

**INFORMATIONAL
APRIL 26, 2022**

TAB	DESCRIPTION	ACTION
1	BAHR - INTERCOLLEGIATE ATHLETICS FY2022 Revenue and Expenses Reports	Information Item
2	BAHR - INTERCOLLEGIATE ATHLETICS FY2022-23 Compensation Reports	Information Item
3	BAHR - INTERCOLLEGIATE ATHLETICS FY2023 Gender Equity Reports	Information Item
4	IRSA – PROGRAM PROGRESS REPORTS	Information Item
5	IRSA – ONLINE JOINT GRADUATE CERTIFICATE IN NUCLEAR SAFEGUARDS AND SECURITY	Information Item

BUSINESS AFFAIRS AND HUMAN RESOURCES
APRIL 25, 2023

SUBJECT

Intercollegiate Athletics Reports of Revenues and Expenses

REFERENCE

June 2016 Board directed that the universities' National Collegiate Athletics Association (NCAA) "Agreed Upon Procedures Reports" would be provided to the Board and would also serve as the revenues/expenses reporting template for Lewis-Clark State College.

APPLICABLE STATUTE, RULE OR POLICY

Idaho State Board of Education (Board) Governing Policies & Procedures, Section V.X.5.

BACKGROUND/DISCUSSION

Responsibility, management, control, and reporting requirements for athletics are detailed in Board Policy V.X. The college and universities are required to submit regular financial reports as specified by the Board office. For the universities, the revenue and expenses reported must reconcile to the NCAA "Agreed Upon Procedures Reports" that are prepared annually and reviewed by the Board's external auditor.

Board policy V.X. establishes limits on how much state appropriation (including appropriated spending authority for tuition and fees) each institution can expend for intercollegiate athletics. Increases to the limits are generally tied to changes to the appropriated funds (General Funds and tuition and fees), or through Board approval. The policy provides a mechanism for Chief Executive Officers to request Board approval for one-time or ongoing changes to the limits when justified on the basis of adding or expanding programs, investing in facility upgrades or repairs, meeting new federal or state regulatory compliance requirements, and/or meeting intercollegiate athletic association or conference requirements. The current policy allows the ability for institutions to increase the student athletic fees without regard to the general education appropriation.

IMPACT

The reports of Revenues and Expenses are presented for each institution for fiscal year 2022 in Attachments 1 through 4.

ATTACHMENTS

Attachment 1	Boise State University
Attachment 2	Idaho State University
Attachment 3	University of Idaho
Attachment 4	Lewis-Clark State College

BUSINESS AFFAIRS AND HUMAN RESOURCES
APRIL 25, 2023

STAFF COMMENTS AND RECOMMENDATIONS

The Athletics Reports show results for fiscal year 2022. It should be noted that state funds are critical to support the student athletes and athletic programs at the four institutions. Ticket sales, contributions, and program revenues are insufficient to enable the athletic programs to be fully self-supporting. Representatives from the institutions will be available to respond to questions from Board members if necessary.

BOARD ACTION

This item is for informational purposes only.

**BOISE STATE UNIVERSITY ATHLETIC DEPARTMENT
STATEMENT OF REVENUES AND EXPENSES
YEAR ENDED JUNE 30, 2022
(UNAUDITED)**

	Football	Men's Basketball	Other Men's Sports	Women's Basketball	Women's Volleyball	Other Women's Sports	Nonprogram Specific	Totals
OPERATING REVENUES								
Ticket Sales	\$ 5,865,217	\$ 1,301,213	\$ -	\$ 20,289	\$ 12,781	\$ 26,605	\$ -	\$ 7,226,105
Student Fees	-	-	-	-	-	-	3,761,925	3,761,925
Direct Institutional Support	-	-	141,095	816,819	349,850	981,913	4,892,488	7,182,165
Direct Institutional Support (OST Waivers & Work Study)	1,317,489	197,311	388,273	208,470	188,835	1,154,476	15,151	3,470,005
Indirect Institutional Support	-	-	-	-	-	-	2,180,691	2,180,691
Guarantees	425,000	-	-	-	-	11,000	-	436,000
Contributions	5,149,325	764,366	160,529	-	-	623,730	2,415,618	9,113,568
In Kind	380,651	107,363	-	-	-	-	-	488,013
Media Rights	4,117,896	913,568	-	-	-	-	-	5,031,464
NCAA Distributions	605,795	467,494	149,312	92,652	85,524	521,486	-	1,922,263
Conference Distributions	1,460,571	79,001	-	-	-	20,945	-	1,560,518
Conference Distributions of Bowl Generated Revenue	120,833	-	-	-	-	-	-	120,833
Program Novelty Parking Concession	484,719	105,831	-	1,650	1,040	2,164	-	595,404
Royalties Licensing Advertisement Sponsorship	5,020,624	1,083,943	5,250	16,903	10,649	43,164	14,000	6,194,533
Sport Camp Revenues	160,234	14,344	1,789	758	7,352	179,715	-	364,192
Other Operating Revenue	325,505	1,463	36,156	1,463	-	108,831	312,002	785,420
Bowl Revenues	136,048	-	-	-	-	-	-	136,048
Total Operating Revenue	25,569,907	5,035,897	882,405	1,159,003	656,031	3,674,030	13,591,873	50,569,147

**BOISE STATE UNIVERSITY ATHLETIC DEPARTMENT
STATEMENT OF REVENUES AND EXPENSES (CONTINUED)
YEAR ENDED JUNE 30, 2022
(UNAUDITED)**

	Football	Men's Basketball	Other Men's Sports	Women's Basketball	Women's Volleyball	Other Women's Sports	Nonprogram Specific	Totals
OPERATING EXPENSES								
Athletic Student Aid	\$ 2,345,707	\$ 402,599	\$ 587,783	\$ 381,537	\$ 306,368	\$ 2,265,022	\$ 115,853	\$ 6,404,869
Athletic Student Aid (OST Waiver)	1,317,489	197,311	388,273	208,470	188,835	1,154,476	-	3,454,854
Guarantees	700,000	231,640	-	52,500	6,000	-	-	990,140
Coaching Salaries Benefits Bonuses	4,256,474	1,512,384	535,820	759,603	374,159	1,725,576	62,117	9,226,133
Support Staff Admin Compensation Benefits and Bonuses	1,590,232	157,381	28,588	92,940	10,988	114,665	7,455,148	9,449,942
Recruiting	408,502	100,744	31,206	67,639	33,974	130,286	-	772,351
Team Travel	1,054,781	796,991	495,272	349,472	166,501	1,039,816	55,000	3,957,831
Sports equipment Uniforms supplies	434,111	29,711	37,730	4,978	5,293	135,814	7,192	654,830
Game Expenses	662,678	226,823	17,086	113,816	51,251	133,427	68,152	1,273,233
Fund Raising Marketing and Promotion	40,339	16,335	204	8,070	1,818	6,929	525,110	598,805
Sport Camp Expenses	72,212	5,847	40	938	4,518	13,339	-	96,893
Spirit Groups	-	-	-	-	-	-	227,795	227,795
Athletic Facilities Debt Service Leases and Rental Fees	2,567,941	182,240	100,050	182,240	-	400,199	266,799	3,699,467
Direct overhead and Admin Expenses	1,345,202	68,175	90,013	49,771	24,075	251,296	1,356,659	3,185,190
Indirect Institutional Support	-	-	-	-	-	-	2,180,691	2,180,691
Medical Expenses Insurance	39,200	10,609	6,051	725	5,820	27,386	931,509	1,021,299
Memberships and Dues	62,763	15,881	6,188	16,193	1,336	9,761	675,173	787,294
Student-Athlete Meals (non-travel)	641,838	69,829	17,996	20,785	20,185	83,205	25,311	879,148
Other Operating Expenses	551,352	114,641	33,618	29,674	24,938	115,903	246,590	1,116,716
Bowl Expenses	351,466	-	-	-	-	-	-	351,466
Capital	84,064	9,259	-	12,745	-	-	133,657	239,725
Total Operating Expenses	<u>18,526,350</u>	<u>4,148,398</u>	<u>2,375,917</u>	<u>2,352,094</u>	<u>1,226,058</u>	<u>7,607,099</u>	<u>14,332,756</u>	<u>50,568,673</u>
EXCESS (DEFICIENCY) OF REVENUES OVER (UNDER) EXPENSE BEFORE CARRYFORWARD	<u>7,043,557</u>	<u>887,499</u>	<u>(1,493,512)</u>	<u>(1,193,091)</u>	<u>(570,027)</u>	<u>(3,933,069)</u>	<u>(740,883)</u>	<u>474</u>
EXCESS (DEFICIENCY) OF REVENUES OVER (UNDER) EXPENSE AFTER CARRYFORWARD	<u>\$ 7,043,557</u>	<u>\$ 887,499</u>	<u>\$ (1,493,512)</u>	<u>\$ (1,193,091)</u>	<u>\$ (570,027)</u>	<u>\$ (3,933,069)</u>	<u>\$ (740,883)</u>	<u>\$ 474</u>

IDAHO STATE UNIVERSITY
ATHLETICS
6/30/22

	MEN'S BASKETBALL	FOOTBALL	OTHER MEN'S SPORTS	WOMEN'S BASKETBALL	WOMEN'S VOLLEYBALL	OTHER WOMEN'S SPORTS	NON SPECIFIC	FINAL PROGRAM FY22	FINAL BALANCE FY21	BALANCE %CHANGE
REVENUE:										
1 Ticket Sales	48,110	155,933	7,251	28,422	4,590	12,291	-	256,596	51,895	394.45%
2 Direct State or Other Government Support	353,309	1,086,381	192,390	347,812	372,773	1,920,858	1,138,833	5,412,356	4,375,405	23.70%
3 Student Fees	-	-	-	-	-	-	-	1,744,850	1,838,604	-5.10%
4 Direct Institutional Support	-	-	-	-	-	-	-	736,400	781,400	0.00%
5 Less-Transfers to Institution	-	-	-	-	-	-	-	-	-	0.00%
6 Indirect Institutional Support	-	28,289	9,175	-	-	9,175	-	113,599	113,394	41.31%
6A Indirect Institutional Support - Athletic Facilities Debt Service, Lea	-	-	-	-	-	-	-	83,375	94,700.00	0.00%
7 Guarantees	385,000	850,000	500	65,000	-	11,500	-	1,312,000	144,500	807.96%
8 Contributions	2,500	-	-	468	64	1,100	269,300	273,432	321,606	-14.98%
9 In-Kind	33,550	35,997	6,203	38,621	26,364	48,249	286,311	475,295	288,425	64.79%
10 Compensation and Benefits Provided by a third party	-	-	-	-	-	-	-	-	-	0.00%
11 Media Rights	-	-	-	-	-	-	-	83,183	22,571	268.53%
12 NCAA Distributions	-	-	-	-	-	-	-	747,515	701,386	6.58%
13 Conference Distributions (Non Media or Bowl)	3,238	(280)	30	(70)	2,822	3,533	1,889	11,163	28,491	-60.82%
14 Program, Novelty, Parking and Concession Sales	-	-	4,696	-	-	7,051	-	45,293	12,880	251.65%
15 Royalties, Licensing, Advertisement and Sponsorships	-	-	-	-	-	-	-	456,561	320,011	42.67%
16 Sports Camp Revenue	46,672	-	11,606	13,274	54,320	48,776	-	220,604	142,106	55.24%
17 Athletics Restricted Endowment and Investments Income	-	-	-	-	-	-	-	-	-	0.00%
18 Other Operating Revenue	-	-	-	-	-	-	-	118,300	117,892	0.35%
19 Bowl Revenues	-	-	-	-	-	-	-	-	-	0.00%
Total Operating Revenue	872,379	2,156,320	231,851	493,527	460,933	2,062,533	5,859,617	12,137,161	9,355,267	29.74%
OPERATING EXPENDITURES:										
20 Athletics Student Aid	270,136	1,131,124	215,573	281,486	204,083	957,096	102,040	3,161,537	3,164,455	-0.09%
21 Guarantees	12,000	-	823	6,900	4,000	-	-	23,723	10,500	125.93%
22 Coaching Salaries/Benefits/Bonuses pd by the Univ & Related	353,309	1,099,782	194,908	350,510	153,288	597,850	-	2,749,648	2,243,103	22.58%
23 Coaching Salaries, Benefits and Bonuses paid by Third Party	-	-	-	-	-	-	-	-	-	0.00%
24 Support Staff/Admin Compensation/Benefits/Bonues pd by Univ &	14,222	118,161	4,325	4,973	19,752	17,920	1,549,498	1,728,850	1,432,974	20.65%
25 Support Staff/Admin Compensation/Benefits/Bonuses paid by	-	-	-	-	-	-	-	-	-	0.00%
26 Severance Payments	-	-	-	-	-	-	-	-	-	0.00%
27 Recruiting	45,033	135,104	13,942	48,910	23,530	67,216	20,337	354,072	18,236	1841.59%
28 Team Travel	207,237	486,151	137,817	248,522	112,942	396,970	65,570	1,655,209	831,187	99.14%
29 Sports Equipment, Uniforms and Supplies	40,398	354,999	56,203	37,347	27,639	138,477	-	218,243	873,305	19.38%
30 Game Expenses	99,376	65,479	7,761	85,127	24,847	48,862	203,405	534,857	384,514	39.10%
31 Fund Raising, Marketing and Promotion	495	585	6,636	462	416	1,045	-	113,223	90,122	25.63%
32 Sports Camp Expenses	47,631	6,713	3,452	15,458	40,616	30,545	38,603	183,019	46,584	292.88%
33 Spirit Groups	-	-	-	-	-	-	-	-	-	0.00%
34 Athletic Facilities Debt Service, Leases and Rental Fees	-	-	-	-	-	-	-	-	-	0.00%
35 Direct Overhead and Administrative Expenses	19,842	81,704	2,045	31,534	18,855	61,493	403,999	619,473	463,836	33.55%
36 Indirect Institutional Support	-	28,289	9,175	-	-	9,175	-	196,974	208,094	0.00%
37 Medical Expenses and Insurance	-	9,821	-	-	-	-	-	412,340	292,871	44.15%
38 Memberships and Dues	730	-	549	2,145	1,889	3,449	70,149	78,911	78,507	0.51%
39 Student-Athlete Meals (non-travel)	20,012	140,408	4,723	25,757	7,008	23,589	18,206	239,704	102,929	132.88%
40 Other Operating Expenses	31,457	66,801	11,661	54,586	37,090	38,002	221,663	461,260	290,078	59.01%
41 Bowl Expenses	-	-	-	-	-	-	-	-	-	0.00%
Total Operating Expenses	1,161,880	3,725,122	669,593	1,193,718	675,953	2,391,690	3,624,611	13,442,567	10,389,530	29.39%
Net Increase/Deficit	(289,501)	(1,568,802)	(437,742)	(700,191)	(215,020)	(329,157)	2,235,006	(1,305,406)	(1,034,263)	-26.22%
VALUE OF NONRESIDENT FEE WAIVERS	180,216	599,112	179,365	305,445	157,937	583,078	-	-	-	-

**UNIVERSITY OF IDAHO ATHLETIC DEPARTMENT
STATEMENT OF REVENUES AND EXPENSES
YEAR ENDED JUNE 30, 2022
(UNAUDITED)**

	Football	Men's Basketball	Other Men's Sports	Women's Basketball	Women's Volleyball	Other Women's Sports	Nonprogram Specific	Totals
OPERATING REVENUES								
Ticket Sales	\$ 281,726	\$ 88,842	\$ -	\$ 24,686	\$ 5,268	\$ -	\$ 236	\$ 400,758
Student Fees	-	-	-	-	-	-	1,716,896	1,716,896
Direct Institutional Support	2,541,341	574,913	452,880	524,319	352,083	1,071,142	6,585,016	12,101,694
Indirect Institutional Support	-	-	-	-	-	-	401,216	401,216
Indirect Institutional Support - Athletic Facilities Debt Service, Lease, and Rental Fees	-	-	-	-	-	-	391,456	391,456
Guarantees	1,875,000	75,000	2,313	55,000	-	2,553	-	2,009,866
Contributions	726,522	104,622	237,134	105,015	66,544	527,151	1,133,877	2,900,865
In-Kind	8,400	4,200	-	4,200	-	-	8,400	25,200
Compensation and Benefits Provided by 3rd Party	322,772	20,000	4,000	20,500	7,500	15,500	15,000	405,272
Media Rights	-	-	-	-	-	-	83,183	83,183
NCAA Distributions	132,505	32,878	79,173	34,809	29,627	159,806	567,505	1,036,303
Conference Distributions (Non-Media or Bowl)	-	-	-	-	-	-	33,398	33,398
Program, Novelty, Parking, and Concessions	28,409	5,647	-	2,417	271	176	-	36,920
Royalties, Licensing, Advertising, and Sponsorships	40,000	13,400	-	5,000	-	-	504,793	563,193
Sports Camp Revenues	58,627	-	-	-	-	-	-	58,627
Athletics Restricted Endowment and Investment Income	194,355	33,314	65,046	24,293	34,689	149,892	73,068	574,657
Other Operating Revenues	163	-	-	-	-	100	273,458	273,721
Total Operating Revenues	6,209,820	952,816	840,546	800,239	495,982	1,926,320	11,787,502	23,013,225

See accompanying Notes to Statement of Revenues and Expenses.

**UNIVERSITY OF IDAHO ATHLETIC DEPARTMENT
STATEMENT OF REVENUES AND EXPENSES (CONTINUED)
YEAR ENDED JUNE 30, 2022
(UNAUDITED)**

	Football	Men's Basketball	Other Men's Sports	Women's Basketball	Women's Volleyball	Other Women's Sports	Nonprogram Specific	Totals
OPERATING EXPENSES								
Athletic Student Aid	\$ 2,246,354	\$ 424,334	\$ 748,477	\$ 381,133	\$ 284,163	\$ 1,775,517	\$ 112,988	\$ 5,972,966
Guarantees	80,000	4,274	14,827		6,720	27,562		133,383
Coaching Salaries, Benefits, and Bonuses	1,872,756	431,553	249,549	478,419	286,529	589,986		3,908,792
Coaching Salaries, Benefits, and Bonuses Paid by 3rd Party	322,772	20,000	4,000	20,500	7,500	15,500		390,272
Support Staff/Admin Compensation Benefits and Bonuses	84,302	7,181	12,164	4,514	6,509	22,431	2,744,973	2,882,074
Support Staff/Admin Compensation Benefits and Bonuses Paid by 3rd Party			-			-	15,000	15,000
Recruiting	129,235	65,113	11,733	70,781	39,677	57,726		374,265
Team Travel	831,235	281,198	330,705	291,942	101,023	643,182		2,479,285
Sports Equipment, Uniforms, and Supplies	259,299	34,809	55,380	46,678	23,314	112,915	143,307	675,702
Game Expenses	231,703	209,657	4,341	155,801	70,116	45,692		717,310
Fund Raising, Marketing, and Promotion			-			-	393,811	393,811
Sports Camp Expenses	24,645		-			-		24,645
Athletic Facilities, Debt Service, Leases, and Rental Fees			-			-	391,456	391,456
Direct Overhead and Administrative Expenses	2,180	606	-	1,248	10,176	1,872	25,783	41,865
Indirect Institutional Support			-			-	401,216	401,216
Medical Expenses and Insurance			-	740		-	447,346	448,086
Memberships and Dues			3,479		265	7,736	68,225	79,705
Student-Athlete Meals (Non-Travel)	51,092	12,140	864	914		937	76,057	142,004
Other Operating Expenses	508,517	45,054	58,801	36,879	8,571	111,817	2,048,482	2,818,121
Total Operating Expenses	<u>6,644,090</u>	<u>1,535,919</u>	<u>1,494,320</u>	<u>1,489,549</u>	<u>844,563</u>	<u>3,412,873</u>	<u>6,868,644</u>	<u>22,289,958</u>
EXCESS (DEFICIENCY) OF REVENUES OVER (UNDER) EXPENSE	<u>\$ (434,270)</u>	<u>\$ (583,103)</u>	<u>\$ (653,774)</u>	<u>\$ (689,310)</u>	<u>\$ (348,581)</u>	<u>\$ (1,486,553)</u>	<u>\$ 4,918,858</u>	<u>\$ 723,267</u>
OTHER REPORTING ITEMS								
Total Athletics-Related Debt	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 43,215,000</u>	<u>\$ 43,215,000</u>
Total Institutional Debt	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 134,505,000</u>	<u>\$ 134,505,000</u>

See accompanying Notes to Statement of Revenues and Expenses.

Lewis-Clark State College Intercollegiate Athletics Department
 Statement of Revenues and Expenses
 For the Year Ended June 30, 2022 (Unaudited)

	Baseball	Men's Basketball	Men's Golf	Men's Tennis	Men's XC	Men's Track	Women's Volleyball	Women's Basketball	Women's Golf	Women's Tennis	Women's XC	Women's Track	Non-Program Specific	Grand Total
Operating Revenues														
01 Ticket Sales	26,500	11,660					3,180	11,660						53,000
02 Student Fees													355,740	355,740
03 Direct State/Govt Support	243,381	127,653	30,024	12,487	38,996	38,707	133,333	127,158	30,025	12,487	38,369	38,083	557,546	1,428,249
04 Direct Institutional Support (excludes Out of State Waivers)													206,900	206,900
05 Direct Institutional Support (Out of State Waivers)	328,264	62,589	66,778	116,836	26,118	30,844	134,481	52,974	46,634	137,809	36,260	48,644	65,647	1,153,878
06 Indirect Institutional Support													125,095	125,095
07 Guarantees														0
08 Contributions													553,568	553,568
09 In-Kind	11,750	6,600					8,750	6,100						33,200
10 Compensation & Benefits Provided by 3rd Party														0
11 Media Rights													500	500
12 NCAA Distributions														0
13 Conference Distributions (Non-Media or Bowl)													810,831	810,831
14 Program, Novelty, Parking & Concessions														0
15 Royalties, Licensing, Advertising & Sponsorships														0
16 Sports Camp Revenues	32,228	59,612			262		0	29,540				262		121,904
17 Athletics Restricted Endowment & Investment Income														0
18 Other Operating Revenues														0
Total Operating Revenues	642,123	268,114	96,802	129,323	65,376	69,551	279,744	227,432	76,659	150,296	74,891	86,727	2,675,827	4,842,865
Operating Expenditures														
19 Athletic Student Aid	436,832	162,706	93,567	130,961	47,918	39,569	224,110	150,834	68,241	158,434	76,876	59,319	65,646	1,715,013
20 Guarantees	2,175	15,564	0	0	0	0	0	2,000	0	0	0	0	0	19,739
21 Coaching Salaries, Benefits & Bonuses	267,079	149,999	32,760	12,497	39,012	38,980	133,333	149,223	32,749	12,497	38,384	50,193		956,706
22 Coaching Salaries, Benefits & Bonuses Paid by 3rd Party														0
23 Support Staff/Admin Compensation Benefits & Bonuses													376,597	376,597
24 Support Staff/Admin Compensation Benefits & Bonuses Paid by 3rd Party														0
25 Recruiting	16,576	25,344	133	196	665	1,321	18,259	5,741	1,220	197	628	2,023	14,878	87,181
26 Team Travel	65,231	31,885	28,881	16,589	20,843	38,442	48,281	41,701	27,957	19,228	20,280	38,489	668	398,475
27 Sports Equipment, Uniforms & Supplies	38,312	31,900	8,878	5,478	20,049	21,358	14,398	16,209	9,516	2,893	22,433	21,439	11,816	224,679
28 Game Expenses	23,291	19,208	4,401	242	1,304	1,470	20,181	21,647	4,473	262	1,008	1,819	35,202	134,508
29 Fund Raising, Marketing & Promotion														0
30 Sports Camp Expenses	11,132	12,102			497		0	7,832				497	1	32,061
31 Spirit Groups														0
32 Athletic Facilities, Debt Service, Leases & Rental Fees														0
33 Direct Overhead & Administrative Expenses														0
34 Indirect Institutional Support	11,750	6,600	0	0	0	0	8,750	6,100	0	0	0	0	125,095	158,295
35 Medical Expenses & Insurance													15,719	15,719
36 Memberships & Dues														0
37 Other Operating Expenses	280	1,639	206	210	296	293	743	4,365	305	0	714	284	473,635	482,970
Total Operating Expenditures	872,658	456,947	168,826	166,173	130,584	141,433	468,055	405,652	144,461	193,511	160,820	173,566	1,119,257	4,601,943
Excess (Deficiency) of Revenues Over (Under) Expenses	(230,535)	(188,833)	(72,024)	(36,850)	(65,208)	(71,882)	(188,311)	(178,220)	(67,802)	(43,215)	(85,929)	(86,839)	1,556,570	240,922
Other Reporting Items														
38 Conference Realignment Expenses													0	0
39 Total Athletics Related Debt													0	0
40 Total Institutional Debt													0	0
41 Value of Athletics Dedicated Endowments													2,060,672	2,060,672
42 Value of Institutional Endowments													11,514,532	11,514,532

BUSINESS AFFAIRS AND HUMAN RESOURCES
APRIL 25, 2023

SUBJECT

Intercollegiate Athletics Employee Compensation Report

REFERENCE

April 2021 Board received FY 2020-21 athletics compensation reports
April 2022 Board received FY 2021-22 athletics compensation reports

APPLICABLE STATUTE, RULE OR POLICY

Idaho State Board of Education (Board) Governing Policies & Procedures, Section II.H.

BACKGROUND/ DISCUSSION

The attached reports show actual compensation figures for FY2022 and estimated compensation figures for FY2023. The sources of funding for athletic department positions vary widely. A number of the most highly paid coaching positions are funded entirely from program revenues.

IMPACT

The reports detail the contracted salary received by athletics administrators and coaches, including bonuses, supplemental compensation and perquisites, if applicable.

ATTACHMENTS

Attachment 1 – Boise State University	FY22 Actual
Attachment 2 – Boise State University	FY23 Estimate
Attachment 3 – Idaho State University	FY22 Actual
Attachment 4 – Idaho State University	FY23 Estimate
Attachment 5 – University of Idaho	FY22 Actual
Attachment 6 – University of Idaho	FY23 Estimate
Attachment 7 – Lewis-Clark State College	FY22 Actual
Attachment 8 – Lewis-Clark State College	FY23 Estimate

STAFF COMMENTS AND RECOMMENDATIONS

The Board has delegated, through Board Policy II.B., personnel management authority to the president of each institution, except for those responsibilities specifically retained by the Board. Board policy II.H. authorizes the president of an institution to enter into a contract for the services of a coach or athletic director with that institution for a term of up to three (3) years. A contract with a term (whether fixed or rolling) of more than three (3) years, or with a total annual compensation amount of \$350,000 or higher, is subject to approval by the Board.

BOARD ACTION

This item is for informational purposes only.

