Miami University, said he was somewhat surprised to hear the allegations but allowed that perhaps some matters were overlooked.

"I think what Adrian is doing is really different, and I think that is a reason for a lot of their success," he said. "I think with the pace that has been established for building and growing the school, some things can slip through the crack. I think the well-being of the student-athlete should be first and foremost no matter what."

## Title IX

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Any institution that receives federal funding, typically for student financial aid, has to meet one of three tests:

- Having the number of men and women student-athletes be proportional to the percentage of men and women students overall.

- Having a history of expanding participation opportunities of the under-represented gender.

- Meeting the interests of the student body.

"We believe we are in compliance with two of the three tests," Creehan said in an e-mail, with those tests being the history of expanding participation opportunities for women and meeting the interests of the student body. The size of the football roster — 160 players for Adrian — makes meeting the first test impossible, but meeting that test is not necessary, according to the OCR.

The delegation met with administrators, coaches and students, Creehan said in an interview. Students and coaches had the choice to be interviewed without college administrators present, but many declined that option.

Still, the administration was puzzled by the two complaints.

"All the money we've invested in facilities and the money we've invested in building programs ... it's almost like a dagger in the heart," Creehan said.

Creehan said the college was not told who the complainant was and that

complainants may remain anonymous.

In the past few years the college has opened a new stadium and ice arena and added women's and men's varsity hockey, men's club hockey, women's synchronized skating and women's lacrosse. A new, on-campus baseball field will host its first games this spring, and the existing on-campus softball field is being renovated. A women's bowling team has been announced for the 2008-09 school year. Creehan said the bowling matches will likely be at the Lenawee Recreation Bowling Center in Adrian.

"When President Docking took over in July (2005), we had one woman who was a full-time employee of the institution coaching," Creehan said. That was Molly Moore, who was the senior women's administrator in the athletics department as well as the softball coach.

Now the college has 17 full-time women coaches and another four full-time support staff, athletics director Mike Duffy said.

For comparison, there are about 27 full-time men's coaches now, compared to seven before Docking arrived, Duffy said.

"This doesn't sound like an institution that discriminates," Creehan said.

"Why would we start new programs like this (if the college discriminates)? It's silly."

But it is Arrington Ice Arena, Nicolay Field and the new Multisport Performance Stadium — which hosts football, lacrosse and soccer — that drew criticism in the complaints.

Nicolay Field — the new baseball stadium — gives the baseball team an on-campus home. The team had been playing at the city of



Telegram photo by Lad Strayer

**Adrian College athletics director Mike Duffy shows how full-time coaches have offices and interns have cubicles at the Merrillat Sport and Fitness Center.**

Adrian's Riverside Park, while the softball field is on-campus. Creehan said the baseball team was going to have to stop playing at the park.

"If there's been any discrimination, it's been on the baseball team because they've been vagabonds," Creehan said. "We had a donor step up and say he wanted to give us a new baseball field. What are you supposed to do, say we don't want any baseball field?"

Creehan and Duffy said the baseball project costs more than the planned upgrades to the softball field because it is a new facility. According to the college's Web site, \$940,000 has been donated out of up to \$1.44 million in naming rights possibilities, which include the \$900,000 artificial turf field, scoreboard and other parts of the facility. The college is seeking \$415,000 in donations for

the softball field, which will keep its grass field.

One complaint alleges the plans for the men's varsity hockey locker room and coaches' office are larger than those for the women. While the plans do show those spaces for the men's teams to be larger, Title IX does not require identical facilities for the same sports.

"For example, locker facilities for a women's team do not have to be the same as for a men's team, as long as the effect of any differences in the overall athletic program are negligible," according to the OCR's Web site.

The plans for the men's varsity hockey locker room show it to be about 1,000 square feet and the women's locker room about 900 square feet.

Freshman women's hockey player Dana Funkenhauser said the size difference "doesn't really matter because (the men players) are a lot bigger, anyway."

