



Title IX: A History of Women's
Sports at Dartmouth

By Sara Pickrell

What is Title IX?

“No person in the United States shall, on the basis of sex, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Title IX, renamed the “Patsy T. Mink Equal Opportunity in Education Act” for its preeminent supporter in Congress, is one of the most important acts for gender equity in the United States. The act, which prohibits inequality on the basis of sex in educational programs or activities has come to protect against and prevent gender based violence, discrimination in hiring or educational opportunities, and more. Perhaps its most well-known function though is its role in the world of women’s athletics. As one of the most contentious parts of the act, much debate and change has occurred since the Education Amendments of 1972 regarding the role of equality in sports. Title IX has come to enhance and provide opportunity for women athletes in the United States since its institutionalization in 1972. While compliance wasn’t necessitated until 1978 and enforcement wasn’t truly regulated until the late 80s and early 90s, the existence of this act continued to enhance athletic opportunities for women which in turn furthered the opportunities for future athletes. The hesitancy to enforce this rule was most likely influenced by the repeated amendments people tried to pass in order to mitigate the effects of Title IX in the athletic sphere. The predominant driver for these amendments was the belief that it would negatively impact ‘revenue-producing’ sports (which in nearly all instances was football.) While these amendments were eventually all killed or repealed, the fight over the impact of women’s sports on men’s sports continued because many schools chose to comply by cutting mens programs instead of building womens programs. This meant that they were in compliance, but were harming men’s athletic programs. As time passed though, many schools changed their models in order to enhance their women’s programs instead of detracting from their men’s programs.

Importantly, the unsteady nature of Title IX legislation, enforcement, and compliance is important to its history and makes this history much more fluid and personal in nature than general legislative history often seems. Part of this is because the question of what equality looks like in sports was variable from the beginning. Does that mean having a single team for which men and women can try out? Does that mean having one all male team, one coed team, and one all female team? Does it mean different things for different types of sports (contact vs. noncontact?)

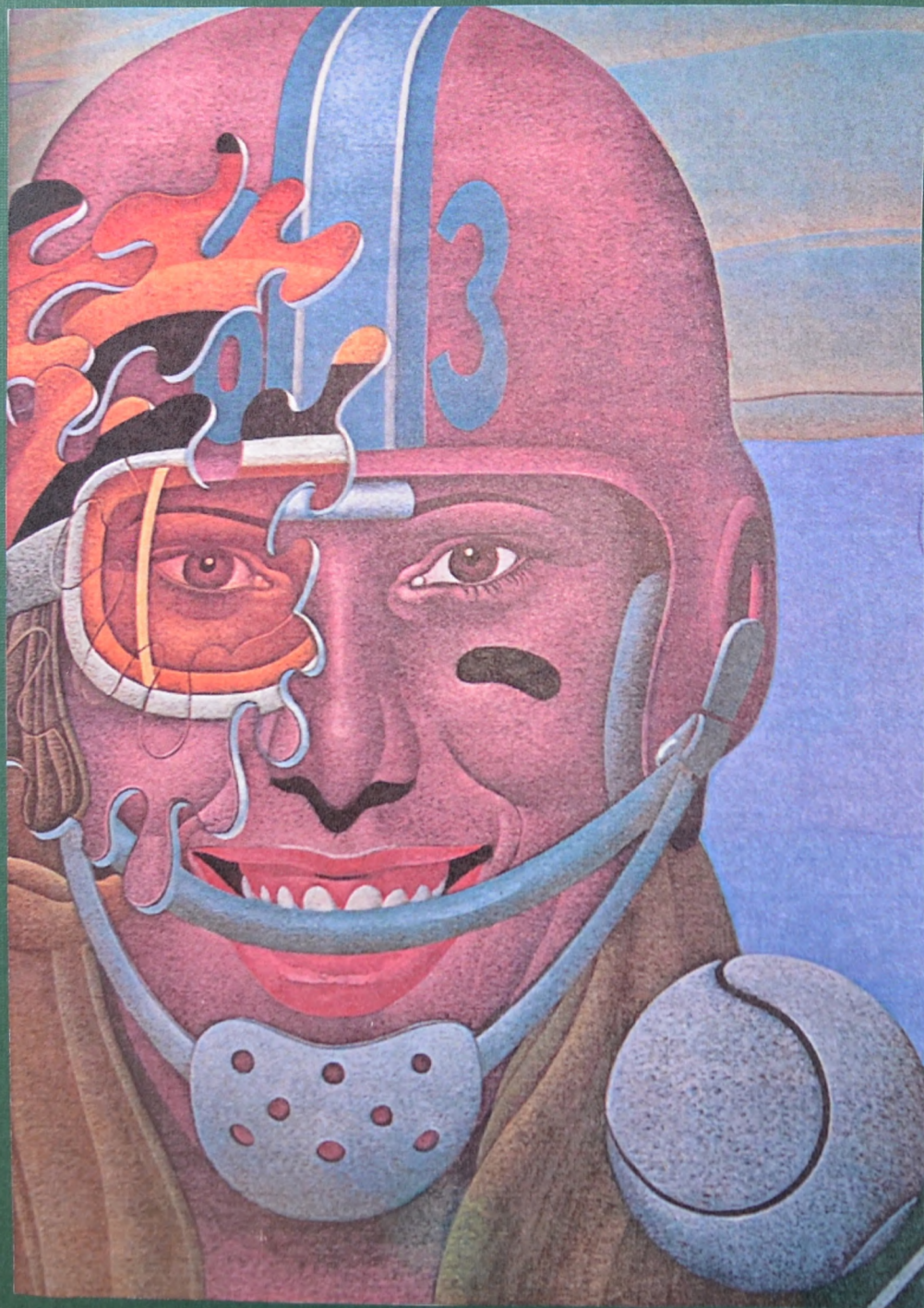
In the end, Title IX ended up meaning, for most sports, a men’s program and a separate women's program for which there is supposed to be equivalent institutional funding and support, as long as there is sufficient student interest in those programs. But, the unique nature of gender equality in an athletic sphere and the struggle to understand what that means exactly lent Title IX its fluidity and ever changing, ever debated nature, that it still possesses today.

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Coeducation at Dartmouth

In the 1970s, as the rest of the United States grappled with the impacts of Title IX and what it would mean for women to be equal in educational settings, Dartmouth was grappling with allowing women into their institution at all. The first year that women were enrolled at Dartmouth happened to also be in 1972, and the years leading up to coeducation were characterized by much debate and question about whether or not Dartmouth should go co-ed, and if so how they would do it. The athletic department was one of the staunchest institutions against co education. The primary driver for this negative attitude was the impact that administrators could see women at Dartmouth having on men's athletic teams. (And this was before Title IX even came into being.) The reason the athletic administrators were so fearful was because of the shifts they knew would have to occur within the school in order to add women: namely the D-Plan. Instituting a 4 quarter term could greatly affect when men are on campus and the seasons in which men play sports. (If a sport crosses quarters then how could athletes take one of those quarters off?) Or, and perhaps more threateningly, if Dartmouth was to add women to the student body without increasing the total student body (which was a goal of coeducation at first) then they necessarily had to admit less men. This would limit the pool of male athletes available to the athletic department and therefore limit Dartmouth's athletic capabilities. While the D-Plan was intended to prevent this problem, over time it certainly couldn't contain an entire doubling of the student body, so questions of admissions ratios continued to plague Dartmouth throughout the 70s as the school learned how to become a coeducational institution. This meant that as the nation adjusted to and figured out the fluid nature of women's athletics, Dartmouth had to adjust to and figure out how to make our institution as fair as possible in every sphere, and athletics was only a part of that story. The lives of the women who have shaped Dartmouth history since 1972 therefore also greatly impacted the history itself, because they had to form all of their activities with such small numbers and in such an unsteady atmosphere.

"We do not need that culture in our girls, the women of tomorrow"



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Kurtz."



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"I think we did a hell of a job achieving it, thanks to [Agnes] Aggie Kurtz."

"Aggie was very, very good. And we'll take a lot of the credit for it too. But Aggie was great. We hired the right person, and I think we had the right approach. We learned a lot from the other schools; we had the right commitment of resources in the broadest sense."



"First, she knows athletics; she's got a wonderful people ability; she has a nice balance, not uptight, not—some of the qualities you want in people, kind of nebulous things. But it was pretty clear that she wasn't going to be a strong, strong women's lib, you know, women or nothing. That was important. And I think she became convinced that the institution had the commitment that it had. She was wonderful."

Agnes "Aggie" Bixler Kurtz is truly the face of women's sports at Dartmouth. As the first woman hired, her role was to start the women's athletics program from scratch in 1972. She managed to create 6 varsity intercollegiate teams with that first class of women, and then continue to grow the program over her next 6 years in administration. After stepping down from administrative duties, she managed to coach a very successful squash program. In the early years of women at Dartmouth, women's athletics was entirely the responsibility of Bixler Kurtz, and it is to her that our current athletic program for women owes its success. The world that Aggie entered at Dartmouth in the 1970s was a transitional world from a male-only space to a newly coeducational one. Athletics similarly was a male-only space newly expanded for women, so Agnes's role was a unique one. She had to start a program with athletes who did not have the experience as their male counterparts, and with a student population of only a few hundred women. This era became characterized as one of slow growth in which the women's program, small as it was, was not much of a threat to the men's department. Agnes Kurtz intentionally cultivated this feeling, and intentionally emphasized her goal of providing for women without taking away from the men. At the same time, she had to deal with infrastructures that either intentionally or unintentionally left her struggling at times to give her athletes what they deserved.



Some coeds showed up at the basketball court
 I don't think they can manage in a skirt
 Oh I guess they can stay
 Pretty faces to watch me play
 But I won't let them help with this sport

Look o'er here and what do we see
 A bunch of men naked as can be
 No trainer in sight
 Women here are a blight
 So get out, to make room for jayvee

In short, we are out front on this one and recognize the necessity to do something for both the women and the men. At the risk of ^{what's - it is} nit picking, our head golf coach operates out of a "closet" office under ^{plus a nice one at the club house} the pool stands, while Kenfield and Randall do not share space as large as the one currently occupied by all the women. "All the women" is also a misnomer in that Mary Corrigan has, for the last year and a half, had her own private office. But again, this is small potatoes since we recognize the necessity to provide ample space for all.

^{Superior, yes, but about to fill up.} Relative to locker space, the women's locker facilities are vastly superior to any which the men have with the exception of the new space in Thompson Arena. If members of our men's intercollegiate teams who use the locker facilities in Davis Varsity House saw the women's facilities, they would have every cause to lodge a complaint relative to equal opportunity.

A number of faculty members, officers, and staff share the same physical education locker room, and that facility is woefully inadequate. Our visiting team facilities for men are pathetic, particularly in the basement of Davis Varsity House.

<sup>*Does that mean no space left?
 Who uses upstairs locker room with long lockers?</sup>

THE DARTMOUTH, TUESDAY 7, MAY 1974

DCAC Cutbacks

(Continued from Page 1)

requesting that Valia be retained. Varsity locker room attendants will be retained. Presently there are two men's varsity locker room attendants in Davis Varsity House and the DCAC is advertising for a third. The varsity and regular locker room attendant duties for women are presently performed by Valia, who will be gone on July 1.

Peters explained that an additional varsity attendant was needed at Davis House for supervision over equipment stored there and to provide continuity in supervision. The two present attendants are facing mandatory retirement in three years.

