**SUPPLEMENT NO. 6**

## Examination of Maximum Grant-in-Aid Limitations and Equivalency versus Head Count Designations

## Summary of Feedback Provided by Cabinet Members

Background.
During its June meeting, the cabinet reviewed information that included an overview of statistical data provided by the NCAA research staff related to Division I current participation numbers, current trends in awarding aid and total number of student-athletes participating who do not receive athletics aid. The cabinet also examined concepts that could affect administration of team financial aid limits. Following the review, the cabinet agreed its members would solicit feedback from their campuses and conferences on whether current designations (head count or equivalency) and team financial aid limits are appropriate. This document summarizes the feedback provided by the cabinet members.

Summary of Feedback.
Most of the feedback received addressed team financial aid limits. With the exception of feedback related to women's basketball and football, and a few instances of suggesting reductions as part of a other suggested changes for the sport (e.g., changing a sport from a head count sport to an equivalency sport) , the remaining feedback supported increasing team financial aid limits. The sports receiving the most support for increasing the team financial aid limit are softball, women's soccer, women's cross country/track and field and women's volleyball.

The feedback also provided suggestions related to minimum equivalencies, use of the hybrid model and whether sports should retain their current counting method (head count or equivalency). Based on the feedback, there is some support for establishing a minimum equivalency amount. However, only one respondent suggested a minimum equivalency amount (0.20). Regarding the use of the hybrid model (limiting counters in equivalency sports), respondents were divided. Although some believe a hybrid model will work for all sports, others believe it is best suited for the sports that already use it and oppose expanding it to other sports. Finally, several respondents suggested making women's tennis an equivalency sport, while only a few suggested making women's soccer a head count sport.

The attachment provides additional details on the feedback received.

Points to Consider.
As the cabinet considers whether to pursue proposing changes to team financial aid limits or equivalency and head count designations, some items to consider are

- Are the changes suggested in the feedback consistent with the information presented by the NCAA research staff?

- What consequences are associated with the suggested changes?

- Do the suggested changes satisfy the lenses used by the Transforming Intercollegiate Athletics Working Group on the Collegiate Model?

ATTACHMENT

# Division I: Head Count and Equivalencies Analysis

NCAA Division I Awards, Benefits, Expenses and Financial Aid Cabinet

September, 2011

NCAA Research

# Central Questions

- What does the landscape of Division I look like in terms of grants-in-aid ?
- Is there evidence that certain sports might be seeing pressure on current scholarship limits?
- What type of measurements might we use to assess pressure on current scholarship limits?
- What is the financial impact of switching to a cost-of-attendance model from the current grant-in-aid model?
  - What would be the impact on equivalencies if institutions continued to fund at their current level?

# Median (and Range) Grants-In-Aid: By Subdivision

| | FBS | FCS | Division I – No MFB |
|---|---|---|---|
| Median Equivalencies Awarded | 239 (157 to 409) | 161 (13 to 269) | 107 (70 to 216) |
| Median Number of Individuals Receiving Awards | 353 (172 to 659) | 258 (13 to 565) | 200 (95 to 314) |
| Median Total Cost of Grants-in-Aid | $7,100,000 ($2.2 million to $16.7 million) | $3,400,000 ($1.1 million to $9.7 million) | $3,100,000 ($952,000 to $11.8 million) |

# Assessment of “Pressure Points” in Provision of Scholarships by Sport

NCAA Research

# Current Analyses

- The current analyses are designed to determine if certain sports are illustrating pressure under the current scholarship limits.

- Three measures of “pressure” are analyzed in the following slides:
  - Average scholarship per athlete (in equivalency sports, lower number indicates more pressure – especially at fully-funded institutions).
  - Proportion of teams fully-funding the sport – a measure of national commitment to the sport.
  - Proportion of non-scholarship student-athletes on the average team – a measurement of student-athlete commitment to the sport.

- Measures are analyzed individually, and in combination to determine which sports might exhibit multiple signs of pressure.

- Analyses here focus on equivalency sports, but measures within headcount sports are included.

- Sports with minimal sponsorship (e.g. rifle, skiing, men’s volleyball, etc.) are not included in these analyses.

