

2017-18 Equity in Athletics Disclosure Act (EADA) Report
For the Academic Year July 1, 2017 – June 30, 2018 | Released October 15, 2018

All coeducational institutions of higher education that participate in any Federal student financial aid program (Federal Pell, Federal SEOG and Federal SSIG Grants; Federal Work Study; and Federal Family Education, Federal Perkins, and William D. Ford Federal Direct Loans) and have intercollegiate athletics programs must provide information concerning their intercollegiate athletics programs under the Equity in Athletics Disclosure Act of 1994, Section 485g of the Higher Education Act of 1965, 20 U.S.C. 1092.

Name of Reporting Institution: Bethany Lutheran College

Number of Undergraduates (i.e.; full-time, baccalaureate, degree-seeking students) by gender:

	Number	Percent
Male Undergraduates	250	48%
Female Undergraduates	<u>274</u>	52%
Total Undergraduates	524	

Institutional Contact:

Primary Contact Person:	Sara Edwards, J.D.
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Date Completed:	October 15, 2018

Current Classification:

NCAA Division III (without football)

Table 1A – Athletics Participation

Federal regulations require that the following information, based on the previous reporting year, be available for inspection by students, prospective students, and the public by October 15 of each year.

This table lists the number of participants by gender for each varsity team. According to the published federal regulations governing EADA reporting, a participant is defined as a student-athlete who, as of the day of a varsity team's first scheduled contest –

1. Is listed by the institution on the varsity team's roster; or
2. Receives athletically related student aid; or
3. Practices with the varsity team and receives coaching from one or more varsity coaches.

Any student-athlete who satisfies one or more of these criteria is a participant, including a student on a team the institution designates or defines as junior varsity, freshmen, or novice, or a student withheld from competition to preserve eligibility (i.e. redshirt) or for academic, medical, or other reasons.

	Men	Women
SPORT		
Basketball	24	17
Baseball	35	-
Golf	7	6
Soccer	25	22
Tennis	8	10
Cross Country	9	13
Indoor Track & Field	19	20
Volleyball	-	19
Softball	-	15
Outdoor Track & Field	16	16
Total	143	138

Table 2A– Head Coaches Assignments Men’s Teams

This table lists the number of head coaches assigned to each men’s team, whether that coach is a male or female, whether that coach is assigned to that team on a full-time or part-time basis, and whether that coach is a full-time employee of the institution. The table includes paid coaches, volunteer coaches, interns and graduate assistant coaches. For purposes of this report, the term “Full Time Coaching Duties” means the individual’s employment responsibilities at the institution are exclusively those as coach of that team, and only that team, and are consistent with the institution’s definition of a full-time employee of the institution (e.g., 40 hours per week or more) or part-time employee of the institution (e.g., less than 40 hours per week). For purposes of this report, the term “Full-Time University Employee” means the individual’s overall employment responsibilities at the institution are consistent with the institution’s definition of a full-time employee (e.g., 40 hours per week or more) although that individual may have responsibilities other than as coach of that team, either within the athletic department or another department of the institution. USE WHOLE NUMBERS ONLY.

SPORT	Head Coaches of Men’s Teams							
	Male Coaches				Female Coaches			
	Full Time Coaching Duties	Part time Coaching Duties	Full Time College Employees	Part Time College Employees	Full Time Coaching Duties	Part time Coaching Duties	Full Time College Employees	Part Time College Employees
Basketball		1	1					
Baseball		1	1					
Golf		1	1					
Soccer		1		1				
Tennis						1		1
Track & Field/CC	1		1					
TOTALS	1	4	4	1		1		1

2B Head Coaches Assignments – Women’s Teams

This table lists the number of head coaches assigned to each woman’s team, whether that coach is a male or female, whether that coach is assigned to that team on a full-time or part-time basis, and whether that coach is a full-time employee of the institution. The table includes paid coaches, volunteer coaches, interns and graduate assistant coaches. For purposes of this report, the term “Full Time Coaching Duties” means the individual’s employment responsibilities at the institution are exclusively those as coach of that team, and only that team, and are consistent with the institution’s definition of a full- time employee of the institution (e.g., 40 hours per week or more) or part-time employee of the institution (e.g., less than 40 hours per week). For purposes of this report, the term “Full-Time University Employee” means the individual’s overall employment responsibilities at the institution are consistent with the institution’s definition of a full-time employee (e.g., 40 hours per week or more) although that individual may have responsibilities other than as coach of that team, either within the athletic department or another department of the institution. USE WHOLE NUMBERS ONLY.