**Intercollegiate Athletics Compensation Report
Boise State University**

ATTACHMENT 1

FY22 Budgeted Base Salary and Actual Other Compensation

PCN	Depart/Name/Title	Athletic FTE	Compensation			Contract Bonus			Perks			Multi-Yr Contract	Funding					
			Base Salary	Camps/Clinics	Other	Equip Co	Academic Perform.	Winning Perform.	Post Season Other	Club Memb	Car		Other	State Approp.	Program Revenue	All Other		
Athletic Administration																		
1349	Michael Walsh	Assoc AD, Business Development & Innovation	1.00	85,010	-	-	1,000	-	-	-	No	No	No	No		85,010	-	1,000
1523	Kathryn Chase	NCAA Compliance (Financial Aid)	1.00	54,142	-	-	-	-	-	-	No	No	No	No	54,142	-	-	-
1700	Heather Berry	Associate AD, HR Services	1.00	93,475	300	-	2,500	-	-	-	No	No	No	No		93,775	-	2,500
1701	Jeremiah Dickey	Executive Director, Athletics	1.00	410,010	-	-	2,500	27,500	-	7,500	Yes	Yes	No	Yes		445,010	-	2,500
1702	Robert Carney	Sr. Assoc AD, Strat Plan & Cap Proj	1.00	113,901	1,900	-	2,500	4,000	2,000	1,500	No	No	No	No		123,301	-	2,500
1711	Marc Paul	Assoc AD Sports Performance Health & Wellness	1.00	93,870	-	-	2,500	-	-	-	No	No	No	No		93,870	-	2,500
1715	Tyler Smith	Director SPHW	1.00	71,032	600	-	1,000	-	-	-	No	No	No	No	71,032	600	-	1,000
1717	Christina Van Tol	Sr Assoc SWA	1.00	136,365	-	-	2,500	8,000	-	-	No	Yes	No	No	136,365	8,000	-	2,500
1724	Messer, Kelsey	Head Cheer/Dance Coach	1.00	42,078	-	-	500	-	-	-	No	No	No	No		42,078	-	500
1725	Brandon Voigt	Asst Athletic Trainer	1.00	51,854	600	-	500	-	-	-	No	No	No	No	51,854	600	-	500
1726	Donald Rich	Assist AD, SPHW- Football	1.00	100,006	400	-	700	-	-	-	No	No	No	No		100,006	-	1,100
1727	Doug Link	Assoc Director, Athletic Media Relations	1.00	51,251	-	-	500	-	-	-	No	No	No	No		51,251	-	500
1736	Cameron Howard	Dir of Community & Fan Engmt	1.00	49,026	300	-	500	-	-	-	No	No	No	No		49,326	-	500
1739	Garrett Ton	Asst AD, Facility Operations	1.00	65,478	-	-	1,000	-	-	-	No	No	No	No		65,478	-	1,000
1740	Craig Lawson/Walsh	Director, Athletic Media Relations	1.00	64,002	300	-	1,000	-	-	-	No	No	No	No	-	64,302	-	1,000
1741	Christopher Nichol	Academic Advisor, Director of Tutor Program	1.00	49,691	-	-	500	1,500	-	-	No	No	No	No	46,264	4,927	-	500
1742	Julie Rising	Assistant AD, Events	1.00	65,478	1,200	-	500	-	-	-	No	No	No	No		66,678	-	500
1743	Naomi Lam	Assistant Business Manager	1.00	44,574	-	-	500	-	-	-	No	No	No	No	44,574	-	-	500
1749	Mary Grace Testa	Assistant Athletic Trainer	1.00	42,910	-	-	500	-	-	-	No	No	No	No		42,910	-	500
1751	Jordan Feeney	Facility Operations Supervisor	1.00	55,640	1,200	-	500	-	-	-	No	No	No	No		56,840	-	500
1753	Raul Ibarra	Assistant Director, Athletic Equipment Operations	1.00	48,339	900	-	500	-	-	-	No	No	No	No		49,239	-	500
1755	Vacant	Assistant Director Creative Services	0.00	-	-	-	-	-	-	-	No	No	No	No		-	-	-
1758	Lucas Johnson	Assistant Dir. Sports Perf. Coach	1.00	33,509	-	-	500	-	-	-	No	No	No	No		33,509	-	500
1759	Brenda Robinson	Assoc Athletic Director CFO	1.00	90,085	1,000	-	2,500	-	-	-	No	No	No	No	90,085	1,000	-	2,500
1760	Taylor Harding	Asst Athletic Trainer	1.00	42,910	250	-	500	-	-	-	No	No	No	No		42,910	-	750
1761	Rayan Hawili	Associate Director, Sports Performance Coach	1.00	47,320	300	-	500	-	-	-	No	No	No	No		47,320	-	800
1763	Vacant/Craig Lawson	Associate Sports Info Director	1.00	49,026	-	-	-	-	-	-	No	No	No	No		49,026	-	-
1764	Justin LaChapelle	Athletic Technical Support Specialist	1.00	51,979	-	-	500	-	-	-	No	No	No	No		51,979	-	500
1766	Vacant	Asst Director of Compliance	1.00	42,910	-	-	-	-	-	-	No	No	No	No		42,910	-	-
1767	Kyle Moeller	Asst Director, Athletic Equipment Operations	1.00	44,346	-	-	500	-	-	-	No	No	No	No		44,346	-	500
1768	Bell, Michael	Director, Creative Services	1.00	54,038	-	-	500	-	-	-	No	No	No	No		54,038	-	500
1769	James Gerfen	Ticket Service Coordinator	1.00	46,010	500	-	500	-	-	-	No	No	No	No		46,510	-	500
1770	Daryn Colledge	Director Development Varsity B	1.00	49,026	-	-	250	-	-	-	No	No	No	No		49,026	-	250
1773	Brandon Voigt	Asst Athletic Trainer	1.00	70,013	2,980	-	500	-	-	-	No	No	No	No		70,013	-	3,480
1774	Joseph Nickell	Associate AD, Strategic Comm	1.00	90,106	-	-	2,500	-	-	-	No	No	No	No		90,106	-	2,500
1776	Jordan Britton	Business Manager	1.00	54,038	-	-	500	-	-	-	No	No	No	No		54,038	-	500
1834	Daniel Saline	Associate AD, Strategic Comm	1.00	49,026	-	-	500	-	-	-	No	No	No	No		49,026	-	500
1941	Jarred Nelson	Asst Director Sports Performance	1.00	38,106	-	-	500	-	-	-	No	No	No	No		38,106	-	500
2403	Stephanie Donaldson	Dir Ath Performance Psycholohg	1.00	104,250	-	-	1,000	-	-	-	No	No	No	No		104,250	-	1,000
3005	Vacant/Anita Guerricabeitia	Assistant Director, Development	1.00	82,992	-	-	1,000	-	-	-	No	No	No	No		82,992	-	1,000
3023	Cody Smith	Associate AD Facility & Ops	1.00	79,310	2,900	-	2,500	-	-	-	No	No	No	No		82,210	-	2,500
3064	Dominic Shelden	Assistant AD Creative Services	1.00	65,478	-	-	1,000	-	-	-	No	No	No	No		65,478	-	1,000
3110	Vacant/Emily Keller	Academic Advisor	1.00	44,554	-	-	500	-	-	-	No	No	No	No	44,554	-	-	500
3125	Matthew Thomas	Asst AD, Marketing & Community Engagement	1.00	71,386	-	-	1,000	-	-	-	No	No	No	No		71,386	-	1,000
3132	Jennifer Bellomy	Asst AD, Compliance	1.00	71,510	-	-	1,000	-	-	-	No	No	No	No		71,510	-	1,000
3145	Gabe Rosenvall	Associate AD Student-Athlete Academic Services	1.00	93,642	-	-	2,500	5,500	-	-	No	No	No	No	93,642	5,500	-	2,500
3150	Shelby Larson	Social Media Content Strategist	1.00	42,910	-	-	500	-	-	-	No	No	No	No		42,910	-	500
3154	Joshua Bender	Director, Marketing & Promotions	1.00	49,026	1,000	-	500	-	-	-	No	No	No	No		50,026	-	500
3167	Sara Swanson Whites	Assistant AD, Student-Athlete Development	1.00	65,770	-	-	1,000	1,500	-	-	No	No	No	No		67,270	-	1,000
3188	Vacant	Assistant Director Donor Relations & events	1.00	52,000	-	-	500	-	-	-	No	No	No	No		52,000	-	500
3410	Taryn Schutte	Director of Athletic Admin.	1.00	55,848	-	-	500	-	-	-	No	No	No	No		55,848	-	500
3502	Andy Atkinson	Director, Ath Info & Digital Tech	1.00	79,331	-	-	1,000	-	-	-	No	No	No	No		79,331	-	1,000
3529	Jodie Faulk	Asst Director of Compliance	1.00	49,026	-	-	500	-	-	-	No	No	No	No		49,026	-	500
3530	Tyler Whitmer	Assistant AD, SPHW - Olympic Sports Perform	1.00	73,258	-	-	1,500	-	-	-	No	No	No	No		73,258	-	1,500
3545	Vacant/ Hansen	Asst AD Ticket Operations	1.00	49,587	-	-	500	-	-	-	No	No	No	No		49,587	-	500
3549	Nathan Burk/Matt Brewer	Associate Athletic Director, Compliance	1.00	100,006	-	-	2,500	-	-	-	No	No	No	No		100,006	-	2,500
3563	Eric Kile	Director, Student Athlete Learning Center	1.00	53,290	-	-	500	1,500	-	-	No	No	No	No	53,290	1,500	-	500
3584	Molly Dickson	Assist AD, Bronco Athletic Association	1.00	77,002	-	-	500	-	-	-	No	No	No	No		77,002	-	500
3805	Keita Shimada	Assistant AD, SPHW - Olympic Sports Medicine	1.00	73,258	-	-	1,000	-	-	-	No	No	No	No		73,258	-	1,000
3806	Abigail Bass/ Denno	Assistant Athletic Trainer	1.00	42,910	652	-	500	-	-	-	No	No	No	No		42,910	-	1,152
3950	Rene Barraza	Asst Manager, Athletic Events and Facilities	1.00	44,346	300	-	500	-	-	-	No	No	No	No		44,646	-	500
3970	Syringa Larson	Dir of Stdnt-Ath Med Sup Serv.	1.00	50,669	-	-	500	-	-	-	No	No	No	No		50,669	-	500
4023	Andrew Bondi	Ticket Service Coordinator	1.00	44,554	500	-	500	-	-	-	No	No	No	No		45,054	-	500
4130	Kathy Haumann	Business Operations Manager BAA	1.00	57,470	-	-	500	-	-	-	No	No	No	No		57,470	-	500
4149	Shawn McGowan	Assist Athletic Trainer - FB	1.00	42,910	1,028	-	500	-	-	-	No	No	No	No		42,910	-	1,528
4165	Kacey Huntington	Assistant Business Manager	1.00	46,010	-	-	500	-	-	-	No	No	No	No	46,010	-	-	500
4174	Cody Gougler	Senior Associate Director, External Affairs	1.00	110,011	-	-	2,500	-	-	-	No	Yes	No	No		110,011	-	2,500
4185	Jake Mankin	Assoc AD Ticket Sales & Operations	1.00	85,010	1,200	-	2,500	-	-	-	No	No	No	No		86,210	-	2,500
4198	Jacob Isaacson	Assistant Director, Graphic Design	1.00	42,910	-	-	250	-	-	-	No	No	No	No		42,910	-	250
4201	Sarah Hastings	Academic Advisor	1.00	42,910	-	-	500	-	-	-	No	No	No	No		42,910	-	500
4202	Samantha Wade	Director, Sports Nutrition	1.00	70,013	-	-	500	-	-	-	No	No	No	No		70,013	-	500

**Intercollegiate Athletics Compensation Report
Boise State University**

ATTACHMENT 1

FY22 Budgeted Base Salary and Actual Other Compensation

PCN	Depart/Name/Title	Athletic FTE	Compensation Salary			Contract Bonus			Perks			Multi-Yr Contract	Funding		
			Base Salary	Camps/Clinics	Equip Co Other	Academic Perform.	Winning Perform.	Post Season Other	Club Memb	Car	Other		State Approp.	Program Revenue	All Other
4221	Cody St. John	1.00	42,910		500	-	-	-	No	No	No	No		42,910	500
4242	Justin Rogers	1.00	70,013		500	-	-	-	No	No	No	No		70,013	500
4246	Nicole Criner	1.00	42,910		500	-	-	-	No	No	No	No		42,910	500
4247	Vacant	1.00	87,173		-	-	-	-	No	No	No	No		87,173	-
4259	Jeremy Malnes	1.00	42,910		250	-	-	-	No	No	No	No		42,910	250
4260	Daniel Calhoun	1.00	42,910		250	-	-	-	No	No	No	No		42,910	250
4268	Adam Yetter	1.00	44,346	1,480	500	-	-	-	No	No	No	No		44,346	1,980
4272	Allie Lepori	1.00	45,906		-	-	-	-	No	No	No	No		45,906	-
4279	Kelli Nooney	1.00	47,008		500	-	-	-	No	No	No	No		47,008	500
4280	Vacant New Position	1.00	42,910		-	-	-	-	No	No	No	No		42,910	-
4281	Amanda DiEnno	1.00	42,910		-	-	-	-	No	No	No	No		42,910	-
4903	Matthew Mayer	1.00	65,478	7,000	200	500	-	-	No	No	No	No	65,478	200	7,500
4925	Katherine Dores	1.00	62,005		200	500	-	-	No	No	No	No		62,205	500
4931	* Mike Keller	1.00	50,003		-	2,500	-	-	No	No	No	No		50,003	2,500
4935	Laine Brown	1.00	45,781	1,350	-	500	-	-	No	No	No	No		45,781	1,850

* Mike Keller is 50% paid from University Advancement

Men's Sports															
Football															
1704	Andy Avalos	1.00	1,475,011		3,000	15,000	-	-	No	Yes	No	Yes		1,490,011	3,000
1705	Kelly Poppinga	1.00	220,002	1,000	2,000	6,750	-	-	No	Yes	No	Yes		226,752	3,000
1706	Timothy Plough	1.00	270,005	1,000	2,000	8,100	-	-	No	Yes	No	Yes		278,105	3,000
1707	Frank Maile	1.00	270,005	1,000	2,000	7,800	-	-	No	Yes	No	Yes		277,805	3,000
1708	Spencer Danielson	1.00	290,014	1,000	2,000	10,900	-	-	No	Yes	No	Yes		300,914	3,000
1728	Brandon Pietrzyk	1.00	85,010	500	500	-	-	-	No	No	No	No		85,010	1,000
1730	Michael Joel Schneider	1.00	75,005	3,500	2,000	5,000	-	-	No	No	No	No		80,005	5,500
1752	Dale Holste	1.00	64,126	4,000	2,000	-	-	-	No	No	No	No		64,126	6,000
1757	Dustin Kelley	1.00	48,152	2,000	500	-	-	-	No	No	No	No		48,152	2,500
1762	Jason Cvercko	1.00	55,016	1,000	500	1,543	-	-	No	No	No	No		56,559	1,500
1772	Lucas White	1.00	69,638	1,000	500	-	-	-	No	No	No	No		69,638	1,500
1781	Deontrae Cooper	1.00	35,006		-	-	-	-	No	No	No	No		35,006	-
1787	Louis Major	1.00	90,002		-	-	-	-	No	No	No	No		90,002	-
3030	Delete PCN/Winters	1.00	89,648	1,500	2,000	2,689	-	-	No	Yes	No	No		92,337	3,500
3103	Keith Bhonapha	1.00	125,008	1,000	2,000	5,950	-	-	No	Yes	No	Yes		130,958	3,000
3109	Demario Warren	1.00	120,016	1,000	2,000	3,300	-	-	No	Yes	No	No		123,316	3,000
3134	Matthew Miller	1.00	160,014	1,000	2,000	7,300	-	-	No	Yes	No	No		167,314	3,000
3153	Kagy, Reid	1.00	165,006	500	2,000	4,800	-	-	No	No	No	Yes		169,806	2,500
3160	Kane Ioane	1.00	225,014	1,000	2,000	6,000	-	-	No	Yes	No	Yes		231,014	3,000
3162	Timothy Keane	1.00	225,014	1,000	2,000	6,750	-	-	No	Yes	No	No		231,764	3,000
3186	Nate Potter	1.00	220,002	1,000	2,000	9,250	-	-	No	Yes	No	No		229,252	3,000
4147	Kiyoshi Harris	1.00	60,008	1,000	500	1,543	-	-	No	No	No	No		61,551	1,500
4152	Brooke Pahukoa	1.00	60,008	2,000	500	1,389	-	-	No	No	No	No		61,397	2,500
4159	Jayin Baker	1.00	35,027	500	500	-	-	-	No	No	No	No		35,027	1,000
4267	Dirk Koetter	1.00	24,003		-	-	-	-	No	No	No	No		24,003	-
4269	Will Heffner	1.00	24,003		-	-	-	-	No	No	No	No		24,003	-
4273	Ron Collins	1.00	24,003		-	-	-	-	No	No	No	No		24,003	-
4274	Michael Frisina	1.00	24,003		-	-	-	-	No	No	No	No		24,003	-
4275	Calin Criner	1.00	24,960	1,500	-	-	-	-	No	No	No	No		24,960	1,500
4276	Kasey Richardson	1.00	48,859		500	-	-	-	No	No	No	No		48,859	500
4284	Meredith (Butch) Henry	1.00	42,910		-	-	-	-	No	No	No	No		42,910	-
5549	Kharyee Marshall	1.00	51,355	1,500	500	-	-	-	No	No	No	No		51,355	2,000
Basketball															
1710	Leon Rice	1.00	748,197		10,000	-	43,000	-	No	Yes	No	Yes		791,197	10,000
1712	Michael Burns	1.00	164,549		2,500	-	19,746	-	No	Yes	No	No		184,295	2,500
1714	Timothy Duryea	1.00	150,010		2,500	-	18,001	-	No	Yes	No	No		168,011	2,500
1745	David Moats	1.00	51,022	4,575	2,000	-	6,123	-	No	No	No	No		57,145	6,575
3133	Roy Barsh II/Bergerson	1.00	145,392		2,500	-	-	-	No	Yes	No	Yes		145,392	2,500
4254	Lexus Williams	1.00	40,019		500	-	-	-	No	No	No	No		40,019	500
Golf															
3566	Dan Potter	1.00	80,018		2,000	3,000	-	-	No	Yes	No	No		83,018	2,000
1486	Joe Panzeri	1.00	24,003		500	-	-	-	No	No	No	No		24,003	500
Tennis															
3151	Paluka Shields	1.00	80,018		2,000	3,000	-	-	No	Yes	No	Yes		83,018	2,000
3178	Alex Free	1.00	45,011		500	-	-	-	No	No	No	No	45,011	-	500
Men/Women's Track & Field															
1400	Benjamin Wetli	1.00	51,626		500	2,400	1,000	4,065	No	No	No	No		59,091	500
1719	Rachel McFarlane/Cody Sohn	1.00	43,118		750	2,400	1,000	2,000	No	No	No	No	43,118	5,400	750
1721	Travis Hartke	1.00	63,523		1,000	2,400	1,000	4,541	No	No	No	No	63,523	7,941	1,000

**Intercollegiate Athletics Compensation Report
Boise State University**

ATTACHMENT 1

FY22 Budgeted Base Salary and Actual Other Compensation

PCN	Depart/Name/Title	Athletic FTE	Compensation			Contract Bonus			Perks			Multi-Yr Contract	Funding		
			Base Salary	Camps/Clinics	Equip Co	Academic Perform.	Winning Perform.	Post Season Other	Club Memb	Car	Other		State Approp.	Program Revenue	All Other
2223	Corey Ihmels Head Coach	1.00	145,018		4,000	12,000	6,600	8,000	No	No	No	Yes	97,802	171,618	4,000
3177	Gavin O'Neal Assistant Coach, Track & Field	1.00	53,726		500	1,200			No	No	No	No	53,726	1,200	500
4041	Andrew Green Assistant Coach, Track & Field	1.00	33,197		500	1,200			No	No	No	No		34,397	500
Women's Sports															
Basketball															
1720	Heather Sower Assistant Coach	1.00	97,802		1,000	-	-	-	No	No	No	No	97,802	-	1,000
1744	Cori Smith Dir, Women's BB Operations	1.00	48,547		500	-	-	-	No	No	No	No	48,547	-	500
2226	Gordon Presnell Head Coach	1.00	308,110		7,500	-	-	-	No	No	No	Yes	308,110	-	7,500
3129	Michael Petrino Assistant Coach	1.00	97,011		1,000	-	-	-	No	No	No	No	97,011	-	1,000
3181	Cariann Ramirez Assistant Coach	1.00	97,802		1,000	-	-	-	No	No	No	No	97,802	-	1,000
Soccer															
1722	James Thomas Head Coach	1.00	109,990	47,000	2,000	3,000	-	-	No	No	No	Yes	109,990	3,000	49,000
1723	Elizabeth Ruiz Assistant Coach	1.00	37,939	25,125	500	1,500	-	-	No	No	No	No	37,939	1,500	25,625
1748	Max Weber Assistant Coach	1.00	52,790	31,500	500	1,500	-	-	No	No	No	No		54,290	32,000
Volleyball															
1716	Shawn Garus Head Coach Volleyball	1.00	140,878		3,500	5,000	9,500	-	No	Yes	No	Yes	140,878	14,500	3,500
3130	Candy Murphy Assistant Coach Volleyball	1.00	75,275		500	1,200	4,517	-	No	No	No	No	75,275	5,717	500
3176	Hayley Peterson Assistant Coach Volleyball	1.00	48,506		500	1,200	2,910	-	No	No	No	No	48,506	4,110	500
4282	Vacant New Position Director of Operations, Volleyball	1.00	42,910		-	-	-	-	No	No	No	No	42,910	-	-
Beach Volleyball															
1817	Allison Buck Voigt Head Coach Beach Volleyball	1.00	55,016		1,000	2,000	-	-	No	No	No	No		57,016	1,000
4040	Alex Venardos Assistant Coach Beach Volleyball	1.00	36,504		500	1,200	2,190	-	No	No	No	No		39,894	500
Gymnastics															
3164	Patti Murphy Assistant Coach	1.00	43,368		500	1,200	-	-	No	No	No	No	43,368	1,200	500
3174	Tina Bird Head Coach	1.00	91,790		2,000	2,000	-	-	No	Yes	No	No	91,790	2,000	2,000
4047	Ivan Alexov Assistant Coach	1.00	77,397		500	1,200	-	-	No	No	No	No		78,597	500
Tennis															
3163	Sherman Roghaar Head Coach Womens Director	1.00	89,627	539	2,000	7,000	-	-	No	Yes	No	Yes	89,627	7,000	2,539
3179	Maria Lopez Assistant Coach	1.00	54,080	1,017	500	1,200	-	-	No	No	No	No		55,280	1,517
Golf															
3127	Kailin Downs Head Coach	1.00	65,000		2,000	-	-	-	No	Yes	No	Yes	65,000	-	2,000
Softball															
1737	Justin Shults Head Coach	1.00	90,002	2,000	2,000	-	-	-	No	Yes	No	Yes	90,002	-	4,000
1738	Francis Strub Assistant Coach	1.00	40,019	7,772	500	-	-	-	No	No	No	No	40,019	-	8,272
1747	Allison Walljasper Assistant Coach	1.00	60,008	6,404	500	-	-	-	No	No	No	No	60,008	-	6,904
Grand Totals			156.00	14,103,586	171,872	15,100	169,450	210,364	117,587	27,606			2,587,254	11,886,988	341,322

**Intercollegiate Athletics Compensation Report
Boise State University
FY23 Est Base Salary and Other Compensation**

ATTACHMENT 2

PCN	Depart/Name/Title	Athletic FTE	Compensation				Contract Bonus			Perks			Multi-Yr Contract	Funding			Salary Annualized Change
			Base Salary	Camps/Clinics	Other	Equip Co	Academic Perform.	Winning Perform.	Post Season Other	Club Memb	Car	Other		State Approp.	Program Revenue	All Other	
Athletic Administration																	
1349	Michael Walsh	1.00	94,370	-	-	1,500	-	-	-	No	No	No	No	-	94,370	1,500	11%
1523	Kathryn Chase	1.00	57,117	-	-	-	-	-	-	No	No	No	No	-	57,117	-	5%
1700	Heather Berry	1.00	115,003	671	-	2,500	-	-	-	No	No	No	No	-	115,003	2,500	23%
1701	Jeremiah Dickey	1.00	429,915	-	-	4,000	32,500	7,500	30,000	Yes	Yes	No	Yes	-	429,915	4,000	5%
1702	Robert Carney	1.00	120,141	-	5,000	2,500	-	-	-	No	No	No	No	-	120,141	2,500	5%
1711	Marc Paul	1.00	105,019	-	-	2,000	-	-	-	No	No	No	No	-	105,019	2,000	12%
1715	Tyler Smith	1.00	75,733	600	-	750	-	-	-	No	No	No	No	75,733	600	7%	
1717	Christina Van Tol	1.00	143,416	-	-	2,500	-	-	-	No	Yes	No	No	143,416	-	5%	
1724	Messer, Kelsey	1.00	44,387	-	-	1,000	-	-	-	No	No	No	No	-	44,387	1,000	5%
1725	Krysta Fryer	1.00	44,429	600	-	500	-	-	-	No	No	No	No	-	44,429	500	-14%
1726	Bradley Kimble	1.00	104,666	400	-	1,000	-	-	-	No	No	No	No	-	104,666	1,400	5%
1727	Doug Link	1.00	53,872	-	-	500	-	-	-	No	No	No	No	-	53,872	500	5%
1736	Cameron Howard	1.00	51,542	-	400	750	-	-	-	No	No	No	No	-	51,542	750	5%
1739	Garrett Ton	1.00	67,454	-	1,500	1,000	-	-	-	No	No	No	No	-	68,954	1,000	3%
1740	Craig Lawson	1.00	67,517	-	300	-	-	-	-	No	No	No	No	-	67,517	-	5%
1741	Christopher Nichol	1.00	53,789	-	-	500	-	-	-	No	No	No	No	53,789	-	8%	
1742	Julie Rising	1.00	69,077	-	1,500	1,000	-	-	-	No	No	No	No	-	70,577	1,000	5%
1743	Naomi Lam	1.00	45,906	2,000	53	500	-	-	-	No	No	No	No	-	45,958	2,500	3%
1749	Mary Grace Testa	1.00	47,133	-	-	500	-	-	-	No	No	No	No	-	47,133	500	10%
1751	Jordan Feeney	1.00	61,006	-	2,000	750	-	-	-	No	No	No	No	-	63,006	750	10%
1753	Raul Ibarra	1.00	50,710	-	900	500	-	-	-	No	No	No	No	-	51,610	500	5%
1758	Lucas Johnson	1.00	43,680	800	-	-	-	-	-	No	No	No	No	-	43,680	800	30%
1759	Brenda Robinson	1.00	95,014	2,000	1,300	2,000	-	-	-	No	No	No	No	95,014	1,300	4,000	5%
1760	Taylor Harding	1.00	47,133	250	-	500	-	-	-	No	No	No	No	-	47,133	750	10%
1761	Lauren Sale	1.00	41,246	300	-	500	-	-	-	No	No	No	No	-	41,246	800	-13%
1763	Nathan Lowery	1.00	50,502	-	-	500	-	-	-	No	No	No	No	-	50,502	500	3%
1764	Justin LaChapelle	1.00	54,829	-	-	500	-	-	-	No	No	No	No	-	54,829	500	5%
1766	Robert Kautz	1.00	42,910	-	-	500	-	-	-	No	No	No	No	-	42,910	500	0%
1767	Jeffrey Barlow	1.00	68,016	-	-	500	-	-	-	No	No	No	No	-	68,016	500	53%
1768	Bell, Michael (Alex)	1.00	56,992	-	-	750	-	-	-	No	No	No	No	-	56,992	750	5%
1769	James Gerfen	1.00	48,214	-	700	500	-	-	-	No	No	No	No	-	48,914	500	5%
1770	Daryn Colledge	1.00	51,542	-	-	500	-	-	-	No	No	No	No	-	51,542	500	5%
1773	Brandon Voigt	1.00	73,840	2,980	-	750	-	-	-	No	No	No	No	-	73,840	3,730	5%
1774	Delete PCN /Joseph Nicol	1.00	11,661	-	-	2,500	-	-	-	No	No	No	No	-	11,661	2,500	-87%
1776	Jordan Britton	1.00	56,992	3,000	-	250	-	-	-	No	No	No	No	56,992	-	3,250	5%
1834	Colby Harms	1.00	46,010	-	-	500	-	-	-	No	No	No	No	-	46,010	500	-6%
1941	Jarred Nelson	1.00	47,029	-	-	-	-	-	-	No	No	No	No	-	47,029	-	23%
2403	Stephanie Donaldson	1.00	109,637	-	-	1,000	-	-	-	No	No	No	No	-	109,637	1,000	5%
3005	Vacant	1.00	50,003	-	-	1,000	-	-	-	No	No	No	No	-	50,003	1,000	-40%
3023	Cody Smith	1.00	83,658	-	5,000	2,000	-	-	-	No	No	No	No	-	88,658	2,000	5%
3064	Dominic Shelden	1.00	74,090	-	-	1,000	-	-	-	No	No	No	No	-	74,090	1,000	13%
3110	Alissa Lauer	1.00	47,424	-	-	500	-	-	-	No	No	No	No	-	47,424	500	6%
3125	Delete PCN/Matthew Thc	1.00	19,027	-	-	1,000	-	-	-	No	No	No	No	-	19,027	1,000	-73%
3132	Jennifer Bellomy	1.00	75,213	-	-	1,000	-	-	-	No	No	No	No	-	75,213	1,000	5%
3145	Gabe Rosenvall	1.00	98,758	-	-	2,000	-	-	-	No	No	No	No	98,758	-	2,000	5%
3150	Shelby Larson	1.00	44,970	-	-	500	-	-	-	No	No	No	No	-	44,970	500	5%
3154	Joshua Bender	1.00	51,542	-	1,300	750	-	-	-	No	No	No	No	-	52,842	750	5%
3167	Sara Swanson Whites	1.00	70,886	-	-	1,000	-	-	-	No	No	No	No	-	70,886	1,000	8%
3188	Jacob Howell	1.00	50,502	-	-	500	-	-	-	No	No	No	No	-	50,502	500	-3%
3410	Vacant	1.00	58,926	-	-	500	-	-	-	No	No	No	No	-	58,926	500	6%
3502	Andy Atkinson	1.00	83,450	-	-	1,000	-	-	-	No	No	No	No	-	83,450	1,000	5%
3529	Jodie Faulk	1.00	51,376	-	-	750	-	-	-	No	No	No	No	-	51,376	750	5%
3530	Tyler Whitmer	1.00	80,288	-	-	1,000	-	-	-	No	No	No	No	-	80,288	1,000	10%
3545	Chris Apenbrink	1.00	46,010	-	-	250	-	-	-	No	No	No	No	-	46,010	250	-7%
3549	Nathan Burk	1.00	115,003	-	-	2,500	-	-	1,000	No	No	No	No	-	116,003	2,500	15%
3563	Enc Kile	1.00	57,741	-	-	750	-	-	-	No	No	No	No	57,741	-	750	8%
3584	Molly Lentz	1.00	80,662	-	-	1,000	-	-	-	No	No	No	No	-	80,662	1,000	5%
3805	Keita Shimada	1.00	80,288	-	-	1,000	-	-	-	No	No	No	No	-	80,288	1,000	10%
3806	Abigail Bass	1.00	46,488	840	600	500	-	-	-	No	No	No	No	-	47,088	1,340	8%
3950	Rene Barraza	1.00	46,613	-	400	500	-	-	-	No	No	No	No	-	47,013	500	5%
3970	Syringa Larson	1.00	53,435	940	-	750	-	-	-	No	No	No	No	-	53,435	1,690	5%
4023	Andrew Bondi	1.00	51,002	-	1,500	500	-	-	-	No	No	No	No	-	52,502	500	14%
4130	Kathy Haumann	1.00	60,403	-	-	500	-	-	-	No	No	No	No	-	60,403	500	5%
4149	McKenna Drevno	1.00	44,429	1,028	-	500	-	-	-	No	No	No	No	-	44,429	1,528	4%
4165	Kacey Huntington	1.00	48,381	2,000	-	500	-	-	-	No	No	No	No	48,381	-	2,500	5%
4174	Cody Gougler	1.00	116,043	-	-	2,500	-	-	-	No	Yes	No	No	-	116,043	2,500	5%
4185	Jake Mankin	1.00	94,370	-	1,000	2,000	-	-	-	No	No	No	No	-	95,370	2,000	11%
4198	Jacob Isaacson	1.00	47,757	-	-	500	-	-	-	No	No	No	No	-	47,757	500	11%
4201	Sarah Hastings	1.00	47,424	-	-	500	-	-	-	No	No	No	No	-	47,424	500	11%
4202	Samantha Wade	1.00	73,590	350	-	1,000	-	-	-	No	No	No	No	-	73,590	1,350	5%
4221	Cody St. John	1.00	45,115	-	-	500	-	-	-	No	No	No	No	-	45,115	500	5%
4242	Justin Rogers	1.00	78,354	-	-	1,000	-	-	-	No	No	No	No	-	78,354	1,000	12%
4246	Nicole Criner	1.00	45,115	-	-	500	-	-	-	No	No	No	No	-	45,115	500	5%
4259	Jeremy Malnes	1.00	44,970	-	-	500	-	-	-	No	No	No	No	-	44,970	500	5%
4260	Daniel Calhoun	1.00	44,970	-	-	500	-	-	-	No	No	No	No	-	44,970	500	5%
4268	Adam Yetter	1.00	56,035	170	-	750	-	-	-	No	No	No	No	-	56,035	920	26%
4272	Allie Lepori	1.00	45,906	-	-	500	-	-	-	No	No	No	No	-	45,906	500	0%
4279	Kelli Nooney	1.00	49,941	-	-	500	-	-	-	No	No	No	No	-	49,941	500	6%
4280	Alex Semadeni	1.00	42,910	-	-	500	-	-	-	No	No	No	No	-	42,910	500	0%
4281	Amanda DiEnno	1.00	44,429	180	600	500	-	-	-	No	No	No	No	-	45,029	680	4%
4285	Michiel Logan	1.00	50,502	-													

