

Glen Oaks Community College
Equity in Athletics Disclosure Act (EADA) Report
July 1, 2019 - June 30, 2020

Athletic Opportunities

In the 2019-2020 academic year, Glen Oaks Community College (GOCC) offered four (4) intercollegiate opportunities for men and four (4) intercollegiate opportunities for women. However, due to a lack of participation men’s golf and men’s and women’s cross country did not compete. GOCC teams compete within the Region XII area of the National Junior College Athletic Association (NJCAA). GOCC is a league member of the Michigan Community College Athletic Association (MCCAA).

GOCC is committed to providing equitable athletic opportunities for men and women, in terms of both the number of opportunities available and the quality of the experience. In 2019-2020, women comprised of 52% of GOCC’s undergraduate enrollment and 44% of our varsity athletes. The GOCC Athletic Department conducts regular administrative reviews to ensure continued provision of equitable athletic opportunities.

College Enrollment

Below is the number of full-time undergraduates by gender reported on the GOCC 2019-2020 IPEDS Survey.

COLLEGE ENROLLMENT

	Number	Percent
Male Full-Time Undergraduates	154	48%
Female Full-Time Undergraduates	166	52%
Total Full-Time Undergraduates	320	100%

Athletically Related Student Aid and Recruiting Expenses Men’s and Women’s Teams

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. Recruiting expenses are all expenses an institution incurs attributable to recruiting activities. This includes, but is not limited to, expenses for lodging, meals, telephone use, and transportation (including vehicles used for recruiting purposes) for both recruits and personnel engaged in recruiting, and other expenses for official and unofficial visits, and all other expenses related to recruiting.

ATHLETICALLY RELATED STUDENT AID AND RECRUITING

	Men’s Teams	Women’s Teams	Total
Amount of Aid	\$27,450	\$35,411	\$62,861
Ratio (percent)	44%	56%	100%
Recruiting Expenses	\$0	\$201	\$201

Glen Oaks Community College
Equity in Athletics Disclosure Act (EADA) Report
July 1, 2019 - June 30, 2020

Athletics Participation Men's and Women's Teams

According to the federal regulations governing EADA reporting, a participant is defined as a student who, as of the day of a varsity team's first scheduled contest (A) Are listed by the institution on the varsity team's roster; (B) Receive athletically related student aid; or (C) Practice with the varsity team and receive coaching from one or more varsity coaches. A student who satisfies one or more of these criteria is a participant, including a student on a team the institution designates or defines as junior varsity, freshman, or novice, or a student withheld from competition to preserve eligibility (i.e., a redshirt), or for academic, medical, or other reasons.

ATHLETICS PARTICIPATION

Varsity Teams	Number of Participants			Number Participating on a Second Team	
	Men's Teams	Women's Teams	Totals	Men's Teams	Women's Teams
Baseball	31		31		
Basketball	15	13	28		2
Softball		11	11		
Volleyball		12	12		
Total Participants	46	36	82		
Percentage of Total	56%	44%	100%		
Unduplicated Count	46	34			

Head Coaches and Assistant Coaches Salaries Men's and Women's Teams

Below is the average salaries and bonuses GOCC pays head coaches and assistant coaches as compensation for coaching. Benefits are not included.

HEAD COACHES AND ASSISTANT COACHES SALARIES

Explanation	Head Coaches		Assistant Coaches	
	Men's	Women's	Men's	Women's
Average Annual Institutional Salary per Coaching Position (coaching duties only)	\$8,692	\$8,308	\$2,422	\$3,199
Number of Coaching Positions Used to Calculate the Average	2	3	2	3
Number of Volunteer Coaching Positions	0	0	0	0
Average Annual Institutional Salary Per Full-Time Equivalent (FTE)	\$40,000	\$40,000	\$20,000	\$20,000
Sum Of Full-Time Equivalent (FTE) Positions Used To Calculate Average	.43	.62	.24	.48

Glen Oaks Community College
Equity in Athletics Disclosure Act (EADA) Report
July 1, 2019 - June 30, 2020

Head Coaches Assignments Men's and Women's Teams

These tables list the number of head coaches assigned to each men's and women's teams, whether the coach is male or female, was assigned to the team on a full-time or part-time basis, and whether the coach was employed by the institution on a full-time basis or on a part-time or volunteer basis. For the purpose of this report, the term "Full-Time Employee" means the individual's overall employment responsibilities at the institution are consistent with the institution's definition of a full-time employee (e.g., 40 hours per week or more) although that individual may have responsibilities other than as a coach of that team, either within the athletic department or another department of the institution.

HEAD COACHES MEN'S TEAMS

Varsity Teams	Male Head Coaches				Female Head Coaches				Total Head Coaches
	Assigned Full-Time	Assigned Part-Time	Full-Time Employee	Part-Time Employee/Volunteer	Assigned Full-Time	Assigned Part-Time	Full-Time Employee	Part-Time Employee/Volunteer	
Baseball		1		1					1
Basketball		1	1						1
Totals	0	2	1	1	0	0	0	0	2

HEAD COACHES WOMEN'S TEAMS

Varsity Teams	Male Head Coaches				Female Head Coaches				Total Head Coaches
	Assigned Full-Time	Assigned Part-Time	Full-Time Employee	Part-Time Employee/Volunteer	Assigned Full-Time	Assigned Part-Time	Full-Time Employee	Part-Time Employee/Volunteer	
Basketball						1		1	1
Softball		1		1					1
Volleyball		1		1					1
Totals	0	2	0	2	0	1	0	1	3

Assistant Coaches Assignments Men's and Women's Teams

These tables list the number of assistant coaches assigned to each men's and women's teams, whether the coach is male or female, was assigned to the team on a full-time or part-time basis, and whether the coach was employed by the institution on a full-time basis or on a part-time or volunteer basis. For the purpose of this report, the term "Full-Time Employee" means the individual's overall employment responsibilities at the institution are consistent with the institution's definition of a full-time employee (e.g., 40 hours per week or more) although that individual may have responsibilities other than as a coach of that team, either within the athletic department or another department of the institution.

