

**INFORMATIONAL
JUNE 16-18, 2026**

TAB	DESCRIPTION	ACTION
1	BAHR – INTERCOLLEGIATE ATHLETICS – FY 2025 REVENUE AND EXPENSE REPORTS	Information Item
2	BAHR – INTERCOLLEGIATE ATHLETICS – FY 2025 COMPENSATION REPORTS	Information Item
3	BAHR – INTERCOLLEGIATE ATHLETICS – FY 2025 GENDER EQUITY REPORTS	Information Item
4	IDE – APPROVED FUNDING FOR LOW AVERAGE DAILY ATTENDANCE SCHOOLS	Information Item
5	PPGA – BOISE STATE UNIVERSITY ANNUAL REPORT	Information Item
6	PPGA – COLLEGE OF WESTERN IDAHO ANNUAL REPORT	Information Item

SUBJECT

Intercollegiate Athletics – FY2025 Revenue and Expense Reports

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

Institutional Intercollegiate Athletics' FY2025 Revenue and Expense Reports are 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

BOARD STAFF COMMENTS AND RECOMMENDATIONS

The Athletics Reports show results for FY2025. It should be noted that state funds are critical to support the student athletes and athletic programs at the four (4) institutions. Ticket sales, contributions, and program revenues are insufficient to enable the athletic programs to be fully self-supporting.

The following table summarizes the key financial results for FY2025:

FY2025 Financial Summary	BSU	ISU	UI	LC State
Total Operating Revenue	\$95,551,524	\$17,980,556	\$25,189,067	\$5,517,742
Total Operating Expenses	\$84,108,178	\$18,079,257	\$26,143,758	\$5,591,317
Net Surplus / (Deficit)	\$11,484,442	(\$98,701)	(\$954,691)	(\$73,575)
Ticket Sales	\$8,968,579	\$464,988	\$657,126	\$56,197
Student Fees	\$4,893,557	\$2,087,291	\$2,101,915	\$398,267
Direct Institutional Support	\$10,011,694	\$2,570,864	\$4,733,422	\$1,377,122
Contributions	\$23,153,113	\$1,904,143	\$2,971,650	\$267,540
Athletic Student Aid	\$11,128,675	\$3,531,702	\$6,362,182	\$1,853,479

Representatives from all four (4) 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, 2025
(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	\$ 6,834,716	\$ 1,789,774	\$ 2,171	\$ 91,553	\$ 52,411	\$ 128,604	\$ 69,350	\$ 8,968,579
Student Fees							4,893,557	4,893,557
Direct Institutional Support							10,011,694	10,011,694
Direct Institutional Support (OST Waivers & Work Study)	1,482,454	239,751	384,004	225,699	231,031	1,055,143	25,882	3,643,964
Indirect Institutional Support							2,502,085	2,502,085
Indirect Institutional Support - Athletic Facilities								
Debt Service, Lease, and Rental Fees							1,300,000	1,300,000
Guarantees	1,200,000	75,909		20,000	6,000	1,000		1,302,909
Contributions	15,638,357	217,759	292,908	(7,270)	16,920	790,673	6,203,764	23,153,113
In Kind	554,037	234,325						788,361
Media Rights	4,296,687	953,233						5,249,920
NCAA Distributions			1,099			16,936	1,837,306	1,855,342
Conference Distributions	6,635,220	849,341						7,484,561
Program Novelty Parking Concession	572,689	122,647		1,821	1,148	2,388		700,694
Royalties Licensing Advertisement Sponsorship	6,632,221	1,400,698	109,681	66,731	49,592	306,802	29,479	8,595,204
Sport Camp Revenues	211,227	129,620	(45)	10,506	91,244	268,518		711,071
Athletics Restricted Endowment and Investment Income							867,160	867,160
Other Operating Revenue	4,116,336	1,648	223,012	1,698		751,359	2,827,124	7,921,176
Bowl Revenues	5,602,135							5,602,135
Total Operating Revenue	53,776,078	6,014,706	1,012,832	410,738	448,345	3,321,424	30,567,401	95,551,524

INFORMATIONAL
JUNE 16-18, 2026
BOISE STATE UNIVERSITY ATHLETIC DEPARTMENT
STATEMENT OF REVENUES AND EXPENSES (CONTINUED)
YEAR ENDED JUNE 30, 2025
(UNAUDITED)

ATTACHMENT 1

	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	\$ 2,759,066	\$ 496,633	\$ 684,023	\$ 520,088	\$ 413,778	\$ 2,487,600	\$ 123,524	\$ 7,484,711
Athletic Student Aid (OST Waiver)	1,482,454	239,751	384,004	225,699	231,031	1,055,143	25,882	3,643,964
Guarantees	725,000	290,000	1,538	99,000	8,925	13,725	-	1,138,188
Coaching Salaries Benefits Bonuses	6,614,529	2,149,317	671,215	956,965	505,302	2,153,569	69,098	13,119,996
Support Staff Admin Compensation								
Benefits and Bonuses	2,701,234	147,116	58,246	120,105	16,614	282,228	10,680,879	14,006,422
Severance Payments	876,050	-	-	-	-	-	-	876,050
Recruiting	820,068	128,434	48,440	105,955	46,530	172,092	-	1,321,519
Team Travel	2,061,238	914,648	568,484	625,070	261,538	1,579,106	167,790	6,177,873
Sports equipment Uniforms supplies	1,247,056	100,286	149,649	50,868	40,938	396,717	368,878	2,354,394
Game Expenses	1,266,800	330,054	25,920	157,276	64,448	198,068	139,576	2,182,142
Fund Raising Marketing and Promotion	135,658	20,146	1,072	12,832	2,467	16,963	843,127	1,032,264
Sport Camp Expenses	81,006	85,476	-	1,661	28,528	35,165	-	231,836
Spirit Groups	-	-	-	-	-	-	334,493	334,493
Athletic Facilities Debt Service Leases and Rental Fees	2,570,542	-	115,684	-	-	387,276	258,471	3,331,973
Direct overhead and Admin Expenses	2,490,647	139,555	219,831	49,885	40,067	661,446	1,813,850	5,415,281
Indirect Institutional Support	-	-	-	-	-	-	2,502,085	2,502,085
Medical Expenses Insurance	25,611	5,598	18,391	6,455	-	16,719	942,761	1,015,535
Memberships and Dues	112,615	40,037	18,860	11,113	584	18,764	1,167,769	1,369,742
Student-Athlete Meals (non-travel)	710,531	138,832	24,196	30,719	24,018	118,922	296,271	1,343,489
Other Operating Expenses	1,027,781	196,891	58,584	56,917	22,036	172,472	1,652,067	3,186,748
Bowl Expenses	2,128,950	-	-	-	-	-	-	2,128,950
Bowl Expenses Coaching Compensation Bonus	824,809	-	-	-	-	-	-	824,809
NCAA Post-Season Non-Football Expenses	-	-	74,239	-	-	168,105	-	242,344
Alston Related Educational Expenses	76,500	15,000	44,448	15,000	17,000	139,652	14,300	321,900
Institutional NIL Revenue Share	-	-	-	-	-	-	-	-
Conference Realignment Expenses	-	-	-	-	-	-	5,000	5,000
Capital	8,064,688	19,872	80,734	12,135	-	161,994	177,050	8,516,472
Total Operating Expenses	<u>38,802,830</u>	<u>5,457,646</u>	<u>3,247,557</u>	<u>3,057,744</u>	<u>1,723,805</u>	<u>10,235,727</u>	<u>21,582,870</u>	<u>84,108,178</u>
EXCESS (DEFICIENCY) OF REVENUES OVER (UNDER) EXPENSE BEFORE CARRYFORWARD	<u>14,973,248</u>	<u>557,060</u>	<u>(2,234,726)</u>	<u>(2,647,006)</u>	<u>(1,275,460)</u>	<u>(6,914,302)</u>	<u>8,984,532</u>	<u>11,443,345</u>
CARRYFORWARD (SEE NOTE 7)	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>41,097</u>	<u>41,097</u>
EXCESS (DEFICIENCY) OF REVENUES OVER (UNDER) EXPENSE AFTER CARRYFORWARD	<u>\$ 14,973,248</u>	<u>\$ 557,060</u>	<u>\$ (2,234,726)</u>	<u>\$ (2,647,006)</u>	<u>\$ (1,275,460)</u>	<u>\$ (6,914,302)</u>	<u>\$ 9,025,629</u>	<u>\$ 11,484,442</u>

IDAHO STATE UNIVERSITY ATHLETICS 6/30/2025										
	MEN'S BASKETBALL	FOOTBALL	OTHER MEN'S SPORTS	WOMEN'S BASKETBALL	WOMEN'S VOLLEYBALL	OTHER WOMEN'S SPORTS	NON SPECIFIC	FINAL PROGRAM FY25	FINAL BALANCE FY24	BALANCE %CHANGE
REVENUE:										
1 Ticket Sales	58,999	332,870	14,715	27,745	8,802	17,962	3,896	464,988	391,426	18.79%
2 Direct State or Other Government Support	386,190	1,059,217	228,421	405,416	228,528	1,943,285	1,793,072	6,044,130	5,220,025	15.79%
3 Student Fees	-	-	-	-	-	-	2,087,291	2,087,291	1,987,419	6.00%
4 Direct Institutional Support	-	-	-	-	-	-	2,570,864	2,570,864	1,267,208	102.88%
5 Less-Transfers to Institution	-	-	-	-	-	-	-	-	-	0.00%
6 Indirect Institutional Support	-	68,255	17,122	-	-	17,122	227,915	330,413	323,364	2.18%
Indirect Institutional Support - Athletic Facilities Debt Service, Lease and Rental										
6A Fees	-	-	-	-	-	-	315,875	315,875	129,720	143.51%
7 Guarantees	340,000	525,000	11,235	70,000	2,000	18,060	-	966,295	1,443,775	-33.07%
8 Contributions	24,615	274,470	59,967	168,824	143,689	258,018	974,561	1,904,143	2,204,736	-13.63%
9 In-Kind	45,005	89,963	11,670	44,367	19,825	71,919	317,230	599,978	544,489	10.19%
10 Compensation and Benefits Provided by a third party	-	-	-	-	-	-	-	-	-	0.00%
11 Media Rights	-	-	-	-	-	-	81,175	81,175	77,326	4.98%
12 Total NCAA Distributions	-	-	-	-	-	-	1,259,570	1,259,570	787,967	59.85%
12A NCAA Distributions	-	-	-	-	-	-	1,259,570	1,259,570	-	-
12B NCAA Host Revenue Settlements	-	-	-	-	-	-	-	-	-	-
12C Post-Season Non-Football NCAA Expense Reimbursements	-	-	-	-	-	-	-	-	-	-
13 Conference Distributions (Non Media and Non Post Season)	(1,470)	326	(57)	9,181	(2,127)	(19,656)	(747)	(14,550)	13,492	-207.84%
13A Conference Distributions of Post-Season Generated Revenue	-	-	-	-	-	-	-	-	-	0.00%
14 Program, Novelty, Parking and Concession Sales	-	-	324	-	-	2,619	22,046	24,989	7,008	256.55%
15 Royalties, Licensing, Advertisement and Sponsorships	-	-	-	-	-	-	638,449	638,449	590,622	8.10%
16 Sports Camp Revenue	49,269	56,548	20,539	5,325	67,665	144,134	216,920	560,399	554,242	1.11%
17 Athletics Restricted Endowment and Investments Income	-	-	-	-	-	-	-	-	-	0.00%
18 Other Operating Revenue	-	1,537	3,000	-	-	3,150	138,861	146,548	134,758	8.75%
19 Bowl Revenues	-	-	-	-	-	-	-	-	-	0.00%
Total Operating Revenue	902,608	2,408,185	366,935	730,857	468,382	2,456,612	10,646,978	17,980,556	15,657,578	14.84%
OPERATING EXPENDITURES:										
20 Athletics Student Aid	276,410	1,271,062	208,502	325,494	253,625	1,052,290	144,319	3,531,702	3,334,749	5.91%
21 Guarantees	18,735	60,000	3,536	9,500	19,505	8,417	-	119,693	46,532	157.23%
22 Coaching Salaries/Benefits/Bonuses pd by the Univ & Related Entities	397,611	1,400,208	234,189	409,351	232,105	711,956	97,110	3,482,530	3,212,140	8.42%
23 Coaching Salaries, Benefits and Bonuses paid by Third Party	-	-	-	-	-	-	-	-	-	0.00%
24 Support Staff/Admin Compensation/Benefits/Bonuses pd by Univ & Related Entities	17,165	75,939	2,645	7,657	2,063	24,655	2,084,727	2,214,850	1,419,907	55.99%
25 Support Staff/Admin Compensation/Benefits/Bonuses paid by Third Party	-	-	-	-	-	-	-	-	-	0.00%
26 Severance Payments	-	-	-	-	-	-	-	-	-	0.00%
27 Recruiting	21,333	121,579	9,491	35,751	15,227	49,206	38,909	291,495	388,695	-25.01%
28 Team Travel	183,723	751,178	211,096	351,934	179,867	796,908	51,798	2,526,505	2,109,794	19.75%
29 Sports Equipment, Uniforms and Supplies	30,468	325,084	63,860	28,858	51,463	183,233	212,413	896,380	1,163,921	-22.99%
30 Game Expenses	94,000	86,253	10,987	93,811	23,610	39,698	10,636	358,995	548,045	-34.50%
31 Fund Raising, Marketing and Promotion	728	720	540	728	728	36,032	29,687	69,163	83,333	-17.00%
32 Sports Camp Expenses	48,489	69,396	28,211	17,791	89,173	88,334	240,595	581,989	469,624	23.93%
33 Spirit Groups	-	-	-	-	-	-	-	-	-	0.00%
34 Athletic Facilities Debt Service, Leases and Rental Fees	-	-	-	-	-	-	-	-	-	0.00%
35 Direct Overhead and Administrative Expenses	56,813	150,341	18,651	55,828	26,166	94,197	1,170,448	1,572,443	977,232	60.91%
35A Facilities Maintenance and Operations	99	32,949	419	591	1,122	10,652	131,678	177,509	-	100.00%
36 Indirect Institutional Support	-	68,255	17,122	-	-	17,122	543,790	646,295	453,084	42.64%
37 Medical Expenses and Insurance	-	-	-	-	-	-	435,871	435,871	351,408	24.04%
38 Memberships and Dues	9,270	19	600	2,255	6,348	895	70,952	90,339	91,908	-1.71%
39 Student-Athlete Meals (non-travel)	18,845	292,393	12,453	23,564	9,989	36,784	48,610	442,637	413,103	7.15%
40 Other Operating Expenses	40,575	83,219	18,314	46,203	31,750	48,584	372,223	640,668	660,356	-2.95%
41 Post-Season Football Expenses	-	-	-	-	-	-	-	-	-	0.00%
41A Post-Season Football Expenses-Coaching Compensation/Bonuses	-	-	-	-	-	-	-	-	-	0.00%
41B NCAA Football Host Expense Settlements	-	-	-	-	-	-	-	-	-	0.00%
42 NCAA Post-Season Non-Football Expenses	-	-	-	-	-	-	-	-	-	0.00%
42A NCAA Post-Season Non-Football Expenses-Coaching Compensation/Bonuses	-	-	-	-	-	-	-	-	-	0.00%
42B NCAA Non-Football Host Expense Settlements	-	-	-	-	-	-	-	-	-	0.00%
43 Enhanced Educational Benefits (Alston or other)	-	-	-	-	-	-	-	-	-	0.00%
44 Institutional NIL Revenue Share	-	-	-	-	-	-	-	-	-	0.00%
Total Operating Expenses	1,214,263	4,789,595	840,616	1,409,315	942,740	3,198,963	5,683,765	18,079,257	15,723,830	14.98%
Net Increase/Deficit	(311,655)	(2,381,410)	(473,681)	(678,458)	(474,358)	(742,351)	4,963,213	(98,701)	(66,252)	-48.98%
VALUE OF NONRESIDENT FEE WAIVERS	213,810	903,015	191,100	282,495	200,655	400,755	-	-	-	-
TOTAL STATE APPROPRIATED	6,044,130	-	-	-	-	-	-	-	-	-
Athletic Limits set by State	7,832,800	-	-	-	-	-	Increase/decrease	(98,701)	-	-

INFORMATIONAL JUNE 16-18, 2026

ATTACHMENT 3

University of Idaho
Intercollegiate Athletics
Schedule of Revenue and Expenses
For the Year Ended June 30, 2025 (unaudited)

	Men's Football	Men's Basketball	Other Men's Sports	Women's Basketball	Women's Volleyball	Other Women's Sports	Non-Program Specific	Grand Total
Operating Revenues								
Ticket Sales	\$ 536,261	\$ 91,661		\$ 21,314	\$ 3,634	\$ 4,257		\$ 657,126
Student Fees							\$ 2,101,915	\$ 2,101,915
Direct Institutional Support	\$ 2,085,454	\$ 724,908	\$ 422,755	\$ 685,862	\$ 252,906	\$ 1,175,238	\$ 4,733,422	
General Education Funds	\$ 994,959	\$ 380,591	\$ 167,744	\$ 319,002	\$ 116,581	\$ 488,673	\$ 1,832,450	\$ 4,300,000
Institutional Support Funds	\$ 833,382	\$ 318,785	\$ 140,503	\$ 267,197	\$ 97,649	\$ 409,315	\$ 1,534,869	\$ 3,601,700
Other Institutional Support (includes OST Waivers)	\$ 257,113	\$ 25,532	\$ 114,508	\$ 99,663	\$ 38,676	\$ 277,250	\$ 1,366,103	\$ 2,178,845
Indirect Institutional Support							\$ 743,984	\$ 743,984
Indirect Institutional Support - Athletic Facilities Debt Service, Lease & Rental Fees							\$ 1,180,000	\$ 1,180,000
Guarantees	\$ 1,165,000	\$ 310,000	\$ 85,910	\$ 41,500		\$ 10,505		\$ 1,612,915
Contributions	\$ 1,379,812	\$ 170,525	\$ 308,533	\$ 174,913	\$ 120,212	\$ 644,924	\$ 172,731	\$ 2,971,650
In-Kind	\$ 8,400	\$ 4,200					\$ 12,600	\$ 25,200
Compensation & Benefits provided by 3rd party	\$ 224,866	\$ 60,000	\$ 8,500			\$ 21,500	\$ 540,000	\$ 854,866
Media Rights							\$ 81,175	\$ 81,175
NCAA Distributions	\$ 61,406	\$ 15,371	\$ 46,745	\$ 15,315	\$ 13,949	\$ 83,535	\$ 430,109	\$ 666,430
NCAA Host Revenue Settlements							\$ 483,113	\$ 483,113
Post-Season Non-Football NCAA Expense Reimbursements			\$ 1,503			\$ 1,503		\$ 3,005
Conference Distributions (Non-Media or Bowl)							\$ -	\$ -
Conference Distributions							\$ 281,905	\$ 281,905
Program, Novelty, Parking & Concessions	\$ 194,579	\$ 8,464		\$ 3,101	\$ 88	\$ 557	\$ 2,432	\$ 209,221
Royalties, Licensing, Advertising & Sponsorships	\$ 15,000						\$ 1,342,405	\$ 1,357,405
Sports Camp Revenues	\$ 471,929	\$ 20,500			\$ 5,828			\$ 498,257
Athletics Restricted Endowment & Investment Income	\$ 255,089	\$ 76,476	\$ 44,310	\$ 21,862	\$ 5,208	\$ 165,592	\$ 87,046	\$ 655,582
Other Operating Revenues	\$ 722		\$ 625		\$ 300	\$ 193	\$ 576,756	\$ 578,596
Post-Season Football Expense Reimbursement	\$ 146,175							\$ 146,175
Total Operating Revenues	\$ 6,544,693	\$ 1,482,105	\$ 918,881	\$ 963,866	\$ 402,125	\$ 2,107,804	\$ 12,769,593	\$ 25,189,067
Operating Expenses								
Athletic Student Aid	\$ 2,215,300	\$ 416,326	\$ 810,494	\$ 490,363	\$ 345,641	\$ 1,930,707	\$ 153,350	\$ 6,362,182
Guarantees	\$ 250,000	\$ 7,433		\$ 6,000		\$ 3,500		\$ 266,933
Coaching Salaries, Benefits & Bonuses	\$ 1,526,904	\$ 540,647	\$ 246,125	\$ 461,656	\$ 171,602	\$ 706,556	\$ 50,000	\$ 3,703,489
Coaching Salaries, Benefits & Bonuses Paid by 3rd Party	\$ 224,866	\$ 60,000	\$ 8,500			\$ 21,500		\$ 314,866
Support Staff/Admin Compensation Benefits & Bonuses	\$ 63,307	\$ 18,176	\$ 19,836	\$ 0	\$ 3,623	\$ 20,081	\$ 4,243,515	\$ 4,368,538
Support Staff/Admin Comp, Benefits & Bonuses - 3rd Party							\$ 15,000	\$ 15,000
Recruiting	\$ 226,739	\$ 57,784	\$ 17,194	\$ 67,858	\$ 24,299	\$ 96,687		\$ 490,562
Team Travel	\$ 1,026,210	\$ 346,957	\$ 330,886	\$ 280,452	\$ 170,807	\$ 669,149	\$ 543	\$ 2,825,004
Sports Equipment, Uniforms & Supplies	\$ 373,883	\$ 34,623	\$ 100,989	\$ 27,019	\$ 27,074	\$ 160,820	\$ 231,537	\$ 955,947
Game Expenses	\$ 341,727	\$ 202,432	\$ 136,055	\$ 183,981	\$ 43,117	\$ 98,226	\$ 3,457	\$ 1,008,995
Fundraising, Marketing and Promotion	\$ 23,005	\$ 2,987	\$ 799	\$ 381		\$ 362	\$ 362,810	\$ 390,345
Sports Camp Expenses	\$ 314,035	\$ 9,315		\$ 171	\$ 1,160	\$ 8,059		\$ 332,740
Spirit Groups							\$ 2,500	\$ 2,500
Athletic Facilities, Debt Service, Leases & Rental Fees							\$ 1,180,000	\$ 1,180,000
Direct Overhead and Administrative Expenses							\$ 34,965	\$ 34,965
Facilities Maintenance and Operations	\$ 373		\$ 865			\$ 865	\$ 1,600	\$ 3,702
Indirect Institutional Support							\$ 743,984	\$ 743,984
Medical Expenses & Insurance	\$ 38,724	\$ 10,056	\$ 3,300	\$ 17,520	\$ 9,993	\$ 1,300	\$ 392,724	\$ 473,616
Memberships & Dues	\$ 729	\$ 185	\$ 27,225			\$ 8,976	\$ 69,847	\$ 106,962
Student-Athlete Meals (non-travel)	\$ 383,499	\$ 34,838	\$ 4,872	\$ 17,533	\$ 2,030	\$ 29,072	\$ 156,160	\$ 628,004
Other Operating Expenses	\$ 266,146	\$ 48,463	\$ 27,452	\$ 21,743	\$ 30,934	\$ 41,459	\$ 1,212,195	\$ 1,648,392
Post-Season Football Expenses	\$ 111,502							\$ 111,502
NCAA Football Host Expense Settlements	\$ 57,864							\$ 57,864
NCAA Post-Season Non-Football Expenses			\$ 2,169			\$ 4,184	\$ 111,313	\$ 117,666
Total Operating Expenses	\$ 7,444,813	\$ 1,790,223	\$ 1,736,762	\$ 1,574,676	\$ 830,279	\$ 3,801,503	\$ 8,965,500	\$ 26,143,758
Excess (Deiciency) of Revenues Over (Under) Expenses	\$ (900,121)	\$ (308,118)	\$ (817,882)	\$ (610,810)	\$ (428,154)	\$ (1,693,700)	\$ 3,804,093	\$ (954,691)
Other Reporting Items								
52 Total Athletics Related Debt							\$ 39,840,000	\$ 39,840,000
53 Total Institutional Debt							\$ 161,995,000	\$ 161,995,000