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Boise State University
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PCN	Depart/Name/Title	Athletic FTE	Compensation				Contract Bonus			Perks			Funding			Salary Annualized Change			
			Base Salary	Camps/Clinics	Other	Equip Co	Academic Perform.	Winning Perform.	Post Season Other	Club Memb	Car	Other	Multi-Yr Contract	State Approp.	Program Revenue		All Other		
4302	Myron Domininic Duarte	Assistant Director, Creative Services	1.00	45,906			500	-	-	-	No	No	No	No		45,906	500	New	
4306	Eric Leitzinger	Asst Director, Ath Counseling & Performance Psychol	1.00	70,013			500	-	-	-	No	No	No	No		70,013	500	New	
4318	Bailey Carpenter	Assistant Director, Events - SSC	1.00	42,910			250	-	-	-	No	No	No	No		42,910	250	New	
4319	Lauren Hazel	Assistant Director, Graphic Design	1.00	46,010			250	-	-	-	No	No	No	No		46,010	250	New	
4321	Suzanne Lavender	Assistant AD, Strategic Communications	1.00	65,000		86	500	-	-	-	No	No	No	No		65,086	500	New	
4331	Alyssa Perk	Associate Director Marketing	1.00	45,011			250	-	-	-	No	No	No	No		45,011	250	New	
4336	Allison Iverson	Assistant Director, Business Dev & Revenue Innovat	1.00	45,906				-	-	-	No	No	No	No		45,906	-	New	
4369	Vacant	Director, Creative Services	1.00	55,661				-	-	-	No	No	No	No		55,661	-	New	
4386	Vacant	Assistant Director, Creative Services	1.00	45,906				-	-	-	No	No	No	No		45,906	-	New	
4903	Matthew Mayer	Assistant AD, Business Operations	1.00	69,077	4,500		400	1,000	-	-	-	No	No	No	No	69,077	400	5,500	5%
4925	Katherine Dores	Director, Athletic Personnel Services	1.00	65,416			200	1,000	-	-	-	No	No	No	No		65,616	1,000	6%
4931	Mike Keller	Associate AD, Major Gifts	1.00	52,738				2,000	-	-	-	No	No	No	No		52,738	2,000	5%
4935	Laine Brown	Assistant Athletic Trainer	1.00	56,035	1,350			750	-	-	-	No	No	No	No		56,035	2,100	22%

* Mike Keller is 50% paid from University Advancement

Men's Sports																			
Football																			
1704	Andy Avalos	Head Coach	1.00	1,550,016				50,000	60,000	50,000	No	Yes	No	Yes		1,710,016	3,250	5%	
1705	Erik Chinander	Assistant Coach	1.00	220,002	2,000			6,600	-	-	No	Yes	No	Yes		226,602	4,000	0%	
1706	Bush Hamdan	Assistant Coach	1.00	400,005	2,000			-	-	-	No	Yes	No	Yes		400,005	4,500	48%	
1707	Jabril Frazer	Assistant Coach	1.00	120,016	2,000			15,600	-	-	No	Yes	No	Yes		135,616	4,000	-56%	
1708	Spencer Danielson	Defensive Coordinator	1.00	425,000	2,000			16,801	5,800	11,601	No	Yes	No	Yes		459,201	4,500	47%	
1728	Bradley Minter	Assistant Coach, FB Strength & Conditioning	1.00	90,002	4,500			750	-	-	No	No	No	No		90,002	5,250	6%	
1730	Michael Joel Schneider	Director of Football Administration	1.00	75,005	20,000			3,644	-	-	No	No	No	No		78,649	21,000	0%	
1752	Dale Holste	Assoc Dir, Athletic Equipment Operations	1.00	67,122	8,000			-	-	2,685	No	No	No	No		69,806	9,000	5%	
1757	Steven Schulte	Asst Director Athletic Equipment Operations	1.00	48,006	2,000			-	-	1,920	No	No	No	No		49,927	2,500	0%	
1762	Jason Cvercko	Director of Recruiting Football	1.00	65,000	3,000			1,650	-	2,600	No	No	No	No		69,250	3,750	18%	
1772	Jaylan Reid	Assistant Coach, Strength & Conditioning/Football	1.00	70,013	4,500			-	-	-	No	No	No	No		70,013	5,000	1%	
1787	Louis Major	Director Football External Relations	1.00	90,002	6,000			1,800	-	3,600	No	No	No	No		95,402	7,000	0%	
3103	Montgomery, James	Assistant Coach	1.00	195,000	2,000			3,750	-	-	No	Yes	No	Yes		198,750	4,750	56%	
3109	Demario Warren	Assistant Coach	1.00	160,016	2,000			3,600	2,400	4,801	No	Yes	No	No		170,817	4,000	33%	
3134	Matthew Miller	Assistant Coach	1.00	160,014	2,000			9,601	3,200	6,401	No	Yes	No	No		179,216	4,000	0%	
3153	Ben Hilgart	Director, Sports Perf Coach FB	1.00	180,003	4,500			9,601	-	-	No	No	No	Yes		189,604	6,500	9%	
3160	Kane Ioane	Assistant Coach	1.00	225,014	2,000			12,001	4,500	9,001	No	Yes	No	Yes		250,516	4,000	0%	
3162	Timothy Keane	Assistant Coach	1.00	225,014	2,000			13,501	4,500	9,001	No	Yes	No	No		252,016	4,000	0%	
3186	Nate Potter	Assistant Coach	1.00	220,002	2,000			6,600	4,400	8,800	No	Yes	No	Yes		239,802	4,000	0%	
4147	Deontrae Cooper	Coordinator of Recruiting Relations	1.00	45,906	2,000			500	-	1,836	No	No	No	No		47,742	2,500	-24%	
4152	Brooke Pahukoa	Associate Director, Football Administration	1.00	60,008	6,000			2,778	-	2,400	No	No	No	No		65,186	7,000	0%	
4159	Tyrell Smith	Asst Dir Sports Performance Coach FB	1.00	35,006	4,500			500	-	-	No	No	No	No		35,006	5,000	0%	
4267	Dirk Koetter	Senior Football Analyst	1.00	24,960				500	1,454	2,908	No	No	No	No		29,322	500	4%	
4269	Taylor Kolste	Offensive Coaching Assistant	1.00	24,960	3,000			500	-	-	No	No	No	No		24,960	3,500	4%	
4273	Ron Collins	Senior Football Analyst	1.00	24,960				500	-	-	No	No	No	No		24,960	500	4%	
4274	Michael Frisina	Special Teams Coaching Asst.	1.00	24,960	6,000			500	-	-	No	No	No	No		24,960	6,500	4%	
4275	Calin Criner	Defensive Coaching Assistant	1.00	24,960	3,000			500	-	-	No	No	No	No		24,960	3,500	0%	
4276	Kasey Richardson	Dir, FB Video/Technology	1.00	48,859				500	-	1,954	No	No	No	No		50,814	500	0%	
4284	Meredith (Butch) Henry	Athletic Operations Coordinator	1.00	42,910				-	-	-	No	No	No	No		42,910	-	0%	
4310	Vacant/Kiyoshi Harris	Recruiting assistant	1.00	32,240				-	-	-	No	No	No	No		32,240	-		
4316	Vacant/De'andre Pierce	Recruiting assistant	1.00	30,014	1,500			500	-	-	No	No	No	No		30,014	2,000	New	
Basketball																			
1710	Leon Rice	Head Coach	1.00	900,016				-	108,002	72,001	Yes	Yes	No	Yes		1,080,019	4,000	20%	
1712	Michael Burns	Assistant Coach	1.00	194,542				-	23,345	15,563	No	Yes	No	No		233,451	2,000	18%	
1714	Timothy Duryea	Assistant Coach	1.00	180,003				-	21,600	14,400	No	Yes	No	No		216,004	2,000	26%	
1745	David Moats	Director of Recruiting, MBB	1.00	74,256	14,058			-	8,911	5,940	No	No	No	No		89,107	16,058	46%	
3133	Roberto Bergerson	Assistant Coach	1.00	130,000				-	15,600	10,400	No	Yes	No	Yes		156,000	2,000	-11%	
4254	Lexus Williams	Coaching Assistant	1.00	45,906	1,500			500	5,509	3,672	No	No	No	No		55,087	2,000	15%	
4305	Michael Johnson	Director Men's BB Operations	1.00	49,005	550			1,000	5,881	3,920	No	No	No	No		58,806	1,550	New	
Golf																			
3566	David Trainor	Head Coach	1.00	80,018				-	-	-	No	Yes	No	Yes		80,018	4,000	0%	
1486	Joe Panzeri	Assistant Coach	1.00	24,960				1,200	-	-	No	No	No	No		26,160	2,000	4%	
Tennis																			
3151	Paluka Shields	Head Coach	1.00	80,018	308			-	-	-	No	Yes	No	Yes		80,018	4,308	0%	
3178	Alex Free	Assistant Coach	1.00	45,011				-	-	-	No	No	No	No		45,011	2,000	0%	
Men/Women's Track & Field																			
1400	Benjamin Wetli	Assoc Head CC & Asst Track and Field Coach	1.00	65,000				6,195	3,900	10,400	No	No	No	No		85,495	2,000	26%	
1719	Rachel McFarlane	Asst Coach Track & Field & CC	1.00	44,429				2,587	2,666	7,109	No	No	No	No		44,429	12,361	2,000	3%
1721	Travis Hartke	Assoc Head CC & Asst Track and Field Coach	1.00	65,437				7,623	3,926	10,470	No	No	No	No		65,437	22,019	2,500	3%
2223	Corey Ihmels	Head Coach	1.00	155,002				12,000	9,300	24,800	No	Yes	No	Yes		201,102	4,000	7%	
3177	Gavin O'Neal	Assistant Coach, Track & Field	1.00	55,349				3,224	3,321	8,856	No	No	No	No		55,349	15,400	2,000	3%
4041	Andrew Green	Assistant Coach, Track & Field	1.00	34,195				1,992	2,052	5,471	No	No	No	No		43,710	2,000	3%	

Women's Sports																				
Basketball																				
1720	Heather Sower	Assistant Coach	1.00	100,734				5,868	6,044	4,029	No	No	No	No		100,734	15,942	2,000	3%	
1744	Cori Smith	Director Women's BB Operations	1.00	50,024				600	2,913	3,001	2,001	No	No	No	No		50,024	7,915	600	3%
2226	Gordon Presnell	Head Coach	1.00	308,110				4,000	18,000	8,000	10,000	No	No	No	Yes		308,110	36,000	4,000	0%
3129	Michael Petrino	Assistant Coach	1.00	99,923				2,000	5,821	5,995	3,997	No	No	No	No		99,923	15,813	2,000	3%
3181	Cariann Ramirez	Assistant Coach	1.00	100,734				2,000	5,868	6,044	4,029	No	No	No	No		100,734	15,942	2,000	3%
Soccer																				
1722	James Thomas	Head Coach	1.00	115,490	20,000			4,000	-	-	-	No	No	No	Yes		115,490	-	24,000	5%

**Intercollegiate Athletics Compensation Report
Boise State University
FY23 Est Base Salary and Other Compensation**

ATTACHMENT 2

PCN	Depart/Name/Title	Athletic FTE	Compensation				Contract Bonus			Perks			Multi-Yr Contract	Funding			Salary Annualized Change
			Base Salary	Camps/Clinics	Other	Equip Co	Academic Perform.	Winning Perform.	Post Season Other	Club Memb	Car	Other		State Approp.	Program Revenue	All Other	
1723	Elizabeth Ruiz Assistant Coach	1.00	37,939	21,500	-	2,000	-	-	-	No	No	No	No	37,939	-	23,500	0%
1748	Max Weber Assistant Coach	1.00	52,790	26,500	-	2,500	-	-	-	No	No	No	No	-	52,790	29,000	0%
Volleyball																	
1716	Shawn Garus Head Coach Volleyball	1.00	147,930	597	-	4,000	6,525	-	-	No	Yes	No	Yes	147,930	6,525	4,597	5%
3130	Candy Murphy Associate Head Coach Volleyball	1.00	75,275	9,000	-	2,500	4,517	-	-	No	No	No	Yes	75,275	4,517	11,500	0%
3176	Hayley Peterson Assistant Coach Volleyball	1.00	52,000	3,000	-	2,000	2,910	-	-	No	No	No	No	52,000	2,910	5,000	7%
4282	Brindl Langley Director of Operations, Volleyball	1.00	42,910	-	-	1,000	-	-	-	No	No	No	No	42,910	-	1,000	0%
Beach Volleyball																	
1817	Allison Buck Voigt Head Coach Beach Volleyball	1.00	55,016	430	-	4,000	2,751	-	-	No	No	No	No	-	57,767	4,430	0%
4040	Alex Venardos Assistant Coach Beach Volleyball	1.00	36,504	1,000	-	2,000	1,825	-	-	No	No	No	No	-	38,329	3,000	0%
Gymnastics																	
3164	Patti Murphy Assistant Coach	1.00	43,368	5,250	-	2,000	2,168	-	2,168	No	No	No	No	43,368	4,337	7,250	0%
3174	Tina Bird Head Coach	1.00	91,790	7,900	-	4,000	4,590	-	4,590	No	Yes	No	No	91,790	9,179	11,900	0%
4047	Ivan Alexov Assistant Coach	1.00	77,397	6,250	-	2,000	3,870	-	3,870	No	No	No	No	-	85,136	8,250	0%
Tennis																	
3163	Sherman Beck Roghaar Head Coach Womens Director	1.00	92,331	895	-	4,000	4,481	-	-	No	Yes	No	Yes	92,331	4,481	4,895	3%
3179	Maria Lopez Assistant Coach	1.00	54,080	37	-	2,000	-	-	-	No	No	No	No	-	54,080	2,037	0%
Golf																	
3127	Kailin Downs Head Coach	1.00	67,517	-	-	4,000	3,250	-	-	No	Yes	No	Yes	67,517	3,250	4,000	4%
4334	Vacant New Position Asst Coach Women's Golf	1.00	24,960	0	-	2,000	-	-	-	No	No	No	No	-	24,960	2,000	New
Softball																	
1737	Justin Shults Head Coach	1.00	95,014	-	-	4,000	4,500	-	-	No	Yes	No	Yes	95,014	4,500	4,000	6%
1738	Francis Strub Assistant Coach	1.00	47,507	-	-	2,000	2,001	-	-	No	No	No	No	47,507	2,001	2,000	19%
1747	Allison Walljasper Assistant Coach	1.00	60,008	-	-	2,000	3,000	-	-	No	No	No	No	60,008	3,000	2,000	0%
Grand Totals		166.00	15,308,531	240,363	26,610	220,350	307,906	338,653	378,196					2,549,839	13,810,056	460,713	16,820,608

**Intercollegiate Athletics Compensation Report
Idaho State University
FY 2022 Actual Compensation**

Depart/Name/Title	Compensation					Contract Bonuses			Perks			Multi-Yr Contract	Funding		
	Athletic FTE	Base Salary**	Camps/ Clinics	Equip Co & Other		Academic Perform.	Winning Perform..	Other	Club Mbership	Car	Other		State Approp.	Program Revenue	All Other
Athletic Administration:															
Pauline Thiros			Athletic Director	0.80	147,367					Yes	Yes	Yes	147,367		
Robyn Sharp			Sr Assc AD Int Op&Sprt Prf/SWA	1.00	87,325							No	87,325		
Nikole Cook			Academic Advisor	0.89	37,797							No		37,797	
Steven Schaack			Asst AD for Media Relations	1.00	70,321							No	70,321		
Jonathan Match			Asst Director Media Relations	1.00	40,322							No	40,322		
Dustin Enslinger			Head Athletic Trainer	1.00	61,725							No	61,725		
Nicolas Anderson			Asst Sports Trainer	1.00	41,500							No	500	41,000	
Santiago Segura Barron			Asst Sports Trainer	1.00	40,902							No	40,902		
Brandon Payne			Athletic Sport Trainer	1.00	46,217							No	46,217		
Elizabeth Reinstein		A	Athletic Sport Trainer	0.44	15,957							No	15,957		
Morgan Pook		B	Athletic Sport Trainer	0.56	20,474							No	20,474		
Ross Thorpe			Athletic Sport Trainer	0.89	37,615							No	13,542	24,073	
Brandon Stephens			Dir of Strength & Conditioning	0.98	58,739							No	47,578	11,161	
Brandon Rodewald			Asst Dir of Strength and Conditioning	1.00	51,579							No		51,579	
Caroline Lipka			Director of Sports Marketing	0.85	36,207							No		36,207	
Quintin Kohorst			Athletic Equipment Manager	1.00	54,791							No	54,791		
Spencer Salvesen			Senior Maint. Craftsman/Game Ops	0.50	14,833							No		14,833	
Ted Gambles		A	Admin Assistant	0.59	17,284							No	17,284		
Melissa Dixon		B	Admin Assistant	0.41	12,041							No	12,041		
Becky Naber			Mgmt Assistant	1.00	39,579							No	39,579		
Men's Sports															
Football															
Robert Phenicie		A	Hd Coach	0.46	102,742		44,460				Yes	Yes	147,202		
Charles Ragle		B	Hd Coach	0.56	118,406							Yes	103,406	15,000	
Michael Philipp		A	Asst Coach/Offensive Line	0.45	22,683							No	22,683		
Ryan Payne		B	Asst Coach/Offensive Line	0.53	28,001							No	17,268	10,733	
Joe Hall			Asst Coach	1.00	41,199							No	41,199		
Roger Cooper		A	Defensive Coordinator	0.48	42,649						Yes	No	34,119	8,530	
Timothy Schaffner		B	Defensive Coordinator	0.52	47,458							No	39,290	8,168	
Tyson Munns		A	Dir of Football Operations/Video Coor.	0.93	53,409							No	53,409		
Byron Hout		B	Dir of Football Operations/Video Coor.	0.07	4,272							No	4,272		
Kody Hensley		B	Asst Coach	0.05	1,615							No	1,615		
Byron Hout		A	Asst Coach	0.87	39,443							No	38,970	473	
Dominique Steward		B	Asst Coach / Academic Liaison	0.50	24,914							No	22,914	2,000	
Hagen Graves		A	Asst Coach / Academic Liaison	0.40	16,154							No	16,154		
Michael Ferriter		A	Asst Coach - Offensive Coor.	0.39	34,179							No	34,179		
Taylor Mazzone		B	Asst Coach - Offensive Coor.	0.57	54,375							No	47,675	6,700	
Vincent Amey			Asst Coach/Defensive Ends	0.50	25,824							No	25,824		
Edgar Weiser			Asst Coach/Tight Ends	0.55	33,890							No	30,790	3,100	
Charles Yancy		A	Asst Coach	0.64	23,810							No	23,810		
DaVonte Neal		B	Asst Coach	0.36	13,575							No		13,575	
Tevita Fiefia		A	Asst Coach/Special Teams Coor.	0.74	43,880							No	43,880		
Nicholas Alaimalo		B	Asst Coach/Running Backs	0.31	15,048							No	12,570	2,478	
Basketball															
Ryan Looney			Hd Coach	0.96	110,476	8,000		5,000	15,000		Yes	Yes	110,476	20,000	8,000
Rosbie Mutcherson			Asst Coach	1.00	44,010	3,000						No	44,010		3,000
Davis Furman			Asst Coach	1.00	36,793	6,000						No	36,793		6,000
Jose White			Asst Coach	1.00	51,994	8,000						No	51,994		8,000

**Intercollegiate Athletics Compensation Report
Idaho State University
FY 2022 Actual Compensation**

Depart/Name/Title	Compensation					Contract Bonuses			Perks			Multi-Yr Contract	Funding			
	Athletic FTE	Base Salary**	Camps/ Clinics	Media	Equip Co & Other	Academic Perform.	Winning Perform..	Other	Club Mbership	Car	Other		State Approp.	Program Revenue	All Other	
Tennis																
Alexander Free			Hd Coach										No	34,881		
(A) = indicates previous coach / employee (B) = indicates current coach / employee																
Track & Field																
Hillary L. Merkley			Hd Coach										Yes	31,148		325
Drew Jones			Asst Coach										No	18,152	2,062	
Joseph Silvers			Asst Coach										No	20,462		
Cross Country																
Nathan Houle			Hd Coach										No	28,663		
Women's Sports																
Basketball																
Seton Sobolewski			Hd Coach			10,000		8,000	8,500	126			Yes	124,078	26,626	
Ryan Johnson	A		Asst Coach				4,050						Yes	49,218		6,050
Maiya Michel	B		Asst Coach										No	8,369	2,000	
James Brewster	A		Asst Coach										No	12,063		
Dora Goles	B		Asst Coach										No	5,231		
Courtne Smith			Asst Coach			6,444							No	38,811		6,444
Volleyball																
Samantha Stuart	A		Hd Coach			10,200		1,000					Yes	57,230	1,000	10,200
Sean Carter	B		Hd Coach										Yes	6,279		
Chelsea Scott	B		Asst Coach										No	3,671		
Robert Berrett	A		Asst Coach			9,000							No	37,623		9,000
Tennis																
Gretchen Maloney			Hd Coach					2,000					No	47,760	2,000	
Track & Field																
Hillary L. Merkley			Hd Coach					700					Yes	31,148	700	
Drew Jones			Asst Coach										No	18,152	2,062	
Joseph Silvers			Asst Coach										No	20,462		
Golf																
Dallen Atkins			Hd Coach										No	23,449		
Greta Carlson			Asst Coach										No	4,620		
Cross Country																
Nathan Houle			Hd Coach										No	28,663		
Soccer																
Deborah Brereton	A		Hd Coach			8,960							Yes	36,309		8,960
Dustin Downey	B		Hd Coach										Yes	35,528		
Jack Curtin	B		Hd Coach										No	20,329		
Sarah Arsenaault	A		Asst Coach			1,750							No	22,768		1,750
Softball																
Andrew Rich			Hd Coach										Yes	65,048		

**Intercollegiate Athletics Compensation Report
Idaho State University
FY 2022 Actual Compensation**

Depart/Name/Title			Compensation			Contract Bonuses			Perks			Multi-Yr Contract	Funding		
			Athletic FTE	Base Salary**	Camps/ Clinics	Equip Co & Other	Academic Perform.	Winning Perform..	Other	Club Mbership	Car		Other	State Approp.	Program Revenue
Jamie Wiggins	A	Asst Coach	0.95	40,423								No	40,423		
Kelsey Broadus	B	Asst Coach	0.07	2,125								No	2,125		
Rebekah Cervantes		Asst Coach	1.00	33,283								No	33,283		
Totals			48.25	2,875,441	61,354	10,000	48,510	16,700	8,500	17,451			2,626,371	343,856	67,729

(A) = indicates previous coach / employee
(B) = indicates current coach / employee

(*) These coaches receive pay for their participation in off-campus clinics or events. These earnings are not reflected in the Regular Salary payroll costs for Idaho State University.

If a coach has an agreement with an apparel company, cash payments (payroll) should be reported as compensation. Report the value of of clothes and equipment that you know coaches receive in the Perks--Other column. Payments from the foundation should be reported in the other column. Indicate "Yes" or "No" if department employees have an assigned car. If there has been turnover in a position, the FTE should reflect the percent of time employed.

**Intercollegiate Athletics Compensation Report
Idaho State University
FY 2023 Estimated Compensation**

Depart/Name/Title	Compensation					Contract Bonus			Perks			Multi-Yr Contract	Funding			Base Salary Annualized Change**
	Athletic FTE	Base Salary	Camps/ Clinics	Media	Equip Co & Other	Academic Perform.	Winning Perform.	Other	Club Mbership	Car	Other		State Approp.	Program Revenue	All Other	
Athletic Administration:																
Pauline Thiros		1.00		Athletic Director					Yes	Yes		Yes	190,000			3%
Robyn Sharp		1.00		Sr Assc AD Int Op&Sprt Prf/SWA								No	93,537			7%
Nikole Cook		1.00		Academic Advisor								No	44,300			4%
Jonathon Match		1.00		Asst AD for Media Relations								No	61,500			New
Ryan Cheney		1.00		Asst Director Media Relations								No	42,500			New
Brandon Stephens		1.00		Dir of Strength & Conditioning								No	51,051	18,949		17%
Caroline Lipka		1.00		Director of Sports Marketing								No	45,335	45,335		7%
Thomas Renner		1.00		Athletic Equipment Manager								No	52,000			New
Spencer Salvesen		0.50		Senior Maint. Craftsman/Game Ops								No	16,380	16,380		10%
Melissa Dixon		1.00		Admin Assistant								No	30,035			2%
Becky Nabert		1.00		Mgmt Assistant								No	43,638			10%
Brandon Rodewald		1.00		Asst. Dir. Strength & Conditioning								No	57,614			New
Football																
Cody Hawkins	B	0.51		Hd Coach								Yes	106,575			New
Charles Ragle	A	0.40		Hd Coach					Yes			No	84,988			0%
Korey Rush	B	0.46		Asst Coach								No	13,730	4,578		New
Pierre Cormier	A	0.45		Asst FB Coach/Secondary/CB								No	13,626	13,626		New
Jacob Thomas	B	0.59		Asst Coach/Runing Backs/Run Game								No	41,110			New
Ryan Payne	A	0.56		Asst Coach/Offensive Line								No	20,921	9,733		3%
Devin Holiday		1.00		Asst Coach								No	40,471			New
Josh Runda	B	0.49		Defensive Coordinator								No	41,846			New
Timothy Schaffner	A	0.63		Asst Coach/Defensive Coordinator					Yes			No	50,454	9,158		3%
Jesse Thompson	B	0.53		Asst FB Coach/Director FB Ops								No	33,173			New
Byron Hout	A	0.60		Director of Football Oper./Video Coord.								No	31,650			-14%
Kody Hensley		1.00		Asst Coach								No	32,327			0%
Mark Weber	B	0.53		Asst Coach/O-line								No	39,807			New
Vincent Amey	A	0.41		Asst Coach/Defensive Ends								No	22,042			3%
Edgar Weiser	A	0.56		Asst Coach/Tight Ends								No	35,859			3%
Scott Theissen	B	0.44		Asst Coach/Offensive Coord.								No	26,538			New
Taylor Mazzone	A	0.64		Asst Coach/Offensive Coord.								No	63,131			3%
Josh Mondt	A	0.52		Asst Coach/Wide Receivers								No	18,173			New
Dominique Stewart	A	0.56		Asst Coach/Wide Receivers								No	27,762			New
Nicholas Alaimalo		0.95		Asst Coach/Running Backs								No	48,391	3,698		15%
Jeff Pitman	B	0.49		Dr. of Football Perf.								No	14,770	12,306		New
Paea Moala		1.00		Video Coordinator								No	32,000	32,000		New
Basketball																
Ryan Looney		0.96		Hd Coach					Yes			Yes	118,307			7%
Davis Furman		1.00		Asst Coach								No	40,717			11%
Rosbie Mutcherson		1.00		Asst Coach								No	48,118			9%
Jose White		1.00		Asst Coach								No	56,071			8%
Tennis																
Oliver Good		1.00		Hd Coach								No	42,500			New
(A) = indicates previous coach / employee (B) = indicates current coach / employee																
Track & Field																
Hillary L. Merkley		0.45		Hd Coach					Yes			Yes	33,468			7%

**Intercollegiate Athletics Compensation Report
Idaho State University
FY 2023 Estimated Compensation**

Depart/Name/Title	Athletic FTE	Compensation				Contract Bonus			Perks			Multi-Yr Contract	Funding			Base Salary Annualized Change**		
		Base Salary	Camps/ Clinics	Media	Equip Co & Other	Academic Perform.	Winning Perform.	Other	Club Mbership	Car	Other		State Approp.	Program Revenue	All Other			
Joseph Silvers												No				22,280	9%	
Drew Jones												No				21,959	0%	
Cross Country																		
Nathan Houle	0.50	30,923										No				30,923	8%	
Basketball																		
Seton Sobolewski	0.96	133,019									Yes	Yes				133,019	7%	
Maiya Michel	1.00	64,000									Yes	No				64,000	2%	
Dora Goles	1.00	40,000										No				40,000	3%	
Courtne Smith	1.00	45,000										No				45,000	16%	
Volleyball																		
Sean Carter	0.91	70,980									Yes	Yes				70,980	2%	
Chelsea Scott	1.00	41,500										No				41,500	2%	
Tennis																		
Gretchen Maloney	0.92	51,456										No				51,456	8%	
Track & Field																		
Hillary L. Merkley	0.45	33,468										Yes	Yes			33,468	7%	
Joseph Silvers	0.50	22,280										No				22,280	9%	
Drew Jones	0.50	21,959										No				21,959	0%	
Golf																		
Todd Loveland	0.37	41,500										No				23,999	17,501	New
Cross Country																		
Nathan Houle	0.50	30,923										No				30,923	8%	
Soccer																		
Dustin Downey	1.00	67,465									Yes	No				67,465	6%	
Jack Curtin	1.00	43,260										No				43,260	0%	
Softball																		
Andrew Rich	1.00	68,094									Yes	Yes				68,094	5%	
Rebekah Cervantes	1.00	45,000										No				45,000	35%	
Kelsey Broadus	1.00	32,500										No				32,500	0%	
Grand Total	45.85	2,892,402	0	0	0	0	0	0	0	0	0					2,664,839	227,564	0

(A) = indicates previous coach / employee
(B) = indicates current coach / employee

(*) These coaches receive pay for their participation in off-campus clinics or events. These earnings are not reflected in the Regular Salary payroll costs for Idaho State University.