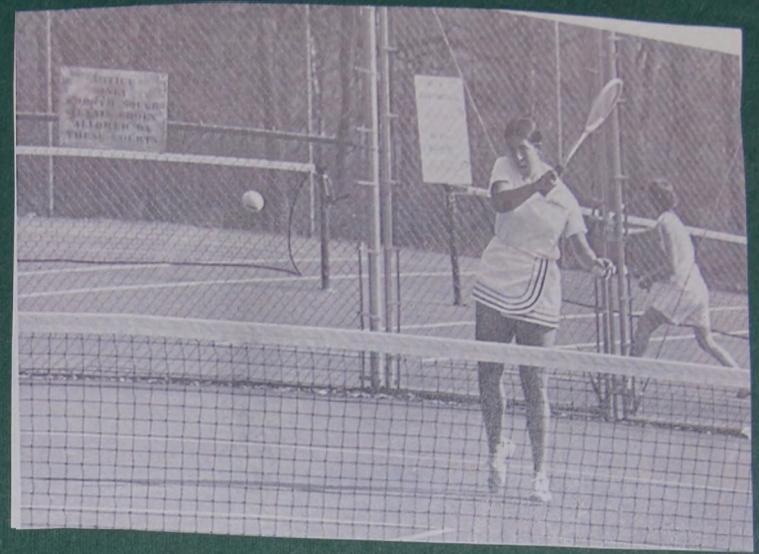
The DCAC has also approved the hiring of a third full-time women's athletic coach for next year. Peters expressed hope she will coach gymnastics and perform training and other duties.

The DCAC cutbacks affect other areas. "General reductions across the board" were made to meet a \$70,000 reduction. Peters explained. The locker room attendant positions are being discontinued to meet an additional \$30,000 reduction recommended by the Task Force on Budget Priorities.

They turned Jesus away at the inn I've heard
 So why must I share space with her?
 These lockers are ours
 Dirty socks molding sour
 Let's just crowd these coeds out the door

Fall up here is certainly cold
 And sweaters a must for winters so bold
 But that's varsity bling
 A men-only type-of thing
 But varsity prizes must now go to those





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Aggie Didn't Ask

Why are things not fair she asked?

Well because Aggie didn't ask.

Why do we not have more money, they wanted to know?

Well, because Aggie didn't ask.

How come we don't eat on weekend trips?

Well, because it wasn't in the budget.

Why not?

Well, because Aggie didn't ask.

We of course will comply.

We support you entirely.

But if you don't know we won't tell.

And since we didn't tell,

Well, Aggie didn't ask

In the DCAC budget process, I ask all department heads to be fully responsible for budgeting. For instance, Aggie Kurtz has overall responsibility for completing the entire budget for women's athletics and submitting same to me for review and ultimate submission to Vice President Smallwood. In next year's budget, Mrs. Kurtz requested \$1,500 for support staff and this request remains in our budget. I simply must rely on the assistant director responsible for women's athletics to adequately reflect her needs in the annual budget presentation.

after a verbal reply that we not get another full time sec. -
PHYSICAL EDUCATION *but use Laura plus part-time help -*

Enclosed is a summary of the physical education teaching schedule. The question of a uniform policy for all is a tough one to answer. Physical education assignments are based on time coaches have available and their job description, not sex. I don't think it is realistic to suggest that because the men's tennis coach does not have physical education responsibilities the women's coach should not. I can only repeat that overall job descriptions and responsibilities should be the criteria, and to be perfectly frank about the matter, the head coaches of women's sports do not have the workload, particularly in the area of recruiting, scouting, and magnitude of schedule which the men have.

Practice - same

length of season - most are same from start of practice to end of season -
of contests - most are same -
exception of A.A. Football,

BIG GREEN

DARTMOUTH
JACK DONAGHE
SPORTS INDOOR

6/3/74

MARY CORRIGAN TO ASSUME MULTIPLE ROLES
HANOVER, N.H. -- Mary Corrigan, a member of the staff at the National Ireland, will join the Dartmouth College associated with the women's athletic staff. Miss Corrigan will become the first woman to coach the women's gymnastics team. She will also coach the women's physical education department.

A graduate of Ling College of Physical Education, she has taught for two years at a private school in Hanover, N.H. Miss Corrigan was coach of the Irish women's field hockey team that toured the United States in 1973.

She will come to Dartmouth in July to join the staff of women's athletics. Miss Corrigan will coach field hockey, squash and lacrosse. She will also coach the women's teams in basketball and tennis.

"Dartmouth's program of women's athletics has a long history and an increasing number of undergraduate women at the college are interested in joining our staff. She will be a tremendous asset to our program."

Women's teams in eight sports have accepted women as undergraduates for the first time.



DARTMOUTH COLLEGE

JACK DeGANGE, DIRECTOR
SPORTS INFORMATION
HANOVER - NEW HAMPSHIRE 03755
(603) 646-2468

6/3/74 (234) ABC FOR IMMEDIATE RELEASE

MARY CORRIGAN TO ASSUME MULTIPLE DUTIES IN WOMEN'S ATHLETICS AT DARTMOUTH

HANOVER, N.H. -- Mary Corrigan, a native of Ireland and for the past two years a member of the staff at the National College of Physical Education in Limerick, Ireland, will join the Dartmouth College staff in July, becoming the fourth woman associated with the women's athletic program initiated at Dartmouth in 1972.

Miss Corrigan will become the first trainer for women's teams at Dartmouth and will also coach the women's gymnastics team. She will also be an associate in the College's physical education department.

A graduate of Ling College of Physical Education in Dublin, Miss Corrigan taught for two years at a private school in Philadelphia, Pa., and then received her master's degree in physical education from the University of Massachusetts in 1972.

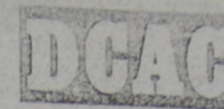
Miss Corrigan was coach of the Irish Women's National Field Hockey Association team that toured the United States in 1972 and is a member of the All-Ireland women's regional field hockey team.

She will come to Dartmouth in July, joining Agnes Bixler and Chris Clark on the staff of women's athletics. Miss Bixler, who came to Dartmouth in 1972, coaches field hockey, squash and lacrosse. Miss Clark joined the staff last fall and coaches women's teams in basketball and tennis. Pam Reed also joined the college staff last year as coach of women's skiing.

"Dartmouth's program of women's athletics has grown steadily with the increasing number of undergraduate women at the college," said Sever Peters, the director of athletics. "We're fortunate to have Miss Corrigan, with her versatile background, joining our staff. She will be a tremendous help as a coach and equally as a trainer.

Women's teams in eight sports have developed at Dartmouth since the college first accepted women as undergraduate degree candidates two years ago.

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DARTMOUTH COLLEGE WOMEN'S ATHLETICS
Alumni Gymnasium
HANOVER, NEW HAMPSHIRE 03755
(603) 646-2871

May 7, 1976

FROM: Aggie Kurts, Assistant Director of Athletics

TO: District Enrollment Officers

In our quest for top women athletes the women coaches of Dartmouth feel that you can be a big help to us. Toward that aim we have prepared this newsletter and will be printing a more comprehensive brochure this summer.

There are many reasons why women want to come to Dartmouth: the academic challenge, the unique Dartmouth Plan, the language study opportunities and good, clean, fresh country air. To add to this we have a well established Intercollegiate Athletic Program to challenge even the finest athletes. Our program has increased steadily since it's beginning in 1972 and now includes 11 varsity sports.

Field hockey was the first intercollegiate sport for women at Dartmouth. Beginning with a 2-2 record in 1972, it has grown to the point of 50 freshmen trying out for the varsity and jayvee squads, and completed an undefeated season with 10 games. We have participated in the post season Northeast College Tournament each year, placing 5 girls on All-College teams last year. In 1976 we will be playing in the Eastern regional championships sponsored by AIAW.

Basketball and squash teams have been active since 1972. The women's basketball team begins practice in mid-November in preparation for it's competitive season in January. Games are scheduled with Trinity, Yale, Smith, Bowdoin, University of Vermont, Plymouth State, Radcliffe, Williams and Colby-Sawyer College. Plans for 1976-77 include participation in the Ivy League Basketball Championship on February 18-20 at the University of Pennsylvania.

Squash has had winning seasons 3 of the 4 years in its existence. Last year we placed 4th in the Howe Cup National Squash event in New Haven and also hosted the National Intercollegiate Singles Championship at Dartmouth. Many of the players on the team begin to play the game after entering college, but through practice and determination are able to learn enough to beat most of their opponents. These include Smith, Williams, Radcliffe, Brown, Yale, Trinity, Middlebury and Tufts.

Gymnastics is in its 3rd season as a varsity sport. Practices start on an informal basis in the fall, in preparation for a winter season. We include teams such as Boston State College, University of Vermont, Plymouth State College, Keene State College, University of Pennsylvania, Yale, Cornell, and Radcliffe on our schedule. Where possible we combine meets with the men's team and find this adds to the enjoyment of the program. We have first quality equipment, mostly Kissen and Routhier systems. Dartmouth is an ideal school for someone who is interested in a first-class degree but who wishes to stay with a sport and progress as much as possible with academic pursuits taking first priority.

The third season of the women's swim team got underway in early October with the first meet being an invitational meet of six teams in November at Harvard-Radcliffe. Round-robins the fall program were meets with the University of New Hampshire and Mt. Holyoke before Xmas vacation. Following the break the team continued its season in mid-January, swimming five meets between January 17 and the New England Championship meet in mid-February. On the schedule were dual meets with Harvard-Radcliffe, Amherst, and Springfield. Double dual meets were held with Exeter/Vermont and University of Vermont/Keene. The future of women's swimming at Dartmouth looks bright with more and more applicants expressing a desire to continue their swimming at Dartmouth. With the superb facilities of Spaulding Pool and Karl B. Michael Pool, there is every reason to believe that there will be continued interest in the development and maintenance of Dartmouth Women's Swimming.

For the past three years the women's tennis team has operated as a varsity team playing its competitive schedule in the spring. As a result of large student interest, the women's tennis program has major expansion in store for the future. For the spring of this year (1976), a junior varsity team has been established with its own coach and competitive schedule. Next year, varsity and junior varsity teams will be competing in both the fall and spring.

1976 FALL SCHEDULES

VARSITY FOOTBALL

Sept. 15	Pennsylvania*	1:30
21	New Hampshire	1:30
28	at Holy Cross	1:30
5	at Yale	1:30
12	Harvard*	1:30
19	at Cornell*	1:30
26	Columbia*	1:30
3	at Brown*	1:30
10	at Princeton*	1:30
17	Ivy League	1:30

JUNIOR VARSITY FOOTBALL

Sept. 24	Albany State	2:00
30	at Massachusetts	2:00
7	Harvard	2:30
14	Brown	2:30
21	New Hampshire	2:00

FRESHMAN FOOTBALL

Oct. 1	at Maine	2:00
8	at Plymouth State (B)	2:00
15	at Yale	10:30
22	Harvard	2:30
29	Boston University JV	1:00
5	Middlebury (B)	2:30
12	at Brown	2:00
19	Baldwin College JV	1:30

VARSITY SOCCER

Sept. 18	Pennsylvania*	11:00
25	at Middlebury	2:00
29	Springfield	3:00
6	at Harvard	11:00
13	Williams	3:00
20	at Yale*	11:00
27	Harvard*	11:00
3	at Cornell*	10:00
10	at Connecticut	2:00
17	at Colgate*	11:00
24	at Brown*	10:45
31	New Hampshire	2:30
7	at Princeton*	10:30
14	Ivy League	

JUNIOR VARSITY SOCCER

Sept. 23	Springfield	3:00
30	at Andover	1:30
6	Williams	2:30
13	at Yale	11:00
20	at Middlebury	3:30
27	at Norwich	3:30
4	Exeter	3:30
11	at Plymouth State	3:00
18	at Brown	11:15

VARSITY CROSS COUNTRY

Sept. 18	at Bates Invitational	2:00
25	at Colchester	12:00
2	Dartmouth Invitational	11:00
9	at Yale, Congeria	2:00
16	Harvard, Cornell	3:00
23	at Brown	12:00
30	Northwestern, Plymouth St.	11:00
6	Hopkinton Meet at New York	
13	ICAA Meet at New York	

JUNIOR VARSITY CROSS COUNTRY

Oct. 8	at Yale	2:30
15	Harvard	3:30
22	at Brown at Naval Acad. Prep	12:30
29	Columbia Invitational at New York	

WOMEN'S CROSS COUNTRY

Oct. 2	Dartmouth Invitational	11:00
9	at Massachusetts	4:00
16	at Radcliffe, Williams	4:00
23	at Vermont w/Williams	4:00
30	EAIAW Meet at Albany	
6	Ivy League Meet at New York	12:00

VARSITY FIELD HOCKEY

Sept. 25	at UMass Tourney	9:00
30	Smith	4:00



Soccer or football? Dartmouth goalie Scott Blackmun (left) appears to be setting up for field goal attempt by teammate Tom Ryan (center) and started Keene State forward can believe his eyes. The scrimmage ended in scoreless tie. (Wineski)

... But What About The Freshmen?