Lewis-Clark State College Intercollegiate Athletics Department
Statement of Revenues and Expenses
For the Year Ended June 30, 2025 (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	Women's Dance/Spirit	Non-Program Specific	Grand Total
Operating Revenues															
01 Ticket Sales	5,619	22,479						5,620		22,479					56,197
02 Student Fees														398,267	398,267
03 Direct State/Govt Support	291,434	150,465	50,995	19,828	37,795	38,510	154,319	132,887	50,996	19,149	37,840	37,795	57,997	807,668	1,887,678
04 Direct Institutional Support (excludes Out of State Waivers)														206,900	206,900
05 Direct Institutional Support (Out of State Waivers)	318,668	98,398	76,857	76,934	7,767	41,548	105,638	104,282	44,432	166,434	22,805	37,618	19,022	49,819	1,170,222
06 Indirect Institutional Support														155,107	155,107
07 Guarantees															0
08 Contributions														267,540	267,540
09 In-Kind		6,850					9,750	7,750							24,350
10 Compensation & Benefits Provided by 3rd Party															0
11 Media Rights														0	0
12 NCAA Distributions															0
13 Conference Distributions (Non-Media or Bowl)														1,227,165	1,227,165
14 Program, Novelty, Parking & Concessions															0
15 Royalties, Licensing, Advertising & Sponsorships															0
16 Sports Camp Revenues	0	35,251	0	0	0	3,807	54,753	20,268	0	0	0	3,807	6,430		124,316
17 Athletics Restricted Endowment & Investment Income															0
18 Other Operating Revenues															0
Total Operating Revenues	615,721	313,443	127,852	96,762	45,562	83,864	330,079	287,666	95,428	185,583	60,645	79,220	83,449	3,112,466	5,517,742
Operating Expenditures															
19 Athletic Student Aid	473,386	226,189	107,417	96,484	31,282	54,948	200,117	221,229	64,687	202,509	44,610	54,918	24,672	51,031	1,853,479
20 Guarantees	7,120	500	0	0	0	0	0	2,500	0	0	0	0	0	0	10,120
21 Coaching Salaries, Benefits & Bonuses	297,643	180,647	49,908	19,828	37,795	42,324	155,356	157,148	51,274	19,149	37,865	41,610	57,997		1,148,543
22 Coaching Salaries, Benefits & Bonuses Paid by 3rd Party															0
23 Support Staff/Admin Compensation Benefits & Bonuses		2,729	1,770				1,859	3,178	1,770					602,208	613,513
24 Support Staff/Admin Compensation Benefits & Bonuses Paid by 3rd Party															0
25 Recruiting	6,704	17,385	802	10,471	291	180	4,750	8,222	1,118	12,630	668	521	5,797	8,217	77,756
26 Team Travel	127,148	81,309	27,420	17,195	17,883	27,976	79,230	79,701	28,924	16,155	18,645	27,384	13,529	0	562,499
27 Sports Equipment, Uniforms & Supplies	60,412	61,103	13,029	1,305	15,209	14,292	27,929	22,532	10,619	4,933	16,478	13,020	17,938	17,034	295,834
28 Game Expenses	12,814	16,572	4,845	2,180	2,668	567	20,367	21,895	5,846	3,450	2,900	436	1,274	40,100	135,911
29 Fund Raising, Marketing & Promotion							37								37
30 Sports Camp Expenses						2	44,747	3,375				2	1,166		49,293
31 Spirit Groups															0
32 Athletic Facilities, Debt Service, Leases & Rental Fees	106				673	79					673	79			1,609
33 Direct Overhead & Administrative Expenses															0
34 Indirect Institutional Support	0	6,850	0	0	0	0	9,750	7,750	0	0	0	0	0	155,107	179,457
35 Medical Expenses & Insurance														22,465	22,465
36 Memberships & Dues															0
37 Other Operating Expenses	(109)	961	445	35	329	82	1,783	4,061	359	(45)	329	50	1,645	630,874	640,799
Total Operating Expenditures	985,225	594,245	205,635	147,498	106,130	140,449	545,926	531,591	164,597	258,781	122,168	138,019	124,017	1,527,036	5,591,317
Excess (Deficiency) of Revenues Over (Under) Expenses	(369,504)	(280,802)	(77,783)	(50,736)	(60,568)	(56,585)	(215,846)	(243,925)	(69,168)	(73,198)	(61,523)	(58,800)	(40,568)	1,585,430	(73,575)
Other Reporting Items															
38 Conference Realignment Expenses														0	0
39 Total Athletics Related Debt														0	0
40 Total Institutional Debt														3,301,677	3,301,677
41 Value of Athletics Dedicated Endowments														4,203,192	4,203,192
42 Value of Institutional Endowments														17,696,737	17,696,737

SUBJECT

Intercollegiate Athletics – FY2025-2026 Employee Compensation Reports

REFERENCE

April 2025 Board received FY 2024-2025 intercollegiate 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 FY2025 and estimated compensation figures for FY2026. 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	FY2025 Actual
Attachment 2 – Boise State University	FY2026 Estimate
Attachment 3 – Idaho State University	FY2025 Actual
Attachment 4 – Idaho State University	FY2026 Estimate
Attachment 5 – University of Idaho	FY2025 Actual
Attachment 6 – University of Idaho	FY2026 Estimate
Attachment 7 – Lewis-Clark State College	FY2025 Actual
Attachment 8 – Lewis-Clark State College	FY2026 Estimate

BOARD 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.

The following table summarizes the FY2025 actual and FY2026 estimated total base salaries for each institution:

**INFORMATIONAL
JUNE 16-18, 2026**

FY2025-26 Compensation Summary	BSU FY25 Actual	BSU FY26 Est.
Total Employees (FTE)	178.00	182.00
Total Base Salary	\$19,359,764	\$20,555,100
Athletic Camps/Clinics	\$280,966	\$183,674
Contract Bonuses (Academic)	\$283,568	\$326,485
Contract Bonuses (Winning)	\$613,081	\$577,631

FY2025-26 Compensation Summary	ISU FY25 Actual	ISU FY26 Est.
Total Employees (FTE)	57.14	59.41
Total Base Salary	\$3,643,990	\$3,970,224
Athletic Camps/Clinics	\$106,536	\$0
Contract Bonuses (Academic)	\$32,500	\$0
Contract Bonuses (Winning)	\$4,500	\$0

ISU FY2026 estimates not reported with bonus breakdowns.

FY2025-26 Compensation Summary	UI FY25 Actual	UI FY26 Est.
Total Employees (FTE)	63.05	62.55
Total Base Salary	\$4,249,906	\$4,675,553
Athletic Camps/Clinics	\$94,650	\$17,550
Contract Bonuses (Academic)	\$26,500	\$17,000
Contract Bonuses (Winning)	\$0	\$0

FY2025-26 Compensation Summary	LC State FY25 Actual	LC State FY26 Est.
Total Employees (FTE)	30.11	27.19
Total Base Salary	\$1,396,957	\$1,396,839
Athletic Camps/Clinics	\$10,670	\$19,960
Contract Bonuses (Academic)	\$0	\$0
Contract Bonuses (Winning)	\$4,500	\$3,000

BOARD ACTION

This item is for informational purposes only.

INFORMATIONAL

JUNE 16-18, 2026

ATTACHMENT 1

Intercollegiate Athletics Compensation Report

Boise State University

FY25 Budgeted Base Salary and Other Compensation

PCN	Depart/Name/Title	Athletic FTE	Compensation				Equip Co	Contract Bonus			Perks			Multi-Yr Contract	Funding		
			Base Salary	Camps/ Clinics	Other	Academic Perform.		Winning Perform.	Post Season Other	Club Memb	Car	Other	State Approp.		Program Revenue	All Other	
Athletic Administration																	
1010	Macee Harris	Assistant Athletic Director	1.00	50,003	-	-	-	-	-	-	No	No	No	No		50,003	-
1349	Chris Kutz	Associate Athletic Director, Strategic Communication	1.00	105,019	-	-	2,000	-	-	-	No	No	No	No		105,019	2,000
1523	Kathryn Chase	NCAA Compliance (Financial Aid)	1.00	61,508	-	-	-	-	-	-	No	No	No	No	61,508	-	-
1584	Jamie Pepper	Assistant Director, Sports Nutrition	1.00	63,981	-	-	500	-	-	-	No	No	No	No		63,981	500
1629	David Dietrich	Assistant Director, Athletic Media Relations	1.00	47,528	-	300	500	-	-	-	No	No	No	No		47,828	500
1631	Jeremy Fairbanks	Director, Sports Turf Operations	1.00	82,014	-	60	750	-	-	-	No	No	No	No		82,074	750
1647	Denilson Suarez	Assistant Director - Event Operations	1.00	47,382	-	500	500	-	-	-	No	No	No	No		47,882	500
1662	Levi Stuart	Director of Operations, BOAS	1.00	47,320	-	-	500	-	-	-	No	No	No	No		47,320	500
1686	Kacey Huntington	Budget Analyst	1.00	61,984	-	-	500	-	-	-	No	No	No	No	61,984	-	500
1700	Heather Berry	Sr. Associate AD, HR Services & Chief of Staff	1.00	134,118	-	600	2,500	-	-	-	No	No	No	No		134,718	2,500
1701	Jeremiah Dickey	Executive Director, Athletics	1.00	465,000	-	204,000	4,000	35,000	42,500	57,500	Yes	Yes	No	Yes		804,000	4,000
1711	Marc Paul	Assoc AD Sports Performance Health & Wellness	1.00	110,490	-	-	2,000	-	-	-	No	No	No	No		110,490	2,000
1715	Tyler Smith	Director SPHW	1.00	80,375	-	-	750	-	-	-	No	No	No	No	80,375	-	750
1717	Christina Van Tol	Sr Associate AD, SWA	1.00	152,630	-	-	2,500	-	-	-	No	Yes	No	No	152,630	-	2,500
1724	Kelsey Messer	Head Cheer/Dance Coach	1.00	46,779	-	-	1,000	-	-	-	No	No	No	No		46,779	1,000
1725	Krysta Fryer	Assistant Athletic Trainer	1.00	53,581	1,910	-	500	-	-	-	No	No	No	No	-	53,581	2,410
1726	Garrett Holle	Assistant AD, SPHW- Football	1.00	120,016	-	-	1,000	-	-	-	No	No	No	No		120,016	1,000
1727	Doug Link	Associate Director, Athletic Media Relations	1.00	57,907	-	300	500	-	-	-	No	No	No	No		58,207	500
1736	Cameron Howard	Director of Community & Fan Engagement	1.00	63,794	-	400	750	-	-	-	No	No	No	No		64,194	750
1739	Garrett Ton	Assistant AD, Facility Operations	1.00	81,931	-	-	1,000	-	-	-	No	No	No	No		81,931	1,000
1740	Craig Lawson	Assistant AD, Athletic Media Relations	1.00	72,134	-	-	-	-	-	-	No	No	No	No	-	72,134	-
1741	Christopher Nichol	Assistant AD, Academic Services	1.00	66,706	-	-	1,000	-	-	-	No	No	No	No	66,706	-	1,000
1743	Naomi Lam	Assistant Business Manager	1.00	54,704	2,500	-	500	-	-	-	No	No	No	No		54,704	3,000
1749	Matthew Schofield	Assistant Athletic Trainer	1.00	52,146	2,170	-	500	-	-	-	No	No	No	No		52,146	2,670
1751	Jordan Feeney	Assistant AD, Operations & Capital Projects	1.00	74,922	-	4,000	1,000	-	-	-	No	No	No	No		78,922	1,000
1753	Raul Ibarra	Assistant Director, Athletic Equipment Operations	1.00	54,652	-	900	500	-	-	-	No	No	No	No		55,552	500
1758	Lucas Johnson	Assistant Director, Sports Perf. Coach	1.00	55,016	-	-	750	-	-	-	No	No	No	No		55,016	750
1760	Taylor Harding	Assistant Athletic Trainer	1.00	53,581	860	60	500	-	-	-	No	No	No	No		53,641	1,360
1761	Justin Huynh	Associate Director, Sports Performance Coach	1.00	50,003	-	-	500	-	-	-	No	No	No	No		50,003	500
1763	Jordan Beasley	Associate Sports Info Director	1.00	65,000	-	-	500	-	-	-	No	No	No	No		65,000	500
1764	Justin LaChapelle	Assistant Director, IT Systems	1.00	65,458	-	-	750	-	-	-	No	No	No	No		65,458	750
1767	Matthew Sterling	Assistant AD, Athletic Equipment Operations	1.00	71,406	-	-	1,000	-	-	-	No	No	No	No		71,406	1,000
1768	Christpher Mitchell	Director, Creative Services	1.00	82,014	-	-	750	-	-	-	No	No	No	No		82,014	750
1769	James Gerfen	Assistant Director, Ticket Operations & Data Analytic	1.00	54,038	-	700	-	-	-	-	No	No	No	No		54,738	-
1770	Justin Roberts	Assistant Director of Development, Varsity B	1.00	47,320	-	-	500	-	-	-	No	No	No	No		47,320	500
1773	Brandon Voigt	Director, Athletic Training - Football	1.00	82,014	-	-	750	-	-	-	No	No	No	No		82,014	750
1776	Jordan Britton	Director, Business Operations	1.00	67,080	-	500	750	-	-	-	No	No	No	No	67,080	500	750
1797	Hope Bowman	Assistant Director, Guest Services	1.00	47,320	-	500	500	-	-	-	No	No	No	No		47,820	500
1834	Katie Macare	Assistant Director, Graphic Design	1.00	48,402	-	-	500	-	-	-	No	No	No	No		48,402	500
1941	Rachel Phinney	Associate Director, Sports Performance Coach	1.00	47,008	-	-	500	-	-	-	No	No	No	No		47,008	500
2403	Stephanie Donaldson	Director, Athletic Performance Psychology	1.00	115,565	-	-	1,000	-	-	-	No	No	No	No		115,565	1,000
3005	Sophia Kallas	Assistant Director, Events & Donor Relations	1.00	47,320	-	-	500	-	-	-	No	No	No	No		47,320	500
3064	Kiersten Hart	Assistant Director, Creative Services (Post-Productio	1.00	48,610	-	-	500	-	-	-	No	No	No	No		48,610	500
3110	Alissa Lauer	Academic Advisor	1.00	51,251	-	-	500	-	-	-	No	No	No	No		51,251	500
3125	Joshua Bender	Assistant AD, Marketing & Community Engagement	1.00	69,329	-	1,300	1,000	-	-	-	No	No	No	No		70,629	1,000
3132	Jennifer Bellomy	Assistant AD, Compliance	1.00	79,851	-	60	1,500	-	-	-	No	No	No	No		79,911	1,500
3145	Gabe Rosenvall	Associate AD, Student-Athlete Academic Services	1.00	104,042	-	-	2,000	-	-	-	No	No	No	No	104,042	-	2,000
3167	Sara Swanson Whites	Associate AD, Student-Athlete Development	1.00	82,326	-	-	2,000	-	-	-	No	No	No	No		82,326	2,000
3188	Jacob Howell	Director, Donor Relations & Events	1.00	59,717	-	-	750	-	-	-	No	No	No	No		59,717	750
3502	Andy Atkinson	Director, Ath Info & Digital Tech	1.00	87,901	-	-	1,000	-	-	-	No	No	No	No		87,901	1,000
3529	Jodie Faulk	Director of Compliance	1.00	55,307	-	60	750	-	-	-	No	No	No	No		55,367	750
3530	Tyler Whitmer	Assistant AD, SPHW - Olympic Sports Perform	1.00	92,893	-	-	1,500	-	-	-	No	No	No	No		92,893	1,500
3545	Chris Apenbrink	Assistant Director, Ticket Operations	1.00	51,958	-	300	500	-	-	-	No	No	No	No		52,258	500
3549	Nathan Burk	Sr. Associate AD, Compliance	1.00	134,118	-	5,000	2,500	-	-	-	No	No	No	No		139,118	2,500
3563	Eric Kile	Director, Student Athlete Learning Center	1.00	61,859	-	-	750	-	-	-	No	No	No	No	61,859	-	750
3805	Keita Shimada	Assistant AD, SPHW - Olympic Sports Medicine	1.00	92,893	-	-	1,500	-	-	-	No	No	No	No		92,893	1,500
3806	Abigail Bass	Associate Athletic Trainer	1.00	54,642	560	600	500	-	-	-	No	No	No	No		55,242	1,060
3950	Rene Barraza	Asst Manager, Athletic Events and Facilities	1.00	57,158	-	2,000	500	-	-	-	No	No	No	No		59,158	500
3970	Syringa Larson	Director of Stndt-Ath Med Supprt Services	1.00	57,429	-	-	750	-	-	-	No	No	No	No		57,429	750
4030	Andrew Bondi	Director of Ticket Operations	1.00	59,720	-	1,500	750	-	-	-	No	No	No	No		61,220	750
4149	McKenna Drevno	Assistant Athletic Trainer - FB	1.00	64,002	1,440	-	500	-	-	-	No	No	No	No		64,002	1,940
4165	Dane Clark	Assistant Business Manager	1.00	51,314	1,500	-	500	-	-	-	No	No	No	No	51,314	-	2,000
4174	Cody Gougler	Sr. Associate AD, External Affairs	1.00	150,010	-	-	2,500	-	-	-	No	Yes	No	No		150,010	2,500
4185	Jake Mankin	Associate AD, Ticket Sales & Operations	1.00	108,035	-	750	2,000	-	-	-	No	No	No	No		108,785	2,000
4198	Jacob Isaacson	Assistant Director, Graphic Design	1.00	51,605	-	-	500	-	-	-	No	No	No	No		51,605	500
4201	Sarah Hastings	Academic Advisor	1.00	51,251	-	-	500	-	-	-	No	No	No	No		51,251	500
4202	Samantha Wade	Director, Sports Nutrition	1.00	78,603	-	-	1,000	-	-	-	No	No	No	No		78,603	1,000
4218	David Slemmer	Assistant Director, Events - SSC	1.00	47,320	-	500	500	-	-	-	No	No	No	No		47,820	500
4221	Chris Hall	Director, Guest Services	1.00	57,158	-	4,000	750	-	-	-	No	No	No	No		61,158	750
4242	Justin Rogers	Assistant AD, Ticket Sales & Service	1.00	87,443	-	-	1,000	-	-	-	No	No	No	No		87,443	1,000
4246	Cade White	Assistant Director, Development	1.00	55,016	-	-	500	-	-	-	No	No	No	No		55,016	500
4260	Daniel Calhoun	Assistant Director, Ticket Sales & Service	1.00	48,734	-	13,738	500	-	-	-	No	No	No	No		62,473	500
4268	Matty Richardson	Associate Athletic Trainer	1.00	65,000	750	-	500	-	-	-	No	No	No	No		65,000	1,250
4272	Laine Hinson	Assistant Director, Athletic Personnel Services	1.00	56,430	-	-	500	-	-	-	No	No	No	No		56,430	500
4279	Kelli Nooney	Director, Student-Athlete Development	1.00	58,906	-	-	750	-	-	-	No	No	No	No		58,906	750
4280	Alex Semadeni	Assistant Director, Athletic Media Relations	1.00	53,456	-	-	500	-	-	-	No	No	No	No		53,456	500

INFORMATIONAL - BAHR

TAB 2

11 of 64

INFORMATIONAL

JUNE 16-18, 2026

ATTACHMENT 1

Intercollegiate Athletics Compensation Report

Boise State University

FY25 Budgeted Base Salary and 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
4281	Amanda DiEnno Associate Athletic Trainer	1.00	54,642	3,040	600	500	-	-	-	No	No	No	No		55,242	3,540
4285	Allison Hevner Director of Events, SSC	1.00	61,547	-	4,000	750	-	-	-	No	No	No	No		65,547	750
4297	Kasey Richardson Multimedia Technical Support Specialist	1.00	56,597	-	-	500	-	-	-	No	No	No	No		56,597	500
4302	Melvin Perry Assistant Director, Creative Services	1.00	49,837	-	-	500	-	-	-	No	No	No	No		49,837	500
4306	Eric Leitinger Asst Director, Ath Counseling & Performance Psychol	1.00	74,485	-	-	500	-	-	-	No	No	No	No		74,485	500
4318	Carlie Cappelen Assistant Director, Events - SSC	1.00	47,320	-	500	500	-	-	-	No	No	No	No		47,820	500
4457	Alexander Powell Director, Graphic Design	1.00	56,014	-	-	750	-	-	-	No	No	No	No		56,014	750
4321	Suzanne Lavender Assistant AD, Strategic Communications	1.00	69,326	-	-	1,000	-	-	-	No	No	No	No		69,326	1,000
4331	Alyssa Perk Associate Director Marketing	1.00	48,422	-	-	500	-	-	-	No	No	No	No		48,422	500
4336	Allison Iverson Assistant Director, Business Dev & Revenue Innovat	1.00	49,483	-	-	500	-	-	-	No	No	No	No		49,483	500
4369	Tyler Haak Director, Creative Services	1.00	58,906	-	-	750	-	-	-	No	No	No	No		58,906	750
4386	Jonathan Palmer Assistant Director, Creative Services	1.00	48,610	-	-	500	-	-	-	No	No	No	No		48,610	500
4396	Michael Fanning Associate Athletic Trainer - FB	1.00	53,019	-	-	500	-	-	-	No	No	No	No		53,019	500
4411	Andrew Lillig Assistant Director Marketing & Promotions	1.00	47,320	-	-	500	-	-	-	No	No	No	No		47,320	500
4418	Teller Lundquist Assistant Director, Ticket Sales & Service	1.00	47,320	-	13,317	500	-	-	-	No	No	No	No		60,637	500
4121	Jeremy Malnes Director, Ticket Sales & Service	1.00	53,456	-	12,928	750	-	-	-	No	No	No	No		66,384	750
4427	Allie Lepori Special Assistant to the Athletic Director	1.00	56,596	-	-	500	-	-	-	No	No	No	No	56,596		500
4440	Morgan Weber Assistant Director, Compliance	1.00	47,382	-	60	500	-	-	-	No	No	No	No		47,442	500
4449	Vacant Photographer	1.00	46,051	-	-	500	-	-	-	No	No	No	No		46,051	500
4460	Colby Harms Director, Strategic Communications & Brand Advanc	1.00	56,514	-	-	750	-	-	-	No	No	No	No		56,514	750
4471	Thomas Marquez Assistant Director, Membership Development	1.00	47,320	-	-	500	-	-	-	No	No	No	No		47,320	500
4474	Jack Krueger Assistant Director Sports Performance	1.00	45,011	-	-	500	-	-	-	No	No	No	No		45,011	500
4477	Alex Becerri Assistant Director, Creative Services (Post-Productio	1.00	48,610	-	-	500	-	-	-	No	No	No	No		48,610	500
4903	Matthew Mayer Sr. Assistant AD, Business Operations	1.00	84,614	-	1,000	1,500	-	-	-	No	No	No	No	84,614	1,000	1,500
4925	Katherine Does Assistant AD, Athletic Personnel Services	1.00	77,997	-	560	750	-	-	-	No	No	No	No		77,957	750
4935	Danica Tarabanovic Assistant Athletic Trainer	1.00	52,146	1,490	-	500	-	-	-	No	No	No	No		52,146	1,990