If a coach has an agreement with an apparel company, cash payments (payroll) should be reported as compensation. Report the value of clothes and equipment that you know coaches receive in the Perks--Other column. Payments from the foundation should be reported in the other column. Indicate "Yes" or "No" if department employees have an assigned car. If there has been turnover in a position, the FTE should reflect the percent

**Intercollegiate Athletics Compensation Report
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Depart/PCN/Name/Title	Compensation					Contract Bonus			Other				Funding			Comments
	Athletic FTE	Base Salary	Camps/ Clinics	Equip Co Media & Other		Academic Perform	Winning Perform.	Other	Club Memb.	Car	Other	Multi-Yr Contract	State Approp.	Program Revenue	All Other	
Athletic Administration																
8475	Gawlik, Terry	Athletic Director	1.00	204,259	15,000		10,000	4,632				yes+	yes	214,259	15,000	
8480	Haldeman, Garrett	Assoc AD, Business	1.00	90,002		1,094	^^								91,096	New
8651	Vacant	Asst Business Mgr	0.00	0											-	vacant
8482	McIlraith, Sean	Administrative Coordinator	1.00	46,221											46,221	
8691	Vacant	Administrative Coordinator	0.00	0											-	vacant
8490	Castro, Anthony	Asst AD, Equipment	0.50	29,062											29,062	Resigned
8490	Grove, John	Asst AD, Equipment	0.50	12,496											12,496	New Hire
8491	Boswell, Elijah	Asst Equip Mgr	0.50	28,010											28,010	Resigned
8491	Peeler, Jarrett	Asst Equip Mgr	0.50	5,985											5,985	New Hire
8492	Layman, Rickey	Director of Video & Technology	1.00	51,727		2,367	^^								54,093	New Hire
8636	Kellogg, Zachary	Asst Video Svcs Coord	1.00	29,021											29,021	Resigned
8636	Garner, Michael	Asst Video Svcs Coord	0.00	3,050											3,050	Resigned
8484	Pathomsiri, Nawanont	Multimedia Content Coord	1.00	12,410											12,410	New Hire
8484	Burt, Brittney	Multimedia Content Coord	0.00	11,270											11,270	Resigned
8495	Parrott, Casey	Dir Athletic Communications	1.00	27,120		4,700	^^								31,820	New Hire
8495	St. Pierre, Joe	Dir Athletic Communications	0.00	12,474											12,474	Resigned
8494	Cutting, Kyle	Asst Dir Marketing	1.00	12,386											12,386	New Hire
8494	McFeeley, Paige	Asst Dir Communications	0.00	9,492											9,492	Resigned
8493	McCrea, Colton	Asst Dir Communications	1.00	30,013		255	^^								30,268	New Hire
8493	Hall, Wyatt	Asst Dir Communications	0.00	5,522											5,522	Resigned
8504	Walsh, Christopher	Hd Trainer	1.00	75,154										75,154	-	0
8500	Kuribayashi, Natsumi	Asst Trainer	1.00	32,395										32,395	-	New Hire
8500	Pomar, Justin	Asst Trainer	1.00	7,722										7,722	-	Resigned
8650	Malinich, Clayton	Asst Trainer	1.00	45,891										45,891	-	0
8660	Johnson, Kassandra	Asst Trainer	1.00	46,474										46,474	0	
8483	Asplund, Stacy	Student Insurance Coord	1.00	36,330										36,330	-	
8689	Heim, Caleb	Head Strength Coach	1.00	1,346											1,346	New Hire
8689	Scharnhorst, Jacob	Head Strength Coach	0.00	65,605											65,605	Non-Renewed
8687	Croninger, Noah	Asst Strength	1.00	27,359											27,359	Resigned
8688	Gemberling, Miles	Assoc Strength	1.00	38,919											38,919	Resigned
8630	Mooney, Timothy	Assoc AD/External Ops	1.00	123,209								yes			123,209	
6534	Martin, Matthew	Assoc AD/Revenue Gen	1.00	91,360											91,360	
8644	Anderson, Eric	Admin Coor, Fundraising	1.00	38,894											38,894	
8692	Wolcott, Jerek	Asst AD, Mrktg & Fan Engagmt	1.00	55,741											55,741	new position

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Depart/PCN/Name/Title	Athletic FTE	Compensation				Contract Bonus			Other				Funding			Comments
		Base Salary	Camps/ Clinics	Media	Equip Co & Other	Academic Perform	Winning Perform.	Other	Club Memb.	Car	Other	Multi-Yr Contract	State Approp.	Program Revenue	All Other	
6379 Jackson, Michael Director of Ticket Ops	1.00	49,246											49,246			Resigned
6376 Graham, Ty Asst Dir Ticket Ops	1.00	1,309											1,309			New Hire
6376 Lindsey, Riley Asst Dir Ticket Ops	0.00	29,537			2,606 ^^								32,143			New Hire-Resig
6376 Maley, Ryan Asst Dir Ticket Ops	0.00	1,613											1,613			Resigned
6179 Grove, Sara Learning Spec	0.05	24 *											24			New Hire
6179 Martin, Sydney Learning Spec	0.00	1,249 *											1,249			Resign
Men's Sports																
Men's Football																
8550 Petrino, Paul Hd Coach	1.00	171,692		255,000	185	20,000			yes+		yes		191,692	255,185		
8557 Gilbert, Nicholas Assistant	0.00	89,309			7,589 ^^				yes+				89,309	7,589	0	New hire - Non-
8559 Breske, Michael Assistant	0.00	141,229											141,229	-	0	Non-renew
8558 Pryce, Tracy Assistant	0.00	50,983											50,983			Non-renew
8556 Molnar, Charles Assistant	0.00	82,273		5,272					yes+				82,273	5,272	0	Non-renew
8552 Elliss, Luther Assistant	0.00	45,525											45,525	-	0	Non-renew
8553 Smith, Vernon Assistant	0.00	70,322							yes+				70,322	-	0	Non-renew
8554 Breske, Adam Assistant	0.00	68,992							yes+				68,992	-	0	Non-renew
8551 Reader, Brian Assistant	0.00	88,793											88,793	-	0	Increase for O C
8555 Clark, Rene Assistant	0.00	29,896											29,896	-	0	New Hire- Non-r
8555 Schultz, James Assistant	0.00	1,508											1,508	-	0	Resign
8693 Spencer, Anthony Assistant	0.00	41,145											41,145	-	0	Non-renew - rai
8592 James (JD) Johnson Asst AD, Football Ops	1.00	45,039							yes				45,039	-	0	
5632 Eck, Jason Hd Coach	1.00	84,140		62,500			4,109						88,249	62,500		New Hire
3682 Asuega, Kaponu Assistant	1.00	12,984			1,530 ^^								12,984	1,530		New Hire
3121 Aurich, Robert Assistant	1.00	49,098			11,500 ^^								49,098	11,500		New Hire
2979 Booth, Cody Assistant	1.00	25,852			7,937 ^^								25,852	7,937		New Hire
2979 Tripodi, Joseph Assistant	1.00	7,386											7,386	-		New Hire - Resi
3000 Ford, Thomas Assistant	1.00	30,159			7,000 ^^								30,159	7,000		New Hire
3182 Franks, Stanley Assistant	1.00	23,244			5,354 ^^								23,244	5,354		New Hire
3126 Linehan, Matthew Assistant	1.00	18,351											18,351	-		New Hire
3700 Lose, David Assistant	1.00	30,579			4,766 ^^								30,579	4,766		New Hire
2995 Schleusner, Luke Assistant	1.00	50,424											50,424	-		New Hire
2946 Sutton, Tyler Assistant	1.00	27,165											27,165	-		New Hire
3702 Yelk, Tyler Assistant	1.00	37,731			9,000 ^^								37,731	9,000		New Hire
Men's Basketball																
8571 Claus, Zachary Head Coach	1.00	132,500		20,000		2,000			yes				134,500	20,000		

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	Athletic FTE	Base Salary	Camps/ Clinics	Equip Co & Other		Academic Perform	Winning Perform.	Other	Club Memb.	Car	Other	Multi-Yr Contract	State Approp.	Program Revenue	All Other	
8560 Hill, Jonathan Assistant	1.00	46,311											46,311			Resigned
8560 Harden, Jeremy Assistant	0.00	739											739			New Hire
8570 Tripp, Kenneth Assistant	1.00	49,965											49,965			
8572 Marrion, Tim Assistant	1.00	70,013			7,000	^^							70,013	7,000		New
8672 Vacant Associate	1.00	0											0			vacant
8573 Vacant Dir Player Development	1.00	0											-	-		vacant
Men's Track & XC																
8580 Cawley, Tim Dir. of T&F	0.50	35,208		4,000			1,020						36,228	4,000		
8530 Floeck, Travis Assistant	0.50	25,149											25,149	-		
8581 Fiebelkorn, Jeffrey Assistant	0.50	14,133											14,133			
8635 Barrett, Paul Assistant	0.50	14,610			516	^^							14,610	516		New Hire
8635 Olsen, Brett Assistant	0.00	625											625	-		Resigned
Men's Golf																
8591 Nuhn, David Hd Coach	1.00	44,291					750						45,041	-		
Men's Tennis																
8515 Hangstefer, Daniel Hd Coach	1.00	41,145											41,145	-		raised to minim
Women's Sports																
Women's Basketball																
8520 Newlee, Jon Hd Coach	1.00	131,123		18,000			1,500	5,400	70,367	&	yes	yes	208,391	18,000		
8521 Sanford, Christa Associate	1.00	53,978											53,978	-		
8523 Muscatell, Drew Assistant	1.00	41,068		2,500									41,068	2,500	0	
8522 Pierce, Taylor Assistant	1.00	41,288			1,212	^^							42,500	-		
Women's Track & XC																
8580 Cawley, Tim Dir. of T&F	0.50	35,208		4,000			1,980						37,188	4,000		
8530 Floeck, Travis Assistant	0.50	25,149											25,149	-		
8581 Fiebelkorn, Jeffrey Assistant	0.50	14,133											14,133			New Hire
8635 Barrett, Paul Assistant	0.50	14,610			516	^^							14,610	516		New Hire
8635 Olsen, Brett Assistant	0.00	625											625	-		Resigned
Women's Volleyball																
8540 Buchanan, Debra Hd Coach	0.50	55,503		7,500								yes+	yes	55,503	7,500	Retired
8541 Hoyer, Lorelle Assistant	0.50	26,202			4,128	^^							26,202			Non-renewal
8541 Gannon, David Assistant	0.00	1,523											1,523			Resigned
8497 Wagner, Meika Assistant	0.50	38,083											38,083			Non-renewal
8540 Gonzalez, Andre Hd Coach	0.50	36,001			8,154	^^							yes	36,001	8,154	New Hire

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Depart/PCN/Name/Title	Compensation					Contract Bonus			Other				Funding			Comments
	Athletic FTE	Base Salary	Camps/ Clinics	Media	Equip Co & Other	Academic Perform.	Winning Perform.	Other	Club Memb.	Car	Other	Multi-Yr Contract	State Approp.	Program Revenue	All Other	
5811 Bastuba, Bryan Assistant	0.50	15,408			4,500	^^							15,408			
5828 Goree, Kalisha Assistant	0.50	15,581			4,500	^^							15,581			
Women's Soccer																
8517 Clevenger, Jeremy Hd Coach	1.00	53,582									yes		53,582	-		
8518 Mapson, Sean Assistant	1.00	40,991											40,991	-	raised to minim	
Women's Golf																
8590 Ferrero, Lisa Hd Coach	0.50	14,906											14,906	-	Resigned	
8590 Young, Stephanie Hd Coach	0.50	24,003			6,000								30,003	-	New Hire	
Women's Tennis																
8673 Babar Akbar Hd Coach	0.50	17,140											17,140	-	Resigned	
8673 Louwers, Sanne Hd Coach	0.50	19,112			4,600	^^							19,112	4,600	New Hire	
Women's Swimming																
8671 Mark Sowa Hd Coach	1.00	68,533		11,500		1,000					yes		69,533	11,500		
8672 McCafferty, Morgan Assistant	1.00	37,159			1,895	^^		3,812					37,159	3,812	New Hire	
8531 Southerland, James Assistant	1.00	31,717						3,812					31,717	3,812		
Grand Totals	66.05	4,041,028	0	405,272	108,903		38,250	5,400	86,732				3,269,582	1,396,349	0	

* other portion of full FTE paid by Academic support
 ^ other portion of full FTE paid by Advancement
 ^^ employee moving reimbursement (now runs through payroll)
 & share of game guarantee/gate per contract 2 years of payout, as there was contractual conversations
 yes+ receive a car stipend between \$200-\$400/month rather than a car; this amount not included in base salary
 yes* had a car for part of year only

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Depart/PCN/Name/Title	Athletic FTE	Compensation				Contract Bonus			Other				Funding			Base Salary	
		Base Salary	Camps/ Clinics	Equip Co Media	Equip Co & Other	Academic Perform	Winning Perform	Other	Club Memb.	Car	Other	Multi-Yr Contract	State Approp.	Program Revenue	All Other	Annualized Change	Comments
Athletic Administration																	
8475 Gawlik, Terry Athletic Director	1.00	210,475		15,000		10,000	4,632		yes+		yes		220,475	15,000		3%	
8480 Haldeman, Garrett Assoc AD, Business	1.00	91,811											91,811			2%	
8651 Vacant Asst Business Mgr	0.00	0															
8482 McIlraith, Sean Administrative Coordinator	1.00	51,272											51,272			17%	
8691 Vacant Administrative Coordinator	0.00	0															
8490 Grove, John Asst AD, Equipment	1.00	56,014											56,014			4%	
8491 Peeler, Jarrett Asst Equip Mgr	1.00	36,504											36,504			1%	
8492 Layman, Rickey Director of Video & Technology	1.00	47,000											47,000			15%	
8636 Kellogg, Zachary Asst Video Svcs Coord	1.00	46,946											46,946			35%	
8484 Pathomsiri, Nawanont Multimedia Content Coord	1.00	40,019											40,019			14%	
8494 Cutting, Kyle Asst Dir Marketing	1.00	42,536											42,536			-21%	
8493 McCrea, Colton Asst Dir Communications	1.00	45,000											45,000			9%	
0 Vacant Hd Trainer	0.00	0															
8504 Walsh, Christopher Director of Sports Performance	1.00	76,505											76,505	-	0	2%	
8500 Kuribayashi, Natsumi Asst Trainer	1.00	44,054											44,054	-		-13%	
8650 Malinich, Clayton Asst Trainer	1.00	49,566											49,566	-	0	8%	
8660 Johnson, Kassandra Asst Trainer	1.00	48,963											48,963	0		5%	
8483 Asplund, Stacy Student Insurance Coord	1.00	38,896											38,896	-		7%	
8689 Heim, Caleb Head Strength Coach	1.00	70,013											70,013			6%	
8687 Rinzel, Jack Asst Strength	1.00	42,536											42,536			41%	
8688 Mikulecky, Brandon Assoc Strength	1.00	49,005											49,005			11%	
8630 Mooney, Timothy Assoc AD/External Ops	1.00	129,272							yes				129,272			5%	
6534 Martin, Matthew Assoc AD/Revenue Gen	1.00	96,928											96,928			2%	
8644 Anderson, Eric Admin Coor, Fundraising	1.00	39,291											39,291			7%	
8692 Wolcott, Jerek Asst AD, Mrktg & Fan Engagmt	1.00	71,427											71,427			2%	
6379 Metzger, Lyn Director of Ticket Ops	1.00	51,501											51,501			1%	
6376 Graham, Ty Asst Dir Ticket Ops	1.00	42,536											42,536			-1%	
6179 Grove, Sara Learning Spec	0.05	2,093 *											2,093			-3%	
Men's Sports																	
Men's Football																	
8550 Petrino, Paul Hd Coach	1.00	79,539		255,000					yes+		yes		79,539	255,000		-60%	
8592 James (JD) Johnson Asst AD, Football Ops	1.00	47,944							yes				47,944	-	0	6%	
5632 Eck, Jason Hd Coach	1.00	175,011		62,500			4,109						179,120	62,500		-12%	New coaching S
3682 Asuega, Kapono Assistant	1.00	45,011											45,011	-		9%	New coaching S
3121 Aurich, Robert Assistant	1.00	115,003											115,003	-		125%	New coaching S
2979 Booth, Cody Assistant	1.00	80,018											80,018	-		0%	New coaching S
3000 Ford, Thomas Assistant	1.00	70,013											70,013	-		-5%	New coaching S

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		Base Salary	Camps/ Clinics	Equip Co & Other	Academic Perform	Winning Perform.	Other	Club Memb.	Car	Other	Multi-Yr Contract	State Approp.	Program Revenue	All Other	Annualized Change	Comments
3182 Franks, Stanley Assistant	1.00	57,013									57,013	-		-16%	New coaching S	
3126 Linehan, Matthew Assistant	1.00	45,011									45,011	-		-33%	New coaching S	
3700 Lose, David Assistant	1.00	75,005									75,005	-		-17%	New coaching S	
2995 Schleusner, Luke Assistant	1.00	115,003									115,003	-		174%	New coaching S	
2946 Sutton, Tyler Assistant	1.00	62,504									62,504	-		51%	New coaching S	
3702 Yelk, Tyler Assistant	1.00	90,002									90,002	-		0%	New coaching S	
Men's Basketball																
8571 Claus, Zachary Head Coach	1.00	135,262	20,000		2,000			yes			137,262	20,000		2%		
8560 Harden, Jeremy Assistant	1.00	48,006									48,006	-		-4%		
8570 Tripp, Kenneth Assistant	1.00	52,013									52,013	-		4%		
8572 Marrion, Tim Assistant	1.00	71,427									71,427	-		2%		
8672 Vacant Associate	1.00	0									0	-				
8573 Vacant Dir Player Development	1.00	0									-	-				
Men's Track & XC																
8580 Cawley, Tim Dir. of T&F	0.50	35,942	4,000		1,020						36,962	4,000		2%		
8530 Floeck, Travis Assistant	0.50	25,678									25,678	-		2%		
8581 Fiebelkorn, Jeffrey Assistant	0.50	21,268									21,268	-		3%		
8635 Barrett, Paul Assistant	0.50	21,268									21,268	-		-36%		
Men's Golf																
8591 Nuhn, David Hd Coach	1.00	46,738			750						47,488	-		5%		
Men's Tennis																
8515 Hangstefer, Daniel Hd Coach	1.00	47,549									47,549	-		15%		
Women's Sports																
Women's Basketball																
8520 Newlee, Jon Hd Coach	1.00	131,696	18,000		1,500	30,000	&	yes	yes		163,196	18,000		4%		
8521 Sanford, Christa Associate	1.00	65,000									65,000	-		-3%		
8523 Muscatell, Drew Assistant	1.00	55,016	2,500								55,016	2,500	0	33%		
8522 Pierce, Taylor Assistant	1.00	45,011									45,011	-		9%		
Women's Track & XC																
8580 Cawley, Tim Dir. of T&F	0.50	35,942	4,000		1,980						37,922	4,000		2%		

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Depart/Name/Title	FTE	Compensation				Contract Bonus			Other			All Compensation			Base Salary
		Base Salary	Camps/ Clinics	Equip Co Media & Other	Grad Rate	Winning Perform.	Other	Club Memb.	Multi-Yr Car	Contract	State Approp.	Program Revenue	All Other	Annualized Change	
Athletic Administration															
Brooke Henze		Director, Athletics	1.00	87,417				1,950	No	No	No	89,153	215	3.60%	
George Laughlin		Director, Facilities & Operations	1.00	41,500	500	340		300	No	No	No	41,767	873	0.00%	
Tracy Collins		Trainer	1.00	54,838		500			No	No	No	54,838	500	4.60%	
Taryn Cadez-Schmidt		Asst. Athletic Trainer	1.00	43,248		800			No	No	No	43,248	800	4.60%	
Matt Breach (New)		Assistant Director	1.00	28,732					No	No	No	28,732		New	
Kristina Keener		Business Manager	1.00	46,954				500	No	No	No	46,954	500	4.60%	
Melissa Weitz (Old)		Director of Marketing & Promotions	1.00	2,962					No	No	No	2,962		0.00%	
Alisha Alexander		Assistant Director, Communications & Marketing and Director, Sports Information	1.00	44,951		500			No	No	No	44,951	500	4.10%	
Kelsie Seitz (New)		Administrative Assistant 1	1.00	9,004		80			No	No	No	9,084		4.10%	
Men's Sports															
Basketball															
Austin Johnson		Head Coach	1.00	63,955				1,500	1,000	No	Yes	No	66,455	9.54%	
Calab Johnson (Old)		Asst. Coach	1.00	41,685	287	1,200				No	No	No	20,727	22,445	New
Evan Jenkins (New)		Asst. Coach	1.00	9,831						No	No	No	5,505	4,326	New
Andrew Stein (New)		Asst. Coach	0.27	11,000	918					No	No	No		11,918	New
Baseball															
Jake Taylor		Head Coach	1.00	74,894	100			2,500		No	Yes	No	77,394	100	4.60%
William Silvestri		Asst. Coach	1.00	42,630	1,000					No	No	No	42,630	1,000	4.10%
Allen Balmer		Asst. Coach	1.00	54,094	5,830					No	No	No	54,094	5,830	4.10%
Raymond Pedrina		Asst. Coach	0.12	4,995						No	No	No		4,995	0.00%
Cross-Country															
Mike Collins		Head Coach	0.25	15,318				1,000	500	No	No	No	16,818		4.10%
Cyrus Hall		Asst. Coach	0.25	10,847						No	No	No	10,847		4.60%
Track															
Mike Collins		Head Coach	0.25	15,319				1,000	250	No	No	No	16,569		4.10%
Cyrus Hall		Asst. Coach	0.25	10,846						No	No	No	10,846		4.60%
Tennis															
Kai Fong		Head Coach	0.50	31,413				250		No	No	No	31,663		4.60%
Golf															
Braeden Campbell (New)		Head Coach	0.50	21,800						No	No	No	21,800		New
Marissa Louder		Asst. Coach	0.06	2,500						No	No	No	2,500		-44.00%

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Depart/Name/Title	FTE	Compensation			Contract Bonus			Perks			All Compensation			Base Salary
		Base Salary	Camps/ Clinics	Equip Co & Other	Grad Rate	Winning Perform.	Other	Club Memb.	Car	Multi-Yr Contract	State Approp.	Program Revenue	All Other	Annualized Change
Women's Sports														
Basketball														
Brian Orr		Head Coach	1.00	64,055	16,390				No	Yes	No	64,055	16,390	4.60%
Caelyn Orlandi		Asst. Coach	1.00	41,840	608		150	500	No	No	No	41,974	1,125	4.60%
Cross-Country														
Mike Collins		Head Coach	0.25	15,318			500	500	No	No	No	16,318		4.10%
Cyrus Hall		Asst. Coach	0.25	10,846					No	No	No	10,846		4.60%
Track														
Mike Collins		Head Coach	0.25	15,318			500	250	No	No	No	16,068		4.10%
Cyrus Hall		Asst. Coach	0.25	10,846					No	No	No	10,846		4.60%
Jacob Whittaker		Asst. Coach	0.08	3,150					No	No	No	3,150		75.00%
Matthew Kelley		Pole Vault Asst.	0.08	3,150					No	No	No	3,150		75.00%
Sam Atkin		Asst. Coach	0.03	1,400		500			No	No	No	1,900		0.00%
Kurtis Bonner		Asst T& F	0.08	3,150					No	No	No	3,150		0.00%
Volleyball														
Shaun Pohlman		Head Coach	1.00	53,404			500		No	Yes	No	53,904		4.10%
Drew Choules (New)		Asst. Coach	1.00	39,799					No	No	No	39,799		New
Tennis														
Kai Fong		Head Coach	0.50	31,413			250		No	No	No	31,663		4.60%
Golf														
Braeden Campbell (New)		Head Coach	0.50	21,800					No	No	No	21,800		New
Marissa Louder		Asst. Coach	0.06	2,500					No	No	No	2,500		-44.00%
GRAND TOTAL			23.78	1,088,723	25,633	0	3,920	0	7,150	6,750		1,044,310	16,350	71,516

Intercollegiate Athletics Compensation Report
Lewis-Clark State College
FY2023 Estimated Compensation

Depart/Name/Title	FTE	Compensation			Contract Bonus			Other			All Compensation			Base Salary
		Base Salary	Camps/ Clinics	Equip Co Media & Other	Grad Rate	Winning Perform.	Other	Club Memb.	Multi-Yr Car Contract	State Approp.	Program Revenue	All Other	Annualized	Change
Athletic Administration														
Brooke Henze		Director, Athletics	1.00	97,225				3,000	No	No	No	99,895	330	5.50%
George Laughlin		Director, Facilities & Operations	1.00	43,783	140				No	No	No	43,783	140	5.50%
Tracy Collins		Trainer	1.00	58,403					No	No	No	58,403		6.50%
Taryn Cadez-Schmidt		Asst. Athletic Trainer	1.00	46,060					No	No	No	46,060		6.50%
Katie Palmer (New)		Assistant Director	1.00	52,623				105	No	No	No	52,623	105	New
Kristina Keener		Business Manager	1.00	50,007	105				No	No	No	50,007	105	6.50%
Alisha Alexander		Assistant Director, Communications & Marketing and Director, Sports Information	1.00	47,873				280	No	No	No	47,873	280	6.50%
Samantha Malinich (New)		Administrative Coordinator	1.00	38,428					No	No	No	38,428		New
Austin Crain (New)		Asst. Athletic Trainer	1.00	34,176					No	No	No	34,176		New
Men's Sports														
Basketball														
Austin Johnson		Head Coach	1.00	68,113					No	Yes	No	68,113		6.50%
Calab Johnson		Asst. Coach	0.58	24,631					No	No	No		24,631	-40.90%
Evan Jenkins		Manager	1.00	43,909					No	No	No	24,589	19,320	6.50%
Andrew Stein		Asst. Coach	0.26	11,000					No	No	No		11,000	New
Baseball														
Jake Taylor		Head Coach	1.00	79,014				2,500	No	Yes	No	81,514		5.50%
William Silvestri		Asst. Coach	1.00	45,401					No	No	No	45,401		5.50%
Allen Balmer		Asst. Coach	1.00	57,611	3,420				No	No	No	57,611	3,420	6.50%
Raymond Pedrina		Asst. Coach	0.12	4,995					No	No	No		4,995	0.00%
Brandon Vial (New)		Asst. Coach	0.09	4,000	100				No	No	No		4,100	New
Cross-Country														
Mike Collins		Head Coach	0.25	16,314				500 1,125	No	No	No	17,064	875	6.50%
Cyrus Hall		Asst. Coach	0.25	2,592				625	No	No	No	2,592	625	4.60%
Sam Atkin		Asst. Coach	0.02	450					No	No	No		450	New
Jacob Whittaker		Asst. Coach	0.04	1,500					No	No	No		1,500	New
Kurtis Bonner		Asst. Coach	0.05	2,000					No	No	No		2,000	New
Track														
Mike Collins		Head Coach	0.25	16,314				1,000	No	No	No	17,314		4.10%
Mathew Kelley		Asst. Coach	0.04	1,725					No	No	No		1,725	New
Cyrus Hall		Asst. Coach	0.25	2,592					No	No	No	2,592		4.60%
Jacob Whittaker		Asst. Coach	0.08	3,500					No	No	No		3,500	New
Kurtis Bonner		Asst. Coach	0.07	3,000					No	No	No		3,000	New
Tennis														
Kai Fong		Head Coach	0.50	33,455				250	No	No	No	33,455	250	6.50%
Ryan LaPlante		Asst. Coach	0.50	21,953					No	No	No	21,953		New
Golf														
Zach Anderson (New)		Head Coach	0.50	19,241					No	No	No	19,241		New

Intercollegiate Athletics Compensation Report
 Lewis-Clark State College
 FY2023 Estimated Compensation
 Page 2

Depart/Name/Title	FTE	Compensation			Contract Bonus			Perks			All Compensation			Base
		Base Salary	Camps/ Clinics	Equip Co & Other	Grad Rate	Winning Perform.	Other	Club Memb.	Multi-Yr Contract	State Approp.	Program Revenue	All Other	Annualized Change	
Women's Sports														
Basketball														
Brian Orr		Head Coach	1.00	67,579	14,000				No	Yes	No	67,579	14,000	5.50%
Caelyn Orlandi		Asst. Coach	1.00	44,560	865				No	No	No	44,560	865	6.50%
Cross-Country														
Mike Collins		Head Coach	0.25	16,314		500	1,125	No	No	No		17,939		4.10%
Cyrus Hall		Asst. Coach	0.25	11,552			625	No	No	No		11,552		4.60%
Sam Atkin		Asst. Coach	0.01	450									450	New
Jacob Whittaker		Asst. Coach	0.04	1,500				No	No	No		1,500		New
Kurtis Bonner		Asst. Coach	0.05	2,000				No	No	No		2,000		New
Dance														
Christa Davis (New)		Interim Head Coach	0.12	5,000				No	No	No		5,000		New
Track														
Mike Collins		Head Coach	0.25	16,314		500	500	No	No	No		17,314		4.10%
Cyrus Hall		Asst. Coach	0.25	11,552				No	No	No		11,552		4.60%
Jacob Whittaker		Asst. Coach	0.07	3,500				No	No	No	0	3,500		11.10%
Matthew Kelley		Pole Vault Asst.	0.04	1,725				No	No	No		1,725		-45.00%
Kurtis Bonner		Asst. Coach	0.31	13,280								10,280	3,000	New
Volleyball														
Shaun Pohlman		Head Coach	1.00	56,342		500		No	Yes	No		56,842		5.50%
Drew Choules (Old)		Asst. Coach	1.00	8,752				No	No	No		8,752		0.00%
Dante Frattini (New)		Asst. Coach	1.00	20,651				No	No	No		20,651		New
Tennis														
Kai Fong		Head Coach	0.50	33,455			250	No	No	No		33,455	250	4.60%
Ryan LaPlante		Asst. Coach	0.50	21,953				No	No	No		21,953		New
Golf														
Zach Anderson (New)		Head Coach	0.50	19,241	2,000			No	No	No		21,241		New
GRAND TOTAL			25.99	1,287,607	18,385	0	2,245	0	5,000	8,385		1,206,356	29,350	85,291

BUSINESS AFFAIRS AND HUMAN RESOURCES
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SUBJECT

Athletics Gender Equity Reports

REFERENCE

June 2016 Board adopted the reports required by the institutions' federal regulatory body regarding compliance with Title IX in athletics programs, along with summaries of such reports, as the method to report to the Board on gender equity.

APPLICABLE STATUTE, RULE, OR POLICY

Idaho State Board of Education Governing Policies & Procedures, Section V.X.

BACKGROUND/DISCUSSION

Title IX of the Education Amendments of 1972 is the federal legislation that bans gender discrimination in schools, whether in academics or athletics. Title IX states: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance" (20 U.S.C. § 1681(a)). Relative to intercollegiate athletics, the Office for Civil Rights considers three broad areas in determining whether or not an institution is meeting its Title IX obligations. The three areas address equity in athletic participation opportunities, athletically-related financial aid and other program benefits, supports and services.