Head Coaches of Women’s Teams								
SPORT	Male Coaches				Female Coaches			
	Full Time Coaching Duties	Part time Coaching Duties	Full Time College Employees	Part Time College Employees	Full Time Coaching Duties	Part time Coaching Duties	Full Time College Employees	Part Time College Employees
Basketball		1	1					
Golf		1	1					
Soccer		1	1					
Tennis						1		1
Track & Field Cross Country	1		1					
1Volleyball		1		1				
Softball		1		1				
TOTALS	1	5	4	2		1		1

Table 3A – Assistant Coaches Assignments Men’s Teams

This table lists the number of assistant coaches assigned to each men’s team, whether that coach is a male or female, whether that coach is assigned to that team on a full-time or part-time basis, and whether that coach is a full-time employee of the institution. The table includes paid coaches, volunteer coaches, interns and graduate assistant coaches. For purposes of this report, the term “Full Time Coaching Duties” means the individual’s employment responsibilities at the institution are exclusively those as coach of that team, and only that team, and are consistent with the institution’s definition of a full- time employee of the institution (e.g., 40 hours per week or more) or part-time employee of the institution (e.g., less than 40 hours per week). For purposes of this report, the term “Full-Time University Employee” means the individual’s overall employment responsibilities at the institution are consistent with the institution’s definition of a full-time employee (e.g., 40 hours per week or more) although that individual may have responsibilities other than as coach of that team, either within the athletic department or another department of the institution. USE WHOLE NUMBERS ONLY.

Assistant Coaches of Men’s Teams								
SPORT	Male Coaches				Female Coaches			
	Full Time Coaching Duties	Part time Coaching Duties	Full Time College Employees	Part Time College Employees	Full Time Coaching Duties	Part time Coaching Duties	Full Time College Employees	Part Time College Employees
Basketball		4		4				
Baseball		2		2				
Golf		1		1				
Soccer		1		1				
Tennis						1		1
Track & Field Cross Country		2		2		2		2
TOTAL	0	10		10		3		3

3B Assistant Coaches Assignments Women's Teams

This table lists the number of Assistant coaches assigned to each woman's team, whether that coach is a male or female, whether that coach is assigned to that team on a full-time or part-time basis, and whether that coach is a full-time employee of the institution. The table includes paid coaches, volunteer coaches, interns and graduate assistant coaches. For purposes of this report, the term "Full Time Coaching Duties" means the individual's employment responsibilities at the institution are exclusively those as coach of that team, and only that team, and are consistent with the institution's definition of a full-time employee of the institution (e.g., 40 hours per week or more) or part-time employee of the institution (e.g., less than 40 hours per week). For purposes of this report, the term "Full-Time University Employee" means the individual's overall employment responsibilities at the institution are consistent with the institution's definition of a full-time employee (e.g., 40 hours per week or more) although that individual may have responsibilities other than as coach of that team, either within the athletic department or another department of the institution. USE WHOLE NUMBERS ONLY.

SPORT	Assistant Coaches of Women's Teams							
	Male Coaches				Female Coaches			
	Full Time Coaching Duties	Part time Coaching Duties	Full Time College Employees	Part Time College Employees	Full Time Coaching Duties	Part time Coaching Duties	Full Time College Employees	Part Time College Employees
Basketball		2		2		1		1
Baseball								
Golf		1	1					
Soccer		1	1			1		1
Tennis		1		1				
Track & Field/Cross Country		2		2		2		2
Trak & Field								
Volleyball		1		1		3		3
Softball		1		1		2		2
TOTAL		9	2	7		9		9

Table 4 – Operating Expenses
(Commonly known as Game-Day Expenses)

This table lists the total expense an institution incurs attributable to home, away and neutral-site intercollegiate athletic contests including team travel, lodging, and meals; uniforms and equipment; and officials.