# Average Equivalency per Student-Athlete

## Equivalency Sports

### Women

| Sport | Division I | Teams "Fully-Funding" |
|---|---|---|
| | Median | Median |
| X-Country/Track | .52 | .60 |
| Field Hockey | .55 | .64 |
| Golf | .66 | .74 |
| Ice Hockey | .86 | .86 |
| Lacrosse | .41 | .45 |
| Softball | .60 | .66 |
| Soccer | .55 | .58 |
| Swimming | .48 | .52 |

### Men

| Sport | Division I | Teams "Fully-Funding" |
|---|---|---|
| | Median | Median |
| Baseball | .43 | .45 |
| X-Country/Track | .40 | .46 |
| Golf | .43 | .47 |
| Ice Hockey | .78 | .79 |
| Lacrosse | .34 | .37 |
| Soccer | .46 | .49 |
| Swimming | .39 | .43 |
| Tennis | .50 | .55 |
| Wrestling | .41 | .44 |

NOTE: "Fully-funded" defined as providing at least 90 percent of maximum allowed grants in most recent year.

# Average Equivalency per Student-Athlete

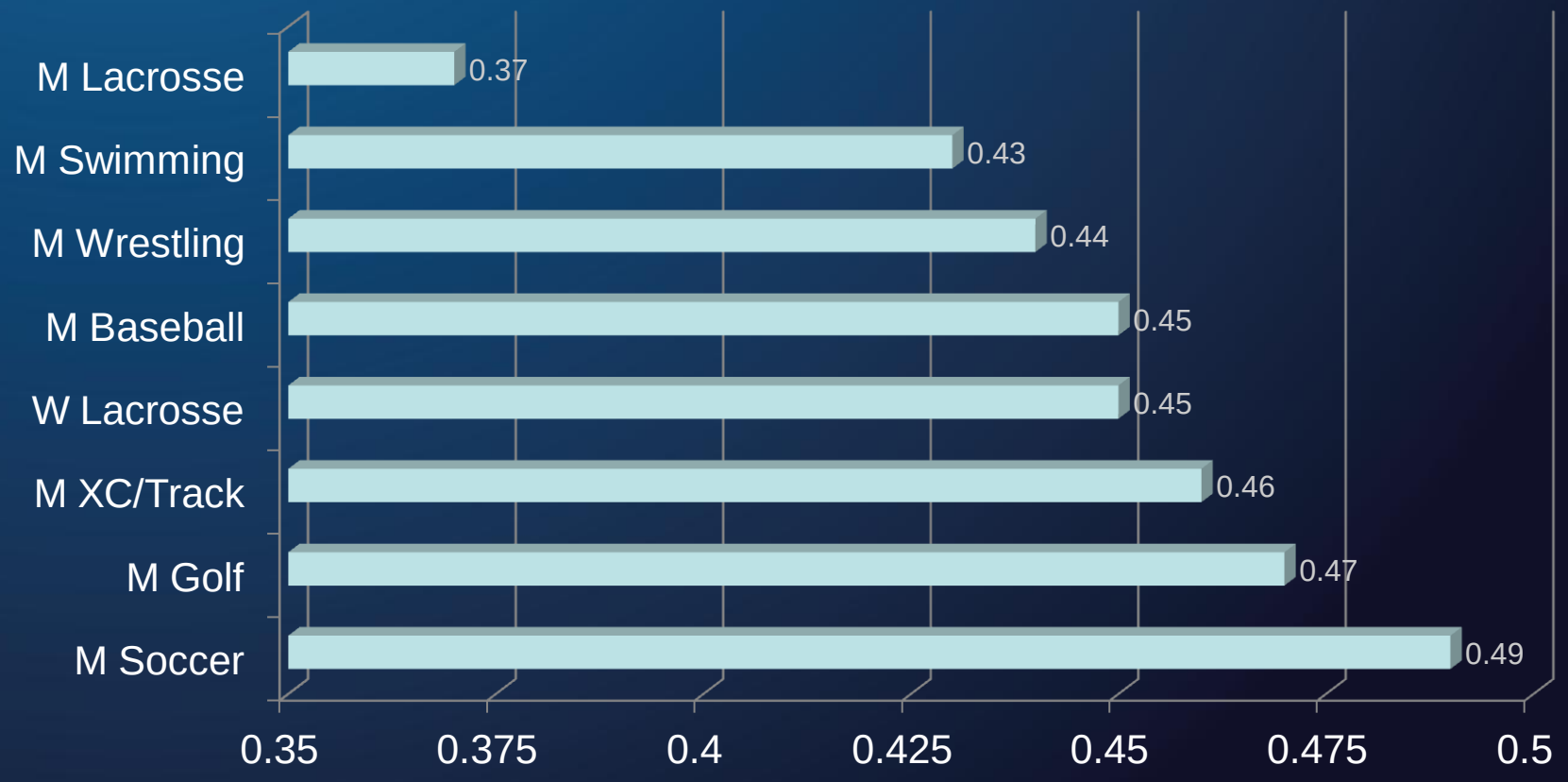
## Head Count Sports

| Sport | Division I |
|---|---|
| | Median |
| M Basketball | .97 |
| FBS Football | .94 |
| FCS Football | .75 |
| W Basketball | .97 |
| W Gymnastics | .93 |
| W Tennis | .88 |
| W Volleyball | .92 |

NOTE: "Fully-funded" defined as providing at least 90 percent of maximum allowed grants in most recent year.