The plans show the men's varsity coach's office to be about 40 square feet larger than the women's coach's office. The coaches each have similarly sized dressing rooms next to the locker rooms. Their offices are next to the arena's lobby and concessions stand.

Creehan and Duffy said the teams were allowed to design the layout of their locker room space.

"Why should I try to design a women's locker room?" Duffy said.

All four team locker rooms in the arena — both varsity hockey teams, the men's club hockey team and the synchronized skating team — have large, flat-screen TVs connected to a satellite service. The synchronized skating

team opted for some full-length mirrors in place of some locker stalls. The men and women hockey players chose slightly different arrangements for their lockers.

The showers are laid out differently, too. The women have shower stalls while the men have a group shower room.

"(The women) like that it's private showers," synchronized skating coach Lindsay Patterson said.

The women's teams and the men's teams each share shower rooms, which, though they are for college sports teams, include a handicap-accessible shower stall as required by the Americans with Disabilities Act.

The first complaint claims the men's hockey locker rooms are closer to the trainer's room, which is not true.

Also noted in the complaint is that only one locker room was built for the multisport stadium. The complaint claims it is a men's locker room. Creehan disagrees.

"During the fall, obviously this was built because we didn't have a locker room big enough to accommodate 120 football players," Creehan said.

But it doesn't sit dormant during the other seasons, he said. Because it is adjacent to the Merrillat Sport and Fitness Center, this winter the room is being used by the men's varsity and junior varsity basketball teams. Next winter the women's basketball team will use it. This spring four women's teams — softball, lacrosse, track and field, and tennis — will use it.

When the stadium and arena were being designed, Creehan said, the college set up "client committees" of coaches and administrators to meet with the architects. Moore, the former senior woman administrator, represented the women student-athletes. The hockey and synchronized skating coaches and trainers were involved in designing the arena.

TITLE IX

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## TITLE IX INVESTIGATION

## AC among 687 national complaints

By David Panian  
Daily Telegram Staff Writer

Since Congress enacted legislation in 1972 to ban gender-based discrimination by schools, an entire generation has grown up with boys and girls receiving equal educational benefits.

Still, last year there were 687 investigations of gender-based discrimination conducted by the U.S. Department of Education's Office of Civil Rights, department spokesman Jim Bradshaw said. Of those, 90 were related to athletics programs.

Overall, the OCR received 5,894 civil rights complaints in 2007. Those complaints cover all forms of discrimination, including race-, age- and disability-based discrimination.

The law, formally known as Title IX of the Education

Amendments of 1972 to the Civil Rights Act of 1964, requires any school that receives federal funding — for colleges that is typically student financial aid — to treat men and women equally. That means, for example, schools cannot admit only women to nursing programs or only men to engineering programs. Their curricular and extracurricular programming also has to be open to all, including athletics.

While many people think of Title IX as requiring schools to have the same ratio of male to female student-athletes as that of male to female students overall, that is only one of three ways in which schools can comply with the law.

In a 2005 letter to colleges, the OCR said: "An institution is in compliance with the three-part test if it has met any one

of the following three parts of the test: (1) the percent of male and female athletes is substantially proportionate to the percent of male and female students enrolled at the school; or (2) the school has a history and continuing practice of expanding participation opportunities for the under-represented sex; or (3) the school is fully and effectively accommodating the interests and abilities of the under-represented sex."

When a complaint is received, the OCR has 30 days to review it to determine if an investigation is warranted, Bradshaw said. If an investigation is started, the OCR tries to complete it within six months.

If a school is found to be out of compliance, the school and OCR try to work out a solution.

"We're able to work with the schools to bring them into compliance in virtually all cases without using enforcement," Bradshaw said.

In the rare cases where the school and OCR cannot agree to a resolution, the law does provide for enforcement measures, Bradshaw said. Those can include terminating the school's federal funding or referring the case to the Department of Justice.

