

University of New Mexico

Overview and as it relates to Athletics

Current State of UNM Athletics

- Number of Sports - 22 (10 Men's and 12 Women's)
 - MWC Average of Men's Sports - 8
 - MWC Average of Women's Sports - 11.3
 - MWC Average - 18.5
 - National Average - 19
- Two Systemic Problems
 - Financial
 - Complying with Title IX (gender equity)
- Foundational Principles
 - Address our Financial Situation
 - Comply with Title IX
 - Alignment with the Mountain West Conference

Current State of UNM Athletics

Financial Situation – The Impetus for our Decisions

- We have been addressing and also focused on building a Sustainable Budget
- Budget Comparisons – \$33.5 Million Budget; Currently ranks 8th out of 12 MWC.
- Budgets have remained fairly the same for over 5 years. FY 19 budget same as FY 18.
- Financial Support – Between State, Institutional, and Student Fees; UNM ranks 11th out of 12th in the MWC.
 - UNM's support only makes up 26.33% of our budget (Lowest in the MWC).
 - NMSU's support is \$600,000 more than UNM and their support is approximately 64.46% of their budget (with 16 Sports Only)

Current State of UNM Athletics

- Financial Situation
 - Accumulated Deficit - \$4.7 Million (Beginning 2021; Athletics will have to pay back \$490,000 through FY29)
 - Pit Debt - \$1.76M avg. per year. There is still over \$31M in outstanding debt to be paid at this current structure through 2036
 - Rising Cost - Travel, Recruiting, Equipment, Scholarship Cost, Student Athletes' Medical Expenses, Insurances, Game Expenses, Cost of Living
- Enhancing Revenues
 - Growing Ticket Sales
 - Improving the Lobo Club

Title IX

Title IX of the Education Acts of 1972 is a federal law that states: “No person in the US shall, on the basis of sex, be excluded from participation in, be denied benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance.”

Title IX: Basic Requirements

- Every school must have a Title IX Coordinator
- If a school knows or *reasonably should have known* of sex discrimination, then MUST act
- Must remove barriers to *educational access* on basis of sex
- Must provide *sex equity* in programs like athletics
- *Sexual Harassment* is a form of sex discrimination
- *Sexual assault* and other forms of sexual misconduct are sexual harassment
- Must provide *notice of non-discrimination* and publicize procedures for making a complaint

Athletics and Title IX

Three Basic Components

- Participation
 - Equitable Opportunities - Providing a Level of Participation for Male and Female Students are that are in proportionate to the Institutions respective enrollment.
- Scholarships
 - Dollars proportional to participation - Aid Provided to Male and Female Student-Athletes
- Treatment
 - Equal Treatment regarding other benefits - Facilities, Budgets, Support

Prongs of Participation

Must pass ONE of THREE

- TEST 1 – Proportionality
 - Ratio of male to female athletes to ratio of male to female full-time, undergraduate students
- TEST 2 – History and Continuing Practice
 - Added significant female student athlete opportunities in past and continues adding new opportunities
- TEST 3 – Effectively Accommodating Interests and Abilities
 - Are the interests and abilities of female students fully accommodated by the current program

Scholarships

Athletics Financial Assistance

- Allocated in proportion to the number of female and male students participating in intercollegiate athletics
- UNM must provide the maximum number of scholarships for men's and women's teams.
- Women's teams must use all their scholarships available

Treatment

Equally Provided as a Whole Between Men's and Women's Sports

1. Locker Rooms, Practice and Competitive Facilities
2. Equipment and Supplies
3. Scheduling of Games and Practice Times
4. Publicity (Comparable publicity services to women's and men's programs)
5. Coaching
6. Travel and Daily Allowance
7. Academic Tutoring
8. Provision of Medical Training Facilities and Services
9. Provision of Housing and Dining Facilities and Services
10. Recruitment of Student Athletes (substantially equal opportunities to recruit)
11. Support services (administrative/clerical support to women's and men's programs)

Remaining with all Sports

- Financially, we cannot sustain our situation
 - To address our budget challenges:
 - Team budgets have remained or been reduced - need to invest more into existing sports programs
 - Facility needs have not been addressed
 - No current maintenance plan
 - Support Staff has been drastically reduced
 - Our teams, student-athletes, coaches are struggling
 - Coaches are having to fund-raise just to marginally support our student-athletes
 - The student-athletes' experience is not at the level necessary
 - Address Title IX compliance

Test 2 - Title IX Compliance

- Test 2 is basically “Kicking the Can” for 3-4 Years
- Why?
 - 1st – Do you have the financial commitment (reoccurring money) NOW
 - Fully support Beach VB (Facility, Staffing, Support, Scholarships, etc.)
 - Address the Facility Needs to be in Compliance (Softball, Volleyball, Swimming and Diving)
 - Grow the Support Staff that has been Reduced (You will have more student-athletes - Approx. 50+)
 - Financial Increase due to more S.A’s
 - And are we INVESTING anymore money into our existing sports and Student-Athletes?

Test 2 – Title IX Compliance

- 2nd – Adding One Team Immediately with a Large Roster Size
 - Options (Lacrosse, Water Polo, Equestrian, Rowing, etc.)
 - Average Cost can range from \$500,000 to \$1,000,000 (depending on Facilities needs)
 - Major Considerations – Proximity of Opponents, Conference Affiliation, Recruiting Base, Facilities, Number of NCAA Teams
 - If by Year-4 you have not achieved Proportionality, you will probably have to add another team or significantly Roster Manage your existing teams.

Ultimate Considerations

- Can we Invest back into our programs?
 - Our budget will continue to decline unless we invest across the board
 - Coaches are being asked to Fund-raise already more than ever
 - Investing in programs that can generate revenue (Men's Basketball and Football)
 - Are we focusing on the student-athletes' experience and the student-athletes' welfare?
 - Financial investment for support staff - this is **necessary** in areas like mental health, academics, athletic training, nutritionist, communications, compliance

Ultimate Considerations

- Are we prepared to address Facility Needs
 - Building, enhancing and renovating existing facilities - Olympic weight room, The Pit, tennis indoor “Bubble” facility, enhance video boards and technology for the fan experience, etc.

Ultimate Considerations

- Do we want to compete for championships or just have teams?
- Are we prepared to address future changes in the college athletic landscape?
 - Athletic training organizational changes
 - Prospective financial decline in MWC revenue
 - Increased responsibility for providing cost-of-attendance for all student-athletes
 - Recruiting changes and the financial commitment
 - Student-athletes being compensated for their name, image or likeness
 - Student-athletes being compensated for playing for UNM