Glen Oaks Community College
Equity in Athletics Disclosure Act (EADA) Report
July 1, 2019 - June 30, 2020

ASSISTANT COACHES MEN'S TEAMS

Varsity Teams	Male Assistant Coaches				Female Assistant Coaches				Total Assistant Coaches
	Assigned Full-Time	Assigned Part-Time	Full-Time Employee	Part-Time Employee/Volunteer	Assigned Full-Time	Assigned Part-Time	Full-Time Employee	Part-Time Employee/Volunteer	
Baseball		1		1					1
Basketball		1		1					1
Totals	0	2	0	2	0	0	0	0	2

ASSISTANT COACHES WOMEN'S TEAMS

Varsity Teams	Male Assistant Coaches				Female Assistant Coaches				Total Assistant Coaches
	Assigned Full-Time	Assigned Part-Time	Full-Time Employee	Part-Time Employee/Volunteer	Assigned Full-Time	Assigned Part-Time	Full-Time Employee	Part-Time Employee/Volunteer	
Basketball		1		1					1
Softball		1		1					1
Volleyball		1		1					1
Totals	0	3	0	3	0	0	0	0	3

Operating (Game Day) Expenses Men's and Women's Teams

Operating (game day) expenses, as defined by the EADA, are all expenses an institution incurs attributable to home, away and neutral-site intercollegiate athletic contests (commonly known as "game-day expenses"), for (A) Lodging, meals, transportation, uniforms, and equipment for coaches, team members, support staff (including, but not limited to team managers and trainers), and others; and (B) Officials. Coaching salaries and recruiting costs are not included.

GOCC is committed to providing its varsity teams with resources that enable an equitable quality experience for women and men. In some sports, in which the basic rules and nature of the sport are similar for both genders, the overall resources required to provide equitable experiences for female and male student-athletes are very similar for both teams. In other sports, basic differences necessitate larger budgets for one gender than the other.

For team travel, GOCC's Athletic Department uses a standard "Per Diem" allowance for lodging and meals to ensure equitable treatment of all athletes. Therefore, differences in travel expenditures are primarily a reflection of differences in squad size and schedule length, both of which are governed by NJCAA and MCCA league regulations.

It should also be noted that each team's expenditures fluctuate significantly from one year to the next, due to variations in home-and-away schedules, southern training trips, qualifications for post-season championships, and large equipment and uniform purchases that are made on a rotating or need basis every few years.

**Glen Oaks Community College
Equity in Athletics Disclosure Act (EADA) Report
July 1, 2019 - June 30, 2020**

OPERATING (GAME DAY) EXPENSES

Varsity Teams	Men's Teams			Women's Teams			Total Operating Expenses
	Participants	Expenses per Participant	By Team	Participants	Expenses per Participant	By Team	
Baseball	31	\$1,016	\$31,486				\$31,486
Basketball	15	\$1,407	\$21,105	13	\$1,828	\$23,763	\$44,868
Softball				11	\$582	\$6,407	\$6,407
Volleyball				12	\$1,422	\$17,060	\$17,060
Total Operating Expenses	46		\$52,591	36		\$47,230	\$99,821
Totals for all Sports except Basketball	31		\$31,486	23		\$23,467	\$54,953

Total Revenues and Expenses for the Athletic Department

Following, are all revenues and expenses attributable to GOCC's intercollegiate athletic activities. This includes men's teams, women's teams, and revenue and expenses not allocated by gender.

Revenue includes appearance guarantees and options, an athletic conference, tournament or bowl games, concessions, contributions from alumni and others, institutional support, program advertising and sales, radio and television, royalties, signage and other sponsorships, sport camps, state or other government support, student activity fees, ticket and luxury box sales, and any other revenues attributable to intercollegiate athletic activities.

Expenses includes appearance guarantees and options, athletically related student aid, contract services, equipment, fundraising activities, operating expenses, promotional activities, recruiting expenses, salaries and benefits, supplies, travel, and any other expenses attributable to intercollegiate athletic activities.

Glen Oaks Community College
Equity in Athletics Disclosure Act (EADA) Report
July 1, 2019 - June 30, 2020

OVERALL REVENUES AND EXPENSES

	Men's Baseball	Men's Basketball	Women's Basketball	Women's Softball	Women's Volleyball	Not Allocated By Gender	Totals For All Athletics
Total Revenues	\$82,792	\$52,986	\$48,921	\$41,603	\$40,703	\$167,010	\$434,015
Total Expenses	\$62,910	\$48,889	\$48,899	\$37,804	\$37,912	\$97,100	\$333,514
Revenue Less Expenses	\$19,882	\$4,097	\$22	\$3,799	\$2,791	\$69,910	\$100,501

TOTAL REVENUES AND EXPENSES FOR ALL SPORTS EXCEPT BASKETBALL

	Men's Baseball	Women's Softball	Women's Volleyball	Totals
Total Revenues	\$82,792	\$41,603	\$40,703	\$165,098
Total Expenses	\$62,910	\$37,804	\$37,912	\$138,626
Revenue Less Expenses	\$19,882	\$3,799	\$2,791	\$26,472