In 1996 the US Department of Education's Office for Civil Rights (OCR) issued a "Clarification of Intercollegiate Athletics Policy Guidance" This guidance addressed the three broad areas of Title IX compliance and made clear that relative to area 1 regarding participation opportunities, any of the 3 prongs may be used to demonstrate compliance.¹

First, the selection of sports and the level of competition must accommodate the students' interests and abilities, using one of the three prongs listed below. Institutions may demonstrate they are meeting Title IX obligations using any of the three prongs.

1. Participation opportunities for male and female students are provided in numbers **substantially proportionate** to their respective enrollments.
2. Where the members of one gender have been and are underrepresented among intercollegiate athletes, whether the institution can show a **history and continuing practice of program expansion**, which is demonstrably responsive to the developing interests, and abilities of that gender.
3. Where the members of one gender are underrepresented among intercollegiate athletes and the institution cannot show a continuing practice of program expansion, whether it can be demonstrated that the interests

¹ See: <https://www2.ed.gov/about/offices/list/ocr/docs/title9-qa-20100420.html>

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and abilities of the members of that gender have been **fully and effectively accommodated** by the present program.

Second, athletic-related financial assistance must be substantially proportionate to the ratio of male and female athletes. Institutions within 1% variance are considered compliant.

Third, benefits, opportunities, and treatments afforded sports participants are to be equivalent, but not necessarily identical, including equipment and supplies, scheduling of games and practices, travel expenses, availability and compensation of coaches, quality of facilities, medical services, housing, dining, and recruitment.

Overall, compliance is determined based on a program-wide consideration, and, not on a sport-by-sport comparison.

Idaho State Board of Education (Board) Policy V.X.4.c. requires the four-year institutions to provide gender equity reports for review by the Board. The reports include a narrative discussion of gender equity-related issues along with a summary table, which distills data from the detailed gender equity report provided annually by each institution to the U.S. Department of Education.

IMPACT

The attached summary worksheets show the institutions' enrollment, financial aid, and participants by gender. The worksheets also show the actual revenues and expenses for the most current completed fiscal year by sport, as well as overall operating (Game Day) expenses, number of participants, and operating expenses per participant. Finally, the worksheets provide information on average salaries of coaches and the count of coaches per sport by gender.

ATTACHMENTS

- Attachment 1: BSU Gender Equity Narrative
- Attachment 2: BSU Gender Equity Worksheet
- Attachment 3: ISU Gender Equity Narrative
- Attachment 4: ISU Gender Equity Worksheet
- Attachment 5: UI Gender Equity Narrative
- Attachment 6: UI Gender Equity Worksheet
- Attachment 7: LCSC Gender Equity Narrative
- Attachment 8: LCSC Gender Equity Worksheet

STAFF COMMENTS AND RECOMMENDATIONS

Significant information on gender equity aspects of athletic operations at the individual institutions is included in the attached narrative documents. The actual detailed "Equity in Athletics Data Analysis (EADA)" reports are also available for review and analysis by the public on the U.S. Department of Education website at <https://ope.ed.gov/athletics/>. This site also provides tools to download EADA

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reports for any NCAA or NAIA institution and to compare groups of institutions and review trends.

In their narratives, the institutions reported the status of compliance across the areas of Title IX.

Representatives from the four affected institutions will be available in the event that Board members have questions on specific areas related to Gender Equity reports or on the institutions' efforts related to achieving/maintaining equity.

BOARD ACTION

This item is for informational purposes only.

BOISE STATE UNIVERSITY GENDER EQUITY NARRATIVE

Boise State University is committed to supporting its student-athletes both academically and athletically and to complying with Title IX of the Education Amendments of 1972 (Title IX). Boise State monitors compliance with Title IX internally and through periodic external reviews from qualified consultants. These reviews provide recommendations that are intended to help achieve compliance in areas where gender differences may currently exist and help maintain compliance in areas where gender differences may be developing.

Last year, Boise State University worked with a consultant to do a comprehensive review of the intercollegiate athletic program by collecting data related to the 2021-2022 school year. While some of the data and opinions of this review were speculative, this process included the evaluation of 2021-2022 participation and scholarship data, analysis of questionnaires that were completed by head coaches, assistant coaches, select student-athletes and executive level staff members, and other information needed to assess gender equity in athletics.

Accommodation of Interests and Abilities (Participation)

**Note that institutions must meet one of the three prongs to achieve compliance with the accommodation of interests and abilities test.*

Prong 1: Proportionality

Factors: Participation Opportunities

Summary: In 2021-2022, women made up 56.8% of undergraduate enrollment (an increase of 0.7 percentage points over FY21) and 52.4% of the athletic participants (an increase of 1.5 percentage points over FY21), meaning Boise State did not meet the proportionality test in FY22, but did improve representation of female student-athletes at a higher rate than the previous year compared to undergraduate enrollment.

Prong 2: History and Continuing Practice of Program Expansion

Factors: Additional Opportunities

Summary: Boise State does not meet test two (program expansion for the underrepresented sex), as a net of four women's teams have been added since the 1970s.

Prong 3: Underrepresented gender are fully and effectively accommodated by present program

Factors: Sufficient Interest

Summary: Boise State does not meet test three (full accommodation of the underrepresented sex), as sufficient interest, ability and competition appear likely for women's lacrosse, swimming, and water polo, which Boise State does not currently offer.

Action: The university is in the process of making changes to meet test one (proportionality), as it has done for nine out of the last twelve academic years. The net addition of a minimum of 22 opportunities for women will allow the program to match undergraduate enrollment rates with athletic participation. Athletics will continue to monitor existing participation, and through roster management ensure equitable participation opportunities for female student-athletes. Additionally, the program will continue to evaluate the addition of another women's sport.

Athletic Financial Assistance

Summary: An analysis of athletic financial aid in FY22 shows that women were awarded scholarships at a rate 5.4% less than their rate of participation, exceeding the 1% variance for presumed compliance.

Action: Absent extenuating circumstances, Athletics will fully award female athletic scholarships during the academic school year. Emphasis will be placed on providing adequate resources for women's track/cross country and all other equivalency sports to be able to recruit and fully award allowable scholarships.

Other Athletic Benefits and Opportunities

Summary: Boise State is engaged in a comprehensive analysis and prioritization plan to address areas where gender disparities exist in the 11 other areas of athletic benefits and opportunities.

In the area of practice, competition and locker room facilities, previously identified disparities are being addressed. At the women's soccer facility, new stadium lights have been approved for installment, which will improve disparities in the scheduling of games and practices. At the softball facility, a new video board and new turf in the batting cage have been installed, thus improving the practice and competition facility. At our women's beach volleyball facility, a high-quality sand upgrade was completed, improving conditions for both the practice and competition. Additionally, improvements in the women's indoor and beach volleyball locker rooms are underway and beach volleyball joined the Southerland Conference to improve post season championship opportunities. Individual women's program budgets have also been increased to allow maximized competition scheduling and to improve compliance concerns with regard to travel and per diem allowances.

To improve concerns in the areas of coaching, support staff, medical and training services and publicity, the department added the following seven new positions:

- Women's Beach Volleyball – Assistant Coach and Athletic Trainer

- Gymnastics – Director of Operations Graduate Assistant and Athletic Trainer
- Soccer – Director of Operations Graduate Assistant
- Softball- Director of Operations Graduate Assistant
- Track and Field – Athletic Trainer

Sports information director positions were assigned to ensure adequate media coverage for every sport. Additional office space for coaches of women's programs was added reducing the need for shared office space. To improve existing disparities in recruitment, women's program budgets were increased and the courtesy car program was standardized. Equipment and training table budgets for women's program were also modestly improved to address minor gender disparities that existed in those benefit areas.

Boise State University
Equity in Athletics Disclosure Act (EADA) Report
Report on Athletic Program Participation Rates and Financial Support Data
July 1, 2021 through June 30, 2022

University Enrollment

Gender	Full-Time Undergraduates	
	Number	Percent
Male Students	5,713	43%
Female Students	7,521	57%
Totals	13,234	100%

Athletic Student Aid & Recruiting

Team Gender	Athletically Related Student Aid		Recruiting Expenses Amount
	Amount	Percent	
Men's Teams	\$ 5,226,763	54%	\$ 540,453
Women's Teams	\$ 4,391,652	46%	\$ 231,899
Totals for All Teams	\$ 9,618,415	100%	\$ 772,352

Athletic Participation

Sport	Number of Participants		Number of Participants Participating on a Second Team		Number of Participants Participating on a Third Team	
	Men's Teams	Women's Teams	Men's Teams	Women's Teams	Men's Teams	Women's Teams
Basketball	15	22	0	0	0	0
Beach Volleyball	0	15	0	3	0	0
Cross Country	22	24	0	1	21	21
Football	110	0	0	0	0	0
Golf	8	9	0	0	0	0
Gymnastics	0	18	0	0	0	0
Soccer	0	39	0	0	0	0
Softball	0	26	0	0	0	0
Tennis	10	9	0	0	0	0
Track, Indoor	28	36	7	14	21	21
Track, Outdoor	30	36	7	13	21	19
Volleyball	0	17	0	3	0	0
Wrestling	0	0	0	0	0	0
Others	0	0	0	0	0	0
Total Participants	223	251	14	34	63	61
Participant Proportion	47.05%	52.95%				
Unduplicated Count of Participants	175	185				

Total Revenues & Expenses

Varsity Teams	Total Revenues			Total Expenses			Revenues minus Expenses		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Basketball	\$ 5,026,638	\$ 1,146,258	\$ 6,172,896	\$ 4,070,964	\$ 2,289,578	\$ 6,360,542	\$ 955,674	\$ (1,143,320)	\$ (187,646)
Beach Volleyball	\$ -	\$ 313,610	\$ 313,610	\$ -	\$ 555,328	\$ 555,328	\$ -	\$ (241,718)	\$ (241,718)
Football	\$ 22,917,903	\$ -	\$ 22,917,903	\$ 14,529,144	\$ -	\$ 14,529,144	\$ 8,388,759	\$ -	\$ 8,388,759
Golf	\$ 150,077	\$ 198,086	\$ 348,163	\$ 487,947	\$ 481,111	\$ 969,058	\$ (337,870)	\$ (283,025)	\$ (620,895)
Gymnastics	\$ -	\$ 543,606	\$ 543,606	\$ -	\$ 1,204,370	\$ 1,204,370	\$ -	\$ (660,764)	\$ (660,764)
Soccer	\$ -	\$ 619,379	\$ 619,379	\$ -	\$ 1,295,097	\$ 1,295,097	\$ -	\$ (675,718)	\$ (675,718)
Softball	\$ -	\$ 670,697	\$ 670,697	\$ -	\$ 1,193,723	\$ 1,193,723	\$ -	\$ (523,026)	\$ (523,026)
Tennis	\$ 145,163	\$ 320,684	\$ 465,847	\$ 420,654	\$ 712,560	\$ 1,133,214	\$ (275,491)	\$ (391,876)	\$ (667,367)
Track	\$ 474,715	\$ 565,467	\$ 1,040,182	\$ 1,264,854	\$ 1,400,368	\$ 2,665,222	\$ (790,139)	\$ (834,901)	\$ (1,625,040)
Volleyball	\$ -	\$ 656,031	\$ 656,031	\$ -	\$ 1,201,983	\$ 1,201,983	\$ -	\$ (545,952)	\$ (545,952)
Wrestling	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Totals for All Teams	\$ 28,714,496	\$ 5,033,818	\$ 33,748,314	\$ 20,773,563	\$ 10,334,118	\$ 31,107,681	\$ 7,940,933	\$ (5,300,300)	\$ 2,640,633
Not Allocated by Gender/Sport			\$ 11,065,429			\$ 13,705,588			\$ (2,640,159)
Grand Totals for Athletics			\$ 44,813,743			\$ 44,813,269			\$ 474
Totals for All Sports Except Football & Basketball	\$ 769,955	\$ 3,887,560	\$ 4,657,515	\$ 2,173,455	\$ 8,044,540	\$ 10,217,995	\$ (1,403,500)	\$ (4,156,980)	\$ (5,560,480)

Operating (Game Day) Expenses

Varsity Teams	Operating (Game Day) Expenses			Number of Participants			Operating Expenses per Participant		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Basketball	\$ 989,761	\$ 452,635	\$ 1,442,396	15	22	37	\$ 65,984	\$ 20,574	\$ 86,558
Beach Volleyball	\$ -	\$ 94,522	\$ 94,522	0	15	15	\$ -	\$ 6,301	\$ 6,301
Football	\$ 1,659,242	\$ -	\$ 1,659,242	110	0	110	\$ 15,084	\$ -	\$ 15,084
Golf	\$ 152,322	\$ 73,227	\$ 225,549	8	9	17	\$ 19,040	\$ 8,136	\$ 27,177
Gymnastics	\$ -	\$ 197,794	\$ 197,794	0	18	18	\$ -	\$ 10,989	\$ 10,989
Soccer	\$ -	\$ 187,738	\$ 187,738	0	39	39	\$ -	\$ 4,814	\$ 4,814
Softball	\$ -	\$ 269,550	\$ 269,550	0	26	26	\$ -	\$ 10,367	\$ 10,367
Tennis	\$ 91,602	\$ 93,213	\$ 184,815	10	9	19	\$ 9,160	\$ 10,357	\$ 19,517
Track	\$ 303,464	\$ 328,790	\$ 632,254	80	96	176	\$ 3,793	\$ 3,425	\$ 7,218
Volleyball	\$ -	\$ 207,618	\$ 207,618	0	17	17	\$ -	\$ 12,213	\$ 12,213
Wrestling	\$ -	\$ -	\$ -	0	0	0	\$ -	\$ -	\$ -
Totals for All Teams	\$ 3,196,391	\$ 1,905,087	\$ 5,101,478	223	251	474	\$ 14,334	\$ 7,590	\$ 10,763
Totals for All Sports Except Football & Basketball	\$ 547,388	\$ 1,452,452	\$ 1,999,840	98	229	327	\$ 31,994	\$ 66,602	\$ 98,596

Average Coaching Salaries

Description/Explanation	Head Coaches		Assistant Coaches	
	Men's Teams	Women's Teams	Men's Teams	Women's Teams
Average Annual Institutional Salary per Coach	\$ 487,372	\$ 121,815	\$145,166	\$61,044
Number of Coaches Used to Calculate Average	5	9	20	18
Average Annual Institutional Salary per Full-Time Equivalent (FTE)	\$ 543,942	\$128,678	\$ 166,857	\$70,435
Full-Time Equivalents (FTEs) Used to Calculate Average	4.48	8.52	17.40	15.60

Counts of Head Coaches

Varsity Teams	Male Head Coaches				Female Head Coaches				Total Head Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
Men's Varsity Teams									
Basketball	1		1						1
Football	1		1						1
Golf	1		1						1
Tennis	1		1						1
Wrestling	0		0						0
Track & Field & Cross Country		1	1						1
Totals for Men's Teams	4	1	5	0	0	0	0	0	5
Women's Varsity Teams									
Basketball	1		1						1
Beach Volleyball					1		1		1
Golf					1		1		1
Gymnastics					1		1		1
Soccer	1		1						1
Softball	1		1						1
Tennis	1		1						1
Track & Field & Cross Country		1	1						1
Volleyball	1		1						1
Totals for Women's Teams	5	1	6	0	3	0	3	0	9

Counts of Assistant Coaches

Varsity Teams	Male Assistant Coaches				Female Assistant Coaches				Total Assistant Coaches
	Assigned to Team Full-Time	Assigned to a team Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned to Team Full-Time	Assigned to a team Part Time	Full-Time Employee	Part-Time/Volunteer	
Men's Varsity Teams									
Basketball	3		3						3
Football	10	4	10	4					14
Golf	1		1						1
Tennis		1		1					1
Track & Field & Cross Country		4	4			1	1		5
Totals for Men's Teams	14	9	18	5	0	1	1	0	24
Women's Varsity Teams									
Basketball	1		1		2		2		3
Beach Volleyball		1	1						1
Golf									0
Gymnastics	1		1		1		1		2
Soccer	1		1		1	1	1	1	3
Softball					2	2	2	2	4
Tennis						1		1	1
Track & Field & Cross Country		4	4			1	1		5
Volleyball		1	1		2		2		3
Totals for Women's Teams	3	6	9	0	8	5	9	4	22



Idaho State University

Idaho State University Gender Equity Narrative February 2023

Idaho State University and the Department of Athletics are committed to providing quality opportunities and experiences to all student-athletes, and to compliance with Title IX of the Education Amendments of 1972.

In order to inform its long and short term efforts, Idaho State University executed an internal review of Title IX compliance relative to gender equity. In 2018 we commissioned a comprehensive external gender equity review, the results of which were delivered early in 2019. This review was followed by 9 months of work by a Gender Equity Committee, with representation from across campus, to develop a Five Year Gender Equity Plan. The resulting plan continues to guide our efforts. This narrative will outline steps taken to address recommendations of the external review, demonstrate progress on the Five Year Gender Equity Plan, and provide a snapshot of the current status of compliance.

Prong I of Title IX - Participation Proportionate to Enrollment

The 2020-21 Idaho State University Enrollment ratio of males to females was 43% : 57%, which became our target for proportionality for 2021-22 in order to achieve compliance. ISU Athletics performed well against this target, improving to a ratio of 45% : 55%. This fails to meet the Proportionality Prong of Title IX by only 2%, which is within the acceptable range of deviation. Therefore, for a one year period, Idaho State University Athletics may be considered in compliance according to this metric.

This is a significant improvement, as the prior year's ratio was 50% : 50%. However, the significantly larger proportion of women to men in Idaho State University's enrollment continues to make achieving compliance with the proportionality prong of Title IX challenging. The most current enrollment figures, 2021-22, have once again moved the target, now 41% : 59%.

Total participation in intercollegiate athletics in 2021-22 included 192 opportunities for men (decrease of 3), and 239 opportunities for women (increase of 41). Roster increases in women's sports occurred as follows:

Basketball	9*
Golf	1
Soccer	4
Softball	1
Tennis	1
Track & Field / Cross	23
Volleyball	2

* WBB included 5 male practice players

These increases were made to individual rosters at the discretion of coaches. No targets for female participation were presented.

For 2021-2022, ISU Athletics imposed roster limits in the sports of Men’s Basketball (17), Football (110), Men’s Indoor Track & Field, Men’s Outdoor Track & Field/Cross Country (79), and Men’s Tennis (10). Simultaneously, the department continues to work to offer increased female participation by adding a modest number of opportunities to rosters of existing women’s teams as feasible, and at the discretion of the respective Head Coach. While Idaho State University has instituted the roster limits noted above in an effort to move closer to proportionality, it is not a sustainable practice due to continual increase in female students enrolled at ISU.

It is evident that to achieve full proportionality, Idaho State University will have to add a women’s sport. This will become possible at such time as institutional funding and the State Athletics Funding Cap are sufficient to include a base personnel and operating budget for an additional sport. Such future funding will need to be accompanied by significant private philanthropic support.

Prong II of Title IX - History and Continuing Practice of Program Expansion for the Underrepresented Sex

Idaho State University currently offers 15 NCAA Division I teams, six teams for men and nine teams for women. Aside from expanding rosters of current women's teams, ISU has not added a women's sport in more than 5 years. In order to demonstrate a significant expansion of opportunities, Idaho State University will need to explore adding a women's sport in the future.

Two sports which represent opportunities because of interest and proximity to competition, are beach volleyball (12 opportunities) and women's wrestling (25 opportunities).

Prong III of Title IX - Full and Effective Accommodation of the Interests/Abilities of Underrepresented Sex

The determination of whether women are fully and effectively accommodated by the present program includes determining whether there is sufficient interest and ability among women for a viable team not currently offered in the intercollegiate program. The Director of Athletics has been approached by one member of the public who requested Idaho State University consider the addition of Judo as an intercollegiate sport due to interest and ability in the region, and by three members of the public who advocate for the addition of wrestling.

A survey was conducted by the previous FAR and the Athletics Advisory Board (AAB) in 2019 to gather data regarding the level of interest and ability with regard to potential women's sport additions. The most recent survey targeted all current full-time students at Idaho State University, and identified (1) swimming, (2) rugby and (3) beach volleyball as having the most significant interest. No steps were taken to begin long term planning for the addition of a women's sport due to the need for more statistically valid data, and due to the significant budget impacts of COVID-19.

Financial Aid

In 2023-24, each ISU female sport will be funded to the NCAA maximum level of scholarships, while limits are imposed internally on men’s tennis, track & field and cross country. In 2021-22, \$2,575,527 or 51% of financial aid was distributed to male student-athletes and \$2,489,124 or 49% of financial aid was distributed to female student athletes. As demonstrated on the chart below, this difference is attributed to the fact that ISU is meeting NCAA maximums for all women’s sports, which limits the total number of scholarships which can be provided to women at 85. While ISU limits Men’s Tennis and Men’s Track & Field / Cross to less than the NCAA maximum, men’s scholarships still total 90.

NCAA Scholarship Limits for Big Sky Conference Core Sports					
MEN			WOMEN		
SPORT	NCAA LIMIT	ISU FUNDING	SPORT	NCAA LIMIT	ISU FUNDING
Football	63	63	Softball	12	12
TF/Cross	12.6	10	TF/Cross	18	18
Basketball	13	13	Basketball	15	15
Tennis	4.5	4	Tennis	8	8
			Volleyball	12	12
			Golf	6	6
			Soccer	14	14
TOTAL	93.1	90	TOTAL	85	85

Efforts are made to ensure the NCAA maximums are awarded in all women’s sports, but fluctuations occur in rosters with early graduations, transfers, and recruiting gaps. The practice of allowing unutilized scholarship funds within a program to be spent to fund other areas of that program has been discontinued, eliminating an unintended incentive to “save” scholarship funds in order to supplement other budgetary needs in women’s programs.

Equitable Treatment and Quality of Experience Within Programs

Providing a quality experience and appropriate support to all student athletes is the top priority of the Department of Athletics. While the long term goal is to achieve proportionality, the short term goal is to provide an equal and quality experience for Bengal student-athletes across genders. We feel strongly that we must invest properly in existing opportunities prior to creating additional opportunities as this could diminish the overall quality of all programs. Ensuring equitable, high quality experiences for all student athletes, and addressing specifically identified deficiencies in women’s programs, has been the focus of program reallocations and investments.

A newly implemented zero-based and collaborative budgeting process has guided the department in the appropriate allocation of resources to address areas of inequity. Improvements have been funded through (1) reallocations of existing funding (2) student fee revenue and (3) fundraising and sponsorship increases.

Additionally, a university group started quarterly meetings in 2022 to discuss gender equity and Title IX at ISU. The group includes the Faculty Athletic Representative, the Senior Women’s Administrator, the Associate AD for Compliance, a member from General Counsel, ISU’s Title IX Coordinator, and the ADID.

The following are the initiatives and elements which have been added to positively impact the equitable and positive experience of all student athletes since the last report.

INITIATIVE		FUNDING VEHICLE
Added a graduate assistant to the sports performance (strength and conditioning) staff to better serve all sports.	\$25,000	Fundraising
Increased the CPI allocations in EQ, marketing, and sports performance to better serve olympic sports.	\$30,000	CPI Program
Upgraded softball field with turfed bullpens and expanded bandwidth for ESPN+ broadcasting.	\$60,000	Fundraising
Reallocated a football staff position to sports performance to alleviate the load on existing sports performance staff and more adequately balance the needs of other sports with football.	\$50,000	Reallocation (50%) Fundraising (50%)
Increased the previously part-time Head Women’s Golf Coach position to a full time position with benefits and incentives.	\$28,200	Reallocation (25%) Fundraising (75%)
Added a full-time assistant coach to Women’s Volleyball to reach NCAA maximum.	\$32,500	Reallocation (50%) Fundraising (50%)
Following the construction of a new Athletic Training Room at Holt Arena, renovated the Reed Gymnasium Athletic Training Room to match and service basketball, volleyball, tennis and golf.	\$15,000	Fundraising

Increased to 6, from 4.5, the number of scholarships awarded to the Women's Golf Team.	\$35,000	Fundraising
Purchased and distributed athletic training and recovery equipment and modalities (Normatec Sleeves and Hypervolt Guns) so that all athletic teams could travel with them (previously only available to football). This dramatically impacts recovery.	\$17,500	Fundraising
Planning is underway for a new fueling station located adjacent to the Strength and Conditioning Center and the Athletic Training Room. Construction will begin in summer of 2023.	\$100,000	Fundraising
Partial Cost of Attendance was awarded on a limited basis for recruiting purposes for Football and Men's and Women's Basketball this year. This allocation heavily favors men, 75 to 15. We will expand that offering to Women's Soccer and Women's Volleyball, to be awarded for the first time in fall 2023. Further expansion of the program will follow as quickly as funding may be secured.	\$200,000	Fundraising
Completed new lockers for Women's Volleyball, Women's Golf, Women's Tennis in Reed Gymnasium.	\$50,000	Fundraising
We have doubled our investment in nutrition from \$25,000 to \$50,000, to better serve programs beyond football.	\$25,000	Fundraising
We will add 1 FTE as a women's soccer assistant coach in the fall of 2023 to provide equity in the access to coaching and instruction.	\$45,000	Reallocation (50%) Fundraising (50%)
In an effort to afford equal scheduling and competition opportunities to all sports, as well alleviate travel in an equitable way, we have committed to host tournaments in Softball and Women's Volleyball. Softball is occurring this spring, and volleyball in the fall of 2023.	\$40,000	Reallocation (35%) Fundraising (30%) Sponsorships (30%)
We have expanded the opportunity for summer coursework to all sports, no longer just football and basketball. The previous arrangement was implemented to accommodate NCAA rules regarding summer access for those two sports, however, the legislation itself is inequitable. The opportunity to have at least one summer class funded is now available to all student athletes through an equitable application process.	\$160,000	Student Assistance Fund (35%) Fundraising (50%) Endowment (15%)
Secured space in Reed Gymnasium to better serve the needs of student-athletes who have daily practice in that facility. Operations to begin spring 2023. Convenient storage and laundering of apparel will be provided with a drop off location for VB/ WBB / MBB / W Tennis / M Tennis.	Cost Neutral	
Increased Nutritionist position to full time (from ½ time) and relocated her to an office within the Athletic Training Room so that she is fully accessible to all student athletes.	\$35,000	Fundraising Collaboration with Health Sciences
Invested in an equipment inventory program to better track equitable distribution of equipment and apparel to include travel gear, cold weather gear and shoes.	\$1,800	Reallocation
Added NCAA Certification Officer to provide additional certification information / recruiting evaluations / and support to all coaches.	\$70,000	Indirect Institutional Support

Idaho State University Five Year Gender Equity Plan

We have advanced through three years of the five year plan drafted by the Gender Equity Committee under the oversight of the FAR. At this time, we are again collaborating with the FAR to evaluate progress against the plan, and to accept recommendations for adjustments and additions. We continue to monitor progress and work toward full compliance.

Idaho State University
Equity in Athletics Disclosure Act (EADA) Report
Report on Athletic Program Participation Rates and Financial Support Data
July 1, 2021 through June 30, 2022

University Enrollment

Gender	Full-Time Undergraduates	
	Number	Percent
Male Students	2,210	41.0%
Female Students	3,179	59.0%
Totals	5,389	100%

Athletic Student Aid & Recruiting

Team Gender	Athletically Related Student Aid		Recruiting Expenses Amount
	Amount	Percent	
Men's Teams	\$ 2,575,527	51%	\$ 194,079
Women's Teams	2,489,124	49%	139,656
Totals for All Teams	\$ 5,064,651	100%	\$ 333,735

Athletic Participation

Varsity Teams	Number of Participants			Number Participating on a Second Team		Number Participating on a Third Team	
	Men's	Women's	Total	Men's	Women's	Men's	Women's
Basketball	17	24	41				
Football	98		98	1		1	
Golf		11	11				
Soccer		30	30				
Softball		23	23				
Tennis	9	10	19				
Track & Field (Indoor)	30	53	83	30	53	7	16
Track & Field (Outdoor)	31	54	85	30	53	7	16
Cross Country	7	16	23	7	16	7	16
Volleyball		18	18				
Total Participants	192	239	431	68	122	22	48
Percentage of Total	45%	55%	100%				
Unduplicated Count	137	165					

Total Revenues & Expenses

Varsity Teams	Total Revenues			Total Expenses			Revenues minus Expenses		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Basketball	\$1,342,096	\$1,499,163	\$ 2,841,259	\$1,342,096	\$1,499,163	\$ 2,841,259	\$ -	\$ -	\$ -
Football	\$4,324,234		\$ 4,324,234	\$4,324,234		\$ 4,324,234	0		\$ -
Golf		\$216,319	\$ 216,319		\$216,319	\$ 216,319		0	\$ -
Soccer		\$632,558	\$ 632,558		\$632,558	\$ 632,558		0	\$ -
Softball		\$702,390	\$ 702,390		\$702,390	\$ 702,390		0	\$ -
Tennis	\$189,076	\$256,619	\$ 445,695	\$189,076	\$256,619	\$ 445,695	0	0	\$ -
Track & Field & Cross Country	\$479,017	\$582,306	\$ 1,061,322	\$479,017	\$582,306	\$ 1,061,322	0	0	\$ -
Volleyball		\$833,890	\$ 833,890		\$833,890	\$ 833,890		0	\$ -
Totals for All Teams	\$6,334,424	\$ 4,723,244	\$ 11,057,668	\$6,334,424	\$4,723,244	\$ 11,057,668	\$ -	\$ -	\$ -
Not Allocated by Gender/Sport			3,624,611			3,624,611			\$ -
Grand Totals for Athletics			\$ 14,682,279			\$ 14,682,279			\$ -
Totals for All Sports Except Football & Basketball			\$ 7,516,785			\$ 7,516,785			\$ -

Operating (Game Day) Expenses

(includes lodging, meals, transportation, uniforms, equipment, event costs & officials)

Varsity Teams	Operating (Game Day) Expenses			Number of Participants			Operating Expenses per Participant		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Basketball	\$ 347,011	\$ 370,997	\$ 718,008	17	24	41	\$ 20,412	\$ 15,458	\$ 17,512.38
Football	\$ 906,630		\$ 906,630	98		98	\$ 9,251.32		\$ 9,251.32
Golf		\$ 62,607	\$ 62,607		11	11		5,692	\$ 5,691.56
Soccer		\$ 150,612	\$ 150,612		30	30		5,020	\$ 5,020.41
Softball		\$ 204,695	\$ 204,695		23	23		8,900	\$ 8,899.77
Tennis	\$ 74,012	\$ 50,260	\$ 124,272	9	10	19	8,224	5,026	\$ 6,540.64
Track & Field & Cross Country	\$ 127,769	\$ 116,135	\$ 243,904	68	123	191		944	\$ 1,276.98
Volleyball		\$ 165,427	\$ 165,427		18	18		9,190	\$ 9,190.39
Totals for All Teams	\$ 1,455,421	\$ 1,120,733	\$ 2,576,154	192	239	431	\$7,580	\$4,689	\$5,977
Totals for All Sports Except Football & Basketball			\$ 951,517			292			\$ 3,259

Average Coaching Salaries

Description/Explanation	Head Coaches		Assistant Coaches	
	Men's Teams	Women's Teams	Men's Teams	Women's Teams
Average Annual Institutional Salary per Coach	\$ 73,893	\$ 57,129	\$ 44,896	\$ 29,540
Number of Head Coaches Used to Calculate Average	5	8	16	12
Average Annual Institutional Salary per Full-Time Equivalent (FTE)	\$ 109,280	\$ 75,594	\$ 49,540	\$ 39,740
Full-Time Equivalents (FTEs) Used to Calculate Average	4.00	6.35	14.50	8.92

Counts of Head Coaches

Varsity Teams	Male Head Coaches				Female Head Coaches				Total Head Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
Men's Varsity Teams									
Basketball	1		1						1
Football	1		1						1
Tennis	1		1						1
Track & Field & Cross Country		1	1			1	1		2
Totals for Men's Teams	3	1	4	0	0	1	1	0	5
Women's Varsity Teams									
Basketball	1		1						1
Golf		1		1					1
Soccer	1		1						1
Softball	1		1						1
Tennis					1		1		1
Track & Field & Cross Country		1	1			1	1		2
Volleyball					1		1		1
Totals for Women's Teams	3	2	4	1	2	1	3	0	8

Counts of Assistant Coaches

Varsity Teams	Male Assistant Coaches				Female Assistant Coaches				Total Assistant Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
Men's Varsity Teams									
Basketball	3	1	3	1					4
Football	10	0	10	0					10
Tennis									0
Track & Field & Cross Country		2	2			0		0	2
Totals for Men's Teams	13	3	15	1	0	0	0	0	16
Women's Varsity Teams									
Basketball	2		2		1		1		3
Golf						1	1		1
Soccer					1		1		1
Softball					2		2		2
Tennis						1		1	1
Track & Field & Cross Country		2	2						2
Volleyball	1		1			1		1	2
Totals for Women's Teams	3	2	5	0	4	3	5	2	12

University of Idaho Gender Equity Narrative

3/23/2023

The University of Idaho Athletic Department is committed to gender equity in all facets as directed by the Title IX Statute of 1972. Further, Title IX protocol is followed simply because we believe in its fundamental principle. The Office of Civil Rights issued an Intercollegiate Athletics Policy Interpretation in 1979 which is the major source for specific requirements of all NCAA athletic programs and identifies three program components that are listed below. As a civil rights law, two basic provisions are to be followed: equal access to programs and equal treatment once in the program. We incorporate these principles and policies into our daily routine to strive to meet the requirements.