After three scoreless 45-minute periods in a scrimmage against Keene State last week, Dartmouth soccer coach Tom Griffith quipped to his players, "If we don't give up any goals, we won't lose a game this season."

A few seconds later he added, "But if we don't score, we'll be in for a lot of close games."

Griffith will find out how much his team can score this Saturday in the season opener against Pennsylvania on Chase Field.

The goals came in ample supply last Saturday when the varsity booters defeated the alumni, 5-0, in the sixth annual Tom Dent Game.

Griffith was counting on his young players to lead the offense. They didn't let him down as sophomores came up with four goals and all three assists. Mark Schneider (Winnetka, Ill.) scored twice, while Steve Jonas and Tim Ehrsam, high school teammates in Bethlehem, Pa., each notched a goal and one assist. Senior Charlie Krupansky (Winona, Ont.) added the fifth goal.

(Continued on Page Three)

JUNIOR VARSITY FIELD HOCKEY

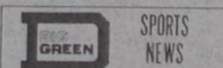
Sept. 30	Smith	5:15
Oct. 6	at Keene State	2:00
13	at Yale	10:00
20	Vermont	4:15
27	at Radcliffe	12:15
3	at Colby Sawyer	4:15
10	at Brown	11:30
17	Middlebury	3:15
24	New Hampshire	3:15
31	Plymouth State	3:15

WOMEN'S TENNIS

Sept. 26	at Williams	4:00
30	Smith	4:00
Oct. 7	Middlebury	3:00
14	Vermont	3:00
21	at Keene State	2:00
28	at M.I.T.	2:00
3	at Colby Sawyer	2:00
10	at New England Tourney	

WOMEN'S JUNIOR VARSITY TENNIS

Sept. 30	Smith	4:00
Oct. 7	at Yale	2:00
14	New England College	2:00
21	Plymouth State	3:30
28	at Colby Sawyer	3:00
3	at New England College	2:00



The Big Green Sports News is published three times each year including weekly editions during the football season by the Dartmouth College Athletic Council (DCAAC), Hanover, N.H. 03755.

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Subscription of 18 issues includes annual football brochure and, upon request, prospectus brochures and literature on other intercollegiate teams for men and women at Dartmouth.

The End of A Decade

The three prong rule was implemented in 1978 as a way for schools and organizations to have a mechanism by which they could measure Title IX compliance. Schools had to be in compliance with one of the following three prongs:

1. Participation Opportunities are proportional to the student body. (e.g. if the school is 47% women, athletes should be approximately 47% women, with about a 3%point buffer)
2. Schools must have a history of and continued action to expand programs (if not meeting prong 1)
3. Schools must provide the opportunities to "fully and effectively" meet the interests of the student body (if not meeting prongs 1 and 2)

In 1978, things finally came to a head, and the earliest stage of women's athletics at Dartmouth ended. In a report entitled "The Status of Women's Athletics," Agnes Bixler Kurtz enumerated the many areas needed for improvement in equity in Dartmouth's Athletic Department. She explained the many flaws from inadequate facilities, unequal budgets, and unfair numbers of male and female coaches along with their unfair salaries as some of the many reasons for her frustration with the department's gender ratios and policies. She additionally explained that the students of 1978 were fully aware of the inequities and unlike the adults running the administration, the students were not there a decade ago, so did not see all of the progress the school had made, but only the impact on their lives at the time. That impact was negative, and thus the students saw the negatives. She ended up stepping down from her administrative duties to focus on only coaching (as most men's coaches were able) in that same year.

First D Olympi

By MARK GRABER
Judy Geer '75 survived a month long tanning session to win a spot on the U.S. Olympic crew team. She is the first Dartmouth woman ever to compete in the Olympics. "She's a very good athlete who supports her teammates," Olympian coach Harry Parker said. "She was selected for the out of a field of 40 other women trying for 12 spots."

Green Staff Elated
The Dartmouth crew staff was extremely pleased with her selection. "She's the shining light in our program," women's coach Bill Pickham said. "She was our first women's crew captain, and was everything you could ever want in an athlete. The road to the Olympic games was not easy for Geer. When she first came to Dartmouth, she 'lacked maturity' according to Pickham. However, as the Olympic year approached, she began to increasingly dedicate herself to the goal of making the team."
Geer spent most of the fall and winter training by herself on the Connecticut. Then, during the

Intramural Prepares P

By LANCE LOM
The Intramural Office is as prepared for the summer's scheduled football, three man basketball, volleyball, and soccer.
Assistant Director of PE and remarked, "The summer might be intramural. There are absolutely no and the teams do not compete for reached that this provides a much where participation and not winning. "It's a more relaxed, fun program scheduled for the evening when it's Jones added.

In addition to there being no eligible women are eligible to play on any Jones described his plans for more regular teams but rather specified to play in more "pickup" games. Just far is out of the question if student interest suggested the possibility of chess matches.
There is already a good shooting sign Jones believes that the other sports interested in playing or officiating should office no later than noon Thursday. J.

HANOVER HARDWARE

is well stocked with small retriators and other products to ele your life-style. Come in and see us for dormitory

First Dartmouth Woman Makes Olympics, Captures Crew Berth

By MARK GRABER
 Judy Geer '75 survived a month long training session to win a spot on the U.S. Olympic crew team. She is the first Dartmouth woman ever to compete in the Olympics.

"She's a very good athlete with superb endurance," Olympic coach Jerry Parker said, explaining why he selected her out of a field of 40 other women trying for 12 spots.

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The road to the Olympic games was not easy for Geer. When she first came to Dartmouth, she "lacked maturity" according to Pickham. However, as the Olympic year approached, she began to increasingly dedicate herself to the goal of making the team.

Geer spent most of the fall and winter training by herself on the Connecticut. Then, during the spring she took part in what Pickham called "a super intensive" rowing program in Boston under the guidance of Parker.

As other girls "fell by the wayside," Geer began to gain in both confidence and maturity. Finally she beat Waki Royden of Radcliffe in a crucial race to make the squad.

Geer will either race in the eight or four eared boat in Montreal. While the eight is more prestigious, Pickham admitted that she will "probably be in the four even though she has already beaten out one of the past eight members of the team."

New Program
 After the Olympics are over, Geer hopes to go back to St. Paul's school where she teaches math to start a crew program. Pickham thinks that "she's one of the few women in the country qualified to do that."

Over the weekend Dartmouth's Darol Jossif, Dan Fowler, and Kurt Somerville failed in their attempt to make an Olympic team.



Judy Geer '75, former captain of the women's crew team, had years of hard work pay as she has received an invitation to join the U.S. Olympic Team. It is still undecided whether she will row with a four or an eight at Montreal, but in any case the first Dartmouth woman will be there.

Intramural Office Prepares Program

By LANCE LOWELL
 The Intramural Office is as busy as ever with the preparations for the summer's schedule. Offered this term are softball, three man basketball, mixed tennis doubles, volleyball, and soccer.

Assistant Director of PE and Intramurals Ken Jones remarked, "The summer might be the best term for intramurals. There are absolutely no eligibility requirements and the teams do not compete for overall I.M. points." He reasoned that this provides a much more relaxed atmosphere where participation and not winning is the important factor. "It's a more relaxed, fun program with most of the contests scheduled for the evening when it's pleasant to play or watch," Jones added.

In addition to there being no eligibility rules of any kind, women are eligible to play on any team. Jones described his plans for intercollegiate water polo with no regular teams but rather specified times when people could play in mere "pickup" games and for a "good time." No sport is out of the question if student interest is sufficient. Jones suggested the possibility of chess or backgammon tournaments.

There is already a good showing signed up for basketball and Jones believes that the other sports will fill up. Anyone interested in playing or officiating should register at the PE office no later than noon Thursday, July 1.

HANOVER HARDWARE
 is well stocked with small refrigerators and other products to elevate your life-style. Come in and see us for dormitory

Three '76 Soccer Stars Possess Pro Aspirations

By DUANE PETERSON

Three recent graduates have tried out with professional soccer teams and have reached different levels of success. Bruce Bokor, Frank Gallo, and Steve Papai auditioned for a total of 12 teams in efforts of making the big time. Bokor appeared the most encouraging last winter when he was selected in the second round of the North American Soccer League draft by the Chicago Sting. He was flown out to the University of Illinois campus at Chicago for try-outs but failed to make the squad. Most of the prospects were disappointed with the try-outs as they were held indoors in the gymnasium.

On to Cleveland

Having lost his chance with Chicago, Bokor traveled to Cleveland where he had an excellent two day audition. With management very interested in him, things looked up. However, the NASL teams do not deal in million dollar trades. As Cleveland was forced to deal strictly with local talent to save on costs, Bokor was reluctantly released. While obviously disappointed,

Gallo, after a disappointing injury ridden final year at Dartmouth, tried out successfully with the Tacoma Tides of the American Soccer League. He is currently playing 17th on the 18 man roster, Dartmouth coach Tom Griffith was quick to point out that, "The competition is usually better on the West coast so Frank's standing is commendable."

The training program is the most important aspect to his new "job." While he does not as yet travel with the club, he can only benefit from his experience on

the team. Gallo is fortunate to play under first-year coach Dan Wood who left Cornell after five very successful years.

Papai to Stay
 Rounding out the list of '76 team pro prospects is Papai. While he tried out with three different teams, he was not signed. As he does not want to walk away from soccer yet, Papai will be the varsity assistant for the Big Green next year. This should be a role which will enable him to continue working out in the sport as well as benefit from his experience on

Baseball Standings

National League				American League			
	W	L	GB		W	L	GB
Philadelphia	43	20	—	New York	43	24	—
Pittsburgh	38	29	5 1/2	Cleveland	34	33	5 1/2
New York	37	37	10 1/2	Baltimore	34	34	5 1/2
St. Louis	31	39	14 1/2	Detroit	22	35	17 1/2
Chicago	30	40	15 1/2	Boston	31	35	17 1/2
Montreal	24	41	20 1/2	Milwaukee	25	39	21 1/2
West				West			
Cincinnati	44	28	—	Kansas City	42	26	—
Los Angeles	40	31	3 1/2	Texas	38	29	5 1/2

FLASH FORWARD 50 yrs

Ariana Ramsey, Olympian!



“When Louise O’Neal came, she was quite different and she did push and would become assistant director and later associate director of athletics at Dartmouth College, but that took much too long and a great deal of blood was shed over that.”

“And then we hired somebody who wasn’t so wonderful to succeed her, Louise O’Neal, we got taken by Yale on that.”

“But athletics was the last bastion besides that. And a woman named Louise O’Neal, whom you’ve probably heard people speak of. She was the basketball coach at Connecticut, University of Connecticut, and she’s the one who led the women’s team to national prominence, a prominence it still has today. She is one of the fiercest, strongest, determined individuals I have known in my life. She was an orphan. She was raised in an orphanage. And she brought with her self-reliance to the point of...just astonished. She was prickly, very prickly, actually. But that was all right. And she fought for women in athletics, and she took an enormous amount of trouble from the athletics department because almost everybody in that department, all the men, truly did not want equal access for women because it cost them money. I mean, that was mostly what it was. You know, it was going to cost more resources, resources that would come from male athletics—men’s athletics. Plus they just simply were not interested in it very much; it was just very, very male in that basic sense, that place. And so she fought like the devil. And it happened, and it happened under her. It truly did. And then she wanted to be the director of athletics, and I’ve forgotten the person who stepped down, and of course, wouldn’t have wanted her to do it at all. And she didn’t get it.”