Men's Sports																
Football																
1255	Derrick McMahan Special Teams Quality Control	1.00	30,014	3,000	-	500	-	-	1,500	No	No	No	No		31,514	3,500
1704	Spencer Danielson Head Coach	1.00	2,000,003	-	-	3,500	-	198,001	198,001	No	Yes	No	Yes		2,396,006	3,500
1705	Stacy Collins Special Teams Coordinator	1.00	360,006	1,000	-	2,500	-	35,000	63,000	No	Yes	No	Yes		458,007	3,500
1706	Dirk Koetter Offensive Coordinator	1.00	460,013	-	-	2,500	-	46,001	82,802	No	No	No	Yes		588,816	2,500
1707	Jabril Frazer Assistant Coach	1.00	200,013	1,000	-	2,000	7,200	14,000	25,201	No	Yes	No	Yes		246,414	3,000
1708	Erik Chinander Defensive Coordinator	1.00	550,014	1,000	-	2,500	7,400	44,000	79,201	No	Yes	No	Yes		680,615	3,500
1728	Jonah Booth Assistant Coach, FB Strength & Conditioning	1.00	35,006	1,000	-	500	-	-	2,801	No	No	No	No		37,807	1,500
1730	Kyle Young Director of Recruiting Football	1.00	85,010	1,000	-	1,500	3,600	6,001	4,801	No	No	No	No		99,412	2,500
1752	Dale Holste Assoc Dir, Athletic Equipment Operations	1.00	71,178	5,000	-	1,000	-	-	5,694	No	No	No	No		76,872	6,000
1757	Steven Schulte Asst Director Athletic Equipment Operations	1.00	51,854	2,000	-	500	-	-	4,148	No	No	No	No		56,003	2,500
1772	Jaylan Reid Assistant Coach, Strength & Conditioning/Football	1.00	90,002	-	-	750	-	-	7,200	No	No	No	No		97,202	750
1787	Louis Major Director Football External Relations	1.00	100,006	12,000	-	1,000	5,400	9,000	16,200	No	Yes	No	No		130,607	13,000
1916	Charlotte Siegel Assistant AD / Chief of Staff, Football	1.00	130,000	2,000	-	1,750	7,201	12,002	21,603	No	Yes	No	No		170,805	3,750
3103	James Montgomery Assistant Coach	1.00	285,002	1,000	-	2,000	9,400	23,502	42,303	No	Yes	No	Yes		360,207	3,000
3109	Demario Warren Assistant Coach	1.00	260,000	1,000	-	2,000	4,200	24,001	43,202	No	Yes	No	Yes		331,403	3,000
3134	Matthew Miller Assistant Coach	1.00	290,014	1,000	-	2,000	9,400	21,501	38,702	No	Yes	No	Yes		359,617	3,000
3153	Ben Hilgart Director, Sports Perf Coach FB	1.00	220,002	-	-	2,000	10,600	18,502	33,303	No	No	No	Yes		282,406	2,000
3160	Tyler Stockton Assistant Coach	1.00	290,014	1,000	-	2,000	-	26,000	46,800	No	Yes	No	Yes		362,814	3,000
3162	Timothy Keane Assistant Coach	1.00	350,002	1,000	-	2,000	6,198	26,000	46,800	No	Yes	No	Yes		429,000	3,000
3186	Nate Potter Assistant Coach	1.00	290,014	1,000	-	2,000	6,198	26,000	46,800	No	Yes	No	Yes		369,013	3,000
4147	Brandon Jones General Manager	1.00	110,011	-	-	1,750	-	11,001	19,802	No	No	No	No		140,814	1,750
4159	Marques White Asst Dir Sports Performance Coach FB	1.00	70,013	-	-	500	-	-	5,601	No	No	No	No		75,614	500
4211	Keaton Davis Football Operations Coordinator	1.00	47,320	2,000	-	500	-	-	3,786	No	No	No	No		51,106	2,500
4267	Dirk Koetter Senior Football Analyst	1.00	24,960	-	-	500	-	-	-	No	No	No	No		24,960	500
4269	Steve Cooper Offensive Analyst	1.00	50,003	2,000	-	500	-	-	1,500	No	No	No	No		51,503	2,500
4273	Ron Collins Senior Football Analyst	1.00	24,960	-	-	500	-	-	-	No	No	No	No		24,960	500
4274	Tyler Rausa Special Teams Coaching Asst.	1.00	45,011	2,000	-	500	-	-	1,500	No	No	No	No		46,511	2,500
4275	Brian Mullin Defensive Coaching Assistant	1.00	24,960	3,000	-	500	-	-	1,500	No	No	No	No		26,460	3,500
4276	Parker Weber Dir. FB Video/Technology	1.00	50,003	-	-	1,000	-	5,000	4,000	No	No	No	No		59,004	1,000
4284	Meredith (Butch) Henry Athletic Operations Coordinator	1.00	42,910	-	-	-	-	-	-	No	No	No	No		42,910	-
4467	Bailey Hawkins Assistant to Head Football Coach	1.00	47,320	-	-	500	-	-	1,500	No	No	No	No		48,820	500
5381	Andrew Avalos Head Football Coach	1.00	793,280	-	-	-	-	-	-	No	No	No	Yes		793,280	-
Basketball																
1710	Leon Rice Head Coach	1.00	1,050,018	-	-	4,000	38,001	-	20,000	Yes	Yes	No	Yes		1,108,019	4,000
1712	Michael Burns Associate Head Coach	1.00	224,557	-	-	2,000	7,782	-	4,491	No	Yes	No	No		236,830	2,000
1714	Timothy Duryea Assistant Coach	1.00	198,016	-	-	2,000	7,200	-	3,960	No	Yes	No	No		209,176	2,000
1745	David Moats Director of Recruiting, MBB	1.00	100,027	6,699	-	2,000	3,360	-	2,001	No	No	No	No		105,388	8,699
3133	Roberto Bergerson Assistant Coach	1.00	156,021	-	-	2,000	5,600	-	3,120	No	Yes	No	Yes		164,741	2,000
4254	Lexus Williams Coaching Assistant	1.00	65,021	3,780	-	2,000	2,201	-	1,300	No	No	No	No		68,521	5,780
4305	Matthew Charles Director of Operations	1.00	60,008	6,699	-	1,000	2,000	-	1,200	No	No	No	No		63,208	7,699
Golf																
3566	David Trainor Head Coach	1.00	90,002	-	-	4,000	-	-	-	Yes	Yes	No	Yes		90,002	4,000
1486	Joe Panzeri Assistant Coach	1.00	24,960	-	-	2,000	-	-	-	No	No	No	No		24,960	2,000
Tennis																
3151	Paluka Shields Head Coach	1.00	95,014	-	60	4,000	4,500	6,300	-	No	Yes	No	Yes		105,875	4,000
3178	Daniel Hangstefer Associate Head Coach	1.00	50,003	-	60	2,000	2,251	3,151	-	No	No	No	No		55,465	2,000

Intercollegiate Athletics Compensation Report
Boise State University
FY25 Budgeted Base Salary and 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	
Men/Women's Track & Field																	
1400	Mark Badowsky	Asst Head CC & Asst Track and Field Coach	1.00	72,176	-	-	2,500	-	-	2,887	No	No	No	No		75,063	2,500
1719	Kelsey Betthausen	Asst Coach	1.00	60,008	-	-	500	-	-	2,400	No	No	No	No	60,008	2,400	500
1721	Emma Wren	Assoc Head CC & Asst Track and Field Coach	1.00	65,437	-	-	2,500	-	-	2,889	No	No	No	No	65,437	2,889	2,500
2223	Pat McCurry	Head Coach	1.00	105,019	-	-	4,000	-	-	4,201	No	No	No	Yes		109,220	4,000
4041	Andrew Green	Assistant Coach	1.00	60,008	-	-	2,000	1,026	-	2,400	No	No	No	No		63,434	2,000
Women's Sports																	
Basketball																	
1720	Heather Sower	Assistant Coach	1.00	107,141	1,250	-	2,000	6,044	-	-	No	No	No	Yes	107,141	6,044	3,250
1744	Breelyn Blanding	Director of Operations	1.00	60,029	1,750	-	1,000	3,001	-	-	No	No	No	No	60,029	3,001	2,750
2226	Gordon Presnell	Head Coach	1.00	308,110	-	-	4,000	18,000	-	3,000	No	Yes	No	Yes		329,110	4,000
3129	Michael Petrino	Assistant Coach	1.00	107,141	1,250	-	2,000	5,995	-	-	No	No	No	Yes	107,141	5,995	3,250
3181	Cariann Ramirez	Assistant Coach	1.00	107,141	1,750	-	2,000	6,044	-	-	No	No	No	Yes	107,141	6,044	3,750
4479	Jackie Robinson	Assistant Coach	1.00	42,016	-	-	2,000	-	-	-	No	No	No	No	42,016	-	2,000
Soccer																	
1722	James Thomas	Head Coach	1.00	130,000	61,178	-	4,000	5,500	5,750	-	No	No	No	Yes	130,000	11,250	65,178
1723	Elizabeth Ruiz	Assistant Coach	1.00	50,003	28,521	-	2,000	1,897	2,198	-	No	No	No	No	50,003	4,094	30,521
1748	Max Weber	Associate Head Coach	1.00	67,517	35,000	-	2,500	2,640	2,640	-	No	No	No	No		72,796	37,500
4480	Grace Hancock	Assistant Coach	1.00	34,008	-	-	2,000	-	1,700	-	No	No	No	No	34,008	1,700	2,000
Volleyball																	
1716	Shawn Garus	Head Coach	1.00	145,122	8,489	-	4,000	8,453	-	-	No	Yes	No	Yes	145,122	8,453	12,489
3130	Candy Murphy	Associate Head Coach	1.00	75,275	8,000	-	2,500	4,517	-	-	No	No	No	Yes	75,275	4,517	10,500
3176	Hayley Peterson	Assistant Coach	1.00	52,000	8,000	-	2,000	3,120	-	-	No	No	No	No	52,000	3,120	10,000
4282	Brindi Langley	Director of Operations	1.00	46,051	20,000	-	1,000	2,763	-	-	No	No	No	No	46,051	2,763	21,000
Beach Volleyball																	
1817	Allison Buck Voigt	Head Coach	1.00	68,266	530	-	2,000	3,250	-	-	No	Yes	No	Yes		71,516	2,530
4040	Alex Venardos	Assistant Coach	1.00	50,003	950	-	2,000	2,325	-	-	No	No	No	No		52,329	2,950
Gymnastics																	
3164	Patti Murphy	Assistant Coach	1.00	43,368	2,000	-	2,000	2,168	-	2,168	No	No	No	No	43,368	4,337	4,000
3174	Tina Bird	Head Coach	1.00	100,818	11,850	-	4,000	4,801	-	4,801	No	Yes	No	Yes	100,818	9,601	15,850
4047	Ivan Alexov	Associate Head Coach	1.00	82,410	9,450	-	2,500	4,120	-	4,120	No	No	No	Yes		90,651	11,950
1573	Hope Masiado	Director of Operations	1.00	47,320	3,600	-	1,000	-	-	-	No	No	No	No		47,320	4,600
Tennis																	
3163	Sherman Beck Roghaar	Head Coach/Director of Tennis	1.00	97,989	-	-	4,000	4,756	3,329	-	No	Yes	No	Yes	97,989	8,085	4,000
3179	Errol Smith	Assistant Coach	1.00	54,080	-	-	2,000	2,704	-	-	No	No	No	No		56,784	2,000
Golf																	
3127	Kailin Downs	Head Coach	1.00	78,770	-	60	4,000	3,750	-	-	No	Yes	No	Yes	78,770	3,810	4,000
4334	Haleigh Krause	Assistant Coach	1.00	40,019	-	-	2,000	2,001	-	-	No	No	No	No	40,019	2,001	2,000
Softball																	
1696	Terra McGowan	Assistant Coach	1.00	40,019	-	-	2,000	-	-	-	No	No	No	No	40,019	-	2,000
1737	Justin Shults	Head Coach	1.00	120,016	-	-	4,000	-	-	-	No	Yes	No	Yes		120,016	4,000
1738	Francis Strub	Assistant Coach	1.00	54,517	-	-	2,000	-	-	-	No	No	No	No	54,517	-	2,000
1747	Allison Walljasper	Assistant Coach	1.00	65,000	-	-	2,000	-	-	-	No	No	No	No	65,000	-	2,000
Grand Totals			178.00	19,359,764	280,966	275,773	231,500	283,568	613,081	971,691					2,450,579	19,053,298	512,466

INFORMATIONAL JUNE 16-18, 2026

ATTACHMENT 2

Intercollegiate Athletics Compensation Report Boise State University FY26 Est Base Salary and Other Compensation

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																		
1010	Macee Harris	Assistant Athletic Trainer	1.00	52,707	2,264	-	-	-	-	No	No	No	No		52,707	2,264	5%	
1349	Chris Kutz	Sr. Associate AD, External Affairs	1.00	132,018	-	-	-	2,000	-	-	-	-	No	No	No	2,000	26%	
1523	Kathryn Chase	NCAA Compliance (Financial Aid)	1.00	67,059	-	-	-	-	-	-	-	-	No	No	No	67,059	9%	
1584	Jamie Pepper	Assistant Director, Sports Nutrition	1.00	66,685	-	-	-	-	-	-	-	-	No	No	No	66,685	4%	
1629	David Dietrich	Assistant Director, Sports Communications	1.00	59,259	-	300	-	-	-	-	-	-	No	No	No	59,559	25%	
1631	Jeremy Fairbanks	Director, Sports Turf Operations	1.00	84,198	-	-	-	500	-	-	-	-	No	No	No	84,198	3%	
1647	Denilson Suarez	Assistant Director - Event Operations	1.00	50,086	-	700	-	-	-	-	-	-	No	No	No	50,786	6%	
1662	Levi Stuart	Director of Operations, BOAS	1.00	49,712	-	-	-	-	-	-	-	-	No	No	No	49,712	5%	
1686	Kacey Huntington	Budget Analyst	1.00	64,168	-	-	-	-	-	-	-	-	No	No	No	64,168	4%	
1700	Heather Berry	Sr. Associate AD, Athletic Personnel Services & Chief	1.00	137,342	-	600	2,500	-	-	-	-	-	No	No	No	137,942	2%	
1701	Jeremiah Dickey	Executive Director, Athletics	1.00	468,229	-	204,000	4,000	20,000	40,000	7,500	Yes	Yes	No	Yes	739,729	4,000	1%	
1711	Marc Paul	Associate AD/Sports Performance	1.00	113,194	-	-	2,000	-	-	-	-	-	No	No	No	113,194	2%	
1715	Tyler Smith	Director, Athletic Training - Olympic Sports	1.00	87,090	-	-	500	-	-	-	-	-	No	No	No	87,090	8%	
1717	Christina Van Tol	Sr. Assoc AD/SA Services/SWA	1.00	155,854	-	-	2,500	-	-	-	-	-	No	Yes	No	155,854	2%	
1724	Erik Lindgren	Head Coach, Spirit Squad	1.00	46,509	-	-	1,000	-	-	-	-	-	No	No	No	46,509	-1%	
1725	Krysta Fryer	Assistant Athletic Trainer	1.00	55,765	310	-	-	-	-	-	-	-	No	No	No	55,765	4%	
1726	Jeremy Busch	Assistant AD, SPHW- Football	1.00	122,200	-	-	1,000	-	-	-	-	-	No	No	No	122,200	2%	
1727	Camryn Edens	Assistant Director, Athletic Media Relations	1.00	51,002	-	-	-	-	-	-	-	-	No	No	No	51,002	-12%	
1736	Cameron Howard	Director of Community & Fan Engagement	1.00	66,498	-	400	500	-	-	-	-	-	No	No	No	66,898	4%	
1740	Craig Lawson	Assistant AD, Athletic Media Relations	1.00	74,838	-	-	100	-	-	-	-	-	No	No	No	74,838	4%	
1741	Christopher Nichol	Assistant AD, Academic Services	1.00	69,410	-	-	1,000	-	-	-	-	-	No	No	No	69,410	4%	
1743	Naomi Lam	Assistant Director, Business Operations	1.00	57,928	4,000	-	-	-	-	-	-	-	No	No	No	57,928	6%	
1749	Matthew Schofield	Assistant Athletic Trainer	1.00	54,330	1,404	-	-	-	-	-	-	-	No	No	No	54,330	4%	
1751	Jordan Feeney	Assistant AD, Operations & Capital Projects	1.00	82,930	-	11,200	1,000	-	-	-	-	-	No	No	No	94,130	11%	
1753	Raul Ibarra	Assistant Director, Athletic Equipment Operations	1.00	56,827	-	900	-	-	-	-	-	-	No	No	No	57,727	4%	
1758	Lucas Johnson	Director, Sports Performance Coach - Olympic Sports	1.00	57,720	-	-	500	-	-	-	-	-	No	No	No	57,720	5%	
1760	Shayna Sarisky	Assistant Athletic Trainer	1.00	50,003	504	-	-	-	-	-	-	-	No	No	No	50,003	-7%	
1761	Justin Huynh	Assistant Director, Sports Performance Coach	1.00	52,187	-	-	-	-	-	-	-	-	No	No	No	52,187	4%	
1763	Jordan Beasley	Director, Sports Communications	1.00	67,184	-	-	-	-	-	-	-	-	No	No	No	67,184	3%	
1764	Justin LaChapelle	Assistant Director, IT Systems	1.00	68,162	-	-	500	-	-	-	-	-	No	No	No	68,162	500	4%
1767	Matthew Sterling	Assistant AD, Merchandising & Branding Operations	1.00	74,630	-	-	1,000	-	-	-	-	-	No	No	No	74,630	5%	
1768	Christopher Mitchell	Assistant AD, Bronco Productions	1.00	84,198	-	-	500	-	-	-	-	-	No	No	No	84,198	500	3%
1769	James Gerfen	Assistant Director, Ticket Operations & Data Analytics	1.00	56,222	-	1,700	-	-	-	-	-	-	No	No	No	57,922	4%	
1770	Justin Roberts	Assistant Director, Varsity B	1.00	49,733	-	-	-	-	-	-	-	-	No	No	No	49,733	5%	
1773	Brandon Voigt	Director, Athletic Training	1.00	84,718	-	-	500	-	-	-	-	-	No	No	No	84,718	500	3%
1776	Jordan Britton	Director, Business Operations	1.00	70,304	-	1,750	500	-	-	-	-	-	No	No	No	70,304	1,750	5%
1787	Louis Major	Assistant AD, Football External Affairs & BroncoPRO	1.00	102,710	-	-	1,000	-	-	-	-	-	No	Yes	No	102,710	1,000	3%
1797	Hope Bowman	Assistant Director, Guest Services	1.00	50,024	-	1,700	-	-	-	-	-	-	No	No	No	51,724	-	6%
1834	Katie Macare	Assistant Director, Graphic Design	1.00	50,586	-	-	-	-	-	-	-	-	No	No	No	50,586	-	5%
1941	Rachel Phinney	Associate Director, Sports Performance Coach	1.00	50,003	-	-	-	-	-	-	-	-	No	No	No	50,003	-	6%
2403	Stephanie Donaldson	Assistant AD, Athletic Counseling & Mental Performance	1.00	118,269	-	-	1,000	-	-	-	-	-	No	No	No	118,269	1,000	2%
3005	Brooklyn Stuft	Assistant Director, Events	1.00	49,733	-	500	-	-	-	-	-	-	No	No	No	50,233	-	5%
3064	Andrew Baffa	Assistant Director, Bronco Productions	1.00	58,011	-	-	-	-	-	-	-	-	No	No	No	58,011	-	19%
3110	Alissa Lauer	Academic Advisor	1.00	53,955	-	-	-	-	-	-	-	-	No	No	No	53,955	-	5%
3125	Michael Murtagh	Assistant AD, Marketing & Fan Experience	1.00	80,018	-	1,500	1,000	-	-	-	-	-	No	No	No	81,518	1,000	15%
3132	Jennifer Bellomy	Assistant AD, Compliance	1.00	82,035	-	-	2,000	-	-	-	-	-	No	No	No	82,035	2,000	3%
3145	Gabe Rosenvall	Associate AD, Student-Athlete Academic Services	1.00	106,746	-	-	2,000	-	-	-	-	-	No	No	No	106,746	2,000	3%
3167	Sara Swanson Whiles	Associate AD, Student-Athlete Development	1.00	91,134	-	-	2,000	-	-	-	-	-	No	No	No	91,134	2,000	11%
3188	Tellier Lundquist	Director, Premium Seating	1.00	60,715	-	-	500	-	-	-	-	-	No	No	No	60,715	500	2%
3502	Andy Atkinson	Director, Ath Info & Digital Tech	1.00	90,605	-	-	1,000	-	-	-	-	-	No	No	No	90,605	1,000	3%
3529	Jodie Faulk	Director of Compliance	1.00	63,011	-	-	500	-	-	-	-	-	No	No	No	63,011	500	14%
3530	Vacant	Assistant AD, SPHW - Olympic Sports Perform	1.00	100,000	-	-	2,000	-	-	-	-	-	No	No	No	100,000	2,000	8%
3545	Chris Apenbrink	Assistant Director, Ticket and BAA Business Operations	1.00	54,142	-	300	-	-	-	-	-	-	No	No	No	54,442	-	4%
3549	Nathan Burk	Sr. Associate AD, Operations & Governance	1.00	137,342	-	15,000	2,500	-	-	-	-	-	No	No	No	152,342	2,500	2%
3563	Eric Kile	Director, Student Athlete Learning Center	1.00	64,563	-	-	500	-	-	-	-	-	No	No	No	64,563	500	4%
3805	Keita Shimada	Assistant AD, SPHW - Olympic Sports Medicine	1.00	95,597	-	-	2,000	-	-	-	-	-	No	No	No	95,597	2,000	3%
3806	Kristen Smith	Associate Athletic Trainer	1.00	65,000	-	-	-	-	-	-	-	-	No	No	No	65,000	-	19%
3950	Rene Barraza	Director, Event Operations	1.00	59,862	-	4,700	-	-	-	-	-	-	No	No	No	64,562	-	5%
3970	Syringa Larson	Director of Stndt-Ath Med Supprt Services	1.00	60,133	-	-	500	-	-	-	-	-	No	No	No	60,133	500	5%
4030	Andrew Bondi	Director of Ticket Operations	1.00	61,901	-	1,500	500	-	-	-	-	-	No	No	No	63,401	500	4%
4121	Jeremy Malnes	Director, Membership Development	1.00	55,640	-	-	500	-	-	-	-	-	No	No	No	55,640	500	4%
4149	McKenna Drevno	Associate Athletic Trainer	1.00	66,706	1,256	-	-	-	-	-	-	-	No	No	No	66,706	1,256	4%
4174	Cody Gougler	Deputy AD, External Affairs & BroncoPRO Chief Adm	1.00	153,234	-	-	2,500	-	-	-	-	-	No	Yes	No	153,234	2,500	2%
4185	Jake Mankin	Associate AD, Strategic Marketing & Revenue Gener	1.00	110,739	-	750	2,000	-	-	-	-	-	No	No	No	111,489	2,000	3%
4198	Cal Comstock	Assistant Director, Graphic Design	1.00	49,750	-	-	-	-	-	-	-	-	No	No	No	49,750	-	-4%
4201	Laci Adcock	Academic Advisor	1.00	50,066	-	-	-	-	-	-	-	-	No	No	No	50,066	-	-2%
4202	Samantha Wade	Assistant AD, Performance Nutrition	1.00	81,307	-	-	1,000	-	-	-	-	-	No	No	No	81,307	1,000	3%
4218	David Slemmer	Assistant Director, Events	1.00	49,733	-	700	-	-	-	-	-	-	No	No	No	50,433	-	5%
4221	Chris Hall	Assistant AD, Event Services	1.00	69,659	-	11,200	1,000	-	-	-	-	-	No	No	No	80,859	1,000	22%
4242	Vacant	Sr. Assistant AD, Revenue Generation & Developme	1.00	94,640	-	-	1,000	-	-	-	-	-	No	No	No	94,640	1,000	8%
4246	Vacant	Assistant Director, Development	1.00	57,720	-	-	-	-	-	-	-	-	No	No	No	57,720	-	5%
4260	Austin Antoni	Assistant Director, Membership Development & Serv	1.00	49,733	-	-	-	-	-	-	-	-	No	No	No	49,733	-	2%
4268	Matty Richardson	Director, Athletic Training - Olympic Sports	1.00	75,000	-	-	500	-	-	-	-	-	No	No	No	75,000	500	15%
4272	Laine Hinson	Director, Athletic Personnel Services	1.00	63,669	-	500	500	-	-	-	-	-	No	No	No	64,169	500	13%
4279	Kelli Noonney	Assistant AD, Student-Athlete Development	1.00	68,141	-	-	500	-	-	-	-	-	No	No	No	68,141	500	16%
4280	Alex Semadeni	Director, Sports Communications	1.00	65,686	-	-	-	-	-	-	-	-	No	No	No	65,686	-	23%
4281	Amanda DiEnno	Associate Athletic Trainer	1.00	60,826	1,192	600	-	-	-	-	-	-	No	No	No	61,426	1,192	11%
4285	Allison Hevner	Assistant AD, Events	1.00	73,736	-	11,200	1,000	-	-	-	-	-	No	No	No	84,936	1,000	20%
4297	Kasey Richardson	Multimedia Technical Support Specialist	1.00	59,301	-	-	-	-	-	-	-	-	No	No	No	59,301	-	5%
4302	Sam Harrison	Assistant Director, Bronco Productions	1.00	50,066	-	-	-	-	-	-	-	-	No	No	No	50,066	-	0%
4306	Eric Leltzinger	Assistant Director, Ath Counseling & Performance Ps	1.00	77,189	-	-	-	-	-	-	-	-	No	No	No	77,189	-	4%
4318	Carlie Cangelen	Assistant Director, Events	1.00	52,333	-	1,000	-	-	-	-	-	-	No	No	No	53,333	-	11%