Equal access will be addressed by the accommodation of interest and abilities in Section 1 Participation Opportunities. Section II will outline Financial Aid. The last section, Athletic Benefits and Opportunities, will include (but is not limited to) the areas of equipment, travel, scheduling of contests and practices, salaries, facilities, medical and training facilities and services, recovery options, and academic support.

The Senior Leadership staff who are designated as specific sport administrators continually monitor each of the sections mentioned above and implement policy or procedural changes when needed. All of the program component areas-participation, financial aid, athletic benefits are also monitored by staff and moving forward a student-athlete will be involved in the process per NCAA rules. A systematic approach of utilizing a three-year snapshot was implemented in Spring of 2020 and will continue to be utilized going forward for comparable.

I. Participation Opportunities.

2018-19 undergraduate enrollment percentages:	Male-51.9%	Female-48.1%
Athletic participation:	Male-53.9%	Female-46.1%
2019-2020 undergraduate enrollment percentages:	Male-51.1%	Female-48.9%
Athletic participation:	Male-53.9%	Female-46.1%
2020-2021 undergraduate enrollment percentages:	Male-48.9%	Female-51.1%
Athletic participation:	Male-53.1%	Female-46.9%
2021-22 undergraduate enrollment percentages:	Male-49.0%	Female-51.0 %
Athletic participation:	Male-52.3%	Female-47.7%
2022-23 undergraduate enrollment percentages:	Male-49%	Female-51%
	Male- TBA	Female- TBA

To begin addressing the proportionality gap, roster management has slowly been implemented beginning in Fall of 2021. After the implementation process was started, student-athletes granted additional seasons of eligibility by the NCAA due to COVID-19 has continued to skew the numbers slightly, but the gap is slowly starting to close. A committee was formed in Fall of 2021 to evaluate roster numbers, scholarship dollars and average NCAA squad sizes. The roster management process is ongoing and assigns our men's teams a maximum roster target number to hit and assigns the women's programs a minimum number to meet or exceed. In the roster management implementation planning meetings with the current coaching staffs these target numbers were deemed attainable. Of course, campus enrollment numbers and percentages fluctuate and thus it is challenging to hit upon the exact percentage number year in and year out. Athletics will adjust the numbers as best as possible, however, it is not feasible to hit a "moving" target of enrollment without denying promised participation opportunities to student-athletes. This would not be our preferred method of matching campus enrollment percentages.

II. Financial Aid

All coaches and sport programs at the University of Idaho are given the opportunity to offer the NCAA maximum scholarship limits of their respective sport. The actual scholarship dollars vary due to in-state and out-of-state tuition rates. There are no limits placed upon the sport regarding the location of where the student comes from and what they can offer up to a full scholarship. This allows our coaches to recruit across the country and internationally, which is critical to bringing diversity into our programs and to campus. With this philosophy in place and the campus gender percentage fluctuation in enrollment, it is difficult, if not impossible, to be compliant with financial aid awards exactly matching campus enrollment participation percentages. Another challenge is that not all coaches award the full number of allotted scholarships, even though they are allowed the opportunity to do so. This occurs for various reasons, most frequently due to balancing out the number of incoming recruiting classes. However, coaches are strongly encouraged to use all available scholarship allotments, particularly for our female sport programs.

A summer school aid policy has been implemented to ensure equitable gender access to designated female and male sports and to correct eligibility issues. Certain sports, such as Football, Men's and Women's Basketball, and to some extent Volleyball and Women's Soccer, can utilize the summer period to train their teams with coaching staff or strength coaches present. The other sports that are offered at Idaho have NCAA restrictions in place that do not allow this practice opportunity with staff members present (unless there is a safety exemption). This opportunity skews the amount of summer aid offered as football has the largest NCAA scholarship limit of 63 and no other female sport has such a high number of scholarship opportunities. Our two largest roster count women's sports do not have summer access opportunities, which in theory could help offset the cost of funding football scholarship awards if the access to workouts were granted.

As noted in the EADA report, the Student Aid dollars awarded were:

2019-2020 57% males and 43% females

2020-2021 56% males and 44% females

2021-2022 57% males and 43% females

III. Athletic Benefits and Opportunities

Processes have been implemented to develop budgets, review budgets, and review spending. This has led to ensure sport sponsorship support and equitable support of programs. Reviews of spending, contract evaluation and benchmarking with conference members are continually being analyzed. Reviewing these processes and evaluating their implementation will continue to ensure that equitable policies and procedures are in place.

The Athletic Department continues to hold a weekly scheduling meeting to ensure all sports have equal access to facilities for practice and competition. Sports medicine, academic services, and the fueling station is open to all athletes equally as well as our recovery services.

IV. Conclusion

As stated earlier, a three-year rolling report has begun to monitor all areas of Title IX and track not only overall progress, but also specific nuances. This report will also track trends and keep record of substantial differences between genders. A Gender Equity committee will be reactivated to monitor these trends and accomplishments.

University of Idaho
Equity in Athletics Disclosure Act (EADA) Report
Report on Athletic Program Participation Rates and Financial Support Data
July 1, 2021 through June 30, 2022

University Enrollment

Gender	Full-Time Undergraduates	
	Number	Percent
Male Students	3,110	49.0%
Female Students	3,240	51.0%
Totals	6,350	100.0%

Athletic Student Aid & Recruiting

Team Gender	Athletically Related Student Aid		Recruiting Expenses Amount
	Amount	Percent	
Men's Teams	\$3,247,131	57%	\$195,929
Women's Teams	\$2,425,397	43%	\$156,212
Totals for All Teams	\$5,672,528	100%	\$352,141

Athletic Participation

Varsity Teams	Number of Participants			Number Participating on a Second Team		Number Participating on a Third Team	
	Men's	Women's	Total	Men's	Women's	Men's	Women's
Basketball	14	14	28				
Football	118		118	1		1	
Golf	9	8	17				
Soccer		35	35				
Swimming & Diving		37	37				
Tennis	9	8	17				
Track & Field (Indoor)	33	38	71	33	38	12	15
Track & Field (Outdoor)	33	38	71	33	38	12	15
Cross Country	13	15	28	12	15	12	15
Volleyball		16	16				
Total Participants	229	209	438	79	91	37	45
Percentage of Total	52.3%	47.7%	100%				
Unduplicated Count	183	156	339				

University of Idaho
Equity in Athletics Disclosure Act (EADA) Report

Total Revenues & Expenses

Varsity Teams	Total Revenues			Total Expenses			Revenues minus Expenses		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Basketball	\$ 1,374,665	\$ 1,327,497	\$ 2,702,162	\$ 1,374,665	\$ 1,327,497	\$ 2,702,162	\$ -	\$ -	\$ -
Football	\$ 5,658,691		5,658,691	5,658,691		5,658,691	-	-	-
Golf	\$ 305,776	\$ 394,298	700,074	305,776	394,298	700,074	-	-	-
Soccer		\$ 770,446	770,446		770,446	770,446	-	-	-
Swimming & Diving		\$ 698,240	698,240		698,240	698,240	-	-	-
Tennis	\$ 323,185	\$ 277,881	601,066	323,185	277,881	601,066	-	-	-
Track & Field & Cross Country	\$ 651,323	\$ 792,334	1,443,657	651,323	792,334	1,443,657	-	-	-
Volleyball		\$ 739,306	739,306		739,306	739,306	-	-	-
Totals for All Teams	\$ 8,313,639	\$ 5,000,003	\$ 13,313,641	\$ 8,313,639	\$ 5,000,003	\$ 13,313,641	\$ -	\$ -	\$ -
Not Allocated by Gender/Sport			4,296,441			4,296,441			(0)
Grand Totals for Athletics			\$ 17,610,082			\$ 17,610,082			(0)
Totals for All Sports Except Football & Basketball	\$ 1,280,283	\$ 3,672,506	\$ 4,952,788	\$ 1,280,283	\$ 3,672,506	\$ 4,952,788	\$ -	\$ -	\$ -

Operating (Game Day) Expenses

(includes lodging, meals, transportation, uniforms, equipment, event costs & officials)

Varsity Teams	Operating (Game Day) Expenses			Number of Participants			Operating Expenses per Participant		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Basketball	\$ 517,131	\$ 482,931	\$ 1,000,061	14	14	28	\$ 36,938	\$ 34,495	\$ 35,716
Football	1,290,983		1,290,983	118		118	10,941		10,941
Golf	67,752	112,878	180,631	9	8	17	7,528	14,110	10,625
Soccer		262,523	262,523		35	35		7,501	7,501
Swimming & Diving		148,932	148,932		37	37		4,025	4,025
Tennis	140,656	65,317	205,973	9	8	17	15,628	8,165	12,116
Track & Field & Cross Country	162,232	162,324	324,556	79	91	170	2,054	1,784	1,909
Volleyball		206,973	206,973		16	16		12,936	12,936
Totals for All Teams	\$ 2,178,754	\$ 1,441,879	\$ 3,620,633	229	209	438	\$ 9,514	\$ 6,899	\$ 8,266
Totals for All Sports Except Football & Basketball	\$370,640	\$958,948	\$1,329,588	97	195	292	\$3,821	\$4,918	\$4,553

**University of Idaho
Equity in Athletics Disclosure Act (EADA) Report**

Average Coaching Salaries

Description/Explanation	Head Coaches		Assistant Coaches	
	Men's Teams	Women's Teams	Men's Teams	Women's Teams
Average Annual Institutional Salary per Coach	\$88,220	\$79,159	\$58,569	\$32,452
Number of Head Coaches Used to Calculate Average	5	7	16	12
Average Annual Institutional Salary per Full-Time Equivalent (FTE)	\$98,023	\$85,248	\$64,628	\$39,941
Full-Time Equivalents (FTEs) Used to Calculate Average	4.50	6.50	14.50	9.75

Counts of Head Coaches

Varsity Teams	Male Head Coaches				Female Head Coaches				Total Head Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
Men's Varsity Teams									
Basketball	1		1						1
Football	1		1						1
Golf	1		1						1
Tennis	1		1						1
Track & Field & Cross Country		1	1						1
Totals for Men's Teams	4	1	5	0	0	0	0	0	5
Women's Varsity Teams									
Basketball	1		1						1
Golf					1		1		1
Soccer	1		1						1
Swimming & Diving	1		1						1
Tennis					1		1		1
Track & Field & Cross Country		1	1						1
Volleyball					1		1		1
Totals for Women's Teams	3	1	4	0	3	0	3	0	7

University of Idaho
Equity in Athletics Disclosure Act (EADA) Report

Counts of Assistant Coaches

Varsity Teams	Male Assistant Coaches				Female Assistant Coaches				Total Assistant Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
Men's Varsity Teams									
Basketball	3	1	3	1					4
Football	10	4	10	4					14
Golf		1		1					1
Tennis		1		1					1
Track & Field & Cross Country		4	3	1		1		1	5
Totals for Men's Teams	13	11	16	8	0	1	0	1	25
Women's Varsity Teams									
Basketball	1		1		2		2		3
Golf		1		1					1
Soccer	1		1			1		1	2
Swimming & Diving	1		1		1	1	1	1	3
Tennis						1		1	1
Track & Field & Cross Country		4	3	1		1		1	5
Volleyball		1		1	2		2		3
Totals for Women's Teams	3	6	6	3	5	4	5	4	18

Gender Equity – Narrative
Lewis-Clark State College

I. Participation Opportunities: Compliance for this component means meeting one test of the three-part test for participation opportunities. LCSC does not currently meet these criteria.

A. Proportionate to enrollment

Title IX compliance is assessed relative to interest and abilities, athletic financial aid and other program areas. Relative to interest and abilities and prong #1 of the 3-prong test, substantial proportionality, in FY22, athletic participation was 54% male to 46% female. LC State's fulltime undergraduate enrollment in FY22 was 38% male and 62% female. This results in a 16% overrepresentation of male student-athletes. Prongs 2 and 3 look at the history and continuing practice of program expansion for the under-represented sex and full and effective accommodation of expressed interest and abilities of the under-represented sex. With these aspects of compliance in mind, LC State's 2-part Title IX Compliance Plan was accepted and approved by the SBOE in the spring of 2019. Part 1 of the Plan involved maximizing women's sport roster capacities with expansion which started in the fall of 2019. Part 2 involves the addition of a women's intercollegiate sport, dance, effective fall 2023.

In order to achieve the roster goals in Part 1, coaching personnel, operating budgets and student-athlete scholarship dollars needed to be increased. In FY 2020, a total of 2.62 FTE was spread across three coaching positions, in essence moving the head women's and men's golf coach to full-time, and the assistant volleyball and assistant women's basketball coach from part-time to full-time, inclusive of fringe and benefits. In addition, a concerted effort to increase scholarship funding (through the Warrior Athletic Association and LC State Foundation) for athlete recruitment is continuing. In response to these efforts LC State's overall women's sport roster increased from a total of 123 20/21 to 140 in 21/22 and is currently at 139 for 22/23. This is especially noteworthy given the general negative impact on higher education enrollments associated with the pandemic. Finally, it is relevant that LC State's 20/21 coaching contracts were uniformly modified with language making roster growth and management a condition of supplemental compensation considerations.

Although austere budget realities persisted in FY2022, funding streams to support continued Plan progress were implemented. Specifically, (a) Warrior Athletic Association fundraising, in essence, taxed themselves 5% on dollars raised. These dollars are to be allocated, under the direction of the Director of Athletics, to support operating expenses (OE) associated with expanded sport rosters; (b) proceeds from the Hospitality area (sales and sponsorship) during the NAIA World Series, will go towards the Title IX plan; and (c) revenue captured in response to reduced travel expenses with the move from the Frontier to Cascade conference have been directed toward Plan OE (e.g., increased travel costs to accommodate expanded rosters).

B. Demonstrate continuing program expansion

Part 1 of the Plan is the cornerstone of ongoing demonstration of a continuing practice of program expansion. The timeline for this part of the plan has been extended and will be ongoing. Part 2 of the LC State's Title IX Compliance Plan involves the addition of a women's sport. Due to facility limitations the Plan is being updated. Considerations for adding women's soccer are being put on hold; and the near-term focus shifting to adding

competitive women's dance in fall 2023. The NAIA recognizes competitive dance as a collegiate sport. While the CCC does not yet sponsor competitive dance as a sport (beyond SOU – which is in the CCC, the nearest NAIA competitions will be California, Arizona and the Dakotas), LC State has demonstrated interest in spirit-squad/dance performance, existing facilities that can accommodate practice and performances, and a coach currently employed as a faculty member teaching physical, life, movement and sport science courses.

- C. Fully accommodate the interest and abilities of the underrepresented gender
Relative to Title IX compliance, given its athletics history and tradition, LC State's compliance efforts are focused on growing women's sport participation, while holding men's sport participation relatively constant. Part 1 of the Plan has resulted in a net gain of 17 women's sport participants since FY2021, which translates to 46% women's sport participation. Part 2 includes the addition of a women's sport. LC State will officially implement Dance beginning with the Fall 2023 semester. The initial roster size is estimated at 10 participants, with a potential to grow to 20 participants within 3 years of sport launch. This sport addition would translate to 51% - 49% women's sport participation with a roster size of 20. Re-evaluation of substantial proportionality, which is a moving target pending enrollment trends, will need to be ongoing and will dictate next steps (e.g., plan part 3?). Note, in an effort to further guide assessment of this aspect of Title IX compliance, as of Fall 2020, LC State added sport participation specific questions to its annual student survey. These questions and the sport participation interest and abilities information the survey reflects are used to help LC State meet its Title IX obligations.

II. Financial Aid: The Financial Assistance requirement of Title IX, requiring assistance to be substantially proportionate to the ratio of male and female athletes, is currently tilted toward females. Athletic student aid totals (allocation of actual resources in FY22) were 54.3% to males and 45.7% to females in comparison to the unduplicated participation rate of 56.3% males to 43.7% females. This results in a 2.0% proportional advantage for females. The recruitment efforts identified in the previous section will assist in progressing towards compliance by increasing female participation.

III. Equal Treatment of Programs: The benefits, opportunities, and treatments afforded sports participants are equivalent. LC State is compliant with the Equal Treatment of Programs requirement of Title IX. The LC State Athletics Department has adopted an intercollegiate athletics manual, with standardized policies and procedures that helps ensure ongoing compliance in this area.

Lewis-Clark State College
Equity in Athletics Disclosure Act (EADA) Report
Report on Athletic Program Participation Rates and Financial Support Data
July 1, 2021 through June 30, 2022

University Enrollment

Gender	Full-Time Undergraduates	
	Number	Percent
Male Students	715	38%
Female Students	1,173	62%
Totals	1,888	100%

Athletic Student Aid & Recruiting

Team Gender	Athletically Related Student Aid		Recruiting Expenses Amount
	Amount	Percent	
Men's Teams	\$931,436	54.31%	\$3,872
Women's Teams	783,577	45.69%	3,861
Totals for All Teams	\$1,715,013	100%	\$7,733

Athletic Participation

Varsity Teams	Number of Participants			Number Participating on a Second Team		Number Participating on a Third Team	
	Men's	Women's	Total	Men's	Women's	Men's	Women's
Baseball	43		43				
Basketball	17	15	32				
Golf	10	8	18				
Tennis	16	17	33				
Track & Field (Indoor)	31	33	64	30	33	16	15
Track & Field (Outdoor)	31	33	64	30	33	16	15
Cross Country	18	14	32	16	13	16	13
Volleyball		20	20		1		1
Total Participants	166	140	306	76	80	48	44
Percentage of Total	54%	46%	100%				
Unduplicated Count	120	93	213				

**Lewis-Clark State College
Equity in Athletics Disclosure Act (EADA) Report
Total Revenues & Expenses**

ATTACHMENT 8

Varsity Teams	Total Revenues			Total Expenses			Revenues minus Expenses		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Baseball	\$826,114		\$826,114	\$826,114		\$826,114	\$0		\$0
Basketball	415,916	369,698	785,614	415,916	369,698	785,614	0	0	0
Golf	168,825	144,461	313,286	168,825	144,461	313,286	0	0	0
Tennis	166,173	193,511	359,684	166,173	193,511	359,684	0	0	0
Track & Field (Indoor)	56,573	69,426	125,999	56,573	69,426	125,999	0	0	0
Track & Field (Outdoor)	84,860	104,140	189,000	84,860	104,140	189,000	0	0	0
Cross Country	130,086	160,323	290,409	130,086	160,323	290,409	0	0	0
Volleyball		459,304	459,304		459,304	459,304		0	0
Totals for All Teams	\$1,848,547	\$1,500,863	\$3,349,410	\$1,848,547	\$1,500,863	\$3,349,410	\$0	\$0	\$0
Not Allocated by Gender/Sport			641,328			580,655			60,673
Grand Totals for Athletics	\$1,848,547	\$1,500,863	\$3,990,738	\$1,848,547	\$1,500,863	\$3,930,065	\$0	\$0	\$60,673
Totals for All Sports Except Baseball & Basketball	\$606,517	\$1,131,165	\$1,737,682	\$606,517	\$1,131,165	\$1,737,682	\$0	\$0	\$0

Operating (Game Day) Expenses

(includes lodging, meals, transportation, uniforms, equipment, event costs & officials)

Varsity Teams	Operating (Game Day) Expenses			Number of Participants			Operating Expenses per Participant		
	Men's	Women's	Totals	Men's	Women's	Totals	Men's	Women's	Totals
Baseball	\$104,855		\$104,855	43		43	\$2,438		\$2,438
Basketball	62,925	62,009	124,934	17	15	32	3,701	\$4,134	3,904
Golf	32,962	32,039	65,001	10	8	18	3,296	4,005	3,611
Tennis	19,423	19,879	39,302	16	17	33	1,214	1,169	1,191
Track & Field (Indoor)	19,109	19,423	38,532	31	33	64	616	589	602
Track & Field (Outdoor)	28,664	29,134	57,798	31	33	64	925	883	903
Cross Country	22,788	22,225	45,013	18	14	32	1,266	1,588	1,407
Volleyball		64,834	64,834		20	20		3,242	3,242
Totals for All Teams	\$290,726	\$249,543	\$540,269	166	140	306	\$1,751	\$1,782	\$1,766
Totals for All Sports Except Baseball & Basketball	\$122,946	\$187,534	\$310,480	106	125	231	\$1,160	\$1,500	\$1,344

Lewis-Clark State College
Equity in Athletics Disclosure Act (EADA) Report
Average Coaching Salaries

ATTACHMENT 8

Description/Explanation	Head Coaches		Assistant Coaches	
	Men's Teams	Women's Teams	Men's Teams	Women's Teams
Average Annual Institutional Salary per Coach	\$29,441	\$25,589	\$13,825	\$7,028
Number of Head Coaches Used to Calculate Average	7	7	12	15
Number of Volunteer Coaching Positions	0	0	3	2
Average Annual Institutional Salary per Full-Time Equivalent (FTE)	\$65,633	\$57,046	\$45,452	\$40,546
Full-Time Equivalents (FTEs) Used to Calculate Average	3.14	3.14	3.65	2.60

Counts of Head Coaches

Varsity Teams	Male Head Coaches				Female Head Coaches				Total Head Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
Men's Varsity Teams									
Baseball	1		1						1
Basketball	1		1						1
Golf		1	1						1
Tennis		1	1						1
Track & Field (Indoor)		1	1						1
Track & Field (Outdoor)		1	1						1
Cross Country		1	1						1
Totals for Men's Teams	2	5	7	0	0	0	0	0	7
Women's Varsity Teams									
Basketball	1		1						1
Golf		1	1						1
Tennis		1	1						1
Track & Field (Indoor)		1	1						1
Track & Field (Outdoor)		1	1						1
Cross Country		1	1						1
Volleyball	1		1						1
Totals for Women's Teams	2	5	7	0	0	0	0	0	7

Lewis-Clark State College
Equity in Athletics Disclosure Act (EADA) Report
Counts of Assistant Coaches

ATTACHMENT 8

Varsity Teams	Male Assistant Coaches				Female Assistant Coaches				Total Assistant Coaches
	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	Assigned Full-Time	Assigned Part Time	Full-Time Employee	Part-Time/Volunteer	
Men's Varsity Teams									
Baseball	2	3	2	3					5
Basketball		2	1	1					2
Golf		1		1		1		1	2
Tennis		1	1						1
Track & Field (Indoor)		2	1	1					2
Track & Field (Outdoor)		2	1	1					2
Cross Country		1	1						1
Totals for Men's Teams	2	12	7	7	0	1	0	1	15
Women's Varsity Teams									
Basketball						1	1		1
Golf		1		1		1		1	2
Tennis		1	1						1
Track & Field (Indoor)		5	1	4					5
Track & Field (Outdoor)		5	1	4					5
Cross Country		1	1						1
Volleyball						2	1	1	2
Totals for Women's Teams	0	13	4	9	0	4	2	2	17

INSTRUCTION, RESEARCH AND STUDENT AFFAIRS
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SUBJECT

Program Progress Reports

REFERENCE

December 2013	The Board approved amendments to Policy III.G. that require institutions to provide a report on graduate programs approved by the Board.
December 2017	The Board was presented with program progress reports for graduate programs offered by Idaho universities.
December 2018	The Board was presented with program progress reports for graduate programs offered by Idaho universities.
October 2019	The Board approved a first reading of proposed amendments to Policy III.G. requiring review of all new baccalaureate degree programs at all public postsecondary institutions.
December 2019	The Board approved a second reading of proposed amendments.
April 2021	The Board was presented with program progress reports for baccalaureate and graduate programs offered by Idaho public institutions.
April 2022	The Board was presented with program progress reports for baccalaureate and graduate programs offered by Idaho public institutions.

APPLICABLE STATUTE, RULE, OR POLICY

Idaho State Board of Education Governing Policies and Procedures, Section III.G.9, Postsecondary Program Review and Approval

BACKGROUND/DISCUSSION

Board Policy III.G.9. requires all institutions to provide an initial progress report on new graduate and baccalaureate programs approved by the Board. This provision was added in response to Board member inquiries regarding the status of new programs and whether institutions met their projected enrollments from initial proposal submission. This report is provided to Board members to help evaluate whether programs are meeting expectations regarding continued student interest and sustainability.

Board staff, with input from the Council on Academic Affairs and Programs, developed a template and a timeline to determine when programs will be reviewed.

- Baccalaureate programs - reviewed after six years of implementation.
- Master's programs - reviewed after four years of implementation.
- Doctoral programs - reviewed after six years of implementation.

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In accordance with Board Policy III.G.9.b, Boise State University, Idaho State University, Lewis-Clark State College, and University of Idaho submitted the following progress reports for this review cycle.

Boise State University

- Bachelor of Science, Public Health
- Bachelor of Art, Integrated Media and Strategic Communications
- Bachelor of Art, Interdisciplinary Professional Studies
- Bachelor of Applied Science
- Master of Athletic Training
- Master of Science, Respiratory Care (online)
- Ph.D., Computing

Idaho State University

- Master of Healthcare Administration
- Master of Social Work

Lewis-Clark State College

- Bachelor of Art/Bachelor of Science, Radiographic Science
- Bachelor of Art/Bachelor of Science, History

University of Idaho

- Bachelor of Science, Sociology with Criminology emphasis

IMPACT

Program progress reports provide the Board with updates on new baccalaureate and graduate programs and whether institutions met intended goals and benchmarks.

ATTACHMENTS

Attachment 1 – Program Progress Reports

BOARD STAFF COMMENTS AND RECOMMENDATIONS

Boise State University

The Bachelor of Science (B.S.) in Public Health was approved by the Board February in 2015. The program projected an initial enrollment of 135 in its first year and an average of 64 graduates once the program was established. According to the numbers reported, the program maintained steady enrollment reaching 83 enrollments and 18 graduates by year five; however, the program has not reached its initial enrollment and graduate projections. Enrollment numbers dipped in FY23 with 57 enrollments reported. Factors such as the impact of COVID-19 on academic operations and perception of desirability in the program are the most notable reasons. The report noted that the program director is less confident that the original projections provided in the report are feasible during the current conditions. Boise State University has taken steps to increase program enrollment through revising the Environmental and Occupational Health emphasis and analyzing barriers to enrolling in the program. To further increase enrollment, the program plans to increase focus on

INSTRUCTION, RESEARCH AND STUDENT AFFAIRS
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marketing, recruitment, advisor training, and possibly creating a 3+2 B.S. to M.P.H. program.

The Bachelor of Arts (B.A.) in Integrated Media and Strategic Communications was originally approved by the Board as “B.A. in Media Arts”. The Media Arts program was a result of a modification to the existing B.A. in Communication and its four emphases. The modification included bifurcating the program to offer a B.A. in Communication (combining two emphases) and a B.A. in Media Arts (combining the remaining two emphases and adding a Public Relations emphasis). The name changed from Media Arts to Integrated Media and Strategic Communications in January 2021 after curriculum revisions and department restructuring occurred. While the original proposal did not include projections for enrollment and graduates due to the bifurcation, numbers were provided for the B.A. in Communication, which averaged 584-598 enrollments over a three-year period and for its four emphases averaged 60-160 enrollments over a three-year period depending on emphasis. The program envisioned that enrollment numbers would “remain approximately the same” after bifurcation. Since fall 2013, the program has maintained 650-750 enrollments: two-thirds in BA Communication and one-third in BA in Integrated Media and Strategic Communications. Since 2019, the program has maintained more than 230 students consecutively and recently at 244 enrollments and 71 graduates in FY 2022.