Louise O’Neal may be one of the most contentious figures in the history of women’s athletics at Dartmouth. She took over from Agnes Kurtz as the main administrator for women’s athletics initially, but as the administrative structure for Dartmouth’s Athletics program changed in the 80s, she became head of all intercollegiate sports. She was a contentious figure, because her approach was very different from Aggie Bixler Kurtz’s. Louise O’Neal entered Dartmouth at a time when Title IX compliance was federally mandated if relatively unenforced, women comprised a larger makeup of the student body, and perhaps most importantly, women were not coming in with a “oh we’ve come so far” mentality, and instead could only see the inequities that existed in front of them. Because of this, the previous decade’s policy of building up women’s programs without ever ruffling the men’s programs was no longer a feasible solution. The women were big enough to threaten the men’s program (budgetarily). This did not mean the goal of the women’s program was to take away from the men’s, but instead that there were now enough women in the institution at all that they constituted more of a percentage of the athletic budget, and they were going to ask for their due. This was especially encouraged by O’Neal who, after the structural shift of the department, changed budget requests from yearly percentage increases to zero sum budgeting for all teams, male or female. This necessitated every team justifying every expense, and was only one of many policies implemented by O’Neal that changed the men’s and women’s programs to a single intercollegiate program. This change was not always met with joy, and O’Neal’s fiery personality lent those decisions she made which were already contentious an even more contentious edge.

Athletic department announces reorganization

By TAMARA LOOMIS

The College has reorganized the administration of the athletic department in an attempt to deal more effectively with growth in its athletic programs since coeducation began ten years ago, according to Director of Athletics Seaver Peters 54.

"The most significant change in the reorganization is Mr. (Alden) Burnham's new function," Peters said.

Burnham, former assistant director of athletics for 12 years who oversaw the men's teams among other administrative activities, is now the associate director of athletics for the new areas of alumni affairs and development.

Three more assistant directors will work under Peters, who became the College's fourth director of athletics in 1967.

Louise O'Neal is the new associate director of athletics in charge of all intercollegiate team programs. For the past three years she has served as the assistant director of athletics responsible for women's sports and facilities management.

Kenyon Jones is the new associate director of athletics for the physical education and intramural programs with which he has been involved for 15 years.

A "nationwide search" is currently underway to fill the fourth position of associate director of athletics for financial affairs, operations and facilities management and employee programs, according to Peters.

The reorganization has changed the old division of women's and men's sports to one between "athletic programs" and "support functions, or facilities and operations," Peters explained.

"In my opinion, it doesn't make sense that women should be on one side of the ledger and men on the other side of the ledger," Peters said. Programs and support functions are "a more logical separation," he added.

The reorganization was planned by Peters, President of the College David T. McLaughlin, and the two former associate directors O'Neal and Burnham, according to Peters.

The appointment of the new president "seemed an appropriate time to take a fresh look at the administration of the athletic department," Peters said.

"When we began reviewing the adequacy of our administrative structure with President McLaughlin last spring," Peters said, "we became aware that it has been too long since we had looked at our organization in terms of goals, priorities and work load, especially the cumulative impact of having added a series of intercollegiate, intramural and physical education programs for women that almost doubled the scope of our operation."

According to Peters, a good deal of the growth came with the advent of coeducation but "There has been continuing expansion over the last ten years."

The Dartmouth College Athletic Council (DCAC) sustains a program of physical education and sports competition of exceptional breadth, Peters noted.

In intercollegiate competition, it supports 16 men's teams, and, since 1972, a full range

of women's teams now totalling 14.

In keeping with the College's commitment to the development of the whole person, DCAC also administers a three-term physical education program taken as a degree requirement by all 1,050 freshmen each year in more than three dozen sports, with emphasis on individual sports such as golf, horseback riding, sailing, skiing, swimming, squash and tennis for both men and women.

It conducts during all four terms an extensive program of intramural competition in some 33 sports involving approximately 80 percent of the College's undergraduates. In addition, DCAC provides facilities support for several club sports, employee athletic programs and community programs.

Peters noted that before Dartmouth's reorganization plan was completed, he studied the programs and future plans of the athletic department.

(Continued on page 10)



SEAVER PETERS
Director of Athletics

Athletic

(Continued from page 1)

departments of the seven Ivy League colleges, as well as those of some ten other colleges.

His findings confirmed that the new Dartmouth athletic administrative structure is consistent with those of most of its peers. It was also noted that Harvard and Yale are both undergoing similar reviews of their athletic departments.

10/11/82
The "D"

Everyone always goes looking for gold. They fight for it and dream of it. They make maps with pretty Xs and little dotted lines making it hard for anyone to find. They search far and wide, looking for a victory, looking for a prize. But somehow they've missed the sleeping dragon who lives just up the road. She is keeping her gold. She is amassing it. Piling it. Guarding it. And she knows that one day, they will be coming for it.

Sports

Shadow Of NCAA Looms Over Women's Athletics

AIAW Injunction Turned Down, Appeal Is Final Hope For Survival

By DON MAHLER
Valley News Sports Editor

At one end of the hall, Dartmouth College athletic director Beaver Peters is working on an idea that could change the structure of intercollegiate athletics. At the other end, League officials, Dartmouth's assistant director of athletics, is helplessly waiting for a change of her own. And both are worrying, over the policy direction of the National Collegiate Athletic Association.

The lag difference, however, is what Peters is planning for a constructive redesign of the NCAA. O'Neal is quietly contemplating the dissolution of the Association for Intercollegiate Athletics for Women.

While the NCAA is busy trying to restructure its own organization to appease some rebellious football powers, the group is also in a struggle with the AIAW for control of women's intercollegiate athletics.

And on Thursday, a federal judge in Washington D.C. ruled against the AIAW's injunction to stop the NCAA takeover.

"Our request for an injunction was denied by the judge, but we are beginning the appeal process immediately," said O'Neal.

O'Neal, as president of the Eastern region of the AIAW and commissioner of the AIAW Division One championship committee, can only smile at the irony of her group's fight with the NCAA for control of women's athletics.

"The issue of equality in funding and opportunity has translated into a push for women's athletes to become more commercial," said O'Neal. "Then, the more money brought in would bring more opportunity."

But she underestimated the money and its power. Once the money started coming in, we didn't have the same control. As money came in and our programs got more notice, women lost their control.

For its 10-year existence, the AIAW guided the flowering of women's intercollegiate athletics. The older, richer, larger, well-established NCAA — the governing order of men's athletics — ignored them.

But now, just as women's athletics is beginning to turn a profit, the NCAA has suddenly declared the need to consolidate the two groups under one strong arm.

"They've been critical of the way our championships are run," said O'Neal. "Well, of course we've had our problems. But the group we're in is very old. How can they compare us to them?"

When the NCAA was young and struggling, who was around for them to compare to? It's incredible what women have accomplished. "We can run better championships in time but the end product is not the only thing that matters. What they want is control. Money talks in higher education and athletics."

Last fall, the NCAA set up its own women's championships. The AIAW responded with an aspirant suit in October, citing unfair labor practices in the offering of women's championships.

But time is running out. The AIAW's own winter championships are scheduled to begin the first weekend in March.

"If we don't win the appeal — which will have to be heard sometime this week — then we'll have an executive board meeting to draw up terms of dissolution."

For a moment, O'Neal's mood darkens. "It's not a question of control by sex, it's a question of control. And the saddest thing is that there will be no other organization as a viable reality for women."

Regardless of the judge's ruling, and the timing the AIAW will still conduct its final championships. "We still still authorize our last championships," says O'Neal. "Some stayed with us. There are still a lot of principled people left who felt the AIAW provided 10 years of service and should stand by it."

There were those who felt the need for an alternative organization to the NCAA. As an alternative, the AIAW has been able to watch the direction that big time athletics for men has moved, and has attempted to stay away from the same mistakes and illusions. "Historically, the AIAW has been opposed to educational money going to athletic use," explained O'Neal.

"We've tried to articulate the view that the AIAW is an alternative approach to athletics. We don't want to go the same route as the men, using educational money for recruiting. We're looking for women to get meal money, have safe transportation, good uniforms, good pay for coaches and a share of the party."

But along with Title IX, co-education and parity, came the merger of athletic departments. And in the confusion, women began to lose control. The number of men's moving in greatly increased, while women began being cut on administrative jobs.



O'Neal, AIAW may have lost the fight.

At Dartmouth, however, O'Neal found a different situation when she applied for the job as assistant athletic director in 1979. "I saw what happened to some women in our field when the merger came, they had all the responsibility and none of the authority. I didn't want that."

"When I came here, I wanted a clear job description with responsibility over both men's and women's athletics," said O'Neal.

As assistant director of athletics, O'Neal supervises all aspects of women's athletics and is responsible for the scheduling of facilities and the enrollment program for both men and women. She also supervises club sports for both men and women.

"At Dartmouth, Beaver (athletic director) Seaver Peters wanted a woman with experience. He didn't feel threatened," said O'Neal. "And both he and the administration are committed to moving toward a truly integrated approach to athletics."

"I think that is the best for women in the long term, to be truly integrated in the system. This is an exciting time to influence the direction of women's athletics."

But the specter of the NCAA takeover still looms over women's collegiate athletics. "This could be a great setback for education and for women for whom this is a key element in their lives," says O'Neal. "Those dedicated to athletics and education will lose out."

But there's one thing the NCAA may not realize. They don't just get our championships, they get us too. If I were them, I'd worry about a group of women who went from nothing to where they are now in just 10 years. Because someday I think they'll change the NCAA.

State Of Athletics Healthy Despite A Tight Budget

DARTMOUTH ATHLETICS

The state of athletics at Dartmouth College is healthy and strong, according to athletic director Beaver Peters. But with the economy in a questionable state, and money for education hard to come by, Peters has been forced to make cuts in some programs and to re-evaluate others.

In 1979, Dartmouth dropped the fencing program, when the endorsement necessary to keep the program running collapsed. Then in December, three more varsity sports — men's and women's gymnastics and sailing, — were also cut out of the budget.

"No one likes these cuts, least of all the athletic director," said Peters. "It's a pure agony to cut, there's no question about it. But we had a decision whether to cutback 10 to 15 percent from each program or discontinue one or two. I know these activities are just as important to those athletes who pursue them, but the college can't be all things to all people."

The athletic department was not the only area where the ax fell. As Peters pointed out, "The athletic department has had a significant reduction, but it has been campus wide."

"I think this is a one-shot deal to get us where we ought to be. Where the school 'ought to be' is being greatly aided by the \$160 million Campaign For Dartmouth. But, while the college has met all its obligations, for financial need for the year, it is estimated that financial aid will increase by 25 percent over the next five years."

"We don't give athletic scholarships at Dartmouth, all financial aid is on the basis of need," explained Peters. "So the question becomes much larger than a purely athletic one. The question is, can we continue to meet all the demonstrated need for any student?"

The campaign ends in December and there will not be another financial campaign until 1981. But with the goal ahead from Dartmouth, President David McLaughlin, Peters is already setting up a committee to study the athletic needs and recommend areas of change.

The Faculty Study Committee will receive a report in May on its findings. Already Peters can see where the college must turn to best advantage. "We have a serious lack of indoor recreational facilities here," said Peters. "When we next need the use of all our facilities doubled, without adding any. The loss of our indoor fields doubled as well."

Peters and his group have traveled to Brown, Providence, Harvard, Columbia, Princeton and Yale to view the athletic programs at those schools. Along with the impressive facilities, Peters also noted that these schools were allowing only their own students into the buildings. "We have had something special here with our open door policy," said Peters. "But if that will be at the expense of our own students, then we'll have to look another look at the act up."

Looking at athletics in the Ivy League, Peters calls his group of coaches, "as good as all anyone's."

"I feel we've got a better philosophy of where we are at Dartmouth and in the League than in other conferences, and I'm more convinced we're doing the right thing."