Sport	Operating Expenses		Per Capita Expenses		
	Men's Teams	Women's Teams	Men's Teams	Women's Teams	
Basketball	\$78,490.96	\$51,598.00	\$3,270.46	\$3,035.18	
Baseball	\$94,483.00		\$2,699.51		
Golf	\$20,649.48	\$11,489.00	\$2,949.93	\$1,914.83	
Soccer	\$32,936.14	\$29,339.07	\$1,317.45	\$1,333.59	
Tennis	\$9,079.87	\$9,080.87	\$1,134.98	\$908.08	
I/O Track & Field/CC	\$21,742.74	\$21,742.74	\$776.53	\$658.87	
Volleyball		\$32,123.32		\$1,690.70	
Softball		\$68,716.26		\$4,581.08	
					All
Total Operating Expenses	\$257,382.19	\$224,089.26			\$481,471.45
	53%	47%			100%

Table 5 – Recruiting Expenses

This table lists the total institutional expenditures associated with recruiting for the teams. Costs include, but are not limited to: transportation, lodging, and meals for both recruits and institutional personnel engaged in men's and women's recruiting; expenditures for official and unofficial visits; and all other major expenses logically related to recruiting.

Recruiting Expenditures	Dollars	Percent (%) of Total
Baseball	\$718	3.9%
Men's Basketball	\$4,583	25%
Women's Basketball	\$5,195	28%
Men's Golf	\$385	2.1%
Women's Golf	\$348	1.9%
Men's Soccer	\$729	4.0%
Women's Soccer	\$219	1.2%
Men's I/O Track & Field/CC	\$811	4.4%
Women's I/O Track & Field/CC	\$811	4.4%
Men's Tennis	\$25	.14%
Women's Tennis	\$24	.14%
Volleyball	\$503	2.7%
Softball	\$4,079	22%
TOTAL	\$18,430	

Table 6 - Revenues

This table lists the total revenue attributed to all men's and all women's teams. Revenue includes ticket sales; student activity fees; guarantees; contributions from alumni and others; state or governmental support; post-season compensation; concessions; radio and television; special events; program sales and advertising signage, sponsorships and royalties; sports camps; and all other revenues intended for intercollegiate sports.

Revenues Attributed to Specific Teams	Dollars	Percent (%) of Total
Men's Teams	\$439,952.43	49.6%
Women's Teams	\$446,193.28	50.4%
Total Revenue	\$886,145.71	

Table 7 – Head Coaches Salaries

This table lists the average annual institutional salary of the head coaches of the men's and women's teams. Volunteer head coaches and head coaches whose salaries are paid by entities other than this institution are excluded from this calculation. Average salaries are listed as dollars per full-time equivalency as well as dollars per actual number of coaching positions.

Average Salaries of Head Coaches	Dollars per FTE	FTEs	Dollars per Position	Number of Positions
Men's Teams	\$142,982	7.25	\$17,873	8
Women's Teams	\$140,040	6.75	\$15,560	9

Table 8 – Assistant Coaches Salaries

This table lists the average annual institutional salary of the assistant coaches of the men's and women's teams. Volunteer assistant coaches and assistant coaches whose salaries are paid by entities other than this institution are excluded from this calculation. Average salaries are listed as dollars per fulltime equivalency as well as dollars per actual number of coaching positions.

Average Salaries of Assistant Coaches	Dollars per FTE	FTEs	Dollars per Position	Number of Positions
Men's Teams	\$37,000	3.25	\$2,846	13
Women's Teams	\$34,500	2.75	\$1,916	18