The Bachelor of Arts in Interdisciplinary Professional Studies was originally approved by the Board as a B.A. in Multidisciplinary Studies in June 2016 to be offered online. The name changed in Spring 2022. The program projected an initial enrollment of 100 at implementation with steady increases projected at 222-350 enrollment over a five-year period and graduating an average of 104 within that same period. The program reports that actual numbers have been below projections reaching 24 enrollments and graduating two in year one. Despite being below projection rates, the program has grown steadily even through the pandemic reaching about 200 enrollments in FY20 and 217 in FY21 and graduating 101 by FY 2022. The program expects to maintain its momentum and improve its curriculum to continue growing.

The online Bachelor of Applied Science was approved by the Board in June 2016. The program projected an initial enrollment of 44 enrollments in its first year with gradual increases projected at 128-243 over a five-year period and graduating an average of 63 once the program was established. Based on the numbers reported, the program maintained an increasing number of enrollments reaching 156 enrollments and 43 graduates by FY 2022. Although the program has not reached its initial projections, the program plans to focus on partnerships with Idaho community colleges which is expected to improve in-state recruitment and program growth over the next few years.

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The Master of Athletic Training program was approved by the Board in December 2016 with implementation in summer 2018. The program projected an initial enrollment of 10-12 and an average of 8-10 graduates every year after. Based on the numbers reported, the program began meeting its enrollment projections in FY20 and reached 24 in FY22. The program doubled its graduation projections by FY22 with 16 graduates. The program predicts that it will continue meeting its projections in the coming years.

The Master of Science in Respiratory Care is a fully online program approved by the Board in December 2017. The program projected an initial enrollment of 16 and an average of 18 graduates once the program was established. According to the numbers reported, the program exceeded its initial enrollment projections with 25 enrollments and has maintained steady enrollment numbers over the last few years. In FY 2021, the graduate projections were met and exceeded projections at 18 graduates from 14 projected. The actual number of graduates for other subsequent years remains close to its original projections. The COVID-19 pandemic factors into the reason enrollment and graduate projections were not all met. Increased workload and high degree of burnout for practitioners enforced a shift in priorities.

The Ph.D. in Computing was approved by the Board in June 2016. The program reports that enrollments have steadily increased since FY17. Initial enrollment numbers for the program were projected at two with an average of seven graduates once the program was established. Based on the numbers reported, the program met its initial enrollment projections and continues to exceed those numbers since its implementation in FY 2017. By FY 2022, the program increased its enrollment to 66. The program met its graduate projections in FY 2020 and 2021 and anticipates that numbers will steadily increase toward the projected levels.

Idaho State University

The Master of Healthcare Administration was approved by the Board in February 2017 with a proposed start date of Fall 2017. The university reported that the program was implemented FY 2019. The program initially projected 15 enrollments in FY17 with approximately 35-50 enrollments over a five-year period. Those included first and second year enrollment. Graduates were projected at 15-25 starting in FY19. The program's actual enrollments were five in its initial year with six graduates in FY 2020. While the program did not reach initial enrollment projections, it has grown to host 33 enrollments and graduated 14 students in FY 2022. The pandemic was listed as a factor for not reaching more consistent numbers. However, given this challenge, program growth from five to thirty-three students with a total of 30 graduates in the program's first four years is still noteworthy. The program plans to increase enrollment through new recruiting initiatives, collaborating with the Idaho College of Osteopathic Medicine in Meridian, raise scholarships to relieve financial burden on students, and provide more flexibility by offering the program online.

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The Master of Social Work (MSW) was approved by the Board in December 2016 and implemented Fall 2018 with two options available. This included an Advanced Standing track for individuals with a Bachelor of Social Work and a traditional two-year program for students who have completed non-social work BA degrees. Students are also able to customize their curriculum to focus on a Clinical Track or Forensic Track. Since 2018, the program reports it obtained full accreditation from the Council on Social Work Education. The MSW program initially projected 25 enrollments to reach 50 by year two and graduating 20-40 by year two. The program met enrollment projections with 27 enrollments in its first year and has exceeded projections in subsequent years reaching 58 by FY 2022. Since FY 2020, the program averaged 23 graduates. The program was approved by its accreditor to expand and offer the degree completely online in January 2023. Since hiring six full-time faculty, the program has witnessed a steady increase in enrollments and program growth. The program has the resources to meet the demand for qualified social workers across the state.

Lewis-Clark State College

The Bachelor of Arts/Bachelor of Science in Radiographic Science was approved in May 2016 and implemented FY 2017. The program projected 18 initial enrollments in the first two years of the program, respectively. While that number was not reached in year one, the program met and exceeded enrollment projections in FY 2018 with 38 initial enrollments and remained steady in subsequent years with an average of 44 enrollments. The program projected 17 initial graduates within the first two years of the program and exceeded that number with 27 graduates in FY 2019. The program has averaged 24 graduates over the next three years with FY 2021 exceeding numbers at 32.

The Bachelor of Arts/Bachelor of Science (B.A./B.S.) in History was approved April 2016 and implemented in FY 2017. The History major replaced the Social Sciences: History emphasis B.A./B.S. to make it more appealing to students and to provide options for students interested in History but who did not want to pursue a career in teaching. The History major is part of the overall Social Sciences Program at Lewis-Clark State College, along with other smaller programs such as Social Sciences: Anthropology, Social Sciences: Political Science, Social Sciences: Sociology, General Studies: Social Sciences, Social Sciences-History: Secondary Education and other majors. While the different majors overlap with each other, they are all part of one program and assessed as one program. With that said, the Social Sciences program reported an enrollment of 79 in Fall 2022. For this reporting period for the History major, the program projected 23 initial enrollments with an average of 25 for the subsequent two years. The program reported that enrollments for the History major have been below estimated numbers provided in initial proposal with five enrollments in its first year and an average of 10 enrollments for the ensuing years. Graduate numbers were projected at an average of five and those were met in FY 2019 and FY 2021. Recruitment efforts are in progress to increase enrollment and

INSTRUCTION, RESEARCH AND STUDENT AFFAIRS
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further support continuity of the History program. This includes a job fair to help bring awareness to high school students regarding career opportunities for History majors and expanding both synchronous and asynchronous online course delivery. The program also plans to develop a video advertisement to help promote the program.

University of Idaho

The online Bachelor of Science (B.S.) in Sociology with an emphasis in Criminology was approved by the Board in February 2016 and implemented Fall 2016. The program reports that by 2017, low enrollments revealed that students were more interested in a criminology degree rather than a sociology degree with a criminology emphasis. Therefore, in June 2019, the university replaced the Criminology emphasis with a standalone major, B.S. in Criminology. The change was implemented in FY 2021 and is currently being offered online and in-person on the Moscow campus. Based on the information provided in the 2019 proposal, the program projected 156 initial enrollments for the Criminology major and 10 graduates once the changes were established and plateauing at 175 students and 45 graduates in AY.2024-25. According to the numbers reported, the program met and exceeded their projections. In fact, current enrollment in the B.S. in Criminology is reported to be ~240: ~200 primary criminology majors and an additional 46 secondary criminology majors. The program reports that these numbers have been consistent for the past two academic years and indicated that more than 60 B.S. in Criminology degrees will be awarded this academic year, nearly double the 35 projected for this year in the 2019 proposal.

BOARD ACTION

This item is for informational purposes only.

New Program Review

Institution:	Boise State University
Program:	BS Public Health

Elements for Report

1. Executive Summary of the program report

The Bachelor of Science in Public Health was approved by the Idaho State Board of Education in the fall of 2015, with an implementation date of fall 2016. The program came to life as a result of an external review of the then Department of Community and Environmental Health (now the School of Public and Population Health). A recommendation was made to streamline the Bachelor of Science in Health Science Studies and consider a Bachelor of Science degree program in Public Health to provide students with a more widely recognized degree. The program prepares graduates for a career that advances the health of communities.

The Bachelor of Science in Public Health program has maintained steady enrollment and increasing numbers of graduates. However, as shown below, enrollments and the number of graduates has not yet met the projections made in the original program proposal. It was projected in the proposal that majority of the enrollment in BS Public Health would be due to shifting enrollment from other similar programs, and although there was some shifting in enrollment, it did not reach projections.

A variety of factors have impacted program enrollment, most notably the COVID-19 pandemic, both in terms of its direct impact on academic operations and the current perception of the desirability of public health occupations. Additionally, lower than expected enrollment in other similar programs may demonstrate the need for a new approach to marketing and branding of the health programs in general, as well as the continued training of advising staff. For example, the BS in Health Studies program is a longstanding program that is more familiar to most college advisors, and even that well-established program has faced enrollment challenges related to perceptions of poor working conditions in health and medical fields.

During the past few years, we have taken significant action to improve enrollment in this program, including substantial revisions to the Environmental and Occupational Health emphasis and an analysis of barriers to enrollment for the public health program as a whole, including prerequisites and course availability. These changes have improved flexibility and timely progression towards graduation. Future actions will include marketing, recruitment, and advisor training; a comprehensive review of the curriculum; and the creation of a 3+2 BS to MPH program. With these actions, increased enrollments are expected.

However, it should be noted that our new program director is less confident that the original projections in the proposal are feasible – at least under the current conditions.

2. Brief overview of the program

The BS in Public Health prepares students for a career that advances the health of communities. Students learn how to develop and mobilize partnerships, promote

environmental health, and act to address complex public health challenges. The BS in Public Health program offers three emphasis areas: Environmental and Occupational Health Sciences Emphasis, General Emphasis, and a Health Education and Promotion Emphasis. Students are able to address the history and philosophy of public health as well as its core values, concepts, and functions across the globe and in society; address the underlying science of human health and disease including opportunities for promoting and protecting health across the life course; and address the concepts of population health, and the basic processes, approaches, and interventions that identify and address the major health-related needs and concerns of populations.

3. Enrollment and Graduates

Enrollments	Implementation Year: FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Actual (fall headcount) Face-to-face	26	49	83	81	83	93	57

Enrollments	Implementation Year: FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Projected (fall headcount)	135	271	406	Not Available	Not Available	Not Available	Not Available

Number of Graduates	Implementation Year: FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Actual Face-to-Face	0	10	7	18	18	29	Not Available

Number of Graduates	Implementation Year: FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Projected (per original program proposal)	0	0	32	64	96	Not Available	Not Available

Projected Enrollments and Graduates from original proposal - for reference

Projected Enrollments and Graduates for Proposed Program						
Institution	Enrollment			Number of Graduates		
	FY17	FY18	FY19	FY19	FY20	FY21
BSU BS in Public Health	135	271	406	32	64	96

New Program Review

Institution:	Boise State University
Program:	BA Integrated Media and Strategic Communications

Elements for Report

1. Executive Summary of the program report

The Bachelor of Arts in Integrated Media and Strategic Communications was originally approved as a Bachelor of Arts in Media Arts. This program came about when we bifurcated the existing BA in Communication (with its four emphases) to two separate programs in BA in Communication and BA in Media Arts. Another change occurred when the “Department of Communication and Media” was split into two distinct academic units, the “Department of Communication” and the “Department of Media.” When this occurred, faculty in the new Department of Media revised the curriculum for the old BA in Media Arts. The new name of the degree program is Bachelor of Arts in Integrated Media and Strategic Communications. This name change was approved by the State Board of Education in January 2021.

The program proposal for the original BA in Media Arts did not provide specific projections for enrollments and the number of graduates, and only mentions that “total enrollments in the two programs to remain approximately the same” after bifurcation. This has been the case with total number of enrollments in two programs staying steady between 650 and 750 every year since fall 2013. About two-thirds of the enrollment is in BA Communication and one-third is in BA in Integrated Media and Strategic Communications. Importantly, the BA in Integrated Media and Strategic Communications has steadily increased the number of enrollments and graduates since implementation in FY17; more than doubling in size in FY18, and reaching more than 230 every year since FY19. The number of graduates has more than doubled the first three years graduates were reported, and has remained steady through FY22.

2. Brief overview of the program

The Bachelor of Arts in Integrated Media and Strategic Communications is housed in the Department of Media in the College of Arts and Sciences. Students specialize their competencies and skills by emphasizing their studies in either integrated media or strategic communication. The Integrated Media emphasis prepares students for a number of media careers such as journalism, live broadcast, digital media production, media content creation and studio television. In the Strategic Communications Emphasis students explore the theories and practices used in professional communications. Students develop their skills as communicators through critical examination of social, cultural, political, and economic dimensions of strategic communications with particular attention to ethical practices.

3. Enrollment and Graduates

Enrollments	Implementation Year: FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Actual (fall headcount)	81	175	243	277	265	244	233

Enrollments	Implementation Year: FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Projected (fall headcount) **	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available

Number of Graduates	Implementation Year: FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Actual	N/A	9	35	72	73	71	Not Available

Number of Graduates	Implementation Year: FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Projected **	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available

**Per review of the original program proposal, projected enrollments/graduates were not provided.

New Program Review

Institution:	Boise State University
Program:	BA Interdisciplinary Professional Studies

Elements for Report

1. Executive Summary of the program report

The Bachelor of Arts in Interdisciplinary Professional Studies was originally approved as a Bachelor of Arts in Multidisciplinary Studies. The program name change was approved by the State Board in the spring of 2022. Graduates of the program are prepared to integrate, synthesize and apply critical thinking, problem solving, ethics, communication skills and cultural perspectives, personally and professionally. Enrollment in the BA in Interdisciplinary Professional Studies program has grown to approximately 200 students by FY20 and is steady, however has been below projections. Similarly, the number of graduates has grown steadily and has approached projections by FY22, but remains below projections. The program has maintained momentum and remained resilient through the pandemic, and with our recruitment efforts and revamped curriculum, we expect it will continue to grow.

2. Brief overview of the program

The Bachelor of Arts in Interdisciplinary Professional Studies is housed within the College of Arts and Sciences. The program offers students a rare level of creative ownership and educational freedom, focused on both breadth and emphasis-level depth, and asks students to create a meaningful, compelling, and individualized degree plan or select one of the online professional emphasis areas. The program offers a flex track, online track and online professional studies emphasis areas, which meets the needs of working adults in the Treasure Valley, Idaho and beyond. The Flex Track and Online Track offer the following emphasis areas: Community and Social Impact Emphasis, Cyber Operations Management Emphasis and a Design and Media Management Emphasis.

3. Enrollment and Graduates

Enrollments	Implementation Year: FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Actual (fall headcount) Online	24	78	116	200	217	201	195

Enrollments	Implementation Year: FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Projected (fall headcount)	100	222	256	299	341	350	Not Available

Number of Graduates	Implementation Year: FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Actual Online	2	18	41	76	90	101	Not Available

Number of Graduates	Implementation Year: FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Projected (per original program proposal)	0	59	95	111	128	130	Not Available

Projected Enrollments and Graduates from original proposal - for reference

Proposed Program: Projected Enrollments and Graduates First Five Years											
Program Name: Multidisciplinary Studies Degree (MDS) Senior Year Online Degree Completion											
Projected Fall Term Headcount Enrollment in Program						Projected Annual Number of Graduates <u>From</u> Program					
FY17 (first year)	FY18	FY19	FY20	FY21	FY22	FY17 (first year)	FY18	FY19	FY20	FY21	FY22
100	222	256	299	341	350		59	95	111	128	130

New Program Review

Institution:	Boise State University
Program:	Bachelor of Applied Science (BAS)

Elements for Report

1. Executive Summary of the program report

The Bachelor of Applied Science (BAS) fully-online program was approved by the Idaho State Board of Education in the spring of 2016. The BAS program is designed to creatively combine a student's technical degree from a regionally accredited institution, and professional experiences, with new interdisciplinary learning opportunities. The BAS program's actual enrollments and the number of graduates has increased steadily over time, however remains below projections. While initial projections were extremely aggressive, there is certainly room for growth, and the BAS program has focused its energy, especially after the first years of the pandemic, on strengthening partnerships with Idaho's community colleges, which should improve in-state recruitment over the next few years.

2. Brief overview of the program

The Bachelor of Applied Science (BAS) degree program acknowledges and accepts students previous educational work which helps them transition into a demanding academic environment. BAS applicants must have earned a technical associate degree from a regionally accredited institution to be accepted into the program. The BAS Online program offers three emphasis areas: Early Childhood Education, Project Management, and Cyber Operations. In the BAS Hybrid program, students take upper-division credits to create an individualized Concentration.

3. Enrollment and Graduates

Enrollments	Implementation Year: FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Actual (fall headcount) Online	14	58	83	118	146	156	124

Enrollments	Implementation Year: FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Projected (fall headcount)	44	128	167	206	230	243	Not available

Number of Graduates	Implementation Year: FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Actual Online	0	7	18	28	32	43	Not Available

Number of Graduates	Implementation Year: FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Projected (per original program proposal)	0	28	59	59	84	84	Not Available

Projected Enrollments and Graduates from original proposal - for reference

Proposed Program: Projected Enrollments and Graduates First Five Years											
Program Name: Online Bachelor of Applied Science											
Projected Fall Term Headcount Enrollment in Program						Projected Annual Number of Graduates From Program					
FY17 (first year)	FY18	FY19	FY20	FY21	FY22	FY17 (first year)	FY18	FY19	FY20	FY21	FY22
44	128	167	206	230	243	0	28	59	59	84	84

New Program Review

Institution:	Boise State University
Program:	Master of Athletic Training

Elements for Report

1. Executive Summary of the program report

The Master of Athletic Training (MAT) program was approved by the Idaho State Board of Education in the fall of 2016, with a proposed starting date of summer/fall 2018. The mission of the Athletic Training program is to prepare students through a comprehensive academic and clinical program to exceed entry-level education standards established by the Commission on Accreditation of Athletic Training Education (CAATE). This professional level degree program is accredited through CAATE. The MAT program's enrollments met original projections in FY 22 and was very close to meeting the projections the previous year in FY21. Beginning in FY20, the program began moving the dial toward meeting graduate projections, and doubled the graduate number projections in FY22.

2. Brief overview of the program

The Master of Athletic Training program prepares graduates to enter a variety of employment settings and to render care to a wide spectrum of individuals engaged in physical activity. The MAT program includes both an academic and clinical component designed for full-time students over a continuous 2-year (24 month) period. The programs focus is to develop future clinicians through in-depth study and skill attainment in the following areas of health care for the physically active population: pathology of injuries and illness, evaluation and management of acute and chronic orthopaedic injury and medical conditions, risk management and injury prevention, physical rehabilitation and conditioning, applied nutrition, psychosocial intervention, and health care administration.

3. Enrollment and Graduates

Enrollments	Implementation Year: FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Actual (fall headcount)	6	11	18	24	21	Not available

Enrollments	Implementation Year: FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Projected (fall headcount)	10-12	20-24	20-24	20-24	20-24	20-24

Number of Graduates	Implementation Year: FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Actual	0	6	5	16	8*	14*

* Projected number of graduates based on students in FY2023 and FY2024 cohorts.

Number of Graduates	Implementation Year: FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Projected (per original program proposal)	0	8-10	8-10	8-10	8-10	8-10

Projected Enrollments and Graduates from original proposal – for reference

Proposed Program: Projected Enrollments and Graduates First Five Years											
Program Name: Master of Athletic Training											
Projected Fall Term Headcount Enrollment in Program						Projected Annual Number of Graduates From Program					
FY19 (first year)	FY20	FY21	FY22	FY23	FY24	FY19 (first year)	FY20	FY21	FY22	FY23	FY24
10-12	20-24	20-24	20-24	20-24	20-24	0	8-10	8-10	8-10	8-10	8-10

New Program Review

Institution:	Boise State University
Program:	MS Respiratory Care (online)

Elements for Report

1. Executive Summary of the program report

The Master of Science in Respiratory Care (MSRC) online program was approved by the Idaho State Board of Education in December 2018. The program is designed specifically to serve practicing clinicians (Registered Respiratory Therapists – RRTs) who are looking to advance in the fields of academia, healthcare organizational leadership, and health administration. The MSRC program’s actual enrollments were more than met in FY19, the year of implementation. Enrollments have fluctuated and are currently slightly below projections, however, they continue to remain steady and strong. The program’s number of graduates met and exceeded projections in FY21, and the actual number of graduates remain close to projections.

COVID 19 pandemic particularly impacted the health care education and is likely one reason we see slight discrepancy between actual and projected numbers of enrollments and graduates. Respiratory Care Practitioners have been on the frontlines of the pandemic from day one. As is well documented, the burden of the pandemic has contributed to a high degree of burnout which has resulted in thousands of practitioners leaving the profession. Additionally, the increased workload for practitioners likely required a shift in priorities, with graduate school being low.

2. Brief overview of the program

The Master of Science in Respiratory Care (MSRC) fully online program offers students the opportunity for a quality graduate education from a nationally recognized university without the requirement of relocating. The online environment also accommodates those students currently residing in rural communities throughout Idaho. Students gain a graduate-level understanding of cardiopulmonary physiology and disease management and will be prepared to and encouraged by the MSRC faculty to pursue presentation or publication of their research topics. Additionally, graduates are prepared with the advance clinical knowledge necessary to pursue several of the advanced credentialing exams offered by the National Board for Respiratory Care (NBRC). MSRC program is accredited by the Commission on Accreditation for Respiratory Care (CoARC), is named as the top school for online education by EduMed.org in 2023, and received the American Association for Respiratory Care (AARC) APEX award for exceptional educational programming in both 2021-2022 and 2023-2024.

3. Enrollment and Graduates

Enrollments	Implementation Year: FY2019	FY2020	FY2021	FY2022	FY2023
Actual (fall headcount)	25	42	40	42	39

Enrollments	Implementation Year: FY2019	FY2020	FY2021	FY2022	FY2023
Projected (fall headcount)	16	35	44	49	49

Number of Graduates	Implementation Year: FY2019	FY2020	FY2021	FY2022	FY2023
Actual	0	0	18	15	Not Available

Number of Graduates	Implementation Year: FY2019	FY2020	FY2021	FY2022	FY2023
Projected (per original program proposal)	0	0	14	18	23

Projected Enrollments and Graduates from original proposal - for reference

Proposed Program: Projected Enrollments and Graduates First Five Years												
Program Name: MASTER OF SCIENCE IN RESPIRATORY CARE (MS)(ONLINE)												
Projected Fall Term Headcount Enrollment in Program						Projected Annual Number of Graduates From Program						
FY19 (first year)	FY20	FY21	FY22	FY23	FY24	FY19 (first year)	FY20	FY21	FY22	FY23	FY24	
16	35	44	49	49	49	0	0	14	18	23	23	

New Program Review

Institution:	Boise State University
Program:	PhD Computing

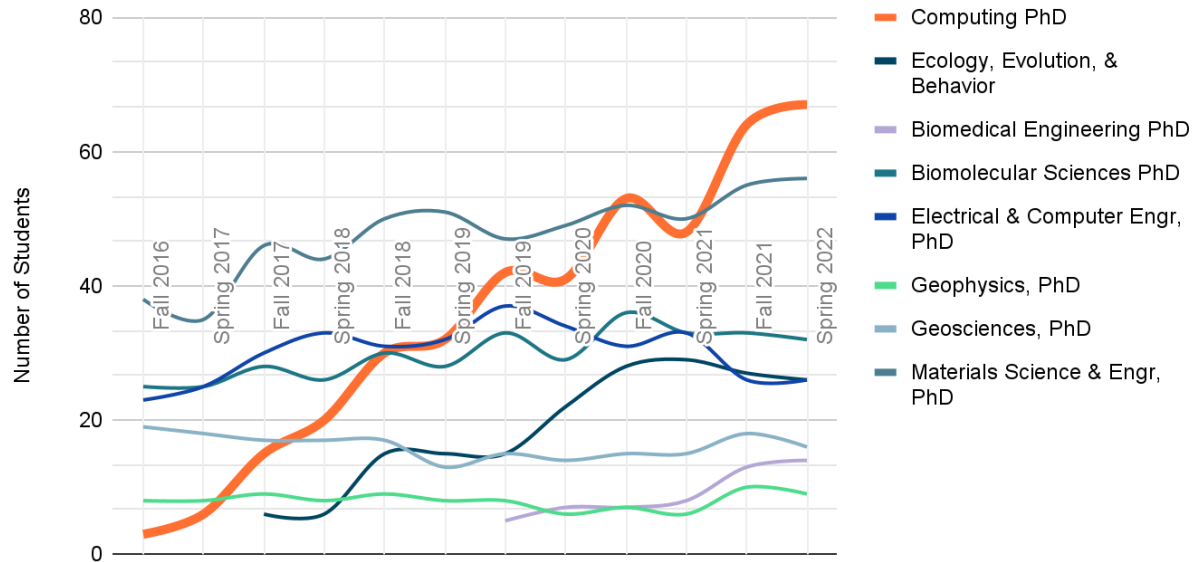
Elements for Report

1. Executive Summary of the program report

The Computing PhD program was approved by the Idaho State Board of Education in the spring of 2016 with an implementation date of fall 2016 (FY17). The interdisciplinary program is co-owned and co-operated by the College of Engineering and the College of Arts and Sciences. It is one of our most successful PhD programs, providing the local and regional high-tech industry and agencies with a research and development base and opportunities for professional advancement for personnel.

Enrollments in the program have steadily increased since FY17, and most recently exceeded projections in FY22 and FY23. The following graph shows the growth of the Computing PhD program relative to other PhD programs at Boise State University.

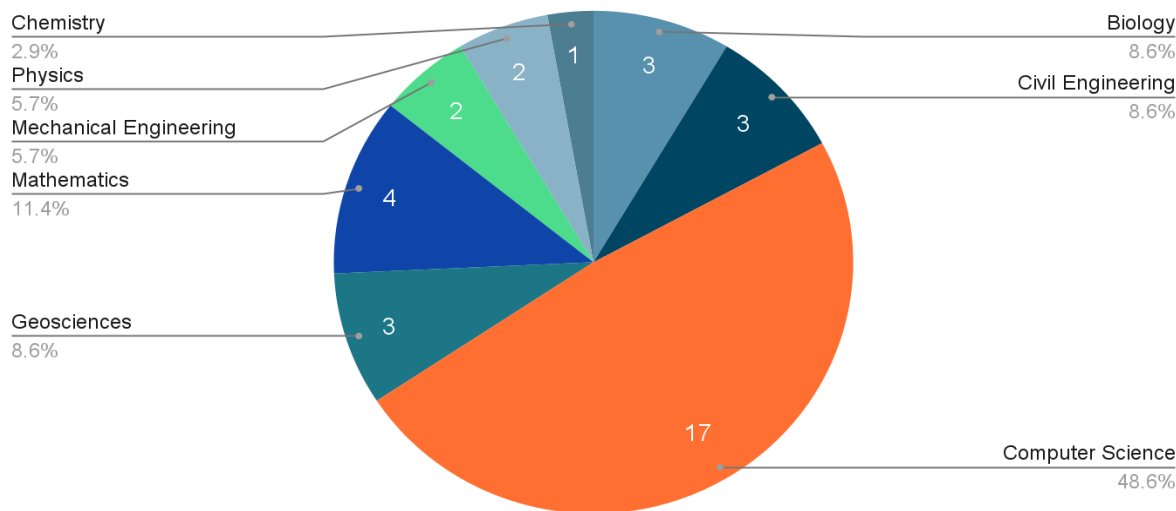
Computing Ph.D. Enrollment Fall 2016 - Present



The number of graduates from the program is steadily increasing toward projected levels. As of Fall 22, sixteen students have graduated with 13 going to industry, 2 to national labs and 1 to academia at places like Micron, Idaho National Lab, Intel, Apple, Meta, Sandia National Lab, and others. Faculty from eight departments are supervising Computing PhD

students, showcasing a broad range of interdisciplinary research. See below for the faculty participation graph for Fall'22.

Faculty Advisors by Department



2. Brief overview of the program

The Computing PhD program is an interdisciplinary program designed to provide students, through scholarship and research, the computational knowledge and skills to address significant technical challenges.

The program offers four emphasis areas:

- *Computational Mathematics Science and Engineering (CMSE)* focuses on construction of mathematical models, development and application of quantitative analysis techniques, and use of computers to analyze and solve scientific and engineering problems
- *Computer Science (CS)* focuses on theory, design, development, application of computer and software systems, and the development of algorithms for data search, manipulation, and analysis
- *Cyber Security* focuses on protection of computers, networks, programs, industrial control systems, and data from unintended or unauthorized access, change, or destruction
- *Data Science* focuses on computational, statistical, and mathematical methods to extract knowledge or insights from massive data sets.

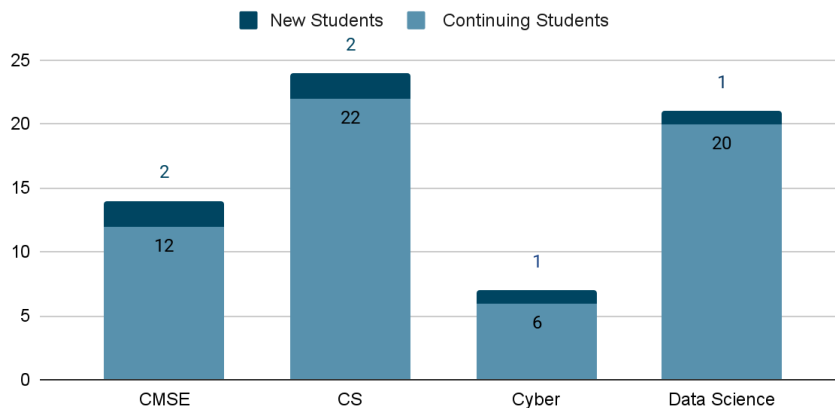
3. Enrollment and Graduates

Enrollments	Implementation Year: FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Actual (fall headcount)	3	15	30	42	53	66	62

Enrollments	Implementation Year: FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Projected* (fall headcount)	2	15	29	43	45	45	45

As of Fall 22, the graph below shows the breakdown of enrollment across the four emphasis areas.

Fall 2022 Students by Emphasis



Fall 21 Students by Emphasis

Number of Graduates	Implementation Year: FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023**
Actual	0	0	0	3	3	5	5

Number of Graduates	Implementation Year: FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Projected*	0	0	0	0-3	3-8	8	8

*Projected numbers for enrollments and number of graduates are based on the tables on the next page that were included in the program proposal.

**FY2023 numbers are for Summer'22, Fall'22 with Spring'23 pending. We expect several more students to graduate in Spring'23.