Last year, the Ivy League set up admission standards for all schools, where the admitted athletes should be representative of his class. "We were the first school to move to that direction," said Peters. "Now the other schools are all moving in that direction."

"No matter what we do, we need complete agreement within the league for these policies," said Peters.

Peters would like to see the Ivy League pull even closer together, developing a position for a full-time coordinator of Ivy athletics to provide a needed estimate within the league.

FLASH FORWARD

Her Video Spurred Changes in Women's Basketball. Did They Go Far Enough?

Sedona Prince's viral TikTok from the 2021 N.C.A.A. women's tournament led to a gender equity review in college basketball and to changes in the women's event.

Give the article 318



Orange Forward Sedona Prince's video last March highlighted the disparities between the men's and women's tournaments in a way that could not be explained away. Kase/Getty Images

With Trash Talk and Top-Tier Talent, Women's Basketball Is Beyond Ready for Its Own TV Deal

If the last week has shown us anything, it's that women's college basketball is ready for a long-awaited opportunity to demonstrate its value.

EMMA BACCELLIERI • APR 7, 2023



Greg Nelson/Sports Illustrated

"It took a long time to get sports news. A little tiny amount, which was because over several years teams. But eventually a fine job there. Eventually corrected till there was incumbent of it seemed."

IT NEVER DAWNED ON M

Kathy Slattery Phillips "SL

on her desk in Alumni Gy

trickle of hungry athletes

of banter with Slats.

It was all about the bante

Dartmouth athletes over

Valley News
 Saturday, February 20, 1962 Page 8

Men's Athletics

Of Athletics Healthy

ite A Tight Budget

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 of change.

"It took a long time till we managed to get a woman into... A big problem was in the area of sports news. Sports news would come out and it would consist entirely of the news of the male teams. A little tiny amount, when they happened to remember it, about women's teams. It would be ironic because over several years the women's teams, on the average, did much better than the men's teams. But eventually, Kathy Slattery [Kathleen "Kathy" Slattery Phillips] was hired there, who did a fine job there. Eventually, there too we got a woman in there. But really, in a way, that did not get corrected till there was a change in the head of the sports information section, because the previous incumbent of it seemed quite prejudiced against women's athletics."

IT NEVER DAWNED ON ME until later what the animal crackers were about.

Kathy Slattery Phillips "Slats" to those of us who knew her—kept a huge jar of them on her desk in Alumni Gym. Each day on their way to or from practice a steady trickle of hungry athletes would stop to scoop up a handful and swap a quick bit of banter with Slats.

It was all about the banter. Slats formed lasting relationships with generations of Dartmouth athletes over those animal crackers.



Kathy

There once was a woman named Kathy
 Whose nicknames were quite catchy
 Those names were not nice
 But they certainly helped us write,
 And we learned a great deal
 Stopping by her room between meals
 Greeting us there was always a herd
 Of creatures whose heads were waiting to be sheared
 And as we munched on those beasts who went crunch,
 Chatty Kathy would chat
 And she'd joke and she'd laugh
 While tired weary athletes came by for a snack



Dartmouth College ATHLETICS

BOIS ALBANI GYMNASIUM - HANOVER - NEW HAMPSHIRE - 03755-3312

1995-96 Equity in Athletics Disclosure Act (EADA) Report

For the academic year July 1, 1995 - June 30, 1996
Prepared September 20, 1996

Athletic Opportunities

Dartmouth College offers one of the nation's most comprehensive intercollegiate athletic programs, with nearly 1,000 of its 4,200 undergraduates representing the College at the varsity or junior varsity level in 34 sports. Dartmouth teams compete at the highest levels of collegiate competition — NCAA Division I — and as members of the Ivy League, an eight-school athletic conference formed in 1954 on principles of academic and athletic excellence and the awarding of financial aid solely on the basis of need. There is no athletically-related student aid.

Dartmouth is committed to providing equitable athletic opportunities for men and women, in terms of both the number of opportunities available and the quality of the experience. In the last three years, the annual budget for women's athletics has been increased significantly as the College has expanded the breadth of women's athletic opportunities — including two new funded varsity sports — to keep pace with the growing percentage of women in the Dartmouth undergraduate student body. The Athletics Department conducts an annual administrative review to assure continued provision of equitable athletic opportunities.

1995-96 Undergraduate Enrollment	Men	Women
	2,228	2,023
Percentage	52.4%	47.6%

Participants on Varsity Teams 1995-96		
	Men	Women
Baseball	24	-
Basketball	16	15
Cross Country	15	15
Field Hockey	-	23
Football	65	-
Golf	10	10
Ice Hockey	27	20
Lacrosse	26	26
Riding (saddlery)	0	25
Rowing	29	32
Rowing - Lightweight	21	-
Sailing (sloop)	19	18
Skiing - Alpine	10	10
Skiing - Cross Country	8	8
Soccer	71	25
Sports	-	17
Squash	16	16
Swimming/Diving	20	21
Tennis	6	11
Track & Field	49	36
Volleyball	-	13
TOTAL	352	350
PERCENT OF TOTAL	52.6%	47.2%

* Various varsity sports overseen by other departments.

1995-96 Operating Expenses			
	Men's Teams	Women's Teams	Coed Teams
Baseball	\$51,243	-	-
Basketball	\$61,370	\$54,486	-
Cross Country	\$7,544	\$6,828	-
Field Hockey	-	\$41,725	-
Football	\$146,892	-	-
Golf	\$33,337	\$31,490	-
Ice Hockey	\$26,454	\$37,823	-
Lacrosse	\$40,560	\$45,342	-
Riding	-	-	\$3,790
Rowing	\$52,354	\$30,357	-
Sailing	-	-	\$16,353
Swimming	\$22,229	\$22,229	-
Soccer	\$10,610	\$29,790	-
Sports	-	\$35,163	-
Squash	\$7,548	\$5,707	-
Swimming & Diving	\$22,210	\$23,381	-
Tennis	\$51,200	\$14,165	-
Track & Field	\$57,921	\$48,254	-
Volleyball	-	\$24,680	-

* Men's rowing expenses include heavyweight and lightweight teams.
** Note: Any student cost-of-purchase expenses are not included.

Operating Expenses

Operating expenses include uniforms, equipment, officials, transportation, lodging, and meals. Coaching salaries and recruiting costs are not included here.

Dartmouth is committed to providing its varsity teams with resources that enable an equitable quality of experience for men and women. In some sports, in which the basic rules and nature of the sport are similar for both genders, the overall resources required to provide equitable experiences for male and female student-athletes are very similar for both teams. In other sports, basic differences necessitate larger budgets for one gender than the other. For example, due to the physical contact and the need for protective equipment, it costs much more to equip 65 male athletes on the varsity football team for the same quality of experience as a similar number of female athletes on the field hockey, softball, and volleyball teams. Similarly, differences in the rules and the nature of men's and women's ice hockey lead to much larger equipment costs for the men's team than the women's.

For team travel, Dartmouth's Athletics Department uses a standard "per diem" allowance for lodging and meals to ensure equitable treatment of all athletes. Therefore differences in travel expenditures are primarily a reflection of the differences in squad size and schedule length, both of which are governed by NCAA and Ivy League regulations.

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

1995-96 Revenues			
	Men's Teams	Women's Teams	Coed Teams
Revenues**	\$1,036,049	\$266,748	\$68,812

** These figures do not include non-sport-specific revenues such as general donations to the intercollegiate athletics program and expenditures from the NCAA Sport Sponsorship Fund.

Revenues

In order to provide the highest possible quality of experience for all student-athletes, Dartmouth seeks to supplement the College's operating budget by generating additional financial support from such sources as alumni donations, corporate advertising, and ticket sales. In no sport does the amount of revenue cover the full cost of the program, so in every sport the College provides additional resources from the central budget, and does so in a manner that ensures an equitable quality of experience for men's and women's teams, regardless of such particular team's ability to cover a portion of its costs through ticket sales, donations, or other revenues.

Coaching Salaries

Dartmouth is committed to providing its men's and women's teams with coaches of comparable high quality. Salaries for all professional positions at the College are established within guidelines set by the Office of Human Resources and are determined without regard to gender. Differences in individual coaches' salaries are attributable to such factors as years of experience, size of squad and coaching staff, educational credentials, specific job responsibilities, and other non-discriminatory factors.

1995-96 Head Coach Salaries			
	Men's Teams	Women's Teams	Coed Teams
Average salary of head coaches	\$26,617	\$17,825	\$14,515
Salary dollars per season athlete	\$1,075	\$1,801	\$492
Average salary of full-time head coaches	\$44,700	\$37,310	\$68
Average salary of part-time head coaches	\$12,500	\$13,500	\$14,515

* Coed averages are calculated by dividing the total salary of the coaching staff by the total number of athletes.

1995-96 Assistant Coach Salaries			
	Men's Teams	Women's Teams	Coed Teams
Average salary of assistant coaches	\$15,000	\$11,334	\$2,000
Average salary of full-time assistant coaches	\$36,000	\$40,744	N/A
Average salary of part-time assistant coaches	\$10,000	\$4,565	\$2,000

* Average is based on full-time seasonal position coach.

Recruiting Resources and Competitive Success

Dartmouth is committed to providing recruiting resources that enable its coaches of men's and women's teams to achieve comparable competitive success. In some sports, the cost of doing so is very similar for both genders, while in other sports, the cost differs significantly, especially if the size of the recruiting base or the degree of competition for top recruits is much greater for one gender than the other.

Recruiting expenditures shown here include transportation, meals, and all other expenses for recruits' campus visits, transportation, lodging, and meals for coaches' recruiting travel, printing of recruiting brochures, and estimated cost of postage and long-distance telephone charges incurred during the recruiting process.

Recruiting & Team Success			
	Men's Teams	Women's Teams	Coed Teams
Total recruiting expenditures	\$275,907	\$130,709	\$1,054
Cost per recruiting expenditure over the last 3 years	\$21	\$45	N/A
Cost per recruiting expenditure over the last 2 years (out of 8 colleges)	3rd, 4th, 4th, 1st	N/A	N/A
Total season participation in the last 4 years	7	8	N/A

* League ranking is compiled by The Sports Weekly.

I live in the corners
 A mouse scavenging for cheese.
 But I'm scared. I've been burned before, and I'm alone.
 Sometimes, you put out a treat and I think it's for me.
 I am so excited, for the little bit of attention I'm shown.
 You gave me a morsel and I should be grateful.
 I mean, I'm a rodent living in your walls.
 You didn't ask for me.
 You don't want me.
 And if you could, you would get rid of me.
 But I am a mouse.
 So I am never alone.
 Wherever I go others will follow. So you can kill me,
 sure, but you can't kill us all.
 We thrive in the dark. We live in the corners.
 And so yes, at first I'll be cautious, and grateful.
 You gave me a morsel. That's all I need.
 Just enough for me to go home and breed.
 Now there's so many mice living in your walls.
 We're in your basement and the rafters.
 We're in your dormitories, your fields, but worst of all
 your locker room halls.

Date: 07 Aug 96 14:38:08 EDT
 From: Janet E. Terp
 Subject: FYI
 To: Josann Harper, Robert A. Cepikas,
 Lee Patton
 Drawings
 I thought you folks might appreciate re
 Chicago Tribune.
 enjoy,
 Janet
 GOLDEN ERA FOR WOMEN ATLANTA GA
 EQUALITY LAW
 Gene Wojciechowski ; Andrew Gottestma
 08/04/96
 Chicago Tribune (Copyright 1996)

Revelations and goose bumps come in
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 - A gold for the U.S. women's softball
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 - An expected gold for the U.S. women
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 - Golds for U.S. women swimmers, the
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Date: 07 Aug 98 14:38:08 EDT
 From: Janet E. Terp
 Subject: NY
 To: Joann Harper, Robert A. Cepikas, Giavanna Munafò, Lucretia L. Martin, Nelson Armstrong, Stanley A. Colla Jr.,
 Lee Pelton

Greetings

I thought you folks might appreciate reading the following article which recently appeared on the front page of the Chicago Tribune.

enjoy,
 Janet

**GOLDEN ERA FOR WOMEN: ATLANTA GAMES A TRIBUTE TO 24-YEAR-OLD
 EQUALITY LAW**
 Gene Wojcikowski; Andrew Gottesman, Olympic Bureau.
 - 08/04/98
 Chicago Tribune (Copyright 1998)

Revelations and goose bumps come in the strangest places. Christine Grant, director of women's athletics at Iowa, experienced both on a steamy summer night last Sunday in little Athens, Ga.