INFORMATIONAL

JUNE 16-18, 2026

ATTACHMENT 2

Intercollegiate Athletics Compensation Report
Boise State University
FY26 Est Base Salary and Other Compensation

			Compensation				Contract Bonus			Perks			Multi-Yr Contract	Funding			Salary
PCN	Depart/Name/Title		Athletic FTE	Base Salary	Camps/ Clinics	Other	Equip Co	Academic Perform.	Winning Perform.	Post Season Other	Club Memb	Car		Other	State Approp.	Program Revenue	All Other
4457	Alexander Powell	Director, Graphic Design	1.00	58,198	-	-	500	-	-	-	No	No	No		58,198	500	4%
4321	Suzanne Lavender	Assistant AD, Strategic Communications & Brand Ad	1.00	72,030	-	-	1,000	-	-	-	No	No	No		72,030	1,000	4%
4331	Alyssa Perk	Associate Director Marketing	1.00	51,126	-	-	-	-	-	-	No	No	No		51,126	-	6%
4369	Tyler Haak	Sr. Director, Bronco Studios	1.00	65,624	-	-	500	-	-	-	No	No	No		65,624	500	11%
4386	Jonathan Palmer	Assistant Director, Creative Services	1.00	51,314	-	-	-	-	-	-	No	No	No		51,314	-	6%
4396	Michael Fanning	Assistant Athletic Trainer	1.00	55,203	-	-	-	-	-	-	No	No	No		55,203	-	4%
4411	Allie Brown	Assistant Director, Marketing & Fan Experience	1.00	49,733	-	-	-	-	-	-	No	No	No		49,733	-	5%
4418	Grace Lawyer	Assistant Director, Membership Development & Serv	1.00	49,733	-	-	-	-	-	-	No	No	No		49,733	-	5%
4427	Allie Lepori	Director of Athletics Administration & BroncoPRO	1.00	64,833	-	-	500	-	-	-	No	No	No	64,833	-	500	15%
4440	Morgan Weber	Assistant Director, Compliance	1.00	49,733	-	200	-	-	-	-	No	No	No		49,933	-	5%
4466	Katelyn Faulk	Assistant Athletic Trainer	1.00	52,187	2,310	-	-	-	-	-	No	No	No		52,187	2,310	New
4460	Colby Harms	Assistant AD, Creative Solutions	1.00	73,549	-	-	500	-	-	-	No	No	No		73,549	500	30%
4471	Thomas Marquez	Assistant Director, Membership Development	1.00	49,733	-	-	-	-	-	-	No	No	No		49,733	-	5%
4474	Katie Rodin	Assistant Director, Sports Performance Coach	1.00	50,003	-	-	-	-	-	-	No	No	No		50,003	-	11%
4517	Collin Stoecker	Assistant AD, BroncoPro	1.00	78,000	-	-	-	-	-	-	No	No	No		78,000	-	New
4536	Abigail Bass	Assistant Director, Student-Athlete Medical Support S	1.00	52,499	-	-	-	-	-	-	No	No	No		52,499	-	New
4537	Willie Wright	Assistant Director, Student-Athlete Development	1.00	50,003	-	-	-	-	-	-	No	No	No		50,003	-	New
4538	Jay Tust	Director, Live & Digital Shows	1.00	115,003	-	-	-	-	-	-	No	No	No		115,003	-	New
4477	Alex Becerril	Assistant Director, Bronco Productions	1.00	50,794	-	-	-	-	-	-	No	No	No		50,794	-	4%
4903	Matthew Mayer	Associate AD, Chief Financial Officer	1.00	100,006	1,500	1,750	2,000	-	-	-	No	No	No	100,006	1,750	3,500	18%
4925	Katherine Dore	Associate AD, Athletic Personnel Services	1.00	89,686	-	1,000	1,500	-	-	-	No	No	No		90,686	1,500	16%
4935	Danica Tarabanovic	Assistant Athletic Trainer	1.00	54,330	430	-	-	-	-	-	No	No	No		54,330	430	4%

Men's Sports																		
Football																		
1255	Derrick McMahan	Special Teams Quality Control	1.00	35,006	3,000	-	500	-	-	-	No	No	No	No		35,006	3,500	17%
1704	Spencer Danielson	Head Coach	1.00	2,100,010	-	-	3,500	45,999	200,000	-	No	Yes	No	Yes		2,346,009	3,500	5%
1705	Stacy Collins	Special Teams Coordinator	1.00	360,006	-	-	2,500	-	36,001	-	No	Yes	No	Yes		396,007	2,500	0%
1706	Nate Potter	Offensive Coordinator	1.00	490,027	-	-	2,500	-	46,001	-	No	Yes	No	Yes		536,028	2,500	7%
1707	Jabril Frazer	Assistant Coach	1.00	250,016	-	-	2,000	-	20,001	-	No	Yes	No	Yes		270,017	2,000	25%
1708	Erik Chinander	Defensive Coordinator	1.00	600,018	-	-	2,500	-	55,001	-	No	Yes	No	Yes		655,019	2,500	9%
1728	Collin McKelvey	Assistant Coach, FB Strength & Conditioning	1.00	35,006	1,000	-	500	-	-	-	No	No	No	No		35,006	1,500	0%
1730	Landan Yount	Director of Recruiting Football	1.00	80,018	2,000	-	1,500	-	-	-	No	No	No	No		80,018	3,500	-6%
1752	Dale Holste	Assoc Dir, Athletic Equipment Operations	1.00	73,882	5,000	-	1,000	-	-	-	No	No	No	No		73,882	6,000	4%
1757	Steven Schulte	Asst Director Athletic Equipment Operations	1.00	54,558	5,000	-	-	-	-	-	No	No	No	No		54,558	5,000	5%
1772	Joshua Price	Senior Assistant Director, Sports Performance Coach	1.00	80,018	-	-	750	-	-	-	No	No	No	No		80,018	750	-11%
1916	Charlotte Siegel	Assistant AD / Chief of Staff, Football	1.00	135,013	3,000	-	1,750	-	13,000	-	No	Yes	No	No		148,013	4,750	4%
3103	James Montgomery	Assistant Coach	1.00	300,019	-	-	2,000	-	28,500	-	No	Yes	No	Yes		328,519	2,000	5%
3109	Frank Maile	Assistant Coach	1.00	225,014	-	-	2,000	-	-	-	No	Yes	No	Yes		225,014	2,000	-13%
3134	Alvis Whitehead	Assistant Coach	1.00	300,019	-	-	2,000	-	-	-	No	Yes	No	Yes		300,019	2,000	3%
3153	Ben Hilgart	Director, Sports Perf Coach FB	1.00	220,002	-	-	2,000	-	22,000	-	No	No	No	Yes		242,002	2,000	0%
3160	Terrence Brown Jr.	Assistant Coach	1.00	325,000	-	-	2,000	-	-	-	No	Yes	No	Yes		325,000	2,000	12%
3162	Timothy Keane	Assistant Coach	1.00	350,002	-	-	2,000	-	35,000	-	No	Yes	No	Yes		385,002	2,000	0%
3186	Zachary Hill	Assistant Coach	1.00	310,003	-	-	2,000	4,350	29,001	-	No	Yes	No	Yes		343,354	2,000	7%
4147	Brandon Jones	General Manager	1.00	140,011	1,000	-	1,750	-	11,001	-	No	No	No	No		151,012	2,750	27%
4159	Marques White	Asst Dir Sports Performance Coach FB	1.00	70,013	-	-	500	-	-	-	No	No	No	No		70,013	500	0%
4211	Kenneth Macklin	Football Operations Coordinator	1.00	75,005	2,000	-	500	2,839	-	-	No	No	No	No		77,844	2,500	59%
4267	Dirk Koetter	Senior Football Analyst	1.00	24,960	-	-	-	-	-	-	No	No	No	No		24,960	-	0%
4269	Justin Udy	Offensive Analyst / Assistant Quarterbacks Coach	1.00	100,006	2,000	-	500	-	-	-	No	No	No	No		100,006	2,500	100%
4274	Demitrios Washington	Coaching Assistant (Assistant Defensive Line)	1.00	30,014	2,000	-	-	-	-	-	No	No	No	No		30,014	2,000	-33%
4275	Chris Strausser	Senior Offensive Analyst	1.00	75,000	4,000	-	500	-	-	-	No	No	No	No		75,000	4,500	200%
4276	Parker Weber	Dir. FB Video/Technology	1.00	50,003	1,000	-	500	-	5,007	-	No	No	No	No		55,010	1,500	0%
4284	Meredith (Butch) Henry	Athletic Operations Coordinator	1.00	42,910	-	-	-	-	-	-	No	No	No	No		42,910	-	0%
4467	Bailey Hawkins	Assistant to Head Football Coach	1.00	49,733	1,000	-	500	2,839	-	-	No	No	No	No		52,572	1,500	5%
4556	Shaunessy Fisk	Director, Football Recruiting	1.00	50,066	-	-	-	-	-	-	No	No	No	No		50,066	-	New
4557	Devon McPeck	Football Coaching Assistant	1.00	30,014	-	-	-	-	-	-	No	No	No	No		30,014	-	New
5381	Andrew Avalos	Head Football Coach	1.00	793,280	-	-	-	-	-	-	No	No	No	Yes		793,280	-	0%
Basketball																		
1710	Leon Rice	Head Coach	1.00	1,050,005	-	-	4,000	60,000	-	-	Yes	Yes	No	Yes		1,110,005	4,000	0%
1712	Michael Burns	Associate Head Coach	1.00	224,557	-	-	2,000	13,473	-	-	No	Yes	No	No		238,030	2,000	0%
1714	Timothy Duryea	Assistant Coach	1.00	198,016	-	-	2,000	11,881	-	-	No	Yes	No	No		209,897	2,000	0%
1745	Max Teems	Director, MBB Video Ops & Program Logistics	1.00	50,066	2,740	-	2,000	-	-	-	No	No	No	No		50,066	4,740	-50%
3133	Roberto Bergerson	Assistant Coach	1.00	156,021	-	-	2,000	9,361	-	-	No	Yes	No	Yes		165,382	2,000	0%
4254	Lexus Williams	Coaching Assistant	1.00	85,010	4,000	-	2,000	3,901	-	-	No	No	No	No		88,911	6,000	31%
4305	Matthew Charles	Director of Operations	1.00	60,008	2,000	-	1,000	3,600	-	-	No	No	No	No		63,608	3,000	0%
4548	AJ Few	Director, Player Personnel & MBB BroncoPRO	1.00	60,008	-	-	-	-	-	-	No	No	No	No		60,008	-	New
4553	Coby Karl	Assistant to the Head Coach - Player Personnel & Pr	1.00	50,003	-	-	-	-	-	-	No	No	No	No		50,003	-	New
Golf																		
3566	David Trainor	Head Coach	1.00	92,706	-	-	4,000	4,500	-	-	Yes	Yes	No	Yes		97,206	4,000	3%
1486	Colin Toner	Assistant Coach	1.00	40,019	-	-	2,000	-	-	-	No	No	No	No		40,019	2,000	60%
Tennis																		
3151	Paluka Shields	Head Coach	1.00	100,006	-	-	4,000	4,751	1,900	2,850	No	Yes	No	Yes		109,507	4,000	5%
3178	Daniel Hangstefer	Associate Head Coach	1.00	50,003	-	-	2,000	2,500	1,000	1,500	No	No	No	No		55,004	2,000	0%
Men/Women's Track & Field																		
1400	Mark Badowsky	Asst Head CC & Asst Track and Field Coach	1.00	72,176	-	-	2,500	6,496	722	11,548	No	No	No	No		90,942	2,500	0%
1719	Kelsey Bethhauser	Asst Coach	1.00	60,008	-	-	500	5,401	-	9,601	No	No	No	No	60,008	15,002	500	0%
1721	Emma Wren	Assoc Head CC & Asst Track and Field Coach	1.00	72,218	-	-	2,500	6,500	722	11,551	No	No	No	No	72,218	18,772	2,500	10%
2223	Pat McCurry	Head Coach	1.00	115,003	-	-	4,000	12,602	4,201	27,878	No	No	No	Yes		159,684	4,000	10%
4041	Andrew Green	Assistant Coach	1.00	60,008	-	-	2,000	5,401	-	9,601	No	No	No	No		75,010	2,000	0%

Intercollegiate Athletics Compensation Report
Boise State University
FY26 Est Base Salary and Other Compensation

			Athletic FTE	Compensation			Contract Bonus			Perks			Multi-Yr Contract	Funding			Salary Annualized Change	
PCN	Depart/Name/Title			Base Salary	Camps/ Clinics	Other	Equip Co	Academic Perform.	Winning Perform.	Post Season Other	Club Memb	Car		Other	State Approp.	Program Revenue		All Other
Women's Sports																		
Basketball																		
1720	Heather Sower	Assistant Coach	1.00	107,141	-	-	2,000	6,428	-	-	No	No	No	Yes	107,141	6,428	2,000	0%
1744	Breelyn Blanding	Director of Operations	1.00	60,029	-	400	1,000	3,602	-	-	No	No	No	No	60,029	4,002	1,000	0%
2226	Gordon Presnell	Head Coach	1.00	360,006	-	-	4,000	21,000	-	-	No	Yes	No	Yes	-	381,006	4,000	17%
3129	Michael Petrino	Assistant Coach	1.00	107,141	-	-	2,000	6,428	-	-	No	No	No	Yes	107,141	6,428	2,000	0%
3181	Cariann Ramirez	Assistant Coach	1.00	107,141	-	-	2,000	6,428	-	-	No	No	No	Yes	107,141	6,428	2,000	0%
4479	Jackie Robinson	Assistant Coach	1.00	42,016	-	-	2,000	2,521	-	-	No	No	No	No	42,016	2,521	2,000	0%
Soccer																		
1722	James Thomas	Head Coach	1.00	130,000	27,083	-	4,000	2,300	6,500	-	No	Yes	No	Yes	130,000	8,800	31,083	0%
1723	Elizabeth Ruiz	Assistant Coach	1.00	50,003	10,000	-	2,000	879	2,500	-	No	No	No	No	50,003	3,379	12,000	0%
1748	Max Weber	Associate Head Coach	1.00	67,517	10,000	-	2,500	1,056	3,376	-	No	Yes	No	No	-	71,949	12,500	0%
4480	Grace Hancock	Assistant Coach	1.00	34,008	7,000	-	2,000	680	1,700	-	No	No	No	No	34,008	2,380	9,000	0%
Volleyball																		
1716	Shawn Garus	Head Coach	1.00	149,490	10,000	-	4,000	8,453	-	-	No	Yes	No	Yes	149,490	8,453	14,000	3%
3130	Candy Murphy	Associate Head Coach	1.00	81,370	10,000	-	2,500	4,517	-	-	No	No	No	Yes	81,370	4,517	12,500	8%
3176	Megan Yett	Assistant Coach	1.00	42,120	7,376	-	2,000	-	-	-	No	No	No	No	42,120	-	9,376	-19%
4282	Brindl Langley	Assistant Coach	1.00	52,104	20,000	-	1,000	2,763	-	-	No	No	No	No	52,104	2,763	21,000	13%
Beach Volleyball																		
1817	Alex Venardos	Head Coach	1.00	62,005	105	-	2,000	2,500	3,413	-	No	Yes	No	Yes	-	67,918	2,105	-9%
4040	McKayla Hazard	Assistant Coach	1.00	48,006	-	-	400	-	2,500	-	No	No	No	No	-	50,506	400	-4%
Gymnastics																		
3164	Patti Murphy	Assistant Coach	1.00	24,960	3,700	-	2,000	2,168	-	2,168	No	No	No	No	24,960	4,337	5,700	-42%
3174	Tina Bird	Head Coach	1.00	103,854	8,500	-	4,000	5,041	-	5,041	No	Yes	No	Yes	103,854	10,082	12,500	3%
4047	Ivan Alexov	Associate Head Coach	1.00	82,410	8,150	-	2,500	4,120	-	4,120	No	No	No	Yes	-	90,651	10,650	0%
1573	Hope Masiado	Director of Operations	1.00	49,733	5,850	-	1,000	2,366	-	2,366	No	No	No	No	-	54,465	6,850	5%
Tennis																		
3163	Sherman Beck Roghaar	Head Coach	1.00	105,019	-	-	4,000	4,899	5,879	4,409	No	Yes	No	Yes	105,019	15,188	4,000	7%
3179	Shauna Heffernan	Assistant Coach	1.00	54,080	-	-	500	-	2,704	1,622	No	No	No	No	-	58,406	500	0%
Golf																		
3127	Kallin Downs	Head Coach	1.00	82,722	-	-	4,000	3,938	-	-	No	Yes	No	Yes	82,722	3,938	4,000	5%
4334	Haleigh Krause	Assistant Coach	1.00	47,008	-	-	2,000	-	-	-	No	No	No	No	47,008	-	2,000	17%
Softball																		
1696	Terra McGowan	Assistant Coach	1.00	54,018	-	-	2,000	2,001	-	-	No	No	No	No	54,018	2,001	2,000	35%
1737	Justin Shults	Head Coach	1.00	130,000	-	-	4,000	6,001	-	-	No	Yes	No	Yes	-	136,001	4,000	8%
1738	Tegan Cortelletti	Assistant Coach	1.00	43,514	-	-	2,000	-	-	-	No	No	No	No	43,514	-	2,000	-20%
1747	Mariah Lopez	Assistant Coach	1.00	62,005	-	-	2,000	-	-	-	No	No	No	No	62,005	-	2,000	-5%
Grand Totals			182.00	20,555,100	183,674	276,050	199,750	326,485	577,631	101,758					2,467,920	19,369,104	383,424	

**Intercollegiate Athletics Compensation Report
Idaho State University
FY 2025 Actual Compensation**

Depart/Name/Title		Athletic FTE	Compensation				Contract Bonuses			Perks			Multi-Yr Contract	Funding		
			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	Athletic Director	0.65	199,344							Yes		Yes	199,344			
Heather Cairns	Assoc AD for Internal Ops/SWA	0.78	60,301									No	60,301			
Jonathan Match	Assoc AD Sports Info, Media Relations and Game Ops	1.00	67,026									No	67,026			
Ryan Cheney	Asst Director for Sports & Game Ops	1.00	49,235									No	49,235			
Natalie Christensen	Registered Dietician	0.25	17,279									No		17,279		
Marilyn Anderton	Insurance Coordinator	0.50	24,867									No		24,867		
Brandon Stephens	Assoc AD of Sports Performance & Wellness	1.00	76,330									No	76,330			
Brandon Rodewald	Director of Olympic Sports Performance	1.00	64,079									No	64,079			
Evan Bates	Director of Sports Marketing & Promotions	1.00	49,743									No		49,743		
Ryan Barker	Director of Equipment Operations	1.00	56,840									No	56,840			
Spencer Salvesen	Senior Maint. Craftsman	0.50	18,411									No		18,411		
Melissa Dixon	Administrative Assistant 2	1.00	40,423									No	40,423			
Becky Naber	Executive Assistant	1.00	57,329									No	57,329			
Jonathan LeGrand	Assistant Sports Performance Coach	0.48	16,827									No		16,827		
Trystan Blanco	Athletic Equipment Ops Assistant	0.42	15,734									No		15,734		
Dustin Enslinger	Associate Athletic Director for Sports Medicine	1.00	76,701									No	76,701			
Owen Billin	Assistant Athletic Trainer	1.00	44,833									No	44,833			
Jolyn Garcia	Assistant Athletic Trainer	0.75	36,358		840							No	36,358			840
Karen Stone	Assistant Athletic Trainer	0.90	44,731		600							No	44,731			600
Ross Thorp	Associate Athletic Trainer	1.00	45,923		4,550							No	45,923			4,550
Kylee Kincaid	Assistant Athletic Trainer	1.00	44,833		400							No	44,833			400
Alexis Stapleton	Athletic Academic Advisor	0.82	38,976									No	38,976			
Rebekah Cervantes	Athletic Academic Advisor	0.86	40,592									No	40,592			
Pepper Kaneko	Assoc Director for Student-Athlete Academic Svcs	1.00	49,940									No	49,940			
Jami Eborn	Athletic Academic Advisor	1.00	48,738									No	48,738			
Men's Sports																
Football																
Cody Hawkins	Head Football Coach	0.91	202,797						4,000	Yes		Yes	202,797	4,000		
Jacob Thomas	Assistant Football Coach	1.00	72,733					2,000				No	55,248	19,485		
Jarrett Meeker	Asst FB Coach/Chief of Staff/Dir of FB Ops	0.31	18,704		3,375					Yes		No	18,704			3,375
Devin Holiday	Assistant Football Coach	1.00	42,392		2,000			2,000				No	42,392	2,000		2,000
Jeffrey Pitman	Asst Head Coach/Dir of FB Perf/NFL Liaison	1.00	80,841					2,000				No	34,176	48,665		
James Blevins	Asst Football Coach/Co-Offensive Coordinator	1.00	56,606		3,000			2,000				No	33,794	24,812		3,000
Danny Hawkins	Assistant Football Coach	0.75	20,333									No	20,333			
Kolney Cassel	Assistant Football Coach	0.66	26,680									No	19,194	7,486		
Scott Thiessen	Assistant Football Coach	1.00	62,293		4,000			2,000				No	62,293	2,000		4,000
John Hughes	Asst FB Coach/OL Coach/Co-Offensive Coord	1.00	77,356					2,000				No	70,973	8,383		
Joshua Runda	A Assistant Football Coach	0.54	47,835		2,000							No	47,835			2,000
Grant Duff	B Assistant Football Coach	0.58	66,385							Yes		No	53,279	13,106		
Cody Crawford	A Assistant Football Coach	0.60	24,032									No	6,504	17,528		
Ricky Aliifua	B Assistant Football Coach	0.48	23,810									No	4,805	19,005		
Keith Price	Assistant Football Coach	1.00	48,975					2,000				No	30,743	20,232		
Robert Jay	Assistant Football Coach	0.78	51,995									No	1,888	50,107		
Nicholas Alaimalo	A Assistant Football Coach	0.54	32,084		4,000							No	29,798	2,286		4,000
Samson Anguay	B Assistant Football Coach	0.45	14,709									No	14,709			
Basketball																
Ryan Looney	Head Coach Men's Basketball	0.96	125,403		6,250			6,000		15,000	Yes	Yes	125,403	21,000		6,250
Devin Kastrup	Assistant Men's Basketball Coach	1.00	50,769		5,000							No	41,346	9,423		5,000