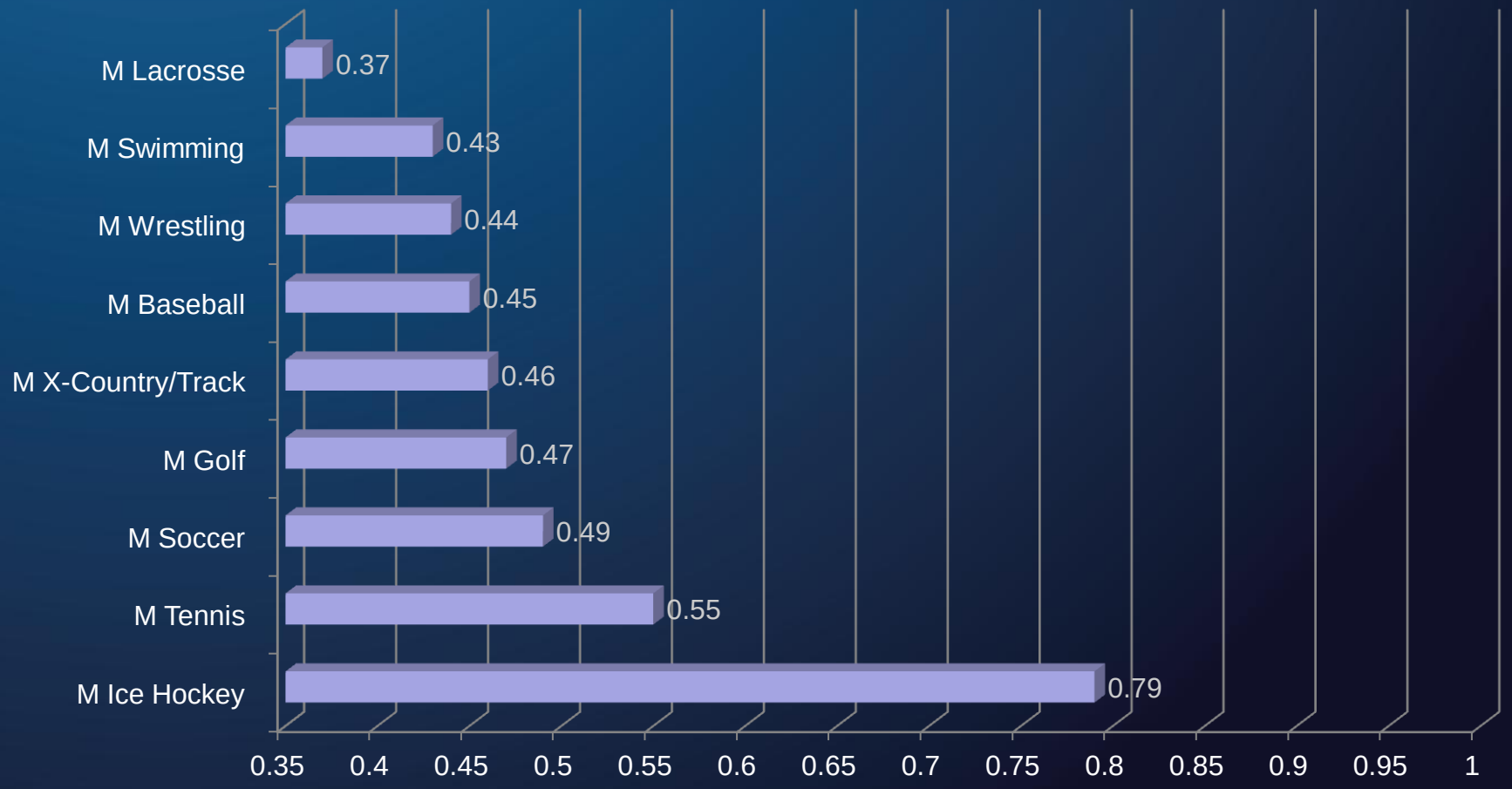
# Pressure Points: Average Equivalency per Student-Athlete at "Fully-Funded" Programs