It happened while watching the U.S. beat Norway in the women's soccer semifinals at Georgia's Sanford Stadium. More than 64,000 fans were there that evening, almost as many as Iowa drew for its 1995 football home opener. That's when Grant knew she had witnessed something remarkable. That's when she realized Title IX had grown up.

"I think this may be a historical moment for women's athletics," Grant said.

"That's what I detected (at the Olympics), and I haven't seen that before."

By accident, really, the Atlanta Games have become a 16-day tribute to a much-debated, much-maligned 24-year-old law that mandates equal athletic opportunities for men and women at universities and high schools. As the number of U.S. medals grows, so does Title IX's presence.

A Title IX Olympic checklist:

- A gold for the U.S. women's soccer team, its roster chock full of college players.
- A gold for the U.S. women's softball team, its lineup a who's who of college stars, past and present.
- An expected gold for the U.S. women's basketball team, its players taken from the best college programs in the nation.
- Golds for U.S. women swimmers, their careers formed on the high school and college levels.
- Golds for U.S. women track and field athletes, their successes no secret to those who saw them on assorted campuses.

"There's no question it's a direct product of Title IX," said Donna Lopiano, executive director of the Women's Sports Foundation. "This is the first group that's had 20 years in the weight room. You go to a women's basketball game and see real definition on their bodies. Twenty years ago, they couldn't have gotten past the football team to get to the weight room. This is the first batch of kids that did not live with those barriers."

One of the unique aspects of women's athletics and Title IX's placement in history that was exacerbated by its flexibility and progressive or cyclical nonenforcement was the bonds that therefore formed between women whose lives were greatly impacted by athletics. While at Dartmouth the women were bonding by creating teams and joining clubs, across the nation, different women working in different universities all had one another's backs as well. There were so few female athletes, even fewer female heads of women's programs, and such minimal support oftentimes from people outside the women's athletic spheres, that these coaches and athletes and administrators often bonded across the nation, or across departments internally. Sometimes, like here, that looked like sending one another articles and reports that they had found. Other times it would be a little note while scheduling games that encouraged competition but also support for one another's programs as they grew.

With no female athletes, football poses problem

COMPLIANCE from page 1

men undergraduates, or the school continually expands its intercollegiate athletic program to meet women's developing interests and abilities or the school's current program "fully and effectively accommodates" women's interests and abilities.

Harper said Dartmouth has continued to meet the needs and interests of its interested athletes. For example, the women's volleyball team achieved fully-funded varsity status this year, while the men's volleyball team was lowered to club status.

The College has 16 fully-funded varsity men's teams and 15 fully-funded varsity women's teams. There will be 16 fully-funded women's teams when softball becomes a fully-funded varsity sport this fall. The College also has two co-ed varsity teams.

"We have been showing good

faith and good intentions by continually moving in the direction of evenness of opportunity for the men and the women," Jaeger said.

Football and Title IX

One of the major reasons for the discrepancy between the percentage of female students and the percentage of female athletes is the existence of varsity football, a sport that provides opportunities for males but has no female counterpart.

Football Coach John Lyons said if football were exempted from Title IX rules, the numbers would more accurately reflect the opportunities for male and female athletes.

Between varsity and junior-varsity, the football program carries about 125 men, Lyons said.

According to Lyons, the American Football Coaches Association has considered asking to have football exempted from Title IX rules, which he said he thinks "makes a lot

of sense."

Jaeger said the football program does not throw off the numbers too dramatically.

"We have a large number of men participating in football, and this means we need a number of teams on the other side of the ledger that takes up the same number of athletes," he said.

Other coaches praised the College for its continued efforts to comply with Title IX.

Men's ice hockey Coach Roger Demment said it makes "perfect sense" for colleges to provide equal opportunities for males and females in all areas, including athletics.

Brown and Title IX

Brown University demoted four teams — men's golf, men's water polo, women's volleyball, and women's gymnastics — from varsity to club-varsity status in April 1991.

One year later, the two demoted women's teams, represented by Trial Lawyers for Public Justice, filed a class-action lawsuit against Brown, claiming the decision had discriminated against women and therefore was a violation of Title IX.

The trial began in September, 1994.

On Wednesday, Pettine ruled in favor of the plaintiffs, agreeing with the claim that Brown failed all three parts of the three-pronged test.

Robert Reichley, executive vice president of Brown, wrote in a statement that the University found the ruling "extremely disappointing."

Reichley wrote, "Nothing in the court's opinion leads me to believe that the University's understanding of Title IX's requirements is incorrect — particularly regarding the central issue of proportionality."

Brown plans to appeal the decision in the First Circuit Court of Appeals in Boston.



"On a personal level, I know that Title IX insures that the men's and women's rugby teams have to pool and split our alumni donation money. This is only fair — the reason that we get less donations than the men do is because Dartmouth closed its doors to women for so long and the lingering effects of pre-Title IX society have continued to hang over the heads of would-be generous women's rugby alumni. Hopefully within 10 or 20 years we won't need a Title IX to reach athletic equality between the sexes, but for now we desperately do."

—Sheila Hicks '94, rugby



"This volleyball player, and our sport was cut so a varsity program when Title IX ruled around. We are now a club team, and compete in a New England league made up entirely of club teams so we don't have the same access to have priority for gym time over us, and even when Leerd isn't in use, we aren't allowed anywhere near it. We're definitely affected out team, but I still think it's a good thing."

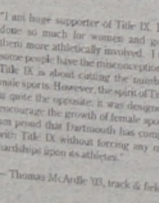
—Keith Schirich '95, volleyball



"I'd just used to have a top 20 Division I varsity water polo team. Now because of Title IX they lost their program and went club, we're going to have to join them in the New England Club Championship Tournament."

—Rose Markwort '94, water polo

The D asks athletes: "What do you think of Title IX, and do you feel it's affected you?"



"I am huge supporter of Title IX. It has done so much for women and getting them more athletically involved. I think some people have the misconception that Title IX is about cutting the number of male sports. However, the spirit of Title IX is quite the opposite: it was designed to encourage the growth of female sports. I am proud that Dartmouth has complied with Title IX without forcing any major sacrifices upon its athletes."

—Thomas McAnille '93, track & field



"I think that sports are important, and very important thing for women to be able to do. It might be bad for some men's sports, especially at the high school level when they normally don't have enough female athletes to make a club team. But at the college level, it shouldn't be a problem. In all the sports, women get paid more or you open yourself to the griping about Title IX."

—Ashley Melus '91, Nordic skier



"As a member of lightweight crew, I'm not aware that Title IX has affected me directly. The legislation has boosted women's sports tremendously in participation and variety of sports available. This is very positive. However, an indirect effect of causing the elimination of some schools' men's varsity sports teams — such as water polo, wrestling, gymnastics, or even track and field and cross-country — is unfortunate. It's a complicated situation when you're trying to make changes and additions on what is often a static sports budget, but the disbanding of men's sports is not the intention or spirit of the legislation."

—Adam Taylor '91, lightweight crew



"I'm on the women's golf team, and we aren't heard, nearly as seriously as the guys team."

—Ellen Tait '95, golf

In some areas, Dartmouth exceeds Title IX expectations

DARTMOUTH SPORTS from page B3

Dartmouth complies with the spirit of Title IX beyond what the letter of the law requires, particular in the area of finances.

Over the past four years, the percentage of the athletics department's total operating expenses allocated to men has declined from 57.9 in 1998-99 to 53.8 last year. Dartmouth spent only \$112 more per capita for each male athlete, far better the \$803 spread the Women's Sports Foundation pegs as the Division I average.

Dartmouth is also on the forefront of gender equity in terms of athletics administration. Harper is one of the few female athletic directors in Division I, a member of an 8.4 percent minority. Dartmouth also has a far greater percentage of women coaching women's teams than most schools in America.

None of this is required by Title IX, and neither is the policy of umbrella fundraising the college has in place for all of its sports with different teams for each gender, like hockey and basketball. All direct solicitations of funds to alumni are under the auspices of a gender neutral organization, like the Friends of Dartmouth Hockey. Whatever money comes in is split evenly between the men's and women's teams in the particular sport, which is particularly helpful to the women's teams since they do not have as many alumni on which to draw for support.

Dartmouth male and female athletes alike said they felt Dartmouth has achieved gender equity in sports.

If there is any disparity between the genders, it is the higher national profile of the women's teams.

"Pretty much every major woman's sport

competes at a high level on a national scene," men's basketball captain Greg Friel '03 said. "The men's teams haven't been as good as the women's programs in my tenure at the school."

Harper, who coached the women's lacrosse team for years before working her way up through the athletic department's administrative side, sees a bigger comparative advantage for Dartmouth teams recruiting women over those recruiting men.

"There still is a bit more focus on academics and things that you're going to do later in life for women than there is for men," Harper explained.

This phenomenon often leads women athletes to choose schools like Dartmouth based on academics first, but, according to Harper, this is changing as women's athletics feels the cumulative effects of the last 30 years of Title IX more and more each year.

Whereas Dartmouth used to be one of the few schools offering certain athletic opportunities for prospective athletes, the increased participation in women's sports at all levels has led to an ongoing proliferation of teams. Every year, women's collegiate athletics resembles men's more and more in every aspect, not just recruiting.

While there is currently a heated debate about Title IX compliance on the national level, so much so that there is currently a 15-person committee reevaluating how it has been designed and enforced, such controversy does not exist at Dartmouth.

"It's heartening to find that Dartmouth is an example of how Title IX can be successful when a university has the right priorities," Donna Devora, a two-time gold medal winning swimmer and member of the committee, said.

Title IX largely

By Tracy Landers
The Dartmouth Staff

Kiva Wilson's slender frame, big voice and outspoken friendliness make her a perfect crew member for the women's light-weight crew team — if she still wanted to row.

Wilson '04 was at one point the only African American woman on a year-round team; that she demanded a tight bond with fellow athletes who share her cultural background.

Coming from Columbia, North Carolina, Wilson returned home her first winter break and found it comically difficult to explain her new sport. Her family had only seen her run track in



Vivian Lee '03

Court ruling

Despite ruling ag

By Jeffrey Beyer
Staff Writer

Dartmouth officials say the college continues to provide resources to its female athletes despite a federal ruling on Wednesday that redefines the application of Title IX, a federal regulation prohibiting gender discrimination in athletics at schools that receive federal aid.

In 1991, Brown University stripped two men's teams of varsity status. Senior U.S. District Court Judge Raymond Pettine ruled on Wednesday that in doing so, Brown violated Title IX by not providing its

Title IX largely benefits whites, leaving minority women out

By TRACY LANDERS
The Dartmouth Staff

Kiva Wilson's slender frame, big voice and outspoken friendliness make her a perfect coxswain for the women's lightweight crew team — if she still wanted to row.

Wilson '04 was at one point the only African-American woman on a year-round team that demanded a tight bond with fellow athletes who, despite being some of her closest friends, did not share her cultural background.

Coming from Columbia, North Carolina, Wilson returned home her first winter break and found it comically difficult to explain her new sport. Her family had only seen her run track in

a predominately black high school and play club basketball with young black men.

"No one had a concept of what I was doing... we don't have crew in Columbia," Wilson said with a smile.

In becoming a coxswain, Wilson joined the small group of female minority students who make up less than five percent of the College's athletes. While that percentage grows slightly each year, it has been far outstripped by the number of white women who've joined teams since the early 1970s.