**Intercollegiate Athletics Compensation Report
Idaho State University
FY 2025 Actual Compensation**

Depart/Name/Title	Athletic FTE	Compensation				Contract Bonuses			Perks			Multi-Yr Contract	Funding		
		Base Salary*	Camps/ Clinics	Media	Equip Co & Other	Academic Perform.	Winning Perform..	Other	Club Mbership	Car	Other		State Approp.	Program Revenue	All Other
Jose White	Men's Basketball Assist Coach	1.00	64,429	5,250								No	64,429		5,250
Stuart Engen	Assistant Men's Basketball Coach	0.89	42,600	3,000								No	42,600		3,000
Tennis															
Oliver Good	Head Men's Tennis Coach	1.00	47,388			2,000						Yes	47,388	2,000	
Track & Field															
Hillary Merkley	Head Coach T&F/Cross Country	0.46	36,516	1,920		750			Yes			Yes	36,516	750	1,920
Marcia Mecklenberg	Assistant Track & Field Coach	0.48	23,332	1,680								No	23,332		1,680
Joseph Silvers	Assistant Head Track & Field Coach	0.50	26,905	2,778								No	26,905		2,778
Cross Country															
Zachary Kughn	Head XC/Asst T&F Coach	0.50	24,989									No	24,989		
Women's Sports															
Basketball															
Seton Sobolewski	Head Women's Basketball Coach	0.96	145,052					10,000	Yes			Yes	145,052	10,000	
Jason Alvine	A Assistant Women's Basketball Coach	0.80	39,659	1,445								No	39,659		1,445
Chelsey Gregg	B Assistant Women's Basketball Coach	0.08	4,896									No	4,896		
Dora Goles	A Assistant Women's Basketball Coach	0.91	44,745	3,620								No	44,745		3,620
Keithan Gregg	B Assistant Women's Basketball Coach	0.08	3,769									No	3,769		
Patrick Bowlin	A Assistant Women's Basketball Coach	0.73	44,023									No	42,123	1,900	
Ashleigh Van Vliet	B Assistant Women's Basketball Coach	0.17	7,167									No	7,167		
Volleyball															
Sean Carter	Head Volleyball Coach	0.91	79,585	9,000		1,500			Yes			Yes	79,585	1,500	9,000
Chelsea Scott	Assistant Volleyball Coach	1.00	50,426	9,000								No	50,426		9,000
Elizabeth Field	Assistant Volleyball Coach	1.00	36,574	4,300								No	32,002	4,572	4,300
Tennis															
Gretchen Maloney	Head Women's Tennis Coach	1.00	56,598			2,000	3,000					Yes	56,598	5,000	
Track & Field															
Hillary Merkley	Head Coach T&F/Cross Country	0.46	36,516	1,920		750			Yes			Yes	36,516	750	1,920
Marcia Mecklenberg	Assistant Track & Field Coach	0.48	23,332	1,680								No	23,332		1,680
Joseph Silvers	Assistant Head Track & Field Coach	0.50	26,905	2,778								No	26,905		2,778
Golf															
Todd Loveland	Head Golf Coach	1.00	46,231			1,000						Yes	46,231	1,000	
Cross Country															
Zachary Kughn	Head XC/Asst T&F Coach	0.50	24,989									No	24,989		
Soccer															
Dustin Downey	Head Soccer Coach	1.00	72,715			1,500	1,500		Yes			Yes	72,715	3,000	
Mark Nerio	Assistant Soccer Coach	1.00	35,071	7,150								No	35,071		7,150
Jack Curtin	Assistant Soccer Coach	0.40	18,538									No	18,538		
Softball															
Andrew Rich	Head Softball Coach	1.00	81,987	5,000		3,000			Yes			Yes	74,608	10,379	5,000
Kelsey Broadus	Assistant Softball Coach	1.00	39,423	5,000								No	39,423		5,000

Intercollegiate Athletics Compensation Report
Idaho State University
FY 2025 Actual Compensation

Depart/Name/Title	Compensation				Contract Bonuses			Perks			Multi-Yr Contract	Funding		
	Athletic FTE	Base Salary*	Camps/ Clinics	Media & Other	Academic Perform.	Winning Perform..	Other	Club Mbership	Car	Other		State Approp.	Program Revenue	All Other
Karlee Johnson Assistant Softball Coach	0.86	27,505	5,000								No	22,967	4,538	5,000
Totals	57.14	3,643,990	106,536	0	0	32,500	4,500	29,000				3,252,222	457,768	106,536

(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 2026 Estimated Compensation**

Depart/Name/Title	Athletic FTE	Compensation				Contract Bonus			Perks			Multi-Yr Contract	Funding			Base Salary
		Base Salary*	Camps/ Clinics	Media	Equip Co & Other	Academic Perform.	Winning Perform.	Other	Club				State Approp.	Program Revenue	All Other	Annualized Change
									Mbership	Car	Other					
Athletic Administration:																
Pauline Thiros		Athletic Director	0.65	200,839						Yes		Yes	200,839			1%
Heather Cairns		Sr Assoc AD for Internal Ops/SWA and SA Svcs	1.00	91,000								No	91,000			18%
Jonathan Match		Assoc AD Sports Info, Media Relations and Game Ops	1.00	69,411								No	69,411			4%
Ryan Cheney		Asst Director for Sports & Game Ops	1.00	51,688								No	51,688			5%
Natalie Christensen		Registered Dietician	0.25	18,000								No	18,000			4%
Marilyn Anderton		Insurance Coordinator	0.50	25,511								No	25,511			3%
Brandon Stephens		Assoc AD of Sports Performance & Wellness	1.00	78,986								No	78,986			3%
Brandon Rodewald		Director of Olympic Sports Performance	1.00	67,472								No	67,472			5%
Evan Bates		Director of Sports Marketing & Promotions	1.00	52,194								No	52,194			5%
Ryan Barker		Director of Equipment Operations	1.00	59,264								No	59,264			4%
Spencer Salvesen		Senior Maint. Craftsman	0.50	19,448								No	19,448			6%
Melissa Dixon		Administrative Assistant 2	1.00	42,806								No	42,806			6%
Becky Naber		Executive Assistant	1.00	60,259								No	60,259			5%
Jonathan LeGrand		Assistant Sports Performance Coach	1.00	37,184								No	37,184			6%
Trystan Blanco		Athletic Equipment Ops Assistant	1.00	39,936								No	39,936			7%
Dustin Enslinger		Associate Athletic Director for Sports Medicine	1.00	84,537								No	84,537			10%
Owen Billin		Assistant Athletic Trainer	1.00	49,750								No	49,750			11%
Emma Hrivnak		Assistant Athletic Trainer	1.00	49,750								No	49,750			New
Ross Thorp		Associate Athletic Trainer	1.00	53,667								No	53,667			17%
Kylee Kincaid		Assistant Athletic Trainer	1.00	49,750								No	49,750			11%
Taylor Howell		Athletic Academic Advisor	0.42	20,729								No	20,729			New
Rebekah Cervantes		Athletic Academic Advisor	1.00	49,750								No	49,750			5%
Pepper Kaneko		Assoc Director for Student-Athlete Academic Svcs	1.00	59,000								No	59,000			18%
Jami Eborn		Athletic Academic Advisor	1.00	51,701								No	51,701			6%
Men's Sports																
Football																
Cody Hawkins		Head Football Coach	0.91	209,300						Yes		Yes	209,300			3%
Jacob Thomas		Assistant Football Coach	1.00	75,604								No	75,604			4%
Jarrett Meeker		Asst FB Coach/Chief of Staff/Dir of FB Ops	1.00	65,000						Yes		No	65,000			8%
Devin Holiday		Assistant Football Coach	1.00	45,379								No	45,379			7%
Jeffrey Pitman		Asst Head Coach/Dir of FB Perf/NFL Liaison	1.00	85,000								No	85,000			5%
James Blevins		Asst Football Coach/Co-Offensive Coordinator	1.00	65,000								No	65,000			15%
Danny Hawkins		Assistant Football Coach	0.75	22,618								No	22,618			11%
Scott Thiessen		Assistant Football Coach	1.00	65,204								No	65,204			5%
John Hughes		Asst FB Coach/OL Coach/Co-Offensive Coord	1.00	90,000								No	90,000			16%
Grant Duff		Assistant Football Coach	1.00	112,184						Yes		No	112,184			-2%
Ricky Aliifua		Assistant Football Coach	1.00	52,184								No	52,184			5%
Keith Price	A	Assistant Football Coach	0.54	32,308								No	32,308			22%
Joshua Thompson	B	Assistant Football Coach	0.50	27,500								No	27,500			New
Robert Jay		Assistant Football Coach	1.00	69,184								No	69,184			4%
Samson Anguay		Assistant Football Coach	1.00	35,184								No	35,184			8%
Basketball																
Ryan Looney		Head Coach Men's Basketball	0.96	127,935						Yes		Yes	127,935			2%
Devin Kastrup		Assistant Men's Basketball Coach	1.00	53,724								No	53,724			6%
Jose White		Men's Basketball Assist Coach	1.00	67,332								No	67,332			5%
Kenneth Edwards		Assistant Men's Basketball Coach	0.92	41,538								No	41,538			New

**Intercollegiate Athletics Compensation Report
Idaho State University
FY 2026 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	
Tennis Oliver Good		Head Men's Tennis Coach	1.00	55,000								Yes	55,000			16%
Track & Field Hillary Merkley		Head Coach T&F/Cross Country	0.46	37,867					Yes			Yes	37,867			4%
Marcia Mecklenberg	A	Assistant Track & Field Coach	0.08	4,158								No	4,158			7%
Payden Campbell	B	Assistant Track & Field Coach	0.45	21,311								No	21,311			New
Joseph Silvers		Assistant Head Track & Field Coach	0.50	26,905								No	26,905			0%
Mason Mahacek		Assistant Track & Field Coach	0.45	18,137								No	18,137			New
Cross Country Zachary Kughn		Head XC/Asst T&F Coach	0.50	28,617								No	28,617			15%
Women's Sports Basketball Seton Sobolewski		Head Women's Basketball Coach	0.96	150,204					Yes			Yes	150,204			4%
Chelsey Gregg		Assistant Women's Basketball Coach	1.00	63,645								No	63,645			4%
Keithan Gregg		Assistant Women's Basketball Coach	1.00	49,000								No	49,000			4%
Ashleigh Van Vliet		Assistant Women's Basketball Coach	1.00	43,000								No	43,000			2%
Volleyball Sean Carter		Head Volleyball Coach	0.91	82,810					Yes			Yes	82,810			4%
Chelsea Scott		Assistant Volleyball Coach	1.00	55,000								No	55,000			9%
Elizabeth Field	A	Assistant Volleyball Coach	0.40	15,239								No	15,239			4%
Ryan Adams	B	Assistant Volleyball Coach	0.50	25,000								No	25,000			New
Tennis Gretchen Maloney		Head Women's Tennis Coach	1.00	60,000								Yes	60,000			6%
Track & Field Hillary Merkley		Head Coach T&F/Cross Country	0.46	37,867					Yes			Yes	37,867			4%
Marcia Mecklenberg	A	Assistant Track & Field Coach	0.08	4,158								No	4,158			7%
Payden Campbell	B	Assistant Track & Field Coach	0.45	21,311								No	21,311			New
Joseph Silvers		Assistant Head Track & Field Coach	0.50	26,905								No	26,905			0%
Mason Mahacek		Assistant Track & Field Coach	0.45	18,137								No	18,137			New
Golf Todd Loveland		Head Golf Coach	1.00	49,000								Yes	49,000			6%
Cross Country Zachary Kughn		Head XC/Asst T&F Coach	0.50	28,617								No	28,617			15%
Soccer Dustin Downey		Head Soccer Coach	1.00	75,078					Yes			Yes	75,078			3%
Mark Nerio		Assistant Soccer Coach	1.00	38,224								No	38,224			9%
Damir Sabanovic		Assistant Soccer Coach	1.00	35,000								No	35,000			New

**Intercollegiate Athletics Compensation Report
Idaho State University
FY 2026 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	
Softball																
Andrew Rich Head Softball Coach	1.00	90,000								Yes		Yes	90,000			10%
Kelsey Broadus Assistant Softball Coach	1.00	50,000										No	50,000			27%
Karlee Johnson Assistant Softball Coach	0.86	35,224										No	35,224			28%
Grand Total	59.41	3,970,224	0	0	0	0	0	0					3,970,224	0	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
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
University of Idaho
FY2025 Actual Compensation**

Depart/PCN/Name/Title	Compensation					Contract Bonus			Other				Funding			Base Salary	
	Athletic	Base	Camps/		Equip Co	Academic	Winning		Club		Multi-Yr	State	Program	All	Annualized		
	FTE	Salary	Clinics	Media	& Other	Perform	Perform.	Other	Memb.	Car	Other	Contract	Approp.	Revenue	Other	Change	Comments
<u>Athletic Administration</u>																	
8475	Gawlik, Terry	Athletic Director	1.00	246,541						yes+		yes	256,541	15,000		15%	
8480	Haldeman, Garrett	Assoc AD, Business	1.00	98,471										98,471		1%	
8651	Crossland, Erika	Asst Business Mgr	1.00	43,852										43,852			
8482	McIlraith, Sean	Administrative Coordinator	1.00	57,921										57,921		8%	
8490	Grove, John	Asst AD, Equipment	0.00	6,810										6,810			No longer with UI
8490	Peeler, Jarrett	Asst AD, Equipment	1.00	32,929										32,929		-42%	
8491	Davis, Luke	Asst Equip Mgr	1.00	22,814										22,814		-44%	
8491	Peeler, Jarrett	Asst Equip Mgr	0.00	16,883										16,883			
8492	Winchell, Dakota	Director of Video & Technology	0.00	30,883										30,883		-24%	Resigned
8492	Graham, Tate	Director of Video & Technology	1.00	11,685										11,685		-74%	New Hire
8636	Peterson, Ben	Asst Video Svcs Coord	1.00	37,449										37,449		-31%	
8484	Pathomsiri, Nawanont	Multimedia Content Coord	1.00	47,931										47,931		11%	
6534	Cutting, Kyle	Director of Marketing & Graphic I	0.00	25,633										25,633			Resigned
8559	Christensen, Austin	Dir Communications	1.00	19,156										19,156		-61%	New Hire
8559	McCrea, Colton	Dir Communications	0.00	24,758										24,758			Resigned
8495	Rolli, Jordyn	Asst Dir Communications	0.00	13,446										13,446			Resigned
8495	Keintz, Colton	Asst Dir Communications	1.00	22,070										22,070		-55%	
8693	Walsh, Christopher	Director of Sports Performance	1.00	90,882	1,800									90,882	1,800	1%	
8500	Kuribayashi, Natsumi	Asst Trainer	1.00	47,372	2,700								47,372	-	2,700	3%	
8650	Malinich, Clayton	Asst Trainer	1.00	56,664	2,200								56,664	-	2,200	5%	
8660	Johnson, Kassandra	Asst Trainer	1.00	51,159										51,159		3%	
8483	Asplund, Stacy	Student Insurance Coord	1.00	42,139									42,139	-		7%	
8554	Hoffman, Francine	Asst AD/Performance Nutrition	1.00	56,549													
8689	Heim, Caleb	Head Strength Coach	0.00	44,407	4,100									44,407	4,100		Resigned
8689	Cooper, Jamel	Head Strength Coach	1.00	31,733										31,733		-55%	New Hire
8687	Rinzel, Jack	Asst Strength	0.00	8,156										8,156			Resigned
8688	Mikulecky, Brandon	Assoc Strength	0.00	41,416										41,416		-17%	Resigned
8630	Mooney, Timothy	Assoc AD/External Ops	1.00	131,135						yes				131,135		1%	
8644	Anderson, Eric	Admin Coor, Fundraising	1.00	49,354										49,354		18%	
8692	Wolcott, Jerek	Asst AD, Mrktg & Fan Engagmt	1.00	72,730										72,730		1%	
6379	Metzger, Lyn	Director of Ticket Ops	1.00	52,624										52,624		1%	
6376	Floyd, Logan	Asst Dir Ticket Ops	1.00	44,329										44,329		8%	
8690	Silflow, Shelby	Director of Trademark & Licensin	1.00	73,716										73,716		4%	
6179	Grove, Sara	Learning Spec	0.05	2,245	*									2,245		7%	
<u>Men's Sports</u>																	
<u>Men's Football</u>																	
8592	James (JD) Johnson	Asst AD, Football Ops	1.00	55,826	6,350					yes			55,826	-	6,350	8%	
5632	Eck, Jason	Hd Coach	0.00	90,871	131,250		10,000						100,871	131,250			Resigned at end of season
5632	Ford, Thomas	Hd Coach	1.00	82,121	93,616			5,688		yes			87,808	93,616		-53%	
2979	Booth, Cody	Assistant	0.00	44,477	6,442								44,477	-	6,442		Resigned at end of season
2979	Dennison, Courtney	Assistant	1.00	51,699									51,699	-		-36%	
3182	Franks, Stanley	Assistant	0.00	40,405	6,600								40,405	-	6,600		Resigned at end of season
3126	Linehan, Matthew	Assistant	1.00	70,240	9,600								70,240	-	9,600	52%	
2995	Schleusner, Luke	Assistant	0.00	66,710	6,496								66,710	-	6,496		Resigned at end of season

Intercollegiate Athletics Compensation Report
University of Idaho
FY2025 Actual Compensation

Depart/PCN/Name/Title	Compensation				Contract Bonus			Other			Funding			Base Salary		
	Athletic	Base	Camps/	Equip Co	Academic	Winning		Club		Multi-Yr	State	Program	All	Annualized		
	FTE	Salary	Clinics	Media & Other	Perform	Perform.	Other	Memb.	Car	Other	Contract	Approp.	Revenue	Other	Change	Comments
2995 Fendall, Neil Assistant	1.00	30,159										30,159	-		-75%	
2946 Sutton, Tyler Assistant	0.00	40,627	10,600									40,627	-	10,600		Resigned at end of season
3702 Jay, Robert Assistant	0.00	42,971	8,600									42,971	-	8,600		Resigned at end of season
3702 Endsley, Loren Assistant	1.00	32,310										32,310	-		-57%	
3000 Cooper, Deontae Assistant	0.00	32,375	6,350									32,375	-	6,350		Resigned at end of season
3700 Fangupo, Hebron Assistant	0.00	43,556	5,100									43,556	-	5,100		Resigned at end of season
3700 Finau, Tevita Assistant	1.00	26,000										26,000	-		-66%	
3682 Hughes, William Assistant	0.00	40,853	6,350									40,853	-	6,350		Non-renewed at end of season
3121 Jackson, Daniel Assistant	0.00	68,602	6,112									68,602	-	6,112		Resigned at end of season
3121 Dunbar, Lance Assistant	1.00	22,430										22,430	-		-81%	
8494 Cross, Sheldon Assistant	1.00	31,733										31,733	-			
8555 Paopao, Tyler Assistant	1.00	29,352										0	-			
8556 Decoud, Treston Assistant	1.00	23,699										0	-			
8558 Roberts, Avery Assistant	1.00	25,850										0	-			
Men's Basketball																
8571 Pribble, Alex Head Coach	1.00	131,260	60,000		2,000			yes				133,260	60,000		1%	
8560 Sanders-Frison, Markh Assistant	1.00	59,085	750									59,085		750	-9%	
8570 Jones, Matthew Assistant	1.00	57,896	1,500									57,896		1,500	5%	
8572 Laird, Brandon Assistant	1.00	82,898	1,500									82,898	-	1,500	4%	
8553 Ellis, Adam Assistant	1.00	48,652	1,500										48,652	1,500	6%	
Men's Track & XC																
8580 Cawley, Tim Dir. of T&F	0.00	6,322										6,322	-			Resigned
8580 Hellman, Tracy Dir. of T&F	0.50	18,580	2,000									18,580	2,000		-49%	
8530 Floeck, Travis Assistant	0.00	3,320										3,320	-			Resigned
8581 Fiebelkorn, Jeffrey Assistant	0.50	23,686		2,500								23,686			3%	
8635 Betthausen, Kelsey Assistant	0.00	532										532	-			Resigned
8541 Gamble, Bradley Assistant	0.50	11,744										11,744	-			
Men's Golf																
8591 Nuhn, David Hd Coach	1.00	54,721	4,000									54,721	4,000		16%	
Men's Tennis																
8515 Grossbaum, Raleigh Hd Coach	1.00	48,486	2,500		1,000							49,486	2,500		1%	
Women's Sports																
Women's Basketball																
8520 Newlee, Jon Hd Coach	1.00	131,706										131,706			186%	Still on contract
8557 Moreira, Arthur Hd Coach	1.00	96,160						yes				96,160	-		-20%	
8521 Foster, Lindsey Assistant	1.00	59,085										59,085	-		28%	
8523 Muscatell, Drew Assistant	0.00	13,964		2,404								13,964	2,404	0		Position change
8523 Rosario, Denise Assistant	1.00	45,235										45,235	-	0	-25%	
8522 Moreira, Arthur Assistant	0.00	2,693										2,693	-			Position change
8522 Muscatell, Drew Associate	1.00	55,776										55,776	-		-20%	
8552 Saich, Derek Assistant	1.00	45,418										45,418	-		-1%	
Women's Track & XC																
8580 Cawley, Tim Dir. of T&F	0.00	6,322										6,322	-			Resigned
8580 Hellman, Tracy Dir. of T&F	0.50	18,580	2,000									18,580	2,000		-49%	

Intercollegiate Athletics Compensation Report
University of Idaho
FY2025 Actual Compensation

						Compensation		Contract Bonus			Other			Funding			Base Salary					
						Athletic	Base	Camps/		Equip Co	Academic	Winning				State	Program	All	Annualized			
Depart/PCN/Name/Title						FTE	Salary	Clinics	Media	& Other	Perform	Perform.	Other	Memb.	Car	Other	Contract	Approp.	Revenue	Other	Change	Comments
8530 Floeck, Travis Assistant						0.00	3,320											3,320	-			Resigned
8581 Fiebelkorn, Jeffrey Assistant						0.50	23,686			2,500								23,686			3%	
8635 Betthausen, Kelsey Assistant						0.00	532											532	-			Resigned
8541 Gamble, Bradley Assistant						0.50	11,744											11,744	-		-49%	
Women's Volleyball																						
8540 Kriskova, Romana Hd Coach						1.00	17,002			1,400							yes	17,002	1,400		-81%	
5811 Kriskova, Romana Assistant						0.00	48,859											48,859			6%	Position change
5828 Kasun, Benjamin Assistant						1.00	45,003											45,003			-2%	
8497 Jacobus, Maria Assistant						1.00	5,472											5,472			#DIV/0!	New Hire
Women's Soccer																						
8517 Clevenger, Jeremy Hd Coach						1.00	70,397		5,000	1,500							yes	71,897	5,000		5%	
8518 Ozmun, Neal Assistant						1.00	46,832											46,832	-		0%	Resigned
5020 Heidelberger, Ashley Assistant						1.00	46,644											46,644	-		1%	
Women's Golf																						
8590 Young, Stephanie Hd Coach						1.00	63,623		2,000		1,000							64,623	-		1%	
Women's Tennis																						
8673 Louwers, Sanne Hd Coach						1.00	48,410		5,000		1,000							49,410	5,000		5%	
Women's Swimming																						
8671 Mark Sowa Hd Coach						1.00	70,401		7,500		1,500						yes	71,901	7,500		0%	
8672 Levy, Elizabeth Assistant						1.00	39,763											39,763	3,812		-14%	
8531 Wei Wei Asst Diving Coach						1.00	37,392											37,392	3,812		-2%	
Grand Totals						63.05	4,249,906	94,650	329,866	10,304	26,500	0	5,688					2,761,210	1,726,227	94,650		

Intercollegiate Athletics Compensation Report
University of Idaho
FY2026 Estimated Compensation