## Equivalency Sports



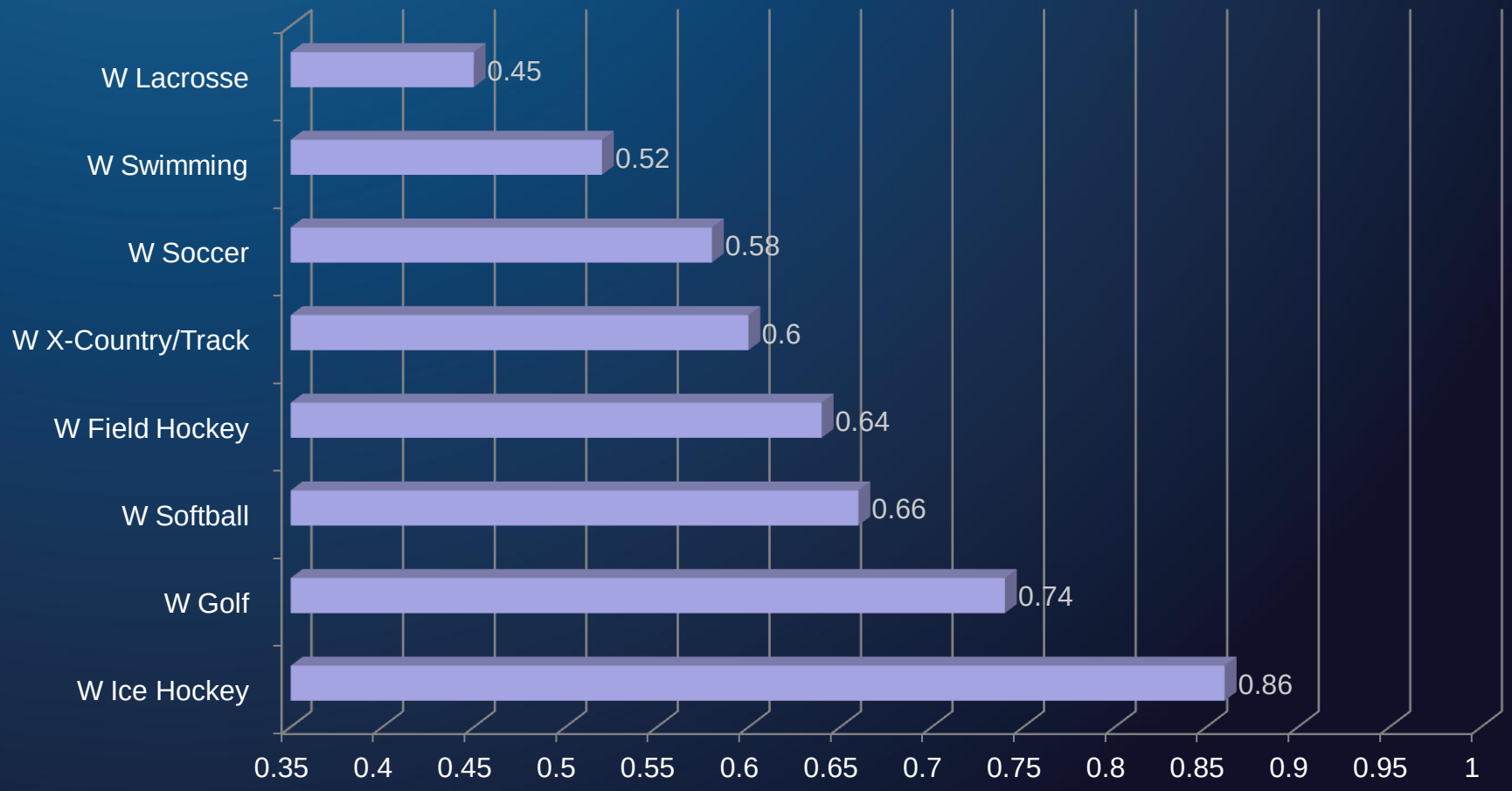
# Average Equivalency per Student-Athlete at "Fully-Funded" Programs

## Equivalency Sports (Men)



# Average Equivalency per Student-Athlete at "Fully-Funded" Programs

## Equivalency Sports (Women)



# Proportion of Teams "Fully-Funding" Sport

## Equivalency Sports

### Women

| Sport | Division I | FBS Only |
|---|---|---|
| X-Country/Track | 31.2% | 65.5% |
| Field Hockey | 41.2% | 72.0% |
| Golf | 45.3% | 77.0% |
| Ice Hockey | 61.1% | 66.7% |
| Lacrosse | 36.0% | 72.7% |
| Softball | 52.4% | 88.9% |
| Soccer | 52.7% | 85.8% |
| Swimming | 39.3% | 65.9% |

### Men

| Sport | Division I | FBS Only |
|---|---|---|
| Baseball | 67.0% | 93.3% |
| X-Country/Track | 34.9% | 69.7% |
| Golf | 43.0% | 72.2% |
| Ice Hockey | 80.0% | 100% |
| Lacrosse | 51.2% | 100% |
| Soccer | 53.5% | 74.0% |
| Swimming | 41.0% | 66.7% |
| Tennis | 53.4% | 88.1% |
| Wrestling | 44.9% | 73.0% |

NOTE: "Fully-funded" defined as providing at least 90 percent of maximum allowed grants in most recent year.