Title IX, a federal law that effectively mandated the rapid creation of scores of new women's teams, did much to eliminate gender — but not racial — inequality.

That's mainly because many varsity sports, with the notable exception of basketball, are dominated by white athletes. Because Title IX aims to bring the total number of women and men players to parity, a lot of women's programs have been added that generally don't attract minorities.

Thirty years after Title IX's implementation, the lack of ethnic diversity on her golf team comes as no surprise to Vivian Lee '03. As a Korean American and captain of the women's golf team, Lee has had success in a traditionally "white" sport.

Unlike Wilson, Lee started competing in her college sport when she was 13. Her family, like that of many college athletes, has always helped her pay for the equipment, green fees and summer lessons that have allowed her to gain skills.

"I don't think I could play golf if [my parents] didn't support my golf career," Lee said.

Equality of opportunity for expensive sports such as golf proves to be of little relevance to women whose families cannot finance their talent from a young age.

The reality of the situation is evident to many high-profile female athletics advocates, such as

Tina Sloan Green, former national lacrosse coach and executive director of the Black Women in Sports Foundation.

"Title IX really helped white women," Green told the Los Angeles Times, pointing out that minority women have not been able to keep up.

Dartmouth's defining characteristic as an Ivy League school — the fact that it doesn't give athletic scholarships — makes it even more difficult to diversify the women's teams.

Athletic Director Joann Harper said that increasing diversity in its athletic program an important goal for the College.

Nevertheless, Harper emphasized that the athletic department does not consider a sport's popularity with minorities when deciding whether to create a new team. The nation-wide popularity of a sport is far more important, she said.

Softball and volleyball, both added in the mid-1990s, are the two most recent additions to the female athletic program, and have attracted some minority recruits.

For Kisa Brannen '03, playing softball as a minority in her hometown of Los Angeles was nothing special. Japanese and Native American, Brannen and her younger sister were recruited to play on predominantly white Ivy League teams.

The ethnic structure of her team may have surprised her at a first-year practice or two, but Brannen said race has had no real effect on her experience.

"Everyone for the most part just gets really jealous on spring training in Florida when I get the darkest and they just burn," Brannen said.

Wilson, Lee, Harper and Brannen all agreed that coaches are constantly on the lookout for minority talent, but it is talent rather than minority status that ultimately takes precedent.

"They make a concerted effort to bring in fast rowers. But that group doesn't contain a lot of minorities," Wilson said.

Harper said that despite not offering scholar-



Rob Strong/The Dartmouth Staff

Kisa Brannen '03

ships and having a highly selective admission process, the Ivy League could do a better job of giving women of color opportunities in athletics.

"I don't think the Ivy League does as well as it could," Harper said.

Wilson, meanwhile, is dissatisfied with the current system, which forced her to "beach" the expense of others, namely minorities who lack out resources.

Wilson said her former teammates came to support her through difficult adjustments, but that she's not optimistic about the health of Title IX-driven athletic system as a whole.

"If I thought it could change, I would be quit," Wilson said.



Rob Strong/The Dartmouth Staff

Vivian Lee '03

Large football budgets fuel the Title IX debate

By KATHLEEN HELL
The Dartmouth Staff

With Title IX's goal of ensuring fairness in athletic spending, it can be tempting to blame football teams for eating up so much of colleges' athletic budgets — or to argue that football teams, unlike many women's sports, bring in impressive revenues that justify high expenditures.

At Dartmouth, there is evidence to support both sides. Football has annual expenditures that dwarf most other teams, but so do its revenues.

Although Dartmouth's football expenditures do not compare to those of powerhouses like the University of Texas, whose operating budget is \$10 million, the nearly \$1 million spent on Dartmouth's football team last year — as compared to the approximately \$2.7 million divided between the sixteen other varsity men's teams — begs the question of whether football is eating up more than its share of men's sports funding.

But Dartmouth athletic officials say that the current football budget covers the necessities without taking away from other teams — male or female.

"Our other teams are not suffering because of our football — but they are in a lot of other schools," Dartmouth Athletic Director Jo Ann Harper said.

Head Football Coach John Lyons agreed. "I don't think it's as much about taking money from other sports here — you just want to run your program and know that relative to your opponents it's a good program," Lyons said.

Much of the current debate over football stems from the well-publicized revelation that, contrary to popular perception, football is a money loser, not a money maker, for most schools. According to the National Collegiate Athletic Association, only about 70

schools in the country actually make a profit. Skeptics wonder why such a large percentage of athletic budgets goes into funding teams that lose so much money, while others argue that the nature of the sport, with its expensive equipment and multiple coaches, makes such spending necessary if a team wants to be competitive.

Title IX does not require schools to spend equally on men's and women's sports overall, but it does stipulate equitable opportunities for men and women to participate in sports and equal treatment of male and female athletes in all areas.

Given these requirements, it is sometimes hard to see how to be overall fairly into the picture. Schools struggle with how to treat a sport that adds approximately 200 coaches to the athletic program, but also generates considerable attention from the fans — some of which make significant donations to the school.

Dartmouth expenditures are higher for football than for other teams partly because Dartmouth fields 107 football players, a number much higher than any other sport, Harper said. With so many players, per-athletic expenditure for football is actually about average compared to other sports, she said.

"Football is just the rock elephant that sits out there for everybody to notice," Harper said.

However, Dartmouth calculated per-athlete expenditures based on a team's operating budget — which includes the cost of equipment and uniforms, but not of paying coaches and recruiting.

When the total amount of money spent on a team — including coaches' salaries and money spent recruiting — is considered, Dartmouth spends \$5,297 on each football



Rob Strong/The Dartmouth Staff

Head football coach John Lyons is but one of the 12 coaches of Dartmouth's team.

Wednesday, April 5, 1995

35 Cents

Court ruling casts new light on Title IX

Despite ruling against Brown, officials say Dartmouth is in compliance

By JEFFREY BEYER
Staff Writer

Dartmouth officials say the College continues to provide equitable resources to its female athletes despite a federal ruling on Wednesday that redefines the application of Title IX, a federal regulation prohibiting gender discrimination in activities at schools that receive federal funding.

In 1991, Brown University stripped two men's teams and two women's teams of varsity status. Senior U.S. District Court Judge Raymond Pettine ruled on Wednesday that in doing so, Brown violated Title IX by not providing its female

undergraduates with an adequate number of athletic opportunities.

Pettine said although Brown offers 16 sports for men and 16 for women, the percentage of female athletes at the school was not consistent with the percentage of female students.

At Brown, 38.1 percent of its athletes are women and about 51 of its students are women.

At Dartmouth, females have virtually the same number of opportunities as males in athletics, Athletic Director Dick Jaeger said.

"Dartmouth has constantly been making the ratio of male to female athletes more equal," he said.

The Dartmouth College Athletic Department projects that by 1996,

45.1 percent of participating athletes in varsity sports will be female. About 47 percent of undergraduates are female, according to the College Registrar.

The U.S. Department of Education's Office of Civil Rights set up a three-pronged test to determine whether schools are in compliance with Title IX, and Associate Director of Athletics Josie Harper said Dartmouth passes all three tests.

Under the three-pronged test, educational institutions are considered to be in compliance with Title IX if a school's ratio of female to male athletes is "substantially proportionate" to the ratio of women to

See COMPLIANCE, page 10

JOSIE HARPER '47a

The thesaurus provides the synonyms of educator, mentor and teacher for the word "coach." Josie, you are the ultimate "Dartmouth coach," having filled that role for our student-athletes as the women's lacrosse coach and then for our coaches as our Director of Athletics and Recreation.

Yours is a story of winning and success since joining the Dartmouth athletic department in 1981 to coach the women's lacrosse team. During the next eleven seasons you compiled an overall record of 88-69, taking the team to the NCAA tournament in 1983 and winning the first Ivy League Championships in 1986 and 1987, followed by an ECAC Championship in 1988. Also excelling in international competition, you coached the 1986 U.S. World Cup team and assisted the 1982 U.S. team that won the world championship. You were inducted into the Wearers of the Green in 1999 in recognition of your achievements in coaching at the national and international level.

Dartmouth quickly recognized your leadership skills and in 1987 asked you to also assume the position of Assistant Director of Athletics. As with the coaching profession, your management career skyrocketed: In 1992 you hung up your coach's whistle for a full-time position in athletic administration. Promotions to Associate and Senior Associate followed, and in 2002 you were named the seventh Director of Athletics and Recreation at Dartmouth College.

As a coach, you aggressively and methodically pulled together all of the various components essential to a winning team. The same applies to your approach as athletic director. Extraordinary capital improvements have been made to College athletic facilities during your tenure: Renovations to Alumni Gym provided a 14,000-square-foot fitness center for all students; the Burnham Soccer Field and Sports Pavilion opened in 2007; the Floren Varsity House offers a 10,000-square-foot strength training center, study room for athletes, and offices for many coaches; and this spring we dedicated the Red Rolfe Field at Biondi Park. These represent only a few examples of the physical improvements made under your leadership.

A leader in your field, you are the first woman to serve as athletic director at an Ivy League institution. You have been honored by your peers in both the administrative and coaching arenas. You were named the 2000 National Association of College Women Athletic Administrators Division 1-AA Administrator of the Year. The ECAC selected you in 2001 as the ECAC Female Athletic Administrator of the Year and then honored you again in 2005 with the presentation of the Katherine Ley Award in recognition of your leadership and advocacy for women coaches and administrators. In 2006 you were inducted into the National Lacrosse Hall of Fame.

As impressive as this long list of accolades sounds, it is the welfare of the Dartmouth coaches, athletic staff, and student-athletes that tops your priority list and is appreciated by all. As women's basketball coach Chris Wielgus recently said, "Josie has been such an important part of the fabric of this community that it is hard to imagine her not being here."

Josie, we will keep your whistle hanging by the door in case you want to stop by and join us on the field sometime during your well-deserved retirement. In recognition of your 28 years of extraordinary dedication and service to Dartmouth College, the Dartmouth Alumni Council honors you and extends our sincere appreciation.

May 15, 2009

DARTMOUTH ALUMNI COUNCIL



I WAS INVITED --
Thank you for being here tonight!
Please take a moment to fill out the following
stronger LGBTQIA community here at Dart
Are you?
Undergraduate Student
Graduate Student
Staff
Coach
Community D
Name (optional)
What do you envision as next steps to
improve campus environment for
LGBTQIA+ students?
More gay-straight
very neutral
What do you see as an immediate
I speak from a
brightest challenge
assumptions
How do we better reach closeted
a peer-administrator

Deep down a fall
change a
wonder
wondered a
for well
"fear" on both sides
not want to be
but straight kid
identified as gay
make these neutral
This happens even in a
has a "gay reputation"

I WAS INVITED -- received an invitation from CLBTA office.

Thank you for being here tonight!

Please take a moment to fill out the following information, as it will help us build a better and stronger LGBTQA community here at Dartmouth.

Are you?
 Undergraduate Student
 Graduate Student
 Faculty
 Administrator

Staff
 Coach
 Community Director
 Alumni
 Guest

Name (optional): _____ Class Year: _____

> What do you envision as next steps, or priorities, as Dartmouth continues to improve campus environment for LGBTQA students?
 More gay-straight gatherings that are very "neutral" in nature. ~~Especially~~ There is

> What do you see as an immediate challenge that we need to consider?
 I speak from an athlete perspective. The biggest challenge is that there is an assumption "no one on my team is gay" so we are

> How do we better reach closeted, or questioning and curious students?
 a peer-educating program similar to EDPA or SAPA

Also an "Ally" example basketball coaches hosted a forum to discuss athletes where a small group of alumni spoke from their own experience with the alumni.

"fear" on both sides. Gay kids might not want to be identified as gay but straight kids don't want to be identified as gay for attacking. Somehow make more neutral.

This happens even in sport - women's basketball has a "gay reputation" - so sometimes straight kids won't come to not be labelled gay.