Depart/PCN/Name/Title	Athletic FTE	Compensation				Contract Bonus			Other				Funding			Base Salary				
		Base	Camps/		Equip Co	Academic	Winning		Club		Multi-Yr	State	Program	All	Annualized	Comments				
		Salary	Clinics	Media	& Other	Perform	Perform.	Other	Memb.	Car	Other	Contract	Approp.	Revenue	Other		Change			
Athletic Administration																				
8475	Gawlik, Terry	Athletic Director	1.00	253,240				10,000				yes+		yes		263,240	15,000	19%		
8480	Haldeman, Garrett	Assoc AD, Business	1.00	101,733												101,733		4%		
8651	Crossland, Erika	Asst Business Mgr	1.00	63,232												63,232				
8482	McIlraith, Sean	Administrative Coordinator	1.00	61,214												61,214		14%		
8490	Peeler, Jarrett	Asst AD, Equipment	1.00	53,227												53,227		-6%		
8491	Davis, Luke	Asst Equip Mgr	1.00	39,624												39,624		-2%		
8492	Graham, Tate	Director of Video & Technology	1.00	47,611												47,611		4%		
8636	Harmeling, Megan	Director of Broadcast	1.00	53,019												53,019		16%	New Hire; PCN reclassified	
8636	Peterson, Ben	Asst Video Svcs Coord	0.00	730												730		-99%	Resigned	
8484	Pathomsiri, Nawanont	Multimedia Content Coord	1.00	51,189												51,189		18%		
8644	Anderson, Eric	Director of Marketing & Graphic C	1.00	51,002												51,002			Position change	
8559	Christensen, Austin	Dir Communications	1.00	60,008												60,008		21%		
8495	Keintz, Colton	Asst Dir Communications	1.00	50,648												50,648		2%		
8693	Walsh, Christopher	Director of Sports Performance	1.00	94,141		1,800										94,141	1,800	5%		
8500	Kuribayashi, Natsumi	Asst Trainer	1.00	50,648		2,700										50,648	-	2,700	10%	
8650	Malinich, Clayton	Asst Trainer	1.00	65,000		2,200										65,000	-	2,200	20%	
8660	Johnson, Kassandra	Asst Trainer	1.00	54,808													54,808		11%	
8483	Asplund, Stacy	Student Insurance Coord	1.00	45,469												45,469	-		15%	
8554	Hoffman, Francine	Asst AD/Performance Nutrition	1.00	73,237																
8689	Cooper, Jamel	Head Strength Coach	1.00	75,005												75,005		51%		
8687	Woodke, Zachary	Asst Strength Coach	1.00	50,003												50,003		27%	New Hire	
8689	Dilworth, Quinn	Head Strength Coach	1.00	75,005												75,005		6%	New Hire	
8630	Mooney, Timothy	Assoc AD/External Ops	1.00	134,410								yes				134,410		3%		
8692	Wolcott, Jerek	Asst AD, Mrktg & Fan Engagmt	1.00	75,982												75,982		5%		
6379	Metzger, Lyn	Director of Ticket Ops	1.00	55,869												55,869		7%		
6376	Corvino, LJ	Asst Dir Ticket Ops	1.00	43,451												43,451		-17%	New Hire	
6376	Floyd, Logan	Asst Dir Ticket Ops	0.00	2,272												2,272		-94%	Resigned	
8690	Silflow, Shelby	Director of Trademark & Licensin	1.00	77,064												77,064		9%		
6179	Grove, Sara	Learning Spec	0.05	2,396	*											2,396		14%		
Men's Sports																				
Men's Football																				
8592	James (JD) Johnson	Asst AD, Football Ops	1.00	59,218		6,350						yes				59,218	-	6,350	15%	
5632	Ford, Thomas	Hd Coach	1.00	175,011			93,616					yes				175,011	93,616		0%	
2979	Stalker, Lee	Assistant	0.50	55,006												55,006	-		-53%	New Hire
2979	Dennison, Courtney	Assistant	0.50	60,008												60,008	-		-26%	Resigned at season end
3126	Linehan, Matthew	Assistant	0.50	47,507												47,507	-	0	-35%	Non-renewed at conclusion of season
3126	Shoemaker, Ian	Assistant	0.50	60,008												60,008	-	0	30%	New Hire
2995	Fendall, Neil	Assistant	1.00	70,013												70,013	-		-42%	
3702	Endsley, Loren	Assistant	1.00	75,005												75,005	-		0%	
3700	Finau, Tevita	Assistant	0.50	32,500												32,500	-		-30%	Non-renewed at conclusion of season
3700	Malo, Verdon	Assistant	0.50	30,004												30,004	-		-60%	New Hire
3121	Dunbar, Lance	Assistant	0.50	27,508												27,508	-		-40%	Non-renewed at conclusion of season
3121	Treadwell, Spencer	Assistant	0.50	27,508												27,508	-		-76%	New Hire
3682	Begnal, Joseph	Assistant	0.50	22,506												0	22,506			New Hire

Intercollegiate Athletics Compensation Report
University of Idaho
FY2026 Estimated Compensation

			Compensation					Contract Bonus			Other			Funding			Base Salary	
			Athletic	Base	Camps/	Equip Co		Academic	Winning		Club	Multi-Yr		State	Program	All	Annualized	
Depart/PCN/Name/Title	FTE	Salary	Clinics	Media	& Other	Perform	Perform.	Other	Memb.	Car	Other	Contract	Approp.	Revenue	Other	Change	Comments	
8494 Cross, Sheldon Assistant	1.00	75,005											75,005	-				
8555 Paopao, Tyler Assistant	1.00	70,013											0	-				
8556 Decoud, Treston Assistant	1.00	55,016											0	-				
8558 Roberts, Avery Assistant	1.00	60,008											0	-				
Men's Basketball																		
8571 Pribble, Alex Head Coach	1.00	134,534		60,000		2,000			yes				136,534	60,000		3%		
8560 Sanders-Frison, Markh Assistant	0.00	12,766											12,766		0	-80%	Resigned	
8570 Jones, Matthew Assistant	1.00	61,235	1,500										61,235		1,500	11%		
8572 Laird, Brandon Assistant	1.00	86,237	1,500										86,237	-	1,500	8%		
8553 Ellis, Adam Assistant	1.00	51,979	1,500											51,979	1,500	13%		
Men's Track & XC																		
8580 Hellman, Tracy Dir. of T&F	0.50	35,526		2,000									35,526	2,000		-2%		
8581 Fiebelkorn, Jeffrey Assistant	0.00	912											912			-96%	Non-renewed at conclusion of season	
8581 Sheehan, Tyler Assistant	0.50	23,712											23,712			3%	New Hire	
8635 Taylor, Julie Assistant	0.00	32,500											32,500	-			New Hire	
8541 Gamble, Bradley Assistant	0.50	27,508											27,508	-				
Men's Golf																		
8591 Nuhn, David Hd Coach	1.00	55,016		4,000									55,016	4,000		16%		
Men's Tennis																		
8515 Grossbaum, Raleigh Hd Coach	1.00	51,730		2,500		1,000							52,730	2,500		8%		
Women's Sports																		
Women's Basketball																		
8520 Newlee, Jon Hd Coach	0.00	131,706												131,706		186%	Still on contract	
8557 Moreira, Arthur Hd Coach	1.00	120,016								yes			120,016	-		0%		
8521 Foster, Lindsey Assistant	1.00	63,232											63,232	-		37%		
8523 Rosario, Denise Assistant	0.00	8,642											8,642	-	0	-81%	Resigned	
8523 Roberts, Hannah Assistant	1.00	45,011											45,011	-	0	-25%	New Hire	
8522 Muscatelli, Drew Associate	1.00	75,733											75,733	-		8%		
8552 Saich, Derek Assistant	1.00	50,684											50,684	-		10%		
Women's Track & XC																		
8580 Hellman, Tracy Dir. of T&F	0.50	35,526		2,000									35,526	2,000		54%		
8581 Fiebelkorn, Jeffrey Assistant	0.00	912											912			-96%	Non-renewed at conclusion of season	
8581 Sheehan, Tyler Assistant	0.50	23,712											23,712			#DIV/0!	New Hire	
8635 Taylor, Julie Assistant	0.00	32,500											32,500	-			New Hire	
8541 Gamble, Bradley Assistant	0.50	27,508											27,508	-				
Women's Volleyball																		
8540 Kriskova, Romana Hd Coach	1.00	85,010								yes			85,010	-		-6%		
5828 Kasun, Benjamin Assistant	1.00	50,003											50,003			9%		
8497 Jacobus, Maria Assistant	0.00	23,712											23,712			#DIV/0!		
Women's Soccer																		
8517 Clevenger, Jeremy Hd Coach	1.00	75,005		5,000	1,500					yes			76,505	5,000		12%		
8518 Davis, Nicholas Assistant	1.00	47,424											47,424	-		1%	New Hire	
5020 Heidelbergberger, Ashley Assistant	1.00	47,424											47,424	-		3%		
Women's Golf																		

Intercollegiate Athletics Compensation Report
University of Idaho
FY2026 Estimated Compensation

			Compensation					Contract Bonus			Other			Funding			Base Salary		
			Athletic	Base	Camps/		Equip Co	Academic	Winning		Club			Multi-Yr	State	Program	All	Annualized	
Depart/PCN/Name/Title			FTE	Salary	Clinics	Media	& Other	Perform	Perform.	Other	Memb.	Car	Other	Contract	Approp.	Revenue	Other	Change	Comments
8590	Young, Stephanie	Hd Coach	0.00	13,219	2,000			1,000						14,219			-	#DIV/0!	Resigned
8590	Goodson, Julia	Hd Coach	1.00	57,512	2,000			1,000						58,512			-	-9%	
Women's Tennis																			
8673	Louwers, Sanne	Hd Coach	1.00	51,730	5,000			1,000						52,730			5,000	12%	
Women's Swimming																			
8671	Mark Sowa	Hd Coach	1.00	71,302	7,500			1,500						yes	72,802	7,500		1%	
8672	Levy, Elizabeth	Assistant	1.00	50,648											50,648	3,812		10%	
8531	Wei Wei	Asst Diving Coach	1.00	50,648											50,648	3,812		33%	
Grand Totals			62.55	4,675,553	17,550	200,616	1,500	17,500	0	0					2,856,446	1,784,073	17,550		

**Intercollegiate Athletics Compensation Report
Lewis-Clark State College
FY2025 Actual Compensation**

Depart/Name/Title	FTE	Compensation				Contract Bonus			Other			All Compensation			Base Salary
		Base Salary	Camps/ Clinics	Media	Equip Co & Other	Grad Rate	Winning Perform.	Other	Club Memb.	Car	Multi-Yr Contract	State Approp.	Program Revenue	All Other	Annualized Change
Athletic Administration															
Brooke Henze (Old)	Director, Athletics	1.00	19,217		3,500				No	No	No	22,332		385	0.00%
Ronnie Palmer (Old)	Director, Athletics	1.00	86,828		10,000				No	No	No	86,828		10,000	New
George Laughlin	Director, Facilities & Operations	1.00	47,325		1,250				No	No	No	47,325		1,250	1.00%
Tracy Collins	Trainer	1.00	63,597		1,250				No	No	No	63,597		1,250	4.20%
Taryn Cadez-Schmidt	Asst. Athletic Trainer	1.00	50,155		1,250				No	No	No	50,155		1,250	4.20%
Kristina Keener (Old)	Business Manager	1.00	58,891		1,250				No	No	No	58,891		1,250	3.40%
Alisha Alexander	Asst. Athletic Director - Sports Information & Media	1.00	56,268		1,250				No	No	No	56,268		1,250	4.20%
Samantha Malinich	Administrative Coordinator	1.00	47,618		1,250				No	No	No	47,618		1,250	3.40%
Kylie Anderson (New)	Asst. Athletic Trainer	1.00	36,481		1,250				No	No	No	36,481		1,250	New
Raymond Pedrina (New)	Assistant Athletic Director of Marketing & Promotions	1.00	20,000		3,748				No	No	No	20,000		3,748	New
Men's Sports															
Basketball															
Austin Johnson	Head Coach	1.00	73,600	7,000			1,000	500	No	Yes	No	75,100	7,000		3.40%
Calab Johnson (New)	Asst. Coach	1.00	48,006	670					No	No	No	31,204	670	16,802	4.20%
Kevin Warren (Old)	Asst. Coach	0.42	20,004						No	No	No		20,004		0.00%
Caden Lewis (New)	Asst. Coach	0.32	1,250						No	No	No		1,250		New
Baseball															
Jake Taylor (Old)	Head Coach	1.00	94,168				1,000	500	No	No	No	95,668			4.20%
Jeremiah Robbins (New)	Head Coach	1.00	4,154						No	No	No	4,154			New
William Silvestri	Asst. Coach	1.00	48,824						No	No	No	48,824			3.40%
Allen Balmer	Asst. Coach	1.00	61,955						No	No	No	61,955			3.40%
Cross-Country															
Mike Collins	Head Coach	0.25	17,628				485	250	No	No	No	18,363			3.40%
Kurtis Bonner (Old)	Interim Asst. Coach	0.25	443						No	No	No	443			0.00%
Jonathan Matsumura	Asst Coach	0.25	7,892						No	No	No	7,892			New
Track															
Mike Collins	Head Coach	0.25	17,628	750			1,010	250	No	No	No	18,888	750		3.40%
Kurtis Bonner (Old)	Interim Asst. Coach	0.25	443	750					No	No	No	443	750		0.00%
Jonathan Matsumura	Asst Coach	0.25	7,892						No	No	No	7,892			New
Tennis															
Kai Fong	Head Coach	0.50	36,429						No	No	No	36,429			2.70%
Ryan LaPlante (Old)	Asst. Coach	0.50	2,797						No	No	No	2,797			0.00%
Bonolo Arroyo Valenzuela (New)	Asst. Coach	0.50	10,015						No	No	No	10,015			New
Golf															
Zach Anderson	Head Coach	0.50	28,809						No	No	No	28,809			3.50%
Gordon Greg	Asst. Coach	0.02	1,250						No	No	No	1,250			0.00%

Intercollegiate Athletics Compensation Report
Lewis-Clark State College
FY2025 Actual Compensation
Page 2

Depart/Name/Title	FTE	Compensation				Contract Bonus			Perks			All Compensation			Base Salary
		Base Salary	Camps/ Clinics	Media	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															
Caelyn Orlandi		Head Coach	1.00	61,385					No	Yes	No		61,385		2.30%
Cali Moore		Asst. Coach	1.00	47,325					No	No	No		47,325		2.40%
Cross-Country															
Mike Collins		Head Coach	0.25	17,628			520	250	No	No	No		18,398		3.40%
Kurtis Bonner (Old)		Asst. Coach	0.25	443					No	No	No		443		0.00%
Jonathan Matsumura		Asst Coach	0.25	7,892					No	No	No		7,892		New
Dance															
Sydnee Vial (New)		Head Coach	1.00	47,840					No	No	No		43,993	3,847	New
Taylor Offerdahl-Church (New)		Asst. Coach	0.19	9,000					No	No	No		9,000		New
Track															
Mike Collins		Head Coach	0.25	17,628	750		485	250	No	No	No		18,363	750	3.40%
Kurtis Bonner (Old)		Asst. Coach	0.25	16,443	750				No	No	No		16,443	750	0.00%
Jonathan Matsumura		Asst. Coach	0.25	7,892					No	No	No		7,892		New
Jacob Whittaker		Asst. Coach	0.14	6,600					No	No	No		0	6,600	-26.70%
Volleyball															
Katie Palmer		Head Coach	1.00	63,495					No	Yes	No		63,495		1.80%
Shann Mack (Old)		Asst. Coach	1.00	26,502					No	No	No		26,502		0.00%
Nick Bogar (New)		Asst. Coach	1.00	18,020					No	No	No		18,020		New
Tennis															
Kai Fong		Head Coach	0.50	36,429			500		No	No	No		36,929		2.70%
Ryan LaPlante (Old)		Asst. Coach	0.50	2,797					No	No	No		2,797		0.00%
Bonolo Arroyo Valenzuela (New)		Asst. Coach	0.50	10,015					No	No	No		10,015		New
Golf															
Zach Anderson		Head Coach	0.50	28,809					No	No	No		28,809		3.50%
Gordon Greg		Asst. Coach	0.02	1,250					No	No	No		1,250		0.00%
GRAND TOTAL			30.11	1,396,957	10,670	0	25,998	0	4,500	2,500			1,358,569	38,524	43,532

**Intercollegiate Athletics Compensation Report
Lewis-Clark State College
FY2026 Estimated Compensation**

Depart/Name/Title	FTE	Compensation				Contract Bonus			Other			All Compensation			Base Salary
		Base Salary	Camps/ Clinics	Media	Equip Co & Other	Grad Rate	Winning Perform.	Other	Club Memb.	Car	Multi-Yr Contract	State Approp.	Program Revenue	All Other	Annualized Change
Athletic Administration															
James Klemann (New)	Director, Athletics	1.00	75,922		2,000				No	No	No	75,922		2,000	New
Ronald Palmer (Old)	Director, Athletics	1.00	6,368						No	No	No	6,368			0.00%
George Laughlin	Director, Facilities & Operations	1.00	49,758		2,000				No	No	No	49,758		2,000	4.62%
Tracy Collins	Trainer	1.00	66,820		1,250				No	No	No	66,820		1,250	5.07%
Taryn Cadez-Schmidt	Asst. Athletic Trainer	1.00	53,379		1,250				No	No	No	53,379		1,250	6.43%
Alisha Alexander	Asst. Athletic Director - Sports Information & Media	1.00	58,968		8,000				No	No	No	64,968		2,000	4.81%
Samantha Malinich	Administrative Coordinator	1.00	50,321		4,700				No	No	No	53,021		2,000	5.68%
Kylie Anderson	Asst. Athletic Trainer	1.00	50,548		1,250				No	No	No	50,548		1,250	6.81%
Raymond Pedrina	Assistant Athletic Director	1.00	54,704		12,125				No	No	No	54,704			5.20%
Blake Harris (New)	External Operation Coordinator	1.00	12,436		2,000				No	No	No	12,436		2,000	New
Clay Robinson (New)	Faculty Athletic Representation	0.21						10,000	No	No	No			10,000	New
Clair Neelon (New)	Ticket Manager	0.18			9,000				No	No	No	9,000			New
Men's Sports															
Basketball															
Austin Johnson	Head Coach	1.00	76,316	15,960			500	500	No	Yes	No	77,316	15,960		3.67%
Calab Johnson	Asst. Coach	1.00	51,230	1,000					No	No	No	51,230	1,000		6.72%
Caden Lewis (New)	Asst. Coach	0.30	15,000						No	No	No		15,000		New
Baseball															
Jeremiah Robbins	Head Coach	1.00	90,000						No	Yes	No	90,000			0.00%
William Silvestri	Asst. Coach	1.00	55,000						No	No	No	55,000			12.60%
Allen Balmer (Old)	Asst. Coach	1.00	26,838						No	No	No	26,838			5.20%
Darren Trainor (New)	Asst. Coach	1.00	39,231						No	No	No	39,231			New
Cross-Country															
Mike Collins	Head Coach	0.25	18,434				1,000	500	No	No	No	19,934			4.57%
Kurtis Bonner (New)	Asst. Coach	0.25	12,438						No	No	No	12,438			New
Track															
Mike Collins	Head Coach	0.25	18,434				500	500	No	No	No	19,434			4.57%
Kurtis Bonner (New)	Asst. Coach	0.25	12,438	500					No	No	No	12,438	500		New
Jacob Whittaker (New)	Asst. Coach	0.20		500					No	No	No		500		New
Tennis															
Kai Fong	Head Coach	0.50	38,041				250	500	No	No	No	38,791			4.43%
Bonolo Arroyo Valenzuela	Asst. Coach	0.50	25,282						No	No	No	25,282			6.81%
Golf															
Zach Anderson	Head Coach	0.50	30,161						No	No	No	30,161			4.69%
Gordon Greg	Asst. Coach	0.04	500						No	No	No		500		-20.00%

**Intercollegiate Athletics Compensation Report
Lewis-Clark State College
FY2026 Estimated Compensation
Page 2**

Depart/Name/Title	FTE	Compensation				Contract Bonus			Perks			All Compensation			Base Salary
		Base Salary	Camps/ Clinics	Media	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															
Caelyn Orlandi		Head Coach	1.00	64,147			500	500	No	Yes	No	65,147			4.40%
Cali Moore		Asst. Coach	1.00	50,565	1,000				No	No	No	50,565	1,000		6.81%
Elizabeth Sander		Asst. Coach	0.08	4,050					No	No	No		4,050		New
Cross-Country															
Mike Collins		Head Coach	0.25	18,434					No	No	No	18,434			4.57%
Kurtis Bonner (New)		Asst. Coach	0.25	12,438					No	No	No	12,438			New
Dance															
Sydnee Vial		Head Coach	1.00	52,703					No	No	No	52,703			5.41%
Sophia Ralstin (New)		Asst. Coach	1.00	30,618					No	No	No	30,618			New
Cora Hudson		Asst. Coach	0.02	750					No	No	No		750		New
Track															
Mike Collins		Head Coach	0.25	18,434					No	No	No	18,434			4.57%
Kurtis Bonner (New)		Asst. Coach	0.25	12,438	500				No	No	No	12,438	500		New
Jacob Whittaker		Asst. Coach	0.20	10,000	500				No	No	No	10,000	500		51.50%
Volleyball															
Katie Palmer		Head Coach	1.00	66,602				500	No	Yes	No	67,102			4.23%
Nick Bogar		Asst. Coach	1.00	50,028					No	No	No	50,028			5.71%
Tennis															
Kai Fong		Head Coach	0.50	38,041			250	500	No	No	No	38,791			4.43%
Bonolo Arroyo Valenzuela		Asst. Coach	0.50	25,282					No	No	No	25,282			6.81%
Golf															
Zach Anderson		Head Coach	0.50	30,161					No	No	No	30,161			4.69%
Gordon Greg		Asst. Coach	0.04	1,500					No	No	No		1,500		-20.00%
GRAND TOTAL			27.19	1,396,839	19,960	0	41,575	0	3,000	13,500			1,401,239	39,760	21,750

SUBJECT

Intercollegiate Athletics – FY2025 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.
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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>

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.5.b. requires the four-year institutions to provide gender equity reports for review by the Board. The reports include 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 worksheets show the institutions' enrollment, financial aid, participants by gender, total 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 Worksheet
Attachment 2: ISU Gender Equity Worksheet
Attachment 3: UI Gender Equity Worksheet
Attachment 4: LCSC Gender Equity Worksheet

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

The institutions reported the status of compliance across the areas of Title IX in Attachments 1-4. Key highlights from the FY2025 EADA reports and gender equity narrative are summarized in the table below:

**INFORMATIONAL
JUNE 16-18, 2026**

FY2025 Gender Equity Summary	BSU	ISU	UI	LC State
ENROLLMENT (Full-Time Undergraduates)				
Male Students	6,072 (43%)	2,477 (41%)	3,749 (51.3%)	701 (38%)
Female Students	8,020 (57%)	3,560 (59%)	3,557 (48.7%)	1,167 (62%)
ATHLETIC PARTICIPATION				
Male Athletes	215 (44%)	218 (49%)	226 (52.4%)	162 (57%)
Female Athletes	272 (56%)	227 (51%)	205 (47.6%)	122 (43%)
ATHLETICALLY RELATED STUDENT AID				
Men's Teams Aid	\$7,557,561 (52%)	\$3,063,899 (55%)	\$3,077,825 (56%)	\$1,008,515 (54%)
Women's Teams Aid	\$7,039,372 (48%)	\$2,515,314 (45%)	\$2,412,747 (44%)	\$844,965 (46%)
TOTAL REVENUES & EXPENSES (All Sports)				
Grand Total Revenue	\$89,699,431	\$20,271,087	\$23,432,394	\$4,711,988
Grand Total Expenses	\$69,810,117	\$20,271,087	\$23,432,394	\$4,705,260
AVG. COACHING SALARIES (Head Coaches)				
Men's Teams (avg/coach)	\$778,658 (5 coaches)	\$112,636 (4 coaches)	\$90,910 (5 coaches)	\$35,695 (7 coaches)
Women's Teams (avg/coach)	\$144,087 (9 coaches)	\$78,488 (7 coaches)	\$64,621 (7 coaches)	\$28,798 (8 coaches)
TITLE IX NARRATIVE HIGHLIGHTS				
Proportionality Gap (enrollment vs. participation)	Women overrep. participation vs. enrollment	8% gap; men overrep. participation vs. enrollment	3% gap; men overrep. participation vs. enrollment	20% gap; men overrep. participation vs. enrollment
Number of NCAA Teams (M/W)	5 Men / 9 Women	6 Men / 9 Women (15 total)	5 Men / 12 Women	7 Men / 8 Women
Key Title IX Initiative / Focus	Football revenues drive surplus; women's sports expansion supported through donor funding	Exploring women's wrestling & flag football; opting into House settlement July 2026 (scholarship expansion)	Roster management ongoing; COVID eligibility extension ending; weekly senior leadership reviews	Dance (2023) & Cheer (2024) added; Title IX Plan underway since 2019

**INFORMATIONAL
JUNE 16-18, 2026**

Representatives from all four (4) institutions will be available to respond to questions from Board members if necessary.