That is what happened in a recent complaint against the University of Michigan regarding a complaint about handicapped-accessible seating at Michigan Stadium. The university claimed it is meeting the needs of disabled fans, but the OCR referred the complaint to the Justice Department for investigation.



Telegram photos by Lad Strayer

Women's showers in the Arrington Ice Arena and the Merillat Sport and Fitness Center, pictured above, have individual stalls, while the men have group shower rooms.

## Title IX

Continued from page A4

Moore did not return a phone message seeking comment.

In the Merillat Center, Creehan said, different college teams and the public share those locker rooms, which are next to the multipurpose room, not next to the main basketball court.

"There's nothing inequitable in our locker shortcomings," Creehan said.

The college would like to build locker rooms next to the main basketball court, Creehan said, but that would mean building them where there are bleachers now.

The teams all coordinate with each other on practice times so that they receive equal early and late practice times, Creehan said.

Riley, who recently completed his 26th season as Adrian's men's basketball coach, said he believes in equality for male and female athletes and works with Morris to coordinate gym time, often alternating practice sessions every two weeks or as needed because of games or other things that may arise.

"At small schools like this, that's how you work together," Creehan said. "It's not like the 1950s where men get the main floor and the women are sent to an auxiliary floor."

Morris declined to comment for this story, referring questions to public relations director Mellissa Boyd. Creehan said students and staff were not told to decline interviews.

The growing athletics depart-



This large locker room is used by the men's football team and then shared between other teams the rest of the year.

ment has put a strain on office space. Creehan said to accommodate the growth the college decided the offices would go to all full-time coaches and staff. The support staff and interns work in cubicles.

"The division is not men or women," he said. "It's by level of position they hold."

New offices were set up for the track, soccer, cheerleading, softball and tennis coaches and exercise science instructors, Creehan said.

The offices are all similar, with Riley and Morris' being two of the larger ones. Morris' overlooks the Merillat Center's main court while Riley's has an outside window.

The college renovated its weight

rooms, installing several Nautilus machines and other fitness equipment with women in mind, Creehan said, noting that the Nautilus machines are easier to adjust than free weights and that women don't necessarily like to work out next to men.

"It's even good for some of us gentlemen that don't want to use free weights anymore," Duffy said.

The layout of the rooms was rearranged so that the college could create a wellness center for the entire campus.

The Merillat Center has just one classroom for team meetings or classes. Creehan said it is available to all teams. Duffy added that the

football team meets in the Jones Hall auditorium because the classroom is too small for the team.

One complaint also says there is a "significant salary differential between male and female coaches of certain like sports."

According to information filed by the college with the U.S. Department of Education last summer, the seven men's teams' head coaches

were paid an average of \$25,926. The seven women's teams' head coaches were paid an average of \$16,163.

There was a differential of about \$3,000 in the average salary of the 14 men's teams' assistant coaches and the five women's teams' assistant coaches.

Creehan said that difference is due to some of the men's teams' coaches having much more seniority than the women's teams coaches. For example, he said, Riley has 14 years of additional coaching experience on top of his 26 years at Adrian. The college has been unable to hire new women coaches with similar experience that would lead to a similar salary.

Other points in the complaints that Creehan and Duffy rebutted:

■ The baseball team is the only one to receive "major on-campus fundraising opportunities" is actually the baseball team being the only team that signed up to clean the Multi-Performance Stadium after football games, Duffy said.

■ The baseball team was not given sole consideration to occupy a college-owned theme house, Creehan said, as all students go through the same housing process.

■ The cheerleading coach chooses to store the team's equipment in her office out of preference, not because of a lack of space, Duffy said.

■ The senior woman administrator position is a paid position, Duffy said.

■ The football coaches are assigned six cars for recruiting trips for a five-week period, but other cars are available to the other coaches, Duffy said.

As for the complaint's point on publicity and "print media support," sophomore basketball forward Ashley McClarren said she has seen no publicity for any team. Creehan said the college cannot control what teams receive media coverage.

Daily Telegram Sports Editor Brian Calloway contributed to this report.

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