Coaches Discussion
 May 30th, 2006

SURVEY COMMENTS

These are some direct quotes from the surveys (both coaches and athletes) that we thought would be interesting for you to see. The bold is the question from which the comments were taken. Note that the athletes and coaches survey questions were slightly different.

Has sexual orientation been addressed?
 "Yes, in general terms."
 "Yes—treating everyone with respect."
 "Making good decisions, being leaders, workshops, tolerance of any 'difference.'"
 "Crossing the line for coaches to address sexual orientation in public."
 "It doesn't matter—there is no need to address it."

Should it be addressed?
 "If people feel uncomfortable, then yes [I will address it]"
 "If there is a need."
 "It was addressed before I came to Dartmouth."

If you were GLBT, would you feel comfortable coming out to your team (or coach—separate questions)? If no, why?

"Awkward"	"Gays are not respected"
"Weird"	"Gaybashing"
"They are older"	"Not included"
"Not necessary"	"Stigma"
"Fear of criticism"	

"Coaches don't need to be privy to my personal life."
 "They wouldn't know how to react/what to say."
 "Too personal to talk about with a coach."
 "Awkward, especially in the locker room."
 "It's such a 'masculine' atmosphere. I would feel like I didn't fit in under their assumptions of me."
 "Personally I don't think my sexual activity is any of their concern."
 "It's not important to my sport."
 "I don't think that anyone on the team would be supportive. I feel as though they would treat me differently."

How often do you hear homophobic comments? Examples:

"You're so gay"	
"That's gay"	"Homo"
"Fag"	"Dyke"
"Sissy"	"Diesel"

"We make fun of the boys for being gay in the shower"
 "Started up after the juniors voted the class president."

Most surveys with comments here, qualified the reasons for homophobic or offensive comments with:

"Nothing serious, lighthearted." (Then wrote, "gays are gross" on the back of survey)
 "Locker room jokes, nothing too bad"
 "Not intended to be offensive (i.e. Man this weather is gay)"

If you were openly GLBT, do you feel there would be repercussions for playing time, varsity status, etc?
 "Yes, harder to establish actual playing ability."
 "Scrutiny"

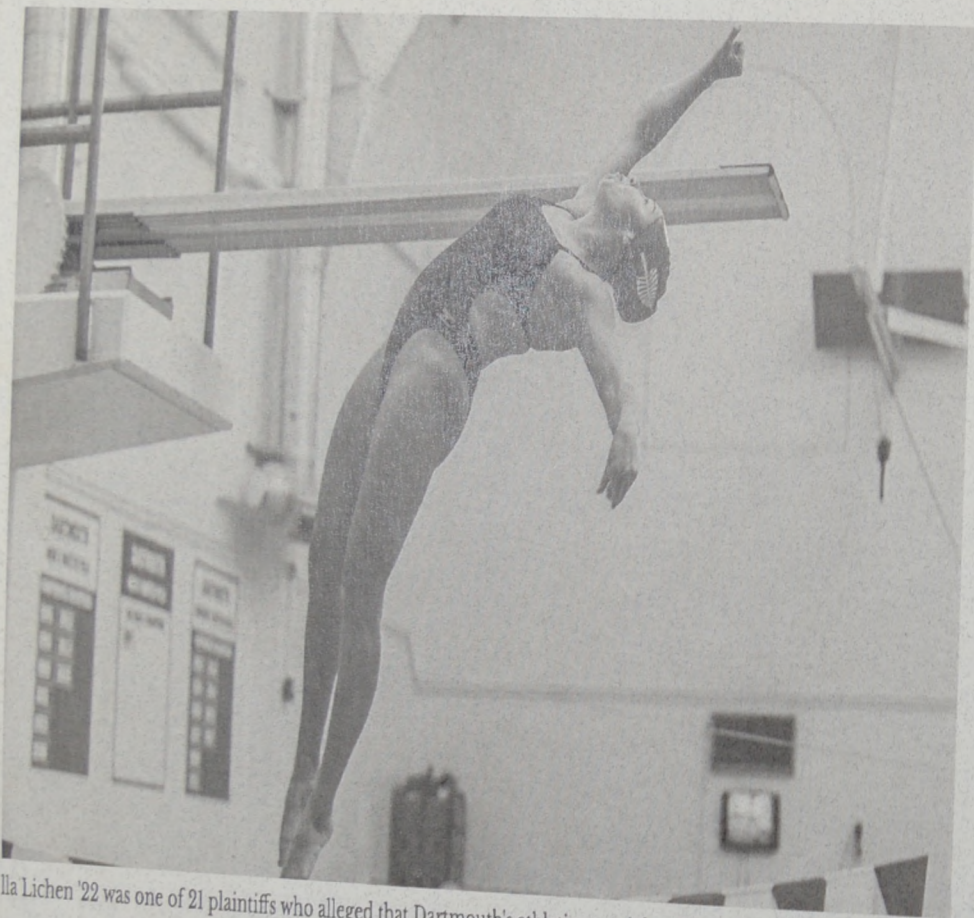
Are you interested in learning to be an ally to GLBT athletes?
 "Don't know what this entails"
 "I'm already an ally"
 "Not sure what this implies"
 "N/A"

What aspects of creating a comfortable environment for GLBT athletes do you feel you can control?
 Lots of responses given...here are a handful
 "RESPECT"
 "Create an environment where they can feel comfortable discussing issues/problems and comfortable enough to bring partners to games/tailgates."
 "Leading by example, respecting personal choices and decisions."
 "Be there to listen, not try to change them but work with all of them."
 "Make athletes accountable, educate."
 "Not making it an issue."
 "Being aware of 'boy' talk, how language and awareness might make others uncomfortable."
 "Diversity training."
 "Dialogue and discussion."

Additional comments...
 "The team on whole is very accepting and this stems from great leadership from the coaching staff."
 "I think it's important for coaches to just reinforce now and then that they promote GLBT friendly spaces. Programs that promote awareness of famous GLBT athletes are very effective."
 "It's just really awkward when someone's gay but doesn't admit it to the team out of fear, because then people talk about it more than they would if it were just out in the open. Otherwise its awkward cuz you don't know why they don't wanna tell you, and things are super weird when you're showering together."
 "This is a waste of my time/money."

Reinstated athletes alleged Title IX non-compliance in threatened litigation against College

by Benjamin Ashley and Vikram Strander | 2/9/21 3:48am f t



Ala Lichen '22 was one of 21 plaintiffs who alleged that Dartmouth's athletic cuts violated Title IX.

Source: Courtesy of Eleanor Zwart

Athletic Department releases Gender Equity Plan following 2020 Title IX case

The Gender Equity Plan outlines how the College will ensure gender equity in varsity athletics by the 2023-2024 academic year.

by Macenna Hansen | 4/4/22 2:15am f t



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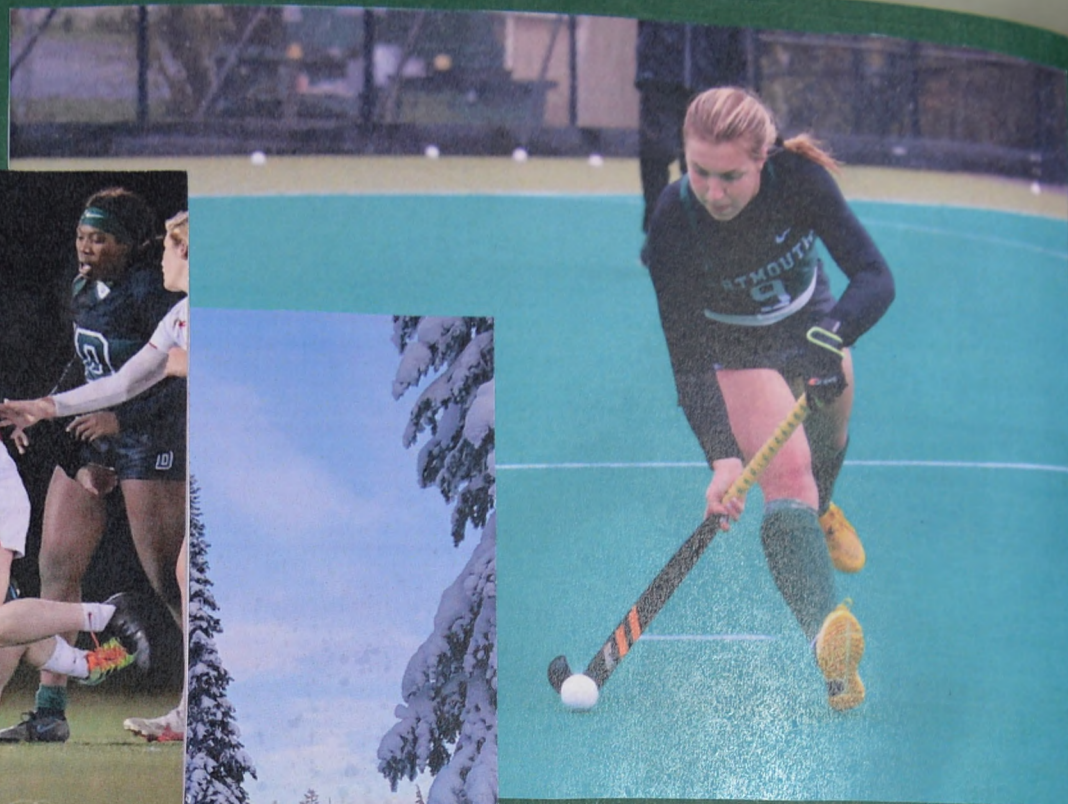
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Doing this research has been incredibly interesting, but there are still many different directions in which to continue building the history of women's athletics at Dartmouth. The primary lenses through which this history needs to be further studied are the intersection of women's athletics with other marginalized identities. There is little in the official record about the lives and experiences of women of color who were athletes at the time of implementation and what their lives looked like. (Except for the occasional article about how Title IX often leaves out women of color.) Similarly, the lives of queer athletes—while mentioned somewhat in the early 2000s—still needs to be much more deeply studied. This is especially true in the early eras of women's sports where the questions of what it means to be feminine and what athletics' intersection with the female identity is like were highly debated and majorly impactful to the early years of sport. Because much of the silent history of women's sports is found in the margins, those women who possessed other aspects of their identities which could have further marginalized them deserve more attention and study than I have been able to do this term. There is so much to the history of women's athletics at Dartmouth and in general, and its impact on the broader world of education in the United States, and there are many avenues that still need to be looked at when piecing together this story.

Additionally, this story is still being written. The next step for Title IX will most likely be addressing transgender and nonbinary athletes and their contributions to women's sports and the world of women's athletics. The role of money in college athletics will also continue to change and grow these programs. Additionally, media coverage and viewership nationally will continue to shift. As women's programs grow, viewerships will too, and thus media coverage may become an even more important part of the story of Title IX. This history is brand new, it has only been 50 years since Patsy Mink managed to get Title IX passed, and in those 50 years, amendments have been proposed, passed, and repealed changing the shape of Title IX. This history has not been static, and still has so much room to grow. Title IX's implications in the sports world have certainly not been fully realized, so even as we celebrate the history of the women who have come before, we must also recognize that what happens with Title IX in our generation will impact the lives of the women who come after.



Doug Austin Photography





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Another group of people who supported this project and made it come to life were my friends who are incredible athletic women at the college today. Their insight into their experiences highlighted things I wouldn't have known to look for in the archives and their passion for supporting my project was ever present. They are incredibly hard working and the product of a long line of women who have all fought both on and off the playing fields to make Dartmouth a better place and to make Dartmouth women's athletics the best they can possibly be. These women inspire me and teach me so much every day, this project is truly for and about them and their legacy.

Finally, all of the women who lived through the past 50 years of Title IX are the true backbone of my research. They lived and fought through all of these eras and navigated the challenges of early decades of Title IX in order to provide for more opportunities for future women in athletics and this work hopefully gives them at least a fraction of the spotlight they deserve.

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*the sources progress in order of page number, and are listed from left top right, top to bottom on each page.
*folders and box numbers and reference numbers refer to Rauner Archive description