BOARD ACTION

This item is for informational purposes only.

INFORMATIONAL JUNE 16-18, 2026

ATTACHMENT 1

Boise State University
Equity in Athletics Disclosure Act (EADA) Report
Report on Athletic Program Participation Rates and Financial Support Data
July 1, 2024 through June 30, 2025

University Enrollment		
Gender	Full-Time Undergraduates	
	Number	Percent
Male Students	6,072	43%
Female Students	8,020	57%
Totals	14,092	100%

Athletic Student Aid & Recruiting			
Team Gender	Athletically Related Student Aid		Recruiting Expenses
	Amount	Percent	Amount
Men's Teams	\$ 7,557,561	52%	\$ 996,917
Women's Teams	\$ 7,039,372	48%	\$ 324,548
Totals for All Teams	\$ 14,596,933	100%	\$ 1,321,465

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	14	18	0	0	0	0
Beach Volleyball	0	20	0	0	0	0
Cross Country	11	22	11	21	11	20
Football	117	0	0	0	0	0
Golf	9	9	0	0	0	0
Gymnastics	0	20	0	0	0	0
Soccer	0	39	0	0	0	0
Softball	0	24	0	0	0	0
Tennis	11	10	0	0	0	0
Track, Indoor	27	47	25	47	11	20
Track, Outdoor	26	48	25	47	11	20
Volleyball	0	15	0	0	0	0
Total Participants	215	272	61	115	33	60
Participant Proportion	44.15%	55.85%				
Unduplicated Count of Participants	179	205				

**INFORMATIONAL
JUNE 16-18, 2026**

ATTACHMENT 1

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		\$ 6,124,714	\$ 520,747	\$ 6,645,461	\$ 5,295,924	\$ 2,995,647	\$ 8,291,571	\$ 828,790	\$ (2,474,900)	\$ (1,646,110)
Beach Volleyball		\$ -	\$ 203,426	\$ 203,426	\$ -	\$ 839,504	\$ 839,504	\$ -	\$ (636,078)	\$ (636,078)
Football		\$ 55,692,857	\$ -	\$ 55,692,857	\$ 25,752,831	\$ -	\$ 25,752,831	\$ 29,940,026	\$ -	\$ 29,940,026
Golf		\$ 209,499	\$ 162,886	\$ 372,386	\$ 556,289	\$ 624,130	\$ 1,180,419	\$ (346,789)	\$ (461,244)	\$ (808,033)
Gymnastics		\$ -	\$ 505,197	\$ 505,197	\$ -	\$ 1,486,054	\$ 1,486,054	\$ -	\$ (980,858)	\$ (980,858)
Soccer		\$ -	\$ 682,290	\$ 682,290	\$ -	\$ 1,825,693	\$ 1,825,693	\$ -	\$ (1,143,403)	\$ (1,143,403)
Softball		\$ -	\$ 1,329,383	\$ 1,329,383	\$ -	\$ 1,638,817	\$ 1,638,817	\$ -	\$ (309,434)	\$ (309,434)
Tennis		\$ 330,327	\$ 321,149	\$ 651,476	\$ 810,225	\$ 951,029	\$ 1,761,254	\$ (479,898)	\$ (629,879)	\$ (1,109,778)
Track		\$ 680,312	\$ 919,285	\$ 1,599,597	\$ 1,467,395	\$ 1,651,090	\$ 3,118,485	\$ (787,083)	\$ (731,806)	\$ (1,518,889)
Volleyball		\$ -	\$ 549,891	\$ 549,891	\$ -	\$ 1,687,744	\$ 1,687,744	\$ -	\$ (1,137,853)	\$ (1,137,853)
Totals for All Teams		\$ 63,037,710	\$ 5,194,254	\$ 68,231,964	\$ 33,882,665	\$ 13,699,708	\$ 47,582,373	\$ 29,155,045	\$ (8,505,454)	\$ 20,649,591
Not Allocated by Gender/Sport				\$ 21,467,467			\$ 22,227,744			\$ (760,278)
Grand Totals for Athletics				\$ 89,699,431			\$ 69,810,117			\$ 19,889,313
Totals for All Sports Except Football & Basketball		\$ 1,220,139	\$ 4,673,507	\$ 5,893,646	\$ 2,833,909	\$ 10,704,061	\$ 13,537,971	\$ (1,613,771)	\$ (6,030,554)	\$ (7,644,325)

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		\$ 1,150,854	\$ 806,928	\$ 1,957,782	14	18	32	\$ 82,204	\$ 44,829	\$ 127,033
Beach Volleyball		\$ -	\$ 216,775	\$ 216,775	0	20	20	\$ -	\$ 10,839	\$ 10,839
Football		\$ 3,459,088	\$ -	\$ 3,459,088	117	0	117	\$ 29,565	\$ -	\$ 29,565
Golf		\$ 177,345	\$ 139,955	\$ 317,300	9	9	18	\$ 19,705	\$ 15,551	\$ 35,256
Gymnastics		\$ -	\$ 254,685	\$ 254,685	0	20	20	\$ -	\$ 12,734	\$ 12,734
Soccer		\$ -	\$ 360,297	\$ 360,297	0	39	39	\$ -	\$ 9,238	\$ 9,238
Softball		\$ -	\$ 507,644	\$ 507,644	0	24	24	\$ -	\$ 21,152	\$ 21,152
Tennis		\$ 191,226	\$ 206,189	\$ 397,415	11	10	21	\$ 17,384	\$ 20,619	\$ 38,003
Track		\$ 369,029	\$ 399,782	\$ 768,811	62	115	177	\$ 5,952	\$ 3,476	\$ 9,428
Volleyball		\$ -	\$ 336,286	\$ 336,286	0	18	18	\$ -	\$ 18,683	\$ 18,683
Totals for All Teams		\$ 5,347,542	\$ 3,228,541	\$ 8,576,083	213	273	486	\$ 25,106	\$ 11,826	\$ 17,646
Totals for All Sports Except Football & Basketball		\$ 737,600	\$ 2,421,613	\$ 3,159,213	82	255	337	\$ 43,041	\$ 112,292	\$ 155,333

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	\$ 778,658	\$ 144,087	\$197,304	\$67,085
Number of Coaches Used to Calculate Average	5	9	24	27
Average Annual Institutional Salary per Full-Time Equivalent (FTE)	\$ 869,037	\$152,204	\$ 201,868	\$67,085
Full-Time Equivalents (FTEs) Used to Calculate Average	4.48	8.52	22.48	23.00

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
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	5		5						5
Football	10		10						10
Golf	1		1						1
Tennis	2		2						2
Track & Field & Cross Country	2		2		2	2	2	2	6
Totals for Men's Teams	20	0	20	0	2	2	2	2	24
Women's Varsity Teams									
Basketball	2		2		2		2		4
Beach Volleyball	1	1	1	1					2
Golf					1		1		1
Gymnastics	1		1		1	1	1	1	3
Soccer	1		1		2		2		3
Softball					3		3		3
Tennis	1		1		1		1		2
Track & Field & Cross Country	2		2		2	2	2	2	6
Volleyball					3		3		3
Totals for Women's Teams	8	1	8	1	15	3	15	3	27

Idaho State University
Equity in Athletics Disclosure Act (EADA) Report
Report on Athletic Program Participation Rates and Financial Support Data
July 1, 2024 through June 30, 2025

University Enrollment

Gender	Full-Time Undergraduates	
	Number	Percent
Male Students	2,477	41.01%
Female Students	3,560	58.94%
Unknown Gender	3	0.05%
Totals	6,040	100.00%

Athletic Student Aid & Recruiting

Team Gender	Athletically Related Student Aid		Recruiting Expenses
	Amount	Percent	Amount
Men's Teams	\$ 3,063,899	54.92%	\$ 152,404
Women's Teams	2,515,314	45.08%	100,183
Totals for All Teams	\$ 5,579,213	100.00%	\$ 252,587

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	16	15	31				
Football	114		114	1		1	
Golf		8	8				
Soccer		29	29		4		
Softball		24	24				
Tennis	7	8	15				
Track & Field (Indoor)	35	56	91	24	36		
Track & Field (Outdoor)	36	52	88				
Cross Country	10	15	25	10	15	10	15
Volleyball		20	20				
Total Participants	218	227	445	35	55	11	15
Percentage of Total	49%	51%	100%				
Unduplicated Count	172	157					

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	\$1,428,073	\$1,691,810	\$ 3,119,883	\$1,428,073	\$1,691,810	\$ 3,119,883	\$ -	\$ -	\$ -
Football	\$5,692,610		\$ 5,692,610	\$5,692,610		\$ 5,692,610	0		\$ -
Golf		\$306,082	\$ 306,082		\$306,082	\$ 306,082		0	\$ -
Soccer		\$1,059,115	\$ 1,059,115		\$1,059,115	\$ 1,059,115		0	\$ -
Softball		\$899,902	\$ 899,902		\$899,902	\$ 899,902		0	\$ -
Tennis	\$296,211	\$460,426	\$ 756,637	\$296,211	\$460,426	\$ 756,637	0	0	\$ -
Track & Field & Cross Country	\$726,293	\$864,980	\$ 1,591,274	\$726,293	\$864,980	\$ 1,591,274	0	0	\$ -
Volleyball		\$1,143,395	\$ 1,143,395		\$1,143,395	\$ 1,143,395		0	\$ -
Totals for All Teams	\$8,143,187	\$ 6,425,710	\$ 14,568,897	\$8,143,187	\$6,425,710	\$ 14,568,897	\$ -	\$ -	\$ -
Not Allocated by Gender/Sport			5,702,190			5,702,190			\$ -
Grand Totals for Athletics			\$ 20,271,087			\$ 20,271,087			\$ -
Totals for All Sports Except Football & Basketball			\$ 11,458,594			\$ 11,458,594			\$ -

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	\$ 308,191	\$ 474,604	\$ 782,794	16	15	31	\$ 19,262	\$ 31,640	\$ 25,251.43
Football	\$ 1,163,516		\$ 1,163,516	114		114	\$ 10,206		\$ 10,206.28
Golf		\$ 118,270	\$ 118,270		8	8		14,784	\$ 14,783.75
Soccer		\$ 363,852	\$ 363,852		29	29		12,547	\$ 12,546.63
Softball		\$ 299,861	\$ 299,861		24	24		12,494	\$ 12,494.20
Tennis	\$ 100,738	\$ 58,107	\$ 158,845	7	8	15	14,391	7,263	\$ 10,589.65
Track & Field & Cross Country	\$ 185,206	\$ 179,749	\$ 364,955	81	123	204	2,286	1,461	\$ 1,789.00
Volleyball		\$ 254,940	\$ 254,940		20	20		12,747	\$ 12,746.98
Totals for All Teams	\$ 1,757,650	\$ 1,749,382	\$ 3,507,032	218	227	445	\$8,063	\$ 7,707	\$7,881
Totals for All Sports Except Football & Basketball			\$ 1,560,722			300			\$ 5,202

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	\$ 112,636	\$ 78,488	\$ 37,699	\$ 29,010
Number of Head Coaches Used to Calculate Average	4	7	31	18
Average Annual Institutional Salary per Full-Time Equivalent (FTE)	\$ 128,727	\$ 84,525	\$ 49,731	\$ 39,410
Full-Time Equivalents (FTEs) Used to Calculate Average	3.50	6.50	23.50	13.25

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
Totals for Men's Teams	3	0	3	0	0	1	1	0	4
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
Volleyball	1		1						1
Totals for Women's Teams	5	0	5	0	1	1	2	0	7

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	13	7	13	7					20
Tennis		2		2					2
Track & Field & Cross Country		4	3	1		1	1		5
Totals for Men's Teams	16	14	19	11	0	1	1	0	31
Women's Varsity Teams									
Basketball	1		1		2	1	2	1	4
Golf									0
Soccer	2		2						2
Softball					2	1	2	1	3
Tennis						1		1	1
Track & Field & Cross Country		4	3	1		1	1		5
Volleyball					2	1	2	1	3
Totals for Women's Teams	3	4	6	1	6	5	7	4	18

University of Idaho
Equity in Athletics Disclosure Act (EADA) Report
Report on Athletic Program Participation Rates and Financial Support Data
July 1, 2024 through June 30, 2025

University Enrollment

Gender	Full-Time Undergraduates	
	Number	Percent
Male Students	3,749	51.3%
Female Students	3,557	48.7%
Totals	7,306	100.0%

Athletic Student Aid & Recruiting

Team Gender	Athletically Related Student Aid		Recruiting Expenses Amount
	Amount	Percent	
Men's Teams	\$3,077,825	56%	\$286,271
Women's Teams	\$2,412,747	44%	\$185,885
Totals for All Teams	\$5,490,572	100%	\$472,155

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	16	14	30				
Football	116		116				
Golf	8	8	16				
Soccer		32	32				
Swimming & Diving		37	37				
Tennis	7	9	16				
Track & Field (Indoor)	33	38	71	32	29	10	9
Track & Field (Outdoor)	33	38	71	32	31	10	9
Cross Country	13	16	29	10	10	10	10
Volleyball		13	13				
Total Participants	226	205	431	74	70	30	28
Percentage of Total	52.4%	47.6%	100%				
Unduplicated Count	180	151	331				

**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	\$ 1,627,433	\$ 1,453,151	\$ 3,080,584	\$ 1,627,433	\$ 1,453,151	\$ 3,080,584	\$ -	\$ -	\$ -
Football	\$ 6,592,383		6,592,383	6,592,383		6,592,383	-		-
Golf	\$ 490,705	\$ 379,793	870,498	490,705	379,793	870,498	-	-	-
Soccer		\$ 897,763	897,763		897,763	897,763		-	-
Swimming & Diving		\$ 757,115	757,115		757,115	757,115		-	-
Tennis	\$ 361,488	\$ 385,397	746,885	361,488	385,397	746,885	-	-	-
Track & Field & Cross Country	\$ 715,749	\$ 915,592	1,631,341	715,749	915,592	1,631,341	-	-	-
Volleyball		\$ 801,062	801,062		801,062	801,062		-	-
Totals for All Teams	\$ 9,787,758	\$ 5,589,872	\$ 15,377,630	\$ 9,787,758	\$ 5,589,872	\$ 15,377,630	\$ -	\$ -	\$ -
Not Allocated by Gender/Sport			8,054,763			8,054,763			-
Grand Totals for Athletics			\$ 23,432,394			\$ 23,432,394			\$ -
Totals for All Sports Except Football & Basketball	\$ 1,567,942	\$ 4,136,721	\$ 5,704,663	\$ 1,567,942	\$ 4,136,721	\$ 5,704,663	\$ -	\$ -	\$ -

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	\$ 583,446	\$ 497,357	\$ 1,080,802	16	14	30	\$ 36,465	\$ 35,525	\$ 36,027
Football	1,792,729		1,792,729	116		116	15,455		15,455
Golf	116,370	119,012	235,381	8	8	16	14,546	14,876	14,711
Soccer		260,284	260,284		32	32		8,134	8,134
Swimming & Diving		191,898	191,898		37	37		5,186	5,186
Tennis	126,814	153,410	280,224	7	9	16	18,116	17,046	17,514
Track & Field & Cross Country	212,172	209,444	421,616	79	92	171	2,686	2,277	2,466
Volleyball		242,089	242,089		13	13		18,622	18,622
Totals for All Teams	\$ 2,831,531	\$ 1,673,494	\$ 4,505,024	226	205	431	\$ 12,529	\$ 8,163	\$ 10,452
Totals for All Sports Except Football & Basketball	\$455,356	\$1,176,137	\$1,631,493	94	191	285	\$4,844	\$6,158	\$5,725

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	\$90,910	\$64,621	\$71,828	\$46,319
Number of Head Coaches Used to Calculate Average	5	7	16	11
Average Annual Institutional Salary per Full-Time Equivalent (FTE)	\$101,011	\$69,592	\$76,617	\$50,950
Full-Time Equivalents (FTEs) Used to Calculate Average	4.50	6.50	15.00	10.00

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	4	2	4	2					6
Football	10	5	10	5					15
Golf									0
Tennis		1		1					1
Track & Field & Cross Country		4	2	2					4
Totals for Men's Teams	14	12	16	10	0	0	0	0	26
Women's Varsity Teams									
Basketball	2		2		2	1	2	1	5
Golf									0
Soccer	1		1		1		1		2
Swimming & Diving					2	1	2	1	3
Tennis		1		1		1		1	2
Track & Field & Cross Country		4	2	2					4
Volleyball	1		1						1
Totals for Women's Teams	4	5	6	3	5	3	5	3	17

Lewis-Clark State College
Equity in Athletics Disclosure Act (EADA) Report
July 1, 2024 through June 30, 2025

University Enrollment

Gender	Full-Time Undergraduates	
	Number	Percent
Male Students	701	38%
Female Students	1,167	62%
Totals	1,868	100%

Athletic Student Aid & Recruiting

Team Gender	Athletically Related Student Aid		Recruiting Expenses Amount
	Amount	Percent	
Men's Teams	\$1,008,515	54.41%	\$14,980
Women's Teams	844,965	45.59%	11,424
Totals for All Teams	\$1,853,480	100%	\$26,404

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	42		42				
Basketball	16	16	32				
Golf	11	8	19				
Tennis	13	14	27				
Track & Field (Indoor)	34	20	54	33	20	12	12
Track & Field (Outdoor)	29	19	48	29	19	12	12
Cross Country	17	12	29	16	11	12	10
Volleyball		20	20		2		2
Dance/Spirit		13	13				
Total Participants	162	122	284	78	52	36	36
Percentage of Total	57%	43%	100%				
Unduplicated Count	117	90	207				

INFORMATIONAL

JUNE 16-18, 2026

Lewis-Clark State College

Equity in Athletics Disclosure Act (EADA) Report

Total Revenues & Expenses

ATTACHMENT 4

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	\$985,225		\$985,225	\$985,225		\$985,225	\$0		\$0
Basketball	554,554	493,110	1,047,664	554,554	493,110	1,047,664	0	0	0
Golf	205,635	164,597	370,232	205,635	164,597	370,232	0	0	0
Tennis	147,498	258,781	406,279	147,498	258,781	406,279	0	0	0
Track & Field (Indoor)	54,653	53,681	108,334	54,653	53,681	108,334	0	0	0
Track & Field (Outdoor)	81,980	80,522	162,502	81,980	80,522	162,502	0	0	0
Cross Country	106,130	122,168	228,298	106,130	122,168	228,298	0	0	0
Volleyball		488,544	488,544		488,544	488,544		0	0
Dance/Spirit		122,851	122,851		122,851	122,851		0	0
Totals for All Teams	\$2,135,675	\$1,784,254	\$3,919,929	\$2,135,675	\$1,784,254	\$3,919,929	\$0	\$0	\$0
Not Allocated by Gender/Sport			792,059			785,331			6,728
Grand Totals for Athletics	\$2,135,675	\$1,784,254	\$4,711,988	\$2,135,675	\$1,784,254	\$4,705,260	\$0	\$0	\$6,728
Totals for All Sports Except Baseball & Basketball	\$595,896	\$1,291,144	\$1,887,040	\$595,896	\$1,291,144	\$1,887,040	\$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	\$167,594		\$167,594	42		42	\$3,990		\$3,990
Basketball	134,420	101,345	235,765	16	16	32	8,401	\$6,334	7,368
Golf	37,174	37,029	74,203	11	8	19	3,379	4,629	3,905
Tennis	17,323	16,547	33,870	13	14	27	1,333	1,182	1,254
Track & Field (Indoor)	13,214	12,680	25,894	34	20	54	389	634	480
Track & Field (Outdoor)	19,821	19,019	38,840	29	19	48	683	1,001	809
Cross Country	25,359	25,942	51,301	17	12	29	1,492	2,162	1,769
Volleyball		97,142	97,142		20	20		4,857	4,857
Dance/Spirit		26,903	26,903		13	13		2,069	2,069
Totals for All Teams	\$414,905	\$336,607	\$751,512	162	122	284	\$2,561	\$2,759	\$2,646
Totals for All Sports Except Baseball & Basketball	\$112,891	\$235,262	\$348,153	104	106	210	\$1,085	\$2,219	\$1,658

**Lewis-Clark State College
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 Position	\$35,695	\$28,798	\$19,175	\$10,624
Number of Head Coaches Used to Calculate Average	7	8	10	13
Number of Volunteer Coaching Positions	0	0	5	5
Average Annual Insitutional Salary per Full-Time Equivalent (FTE)	\$79,575	\$59,225	\$45,438	\$44,409
Full-Time Equivalents (FTEs) Used to Calculate Average	3.14	3.89	4.22	3.11

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
Dance/Spirit						1	1		1
Totals for Women's Teams	0	5	5	0	2	1	3	0	8

Lewis-Clark State College
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									
Baseball	2	2	2	2					4
Basketball		2	1	1					2
Golf		2		2					2
Tennis		1		1		1	1		2
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	6	8	0	1	1	0	15
Women's Varsity Teams									
Basketball						1	1		1
Golf		2		2					2
Tennis		1		1		1	1		2
Track & Field (Indoor)		4	1	3					4
Track & Field (Outdoor)		4	1	3					4
Cross Country		1	1						1
Volleyball		1	1			1		1	2
Dance/Spirit						2		2	2
Totals for Women's Teams	0	13	4	9	0	5	2	3	18

SUBJECT

Approved Funding for Low Average Daily Attendance Schools

REFERENCE

August 2024	Superintendent reported that ten (10) low ADA schools requested and received approval for operation.
December 2024	Superintendent reported that one (1) additional school requested and received approval.
June 2025	Superintendent reported that eleven (11) low ADA schools requested and received approval.
August 2025	Superintendent reported that one (1) additional school requested and received approval.

APPLICABLE STATUTE, RULE, OR POLICY

Idaho Code 33-1003(2)(f)

BACKGROUND/DISCUSSION

Idaho Code 33-1003(2)(f) requires that any school operating with less than ten (10) average daily attendance (ADA) shall only be allowed to participate in state or county financial support programs if the school has been approved to operate by the Idaho State Board of Education. At the November 18, 1999, meeting, the Idaho State Board of Education (Board) delegated authority to the Idaho State Superintendent of Public Instruction to approve elementary schools to operate with less than ten (10) average daily attendance. This motion also required an annual update to the Board reporting which schools requested and were approved to operate with less than ten (10) students in average daily attendance for the upcoming school year.

Attachment 1 provides a report listing the elementary schools that have requested to operate with less than ten (10) average daily attendance and whether approval was granted. Fourteen (14) schools have requested to operate with less than ten (10) average daily attendance during the 2026-2027 school year. Superintendent Critchfield has approved all the requests.

The Superintendent's approval is presented to the Board for verification.

IMPACT

These approved schools will generate state funding for their school districts, per Chapter 10, Title 33, Idaho Code.

ATTACHMENTS

Attachment 1 – Low ADA Schools Approved for 2026-27

STAFF COMMENTS AND RECOMMENDATIONS

Board staff is supportive of Superintendent Critchfield's approval of all the schools listed in Attachment 1.

BOARD ACTION

This item is for informational purposes only.



Idaho Department
of Education

Date: April 30, 2026
To: Superintendent Critchfield
From: Julie Oberle
Subject: Approval of Elementary Schools Having Less Than 10 ADA

Idaho Code 33-1003(2)(f) states:

Minimum Pupils Required. Any elementary school having less than ten (10) pupils in average daily attendance shall not be allowed to participate in the state or county support program unless the school has been approved for operation by the state board of education.

At the November 1999 meeting, the State Board of Education delegated authority to the State Superintendent of Public Instruction to approve elementary schools to operate with less than ten (10) average daily attendance and to report those that were requested and received approval to the State Board of Education.