Projected Enrollments and Graduates from original proposal - for reference

	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Existing state-funded assistantships	0	7	12	15
New state-funded assistantships	0	8	15	20
Grant-funded assistantships	2	4	6	8
Incoming students	2	13	16	14
Continuing students		2	13	29
Total enrollment	2	15	29	43

Institution	Relevant Enrollment Data			Number of Graduates			Graduation Rate
	Current (Fall 2014)	Year 1 Previous	Year 2 Previous	Current (2014-15)	Year 1 Previous	Year 2 Previous	
BSU PhD in Computing	The program will begin in Fall 2016. We project an enrollment of approximately 45 once the program is fully up and running.			We project that first students will graduate from the program after 3-4 years in the program. We project an average of 8 graduates per year once the program is fully up and running.			~8 per year

New Program Review

Institution:	Idaho State University
Program:	Master of Healthcare Administration

Elements for Report

1. Executive Summary of the program report

The Master of Healthcare Administration (MHA) program at Idaho State University has been overall very successful. The program started with five students in 2019 and currently has 33 students. Six students graduated in 2020, 10 in 2021, and 14 in 2022. We would like to see the program consistently have 40-50 students and 20 graduates per year as it gets more established. That goal would likely have already been reached except for the last 3 years have been very difficult for healthcare administrators due to the COVID 19 Pandemic. Our students are primarily working in the healthcare industry and many take courses part-time. Given this trying time, the growth from 5 to 33 students with 30 total graduates in the program's first four years is very exciting. That said, there is much work to be done and we plan a variety of new recruiting initiatives such as working closely with neighboring institutions that offer undergraduate healthcare administration programs, working with the Idaho College of Osteopathic Medicine (ICOM) in Meridian to promote our program, and raising additional scholarship money to reduce the financial burden for students. Finally, the move to offer our program purely online (a mix of both synchronous and asynchronous courses), serves our students extremely well. We look forward to continued success with the MHA program and are excited about the future.

2. Brief overview of the program

The Master's in Health Care Administration program at Idaho State University provides early and mid-career professionals in Idaho and beyond with foundational conceptual, technical, and human relations skills needed to assume increasingly responsible leadership roles in the healthcare industry.

The program includes between 10-17 required courses, depending upon a student's prior academic background. The program includes a mix of full-time and part-time students, who generally complete the program in 1-2.5 years. To meet the needs of today's healthcare employees, the MHA is offered in a flexible format with evening and online courses available.

3. Enrollment and Graduates

- a. In the tables below, show the **actual** enrollment in the program and number of graduates from the program. Please note cohort years will precede fiscal year description (i.e., FY19 would have Fall 2018 cohort). OSBE will provide projections from the institution's original proposal.

Enrollments	Implementation Year: FY19	FY20	FY21	FY22
Actual (fall headcount)	5	23	28	33

Number of Graduates	Implementation: FY19	FY20	FY21	FY22

Actual	0	6	10	14
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New Program Review

Institution:	Idaho State University
Program:	Master of Social Work (MSW)

Elements for Report

1. Executive Summary of the program report

The Master of Social Work (MSW) program at Idaho State University (ISU) is currently in its fourth year. In the past four years we have successfully navigated the three-year accreditation process. Shortly after doing this, we applied for an expansion of our accreditation to expand our program to include an Online Program (OP) option, which we received approval to begin in January of 2023. We have hired six full-time faculty members to serve the program, and have seen a steady increase in enrollment and program growth. We are well positioned to meet the demand for qualified Social Workers in the state of Idaho, and look forward to our continued service for students across the state.

2. Brief overview of the program

The Master of Social Work (MSW) program at Idaho State University (ISU) was launched in 2018. Since then, we have received full accreditation from the Council on Social Work Education (CSWE). Our MSW program offers two program options for students, dependent upon their academic background. Individuals who have a Bachelor of Social Work degree are able to enroll in our Advanced Standing track. This allows students to complete their degree on an accelerated timeline over three semesters or one calendar year. Students who have a degree in another discipline enroll as Standard Admission students and take additional foundation courses in Social Work. These courses help students without a background in Social Work prepare for success when they begin the Advanced curriculum in their second year. Standard Admission students typically complete their program over the course of 4-5 semesters. In addition to these different types of programs, students at ISU are able to customize their curriculum to focus on a Clinical Track or Forensic Track. We also support students who wish to receive an endorsement as a School Social Worker in the state of Idaho. Students utilize their elective courses to focus their studies in one of these three areas, providing them with the opportunity to customize their education. This enhances both their skills and marketability in jobs specific to their career interests. It is our focus on Clinical and Forensic Social Work that distinguishes our program from others in the region where students are introduced to an Advanced Generalist curriculum.

In January of 2023, the MSW program received approval from the CSWE to expand our program from campus and distance learning education to include an all-Online Program (OP) learning option. The decision to create an OP was largely derived from the

outcomes we observed in students during the Covid-19 Pandemic shut-down. During this time all of our courses were delivered to students via Zoom, and faculty learned that we could continue to deliver high-impact and high-quality instruction to students via Zoom. We also learned there was a huge demand for online learning options, particularly from the more rural and remote areas of Idaho where it has been historically difficult to access higher education. We will welcome our first OP Cohorts in both the Advanced Standing and Standard Admissions options in Summer and Fall of 2023, respectively. We anticipate a significant increase in enrollment as we continue to market the OP option. It is our hope that the OP option will assist the state of Idaho in meeting the high demand for qualified professional Social Workers across the state.

The MSW faculty includes one Associate Professor, three Assistant Professors, one Full-Time Lecturer, a Field Director, and Field Liaison. We also have a Title IV-E Child Welfare Scholars Coordinator who is responsible for recruiting students who are interested in working for Child Welfare upon graduation from their Social Work program. Per our accreditation requirements, our program needs to maintain a faculty-student ratio of 1:12. We are currently well positioned to do this, and have the capacity to enroll up to 72 full-time students in our program. Our program is well positioned to meet the demand for Social Workers in the state by providing high-quality education to students across the state of Idaho.

3. Enrollment and Graduates

- a. In the tables below, show the **actual** enrollment in the program and number of graduates from the program. Please note cohort years will precede fiscal year description (i.e., FY19 would have Fall 2018 cohort). OSBE will provide projections from the institution’s original proposal.

Enrollments	Implementation Year: FY 2019	FY 2020	2021	2022	FY ____	FY ____
Actual (fall headcount)	27	30	54	58		

Number of Graduates	Implementation: FY 2019	FY 2020	2021	2022	FY ____	FY ____
Actual	0	25	21	22		

New Program Review

Institution:	LCSC
Program:	BA/BS Radiographic Science

Elements for Report

1. Executive Summary of the program report

A bachelor's is the degree of choice for upward mobility for radiographers. Graduates with a Bachelor of Arts/Science (BA/BS) in Radiographic Science go on to obtain careers in a variety of fields: Radiographic Technologist; Radiography Education Faculty; Radiology Supervisor; Hospital Management; Physician/Radiologist Assistant; Radiation Therapy; Diagnostic Sonographer, Clinical Instructor; Cardiovascular Technologists.

The United States Bureau of Labor Statistics (www.bls.gov/ooh) has projected growth in employment opportunities from 2021-2031 in fields for healthcare. Overall employment of radiologic and cardiovascular technologists is projected to grow 6-10 percent from 2021 to 2031; while employment of physician assistants is projected to grow 28 percent from 2021 to 2031, much faster than the average for all occupations.

Diagnostic medical sonographers, cardiovascular technologists and radiation therapists typically need formal education, such as an associate degree or a bachelor's degree to become eligible for enrollment into a postsecondary program. This is the same for Physician Assistants which typically require a master's degree from an accredited program for certification eligibility. Offering the BA/BS in Radiographic Science at LC State affords graduates the opportunity to pursue these post-secondary programs.

2. Brief overview of the program

The BS/BS Radiographic Science degree is a four-year program of study. The first year of pre-professional courses includes General Education Core and support courses. Professional courses include study and practice in clinical application of radiographic procedures for the purposes of imaging all parts of the human body for medical diagnosis. Practice will be in community hospitals and clinics. Upon completion of the Associate of Science in Radiographic Science degree and passing the certification examination administered by the American Registry of Radiologic Technologists (ARRT), graduates complete an additional 22 upper division credits to earn a B.S. in Radiographic Science.

3. Enrollment and Graduates

- a. In the tables below, show the **actual** enrollment in the program and number of graduates from the program. Please note cohort years will precede fiscal year description (i.e., FY19 would have Fall 2018 cohort). OSBE will provide projections from the institution's original proposal.

Enrollments	Implementation Year: FY 17	FY_18_	FY_19_	FY_20_	FY_21_	FY_22_
Actual (fall headcount)	0	38	44	55	40	38
Actual pre-program (fall headcount)		15	15	15	16	12

Number of Graduates	Implementation: FY 17	FY_18_	FY_19_	FY_20_	FY_21_	FY_22_
Actual: 111	1	11	27	19	32	21

New Program Review

Institution:	Lewis-Clark State College
Program:	History BA/BS

Elements for Report

1. Executive Summary of the program report

The History BA/BS is designed not only to help students learn about the past, but also to develop their ability to think critically and analytically, to write well, and to conduct research. Hence, it supports a cross-section of students by preparing them for a range of careers and graduate/professional programs (such as history, law, etc.). Regardless of career choice, the History degree is intended to help graduates lead more fulfilling lives by providing them the ability to think more deeply about the world in which they live. It adds to their “intellectual tool kit.”

The number of History majors has been below the estimated/aspirational enrollments included in the original History BA/BS proposal submitted to the State Board of Education (SBOE). The average enrollment has been about ten students per year. However, the major is part of a larger Social Sciences Program, which had a Fall 2022 enrollment of 79. As a result, the History BA/BS coursework supports other majors. For example, the History requirements closely align with the requirements for the Social Sciences-History: Secondary Education major. That means higher course enrollments for both programs. Further, over a fifth of courses required for the History major also satisfy the Social/Behavioral and/or the Diversity component of LCSC’s General Education Core.

History faculty members have been expanding both synchronous and asynchronous online courses options, which should increase enrollment by making the degree more accessible to distance students.

2. Brief overview of the program

History involves the study of the past. More specifically, historians examine, analyze, and interpret change and continuity in human societies over time. History provides an opportunity not only to learn not only about the past, but also to gain important insights into the present. By understanding what has happened before, we can better understand and evaluate current information and events.

As part of an integrated Social Sciences Program, the History major is designed to enhance students’ understanding of the world through the application of social scientific research

skills to domestic, regional and global problems, as well as issues of diversity. The major provides practical insights into why and how the world(s) we live in work the way they do.

Further, it can prepare students for careers not only in teaching but also law, politics, journalism, historical preservation, cultural resource management, or for running their own business and anything involving finding and understanding new information (research). The major’s focus on independent learning provides opportunity for students to prepare for a wide variety of leadership positions in community and business.

Taken from the 2022-23 LCSC catalog, <http://catalog.lcsc.edu/academic-programs/social-sciences-division/baccalaureate-degrees/history-ba-bs/>.

3. Enrollment and Graduates

- a. In the tables below, show the **actual** enrollment in the program and number of graduates from the program. Please note cohort years will precede fiscal year description (i.e., FY19 would have Fall 2018 cohort). OSBE will provide projections from the institution’s original proposal.

Enrollments	Implementation Year: FY16-17	FY17-18	FY18-19	FY19-20	FY20-21	FY21-22	FY22-23
Actual (fall headcount)	5	10	12	8	10	10	15

Number of Graduates	Implementation Year: FY16-17	FY17-18	FY18-19	FY19-20	FY20-21	FY21-22	FY22-23
Actual	2	1	5	1	5	2	N/A

New Program Review

Institution:	University of Idaho
Program:	B.S in Sociology with emphasis in Criminology

Elements for Report

1. Executive Summary of the program report:

The B.S. in criminology degree can be earned either online or face to face on the Moscow campus. It was B.S. degree in Sociology with Criminology emphasis prior to FY21. Criminology students can round out their studies with an optional certificate program in diversity and inclusion or a minor in justice studies. University of Idaho's 2+2 program allows students with a two-year associate degree to earn their bachelor's degree in criminology in just two years. Students have the opportunity to become an intern with local, state and federal law enforcement agencies, probation and parole, victim services, correctional agencies, and a wide variety of other organizations. As another path for gaining experience, students can participate in research projects with faculty members, including human rights, firearms policy, deviance, law and society, criminal justice policy, social crime in the media, and terrorism issues. Currently, there are 245 B.S. Criminology majors, and 40 students graduated with a B.S. in Criminology in Spring 2022.

2. Brief overview of the program

The B.S. in Sociology with emphasis in Criminology was discontinued in Fall 2020 (FY21) and graduates beginning FY21 all received a B.S. degree in Criminology (no B.A. awarded)

3. Enrollment and Graduates

- a. The tables below, show the **actual** enrollment in the program and number of graduates from the program. Please note cohort years will precede fiscal year description (i.e., FY19 would have Fall 2018 cohort). OSBE will provide projections from the institution's original proposal.

The online B.S. in Sociology with a Criminology emphasis was proposed in 2015 and launched in 2016. By 2017, low enrollments showed that students were seeking a criminology degree, rather than a sociology degree with a criminology emphasis. The degree changed in 2020 to a stand-alone B.A./B.S. in Criminology, and the B.S. in Sociology with Criminology emphasis was sunsetted. (These changes took longer than intended due to internal complications.)

The 2019 proposal for the Criminology major projected 170 students and 35 graduates in AY2022-23, plateauing at 175 students and 45 degrees in AY2024-25. Current enrollment in the B.S. in Criminology is ~240: ~200 primary criminology majors and an additional 46 secondary criminology majors. These figures have been consistent for the past two academic years. Thus, the current enrollment has surpassed the 170 enrollments projected for this year in the 2019 proposal. More than 60 B.S. in Criminology degrees will be awarded this academic year, nearly double the 35 projected for this year in the 2019 proposal.

Enrollments	Implementation Year: FY 18	FY 19	FY 20	FY 21	FY 22	FY 23
Projected Sociology with Criminology emphasis	148	152	152			
Actual (fall headcount) Sociology with Criminology emphasis	65	67	79	46	13	3
Projected Criminology (B.S. / B.A.)			156	162	168	170
Actual Criminology (B.S. / B.A.)				200	218	245

Number of Graduates	Implementation Year: FY 18	FY 19	FY 20	FY 21	FY 22	FY 23
Projected Sociology with Criminology emphasis	26	44	27			
Actual Sociology with Criminology emphasis	37	39	51	44	29	
Projected Criminology (B.S./B.A.)				10	25	35
Actual Criminology (B.S. / B.A.)				14	40	

INSTRUCTION, RESEARCH AND STUDENT AFFAIRS
APRIL 26, 2023

BOISE STATE UNIVERSITY, IDAHO STATE UNIVERSITY AND UNIVERSITY OF IDAHO

SUBJECT

Online Joint Graduate Certificate in Nuclear Safeguards and Security

APPLICABLE STATUTE, RULE, OR POLICY

Idaho State Board of Education Governing Policies & Procedures, Section III.G.

BACKGROUND/DISCUSSION

Boise State University, Idaho State University, and University of Idaho intend to create an Online Joint Graduate Certificate in Nuclear Safeguards and Security. This new 12-credit graduate certificate is not intended to modify or replace any existing program, but instead offers students the opportunity to expand their education in a field with growing workforce needs within Idaho and the United States. The certificate will be tied to the Nuclear Engineering Department at Idaho State University, the Nuclear Engineering and Industrial Management Department at University of Idaho, and School of Public Policy at Boise State University. The graduate certificate is like no other at any Idaho institution of higher education; it leverages the talent and strength of the three public Idaho universities. This certificate has been reviewed and approved through internal processes at all three universities and is consistent with current institutional policies.

IMPACT

The projected enrollment for this graduate certificate is estimated to be about 5-8 students, possibly reaching 10-15. This program will be working closely with Idaho National Laboratory (INL) and is expected to primarily enroll INL employees. Additional sources of students are part-time, distance learning students from the Pacific Northwest National Laboratory (PNNL), members of the military, policy staff in Washington D.C. who need to understand this topic, and other professionals who are interested in furthering their education and formalizing their professional experience with a certificate. Students currently enrolled at one of the partner institutions will be able to take the courses in the certificate as an elective. Student demand in this educational opportunity is best exemplified by existing enrollment in ISU's "NE 4488/ 5588 Nonproliferation and Nuclear Safeguards." Twelve students enrolled when the course was first offered in spring 2021, providing clear support for the course.

Students will pay published standard graduate tuition rates at each of the three institutions based on where a specific course is offered and based on payment rules clearly delineated in the Online Idaho registration system. Each of the three institutions will pay for the instructional costs of the course(s) they oversee. All three institutions intend to implement the certificate for the 2023-2024 catalog year. A Memorandum of Understanding (MOU) has been vetted and signed by the three

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institutions. The MOU provides clear guidance as to the responsibilities of each institution.

ATTACHMENTS

Attachment 1 - Memorandum of Understanding

STAFF COMMENTS AND RECOMMENDATIONS

Boise State University, Idaho State University, and University of Idaho have entered into an agreement to establish and offer a new 12-credit Online Joint Graduate Certificate in Nuclear Safeguards and Security, effective Fall 2023. Boise State University is positioned to offer two of the four required courses with University of Idaho and Idaho State University to offer the remaining two courses. Students will choose a “home institution” where they will receive their certificate upon completion of requirements. As provided in the Memorandum of Understanding, the teaching institution will provide transcripts to the home institution at the end of each semester at no cost to the student.

Courses required include the following:

Boise State University

- Security Regulation & Policy for Nuclear, Radiation, & Cyber-Related Risk
- Cyber Security for the Nuclear Industry

Idaho State University

- Nonproliferation and Safeguards

University of Idaho

- Nuclear Security Science

Consistent with Board Policy III.G, Postsecondary Program Review and Approval, academic graduate certificates consisting of fewer than 30 credits do not require approval, only notification to the Office of the State Board of Education (OSBE). Each institution has submitted appropriate notifications to OSBE. A copy of the executed Memorandum of Understanding is attached and is in alignment with the Board’s policy III.Z. Planning and Delivery of Postsecondary Programs and Courses.

BOARD ACTION

This item is for informational purposes only.

Memorandum of Understanding: Nuclear Safeguards and Security Graduate Certificate

Boise State University, Idaho State University, and University of Idaho

January 26, 2023

This MEMORANDUM OF UNDERSTANDING (MOU), is proposed by **Boise State University** (BSU), having offices at 1910 University Drive Administration Building, Suite 202, Boise, ID 83725-1001, **Idaho State University** (ISU), having offices at 921 South 8th Avenue, Pocatello, ID 83209, and **University of Idaho** (UI), having offices at 875 Perimeter Drive, MS 3152, Moscow, ID 83844-3152, (collectively, the "institutions" and each an "institution").

1. **Activities:** The institutions are collaborating to develop and offer a cross-institutional Nuclear Safeguards and Security Graduate Certificate (Certificate), with initial course offerings in Fall 2023. Together, BSU, ISU, and UI will:
 - a. Develop the certificate's structure, function, and content.
 - b. Commit to offering their certificate course(s) at least once every other year on a mutually determined schedule that makes courses available to students in the appropriate order and enables students to complete the Certificate within two years of their start date. These courses include:
 - i. Security Regulation & Policy for Nuclear, Radiation, & Cyber-Related Risk (BSU Course PUBADM555)
 - ii. Cyber Security for the Nuclear Industry (BSU Course CS581)
 - iii. Nonproliferation and Safeguards (ISU Course 5588)
 - iv. Nuclear Security Science (UI Course NE513)
 - c. Provide appropriate admissions, information technology, registration, enrollment, and administrative support, leveraging the resources of Online Idaho as these resources become available.
 - d. Ensure that students can register for the first of the Certificate's courses in Fall 2023.
 - e. Award the Certificate to students who complete its requirements. Students will choose a "home institution" where they will receive their certificate upon completion of the degree requirements. Institutions where the individual courses are offered are called "teaching institutions."
 - i. The student's transcript will reflect the shared nature of the academic program.
 - f. Waive institutional residency requirements as necessary.
2. **Principles of the Relationship:**
 - a. **Independence:** The institutions recognize that each remains independent of the others and that none shall have the authority to bind, act for, or assume the obligations of another. Similarly, no institution shall be responsible for debt or

obligation incurred by either of the other institutions, regardless of when such debts or obligations were incurred. The institutions agree that no employment relationship exists between them. No benefits provided by any of the institutions to its employees, including unemployment and worker's compensation insurance, will be provided to the other party or its employees.

- b. Liability:** Each institution agrees to be responsible and assume liability for its own wrongful or negligent acts or omissions, or those of its officers, agents or employees to the full extent required by law. Each institution agrees to maintain reasonable coverage for such liabilities either through commercial insurance or a reasonable self-insurance mechanism, and the nature of such insurance coverage or self-insurance mechanism will be reasonably provided to the other party upon request.
- c. Consent:** None of the institutions shall commit either of the other institutions to provide products, services, or other functions without the other institution's prior written consent.
- d. Responsibilities:** Each institution shall take responsibility for its own costs, risks, and liabilities associated with this MOU, except as specified in a separate mutually acceptable written agreement.
 - i. The institutions agree to use their minimum graduate college admissions requirement for this certificate.
 - ii. Each institution shall appoint a Program Advisor for that institution, one chosen by the relevant department chair or college dean. The Program Advisor will:
 1. Ensure that certificate students have institutional standing at the teaching institution.
 2. Ensure that students have access to typical services, e.g., library, advising, and bookstore.
 3. Coordinate communications to students regarding registration processes and deadlines.
 4. Assist external students with access to the Certificate course(s).
 5. Work with Registrars' Offices and other colleagues to determine how the Certificate course(s) will be listed in the institution's databases.
 6. Connect Certificate students with colleagues and procedures for dispute resolution related to academic policies, expectations, etc., as needed.
 7. Communicate regularly with the other institutions' Program Advisors to ensure effective course delivery, assessment, and student support.
 8. Work with the institutional department chair or equivalent academic leaders to ensure that faculty are prepared and assigned to teach the Certificate course(s) per the agreed-upon schedule.
 9. Work with relevant faculty and committees and coordinate with counterparts at the other institutions to ensure communication and agreement of all curricular changes.
 10. Work to resolve any issues with the student or faculty experience.

11. Maintain and share with the student's home institution any information needed regarding student performance, course effectiveness, and student services, e.g., last date of attendance or participation needed to determine financial aid eligibility.
 12. With counterparts from each institution, form a group that jointly resolves issues that may arise and guides the collaboration needed to offer the certificate
- iii. Institutions shall assign and compensate faculty via existing policies at the teaching institution.
 - iv. The teaching institution's academic schedule applies to the certificate course(s) it offers for start, end, and holiday dates.
 - v. Each institution will honor faculty members' rank and status established by the teaching institution.
 - vi. Additional deadlines applied, such as drop, withdrawal, and refund dates shall also be those of the teaching institution.
 - vii. Each institution will transcribe the course(s) they teach. The teaching institution will provide transcripts to the home institution at the end of each semester at no cost to the student. The home institution will award the certificate.
 - viii. Course-sharing: All courses made available at the home institution and taught by a different institution are identified and marketed as such. Students are made aware that they need to access courses from other institutions, and of the differences in schedules, costs, expectations and procedures associated with those courses. Students agree to the sharing of course and personal information, as needed, to permit efficient course exchanges.
 1. The home institution will follow established transfer policies.
 - ix. The student's home institution provides advising, financial aid services, and other student services. Students may utilize limited student services at the teaching institution, such as library resources.
 - x. Each institution shall ensure compliance with FERPA regulations, including the notification of students and/or gain of their consent, where relevant.
 - xi. Students will pay the teaching institution directly. Teaching institutions set their rates. Home institutions, while they do not receive tuition for the course, benefit from the students maintaining progress to degree.
 - xii. Students will pay the graduate application fee at the home institution only.
 - xiii. Students will be non-degree seeking students at the teaching institutions, and their application fee to be a non-degree seeking student will be waived.
 - xiv. Students participating in the Certificate will be accountable to conduct standards at each institution. Students found in violation of conduct codes may receive sanctions. The institution where the infraction happened will process the case and communicate with the other institution. Each institution reserves the option to recognize the sanctions; however, only one institution will process a case of misconduct.

- xv. Students must follow students' rights and responsibilities policies as defined by each institution only while they are actively enrolled at that institution.

3. Term

- a. This MOU will commence upon the date of the last signature below and will persist for three years unless the institutions either terminate under Section 4 of this Agreement or extend the MOU through a separate written amendment or addendum.

4. Termination

- a. Mutual Consent. This MOU can be terminated by the mutual written consent of all the Parties.
- b. Termination for Convenience. Any Party may terminate this Agreement for any reason with six (6) months notice to the other parties. To initiate termination, the institution seeking termination must provide written notice from their Vice President of Academic Affairs or Provost no less than six months prior to the termination date. All institutions participating in this MOU must be notified.
- c. Teach Out Requirement. In the case of termination by Mutual Consent or Termination for Convenience, the institutions shall provide a teach out plan for students already enrolled in the Certificate. For the avoidance of doubt, the institutions agree that in the event of termination of this MOU by any institution, for any reason, the students currently enrolled at the time of notice of termination will be given the opportunity to complete their certificate. Under these circumstances, the other non-terminating institutions will have the right to revise the MOU and curriculum to continue offering the Certificate.

5. **Intellectual Property:** All inventions, patents, technical data, computer software, and all other forms of intellectual property held by an institution prior to joining this MOU will remain the sole property of that institution. Ownership of intellectual property developed during a joint work project shall be determined by the terms of a mutually acceptable, properly executed agreement drafted to govern the work project. Unless there is a contract that states otherwise, by default, each contributing owner will have an equal stake in the single work. For intellectual property that is developed by employees of partner institutions, employees shall abide by their individual institution's intellectual property policies regarding disclosing and reporting such intellectual property. Partner institutions' Offices of Technology Transfer shall work together in governing the work project.

6. **Assignment:** This MOU may not be assigned or otherwise transferred in whole or in part by any of the participating institutions without the express prior written consent of the other two participating institutions. No obligations under this MOU may be performed under subcontract unless all institutions agree in writing.

7. **Complete MOU:** This MOU contains all of the participating institutions' understandings and supersedes any previous understandings regarding the Certificate. This MOU may

not be altered, amended, or modified except in writing signed by all institutions. Amendments to this Agreement must be approved by the official at the level of vice president of academic affairs or provosts at each institution. The workflow for the discussion and approval of amendments will be through Program Advisors and vice provosts.

- 8. Severability.** If any part of this MOU is held to be illegal, void, or in conflict with any Idaho law, the remainder of this MOU remains operative and binding.
- 9. Application of Export Control Laws:** The institutions acknowledge that the information exchanged under this MOU may be subject to U.S. export control laws that prohibit or restrict (i) transactions with certain persons and (ii) the type and level of technologies and services that may be exported. These laws include the Arms Export Control Act, the Export Administration Act, the International Emergency Economic Powers Act, the Atomic Energy Act, and regulations pursuant to these, including the Export Administration Regulations (EAR) (15 CFR Parts 730-774), the International Traffic in Arms Regulations (ITAR) (22 CFR 120-130), and the Nuclear Energy Commission Department of Energy export regulations (10 CFR Parts 110 and 810). Export control requirements may change, and export of goods and/or technical data from the U.S. without an export license or other appropriate governmental authorization may result in criminal liability. Each institution is responsible for its own compliance with laws and regulations governing export.

An institution receiving information is responsible for (1) ensuring the export, re-export, or transfer of information, or any product, process, or service resulting therefrom, directly or through its agents or affiliates, is authorized under U.S. law, including U.S. economic sanctions and embargoed country restrictions; (2) obtaining any required U.S. governmental authorization prior to such export, re-export, or transfer; and (3) complying with all regulatory recordkeeping required for such export, re-export, or transfer. Each institution acknowledges that it can contact the U.S. Departments of Commerce, State, Energy, and Treasury for guidance as to applicable licensing requirements and restrictions.

- 10. Prior Consent to Public Disclosure:** Prior to any initial public disclosure regarding the existence or nature of this MOU, each participating institution will coordinate with the others to develop a mutually agreeable approach to making the MOU and Certificate public.

11. Equal Opportunity and Compliance with Executive Order Clause

- a. Equal Opportunity: The institutions agree not to discriminate against any student in the performance of this MOU because of age, race, sex, color, religion, handicap or disability, national origin or ancestry. Breach of this covenant may be regarded as a material breach of this MOU.

- b. Compliance with Governor’s Executive Order: In the event any provision of this MOU shall cause an institution to be in violation of any Governor of Idaho’s Executive Orders, then this MOU shall be voidable by any institution.

12. Disputes: The sole and exclusive remedy arising from or connected with this MOU is the right to terminate it under Section 4 of this Agreement. Prior to terminating this Agreement due to a dispute the Parties agree to attempt to resolve any disputes through good faith negotiations of the Program Advisors. If the Program Advisors cannot resolve the dispute then the Parties agree that each institution's Vice Presidents of Academic Affairs or Provost shall attempt to resolve any dispute through good faith negotiations prior to termination.

13. Notices: All written communication and notices to be sent between the institutions are to be sent to the following addresses:


Boise State University
 Dr. John Buckwalter
 1910 University Dr.
 Administration Bldg., Suite 902
 Boise, ID 83725-1001
provost@boisestate.edu
 Phone: 208-426-1202


Idaho State University
 Mr. Kevin Satterlee, J.D.
 921 S. 8th Ave.
 Pocatello, ID 83209-8063
president@isu.edu
 Phone: 208-282-3440

University of Idaho
 Dr. Torrey Lawrence
 875 Perimeter Dr., MS 3152
 Moscow, ID 83844-3152
provost@uidaho.edu
 Phone: 208-426-1202


or any other address the institutions provide one another in writing.

14. Effective Date: The effective date of this MOU will be the date of the last signature added below:

Boise State University
 Signature: 
John Buckwalter (Mar 3, 2023 12:59 MST)
 Printed Name: John Buckwalter
 Title: Provost and Vice President for Academic Affairs
 Date: 03/03/2023

Idaho State University
 Signature: 
 Printed Name: Kevin Satterlee
 Title: President
 Date: 03/06/2023

University of Idaho

Signature: 
Torrey Lawrence (Mar 6, 2023 07:51 PST)

Printed Name: **Torrey Lawrence**

Title: **Provost & Exec. Vice President**

Date: **03/06/2023**