The attached list includes fourteen school districts and elementary schools that have requested approval to operate during the 2026-2027 school year, anticipating there could be less than ten average daily attendance. Upon receiving your approval, I will prepare materials for the June State Board of Education meeting as well as an email to each school district advising them of your approval.

Please let me know if you have any questions or if you would like to discuss.

I, Debbie Critchfield, Superintendent of Public Instruction, approve the updated attached list of schools to operate during the 2026-2027 school year with less than ten (10) average daily attendance.

A handwritten signature in black ink that reads "Debbie Critchfield". The signature is written in a cursive, flowing style.

Debbie Critchfield, Superintendent of Public Instruction
(208) 332-6800 | 650 W. State St., Boise, ID 83702 | sde.idaho.gov

**2026-2027 Elementary Schools Approved to Operate with Less than 10 ADA
Idaho Code 33-1003(2)(f)**

School District Name	Building Number	Building Name	Estimated Enrollment	Superintendent / Contact
001 Boise	1465	Boise Online School - Elementary	< 10	Lisa Roberts
071 Garden Valley	0398	Lowman Elementary School	4	Hannah Spafford
111 Butte County	0438	Howe Elementary School	6	Jill Hettinger
171 Orofino	0481	Cavendish-Teakean Elementary Sch.	11	Jason Hunter
191 Prairie	0491	Prairie Elem-Jr High School	6	Brenda Farnsworth (Bus. Mgr)
221 Emmett	0710	Ola Elementary School	8	Craig Woods
245 Clearwater Valley	1287	Elk City School	12	Vincent Martinez
261 Jerome	0297	Jerome Academy	< 10	Brent Johnson
292 S. Lemhi	0765	Tendoy Elementary School	10	Heather Williams
321 Madison	1468	Madison Online Elem. School	12	Blake Snedaker (Bus. Mgr)
364 Pleasant Valley	0800	Pleasant Valley Elem-Jr High	9	Heather Williams
394 Avery	0820	Calder School	< 10	Megan Sindt
394 Avery	1323	Avery Clader Clarkia Virtual School	< 10	Megan Sindt
416 Three Creek	0835	Three Creek Elem-Jr High School	4	Shannon Ault (Head Teacher)

Debbie Critchfield, Superintendent of Public Instruction
(208) 332-6800 | 650 W. State St., Boise, ID 83702 | sde.idaho.gov

BOISE STATE UNIVERSITY

SUBJECT

Boise State University – Annual Report

APPLICABLE STATUTE, RULE OR POLICY

Idaho State Board of Education Governing Policies & Procedures, Section I.M.3

BACKGROUND/DISCUSSION

This agenda item fulfills the Board's requirement for the Boise State University to provide a progress report on the institution's strategic plan, details of implementation, status of goals and objectives, and information on other points of interest in accordance with a schedule and format established by the Board's Executive Director.

ATTACHMENTS

Attachment 1 – Boise State University Annual Report

IMPACT

This institutional annual report serves to provide a state of the college update and inform the Idaho Board of Education of the annual presidential priorities and how they are and will be used to guide the institution forward.

BOARD STAFF COMMENTS AND RECOMMENDATIONS

Informational item; no staff comments.

BOARD ACTION

This item is for informational purposes only.

IMPACT IN ACTION

ANNUAL REPORT | 2026
Dr. Nancy Glenn, VP Research and Economic
Development and Acting President



IMPACT IN

ACTION

GENERATING **\$2.2 BILLION** FOR IDAHO'S ECONOMY

**Boise State is a key driver of workforce development, job creation
and long-term economic growth statewide.**



28,026

JOBS STATEWIDE

- UNIVERSITY OPERATIONS
- RESEARCH AND CREATIVE ACTIVITY
- CONSTRUCTION
- VISITOR SPENDING
- STUDENT SPENDING
- ALUMNI

Boise State and its students support **1 out of every 45 jobs** statewide.

IMPACT IN

ACTION

28,519

FALL 2025
ENROLLMENT

STUDENT ACCESS AND SUCCESS



INCREASING IDAHO'S WORKFORCE

Boise State confers
56% of all
baccalaureate
degrees from public
institutions in Idaho

New Idaho students
up **51%** over the last
five years



IMPACT IN

ACTION



994 APR

***Best Single-Year
Academic Progress Rate
in Department History***



IMPACT IN

ACTION

135

**DEGREE PROGRAMS
OFFERED**

2,748

CURRENT STUDENTS

Idaho's largest graduate school

IMPACT IN

ACTION

***High-impact
workforce
development
programs***



A woman with dark hair and glasses, wearing a blue lab coat, is smiling and looking upwards. She is in a semiconductor manufacturing facility, with blurred machinery and equipment in the background. The lighting is bright and industrial.

IMPACT IN

ACTION

Strengthening and
scaling the
semiconductor
workforce across the
western United States

INNOVATING FOR IMPACT

Boise State aims to be a leader in Idaho for ethical, innovative and accessible AI education

***Certificate in Writing with
AI***

***Bachelor of Science in AI
Science***

AI for All Certificate

***Bachelor of Science in
Computer Science,
Machine Learning
Emphasis***

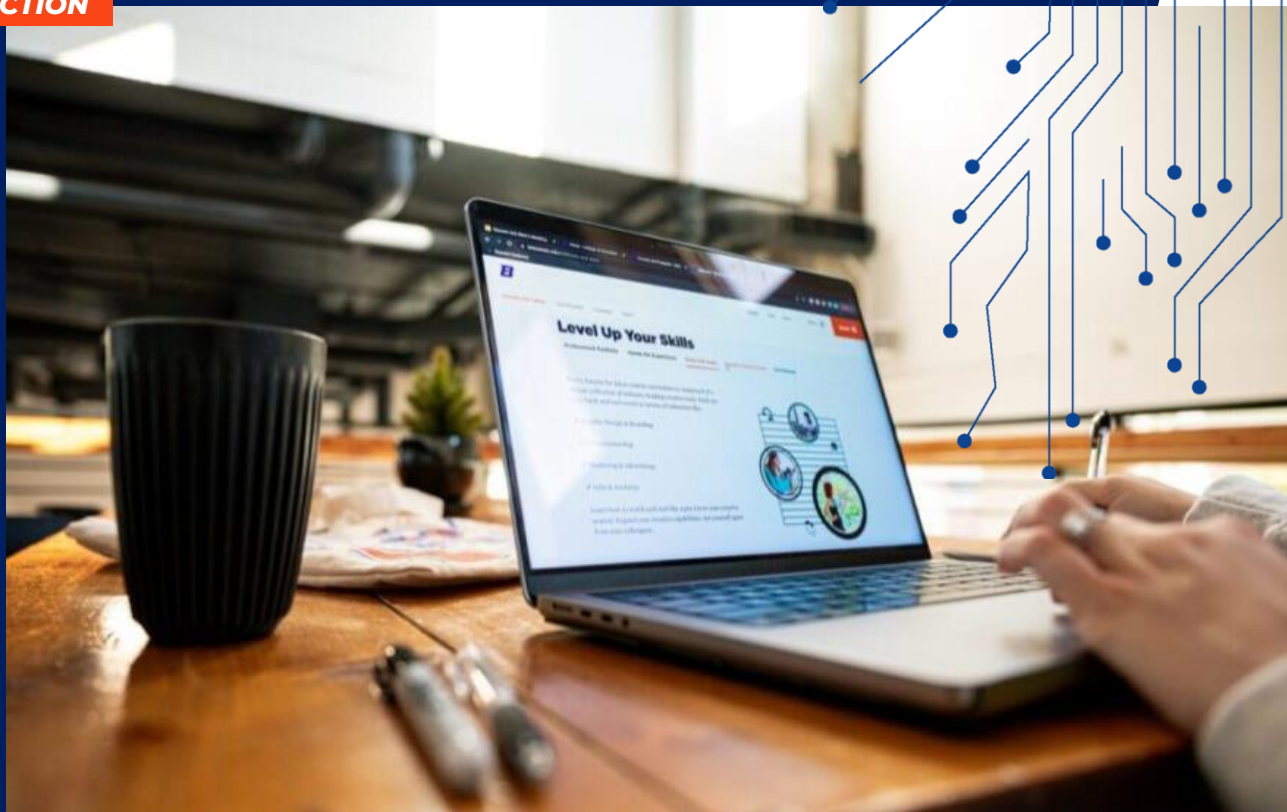
***Generative Language AI
Certificate***

***Graduate Certificate in
Generative AI in
Education***

***Graduate Certificate in
Machine Learning***

IMPACT IN

ACTION



AI ETHICS AND RESPONSIBILITY

A photograph of two researchers in a grassy field under a blue sky with clouds. One researcher, wearing a camouflage cap and a light-colored long-sleeved shirt, is kneeling and writing in a blue notebook with a purple pen. The other researcher, wearing a light green cap and sunglasses, is kneeling and holding a thin vertical rod with a small orange flag at the top. The background shows rolling green hills.

IMPACT IN

ACTION

\$78.3 million
in research
expenditures this
year

RESEARCH

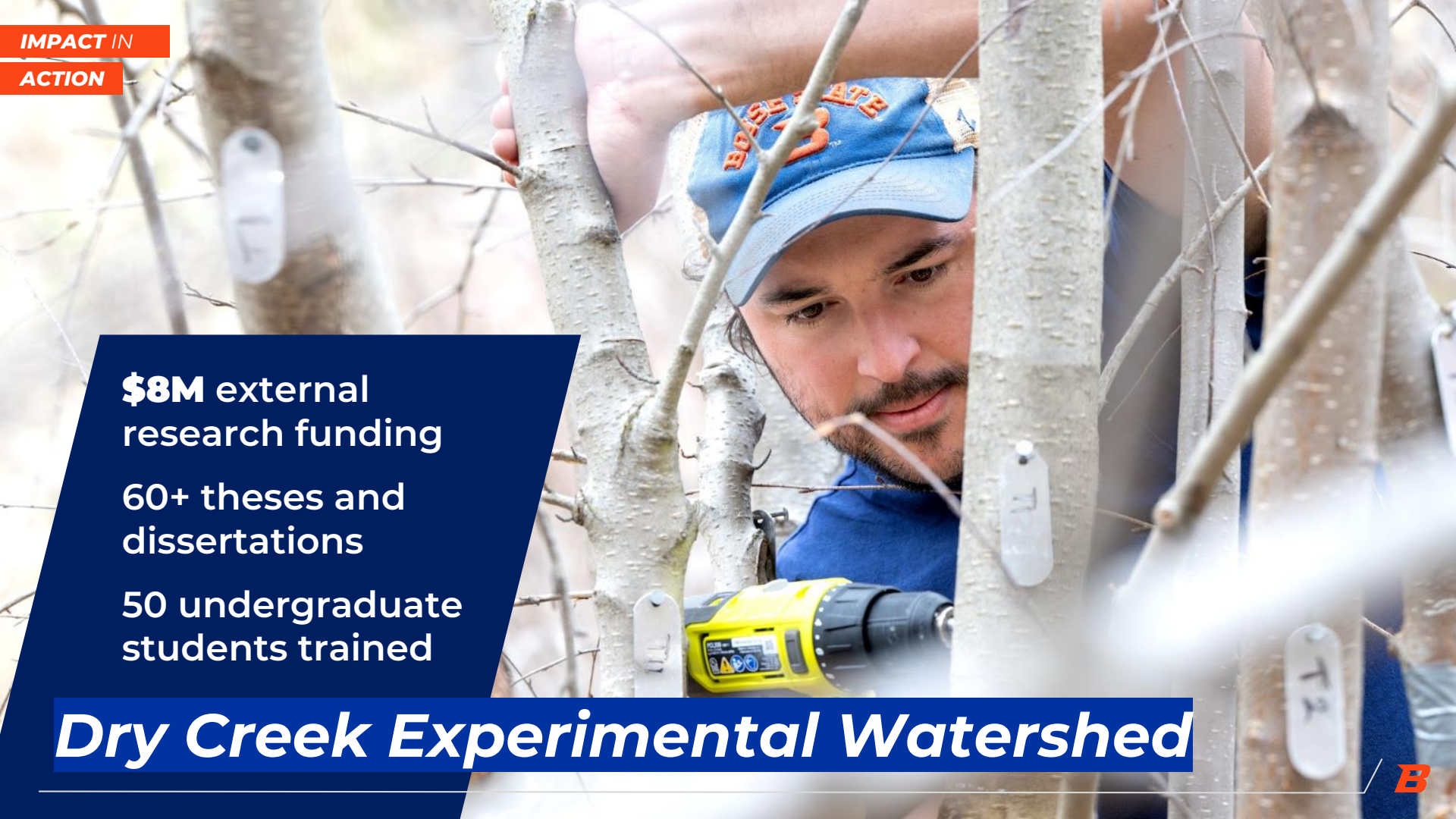
Over the last 20 years, total research and development expenditures have increased by over eight times, from \$9.0 million in 2005-06 to \$78.3 million in 2024-2025.



Less than 4 percent of U.S. higher education institutions quality as R1



Boise State's Road to R1



IMPACT IN

ACTION

\$8M external
research funding

60+ theses and
dissertations

50 undergraduate
students trained

Dry Creek Experimental Watershed

The image shows a vast, dark landscape of rolling hills and mountains. The terrain is covered in low-lying vegetation, and the hills are silhouetted against a dark, overcast sky. The overall mood is somber and contemplative.

(inspirational music)
(birdsong)

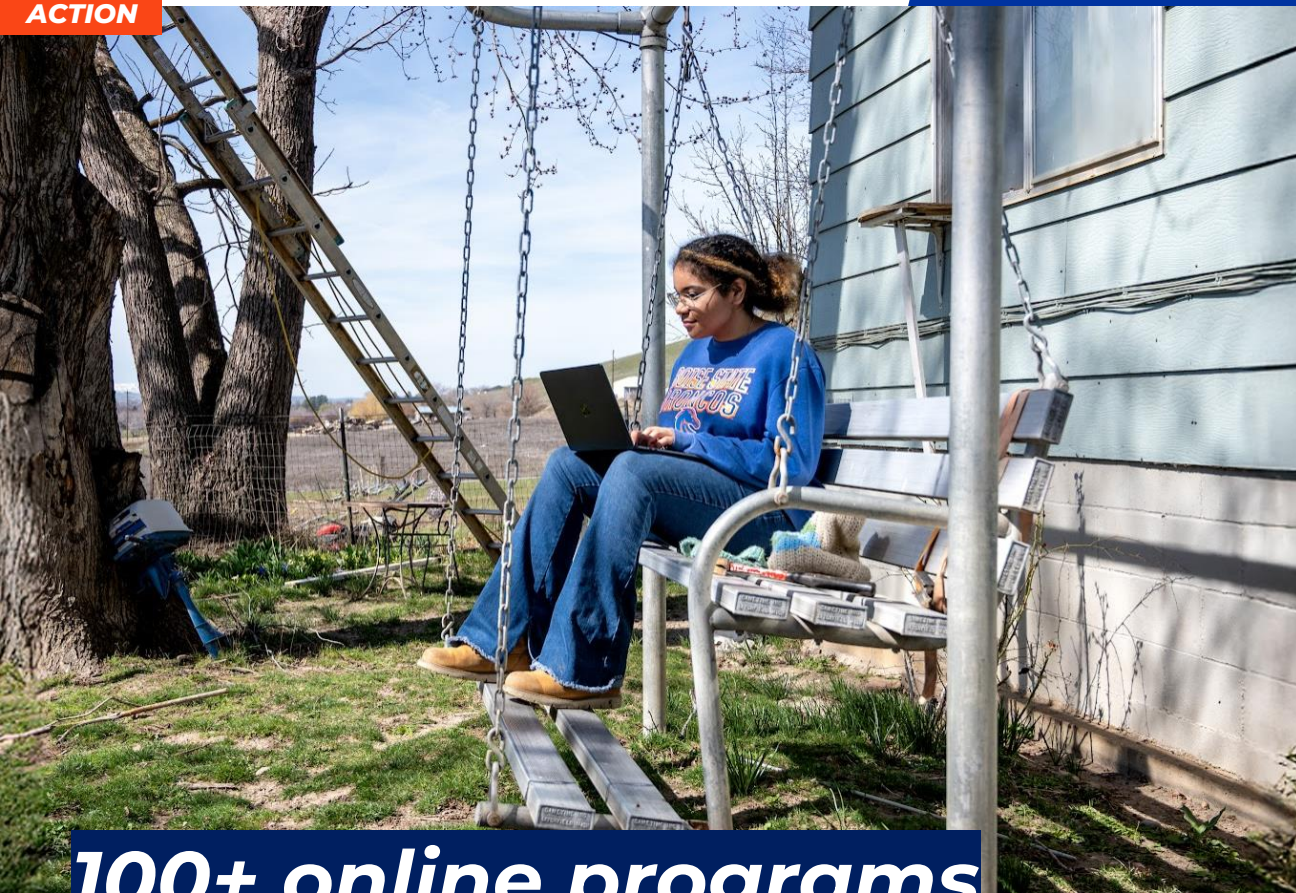
IMPACT IN

ACTION



THRIVING COMMUNITY

**IMPACT IN
ACTION**



**Boise State
offers 100+
online
programs and
900+ unique
online courses**

100+ online programs

IMPACT IN

ACTION



***Assessing
economic
benefits of
music, culture
and the arts
across Idaho***

Amplifying Impact



IMPACT IN

ACTION



PARTNERSHIPS

IMPACT IN

ACTION

Research areas built for Idaho

**Potatoes
Barleys
Dairy
Biomass**



FOOD AND DAIRY INNOVATION CENTER





**IMPACT IN
ACTION**

***Healthy Idaho
Clinical and
Translational
Research
Development
Program***

***\$10.7 million
from NIH***

MEDICAL PARTNERSHIPS

IMPACT IN

ACTION

\$500 million

*Unbridled — the fastest
university fundraising
campaign in Idaho history*

PHILANTHROPIC SUPPORT



IMPACT IN

ACTION



THANK

YOU!



COLLEGE OF WESTERN IDAHO

SUBJECT

College of Western Idaho – Annual Report

BACKGROUND/DISCUSSION

This agenda item allows the Board to receive an update from College of Western Idaho regarding progress report on the institution's strategic plan, details of implementation, status of goals and objectives, and information on other points of interest.

ATTACHMENTS

Attachment 1 – College of Western Idaho Annual Report

IMPACT

This institutional annual report serves to provide a state of the college update and inform the Idaho Board of Education of the priorities of the College of Western Idaho Board of Trustees and institution leadership and their plans to guide the institution forward.

BOARD STAFF COMMENTS AND RECOMMENDATIONS

Informational item; no staff comments.

BOARD ACTION

This item is for informational purposes only.



SBOE PRESENTATION

JUNE 2026

Gordon Jones – President

Jim Reames – Chair, Board of Trustees

AT A GLANCE



Public nonprofit
community college*

98.6% of CWI students are
Idahoans

36% CWI's 150% Graduation Rate
has increased 13% over the past six
years

34k+ students served

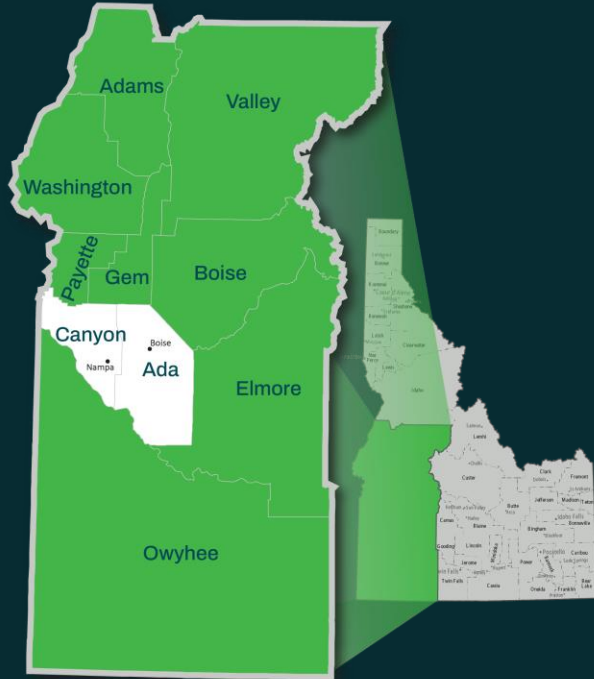
Summer Semester 2026 is CWI's
11th consecutive **semester of
growth**

Nampa Main Campus
plus other locations in Canyon and
Ada Counties



*data from cwi.edu/about-cwi/why-cwi/annual-report

CWI'S SERVICE AREA



10-county service area includes nearly 50 % of state's population*

Top CTE Programs

- Advanced Mechatronics Engineering Technology
- Automotive Technology
- Cybersecurity
- Surgical Technology
- Welding and Metals Fabrication

Top Academic Transfer

- Registered Nursing
- General Studies
- Business
- Health Science and Public Health
- Psychology

WHY CWI?

AFFORDABLE

Less than half the annual cost of public, four-year institutions

Commuter Model

ACCESSIBLE

Flexible learning, supportive environment, close to home, 100% acceptance rate

APPROACHABLE

Designed for learners at all ages

EMPLOYMENT EMPHASIS

Hands-on experience and skills that get you hired or onto the next step toward your career

RETURN ON INVESTMENT

Education that gets you hired + Less debt



NEW PROGRAMS RESPOND TO EMPLOYER & COMMUNITY NEEDS



**Bachelor of Applied
Science in Business**



**Semiconductor
Technology**



Mining Technician



Digital Photography

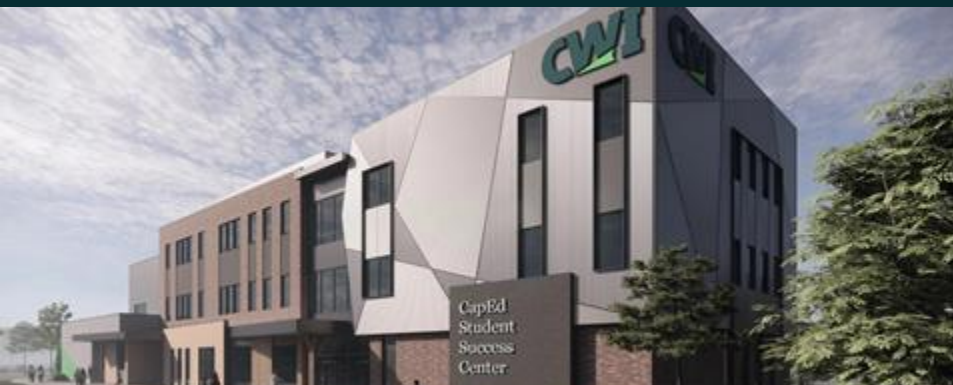
BUILDING A CAMPUS TO MATCH ENROLLMENT



Simplot Agricultural Building & Agricultural Complex



Norco Health & Science Building



CapEd Student Success Center *(Opening Fall 2026)*



Boise Micron Academic Center *(Opening Fall 2027)*

ATHLETICS



FIELD THE TEAM ONCE
WE FUND THE TEAM

FORD IDAHO CENTER CATALYST FOR THE FUTURE



BOARD OF TRUSTEES



Jim Reames
Chair
Zone 3



Nicole Bradshaw
Vice Chair
Zone 1



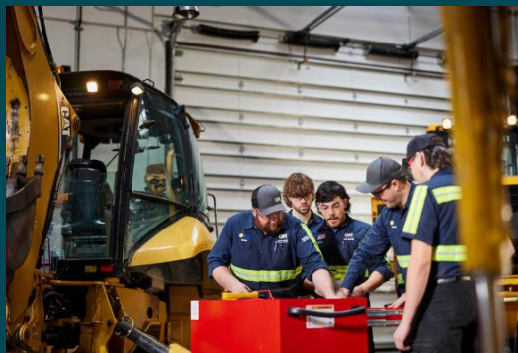
Molly Lentz
Secretary/Treasurer
Zone 2



David Bishop
Trustee
Zone 4



Cherie Buckner-Webb
Trustee
Zone 5



THANK YOU