# Proportion of Teams "Fully-Funding" Sport

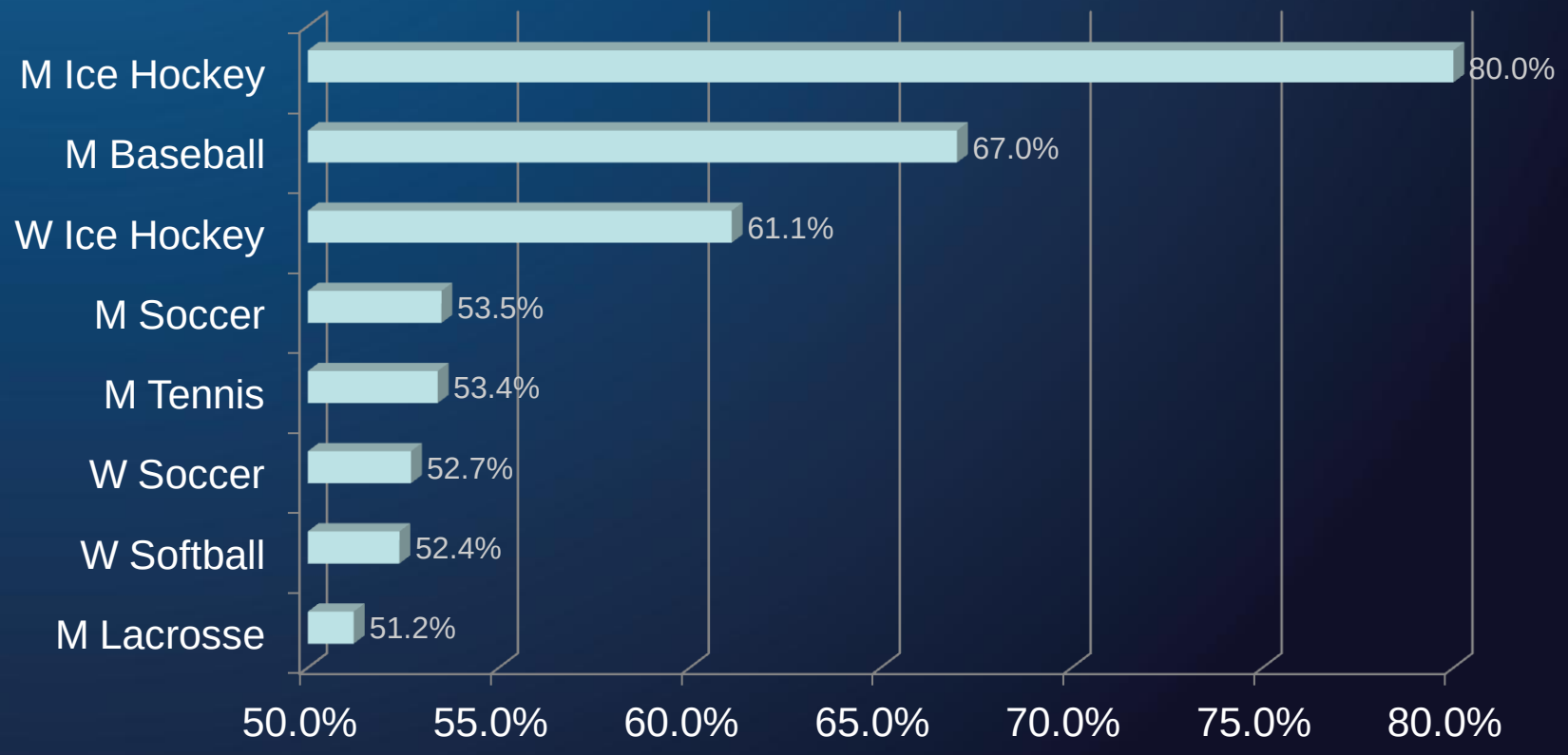
## Head Count Sports

| Sport | Division I | FBS Only |
|---|---|---|
| M Basketball | 77.3% | 82.1% |
| FBS Football | 100% | 100% |
| FCS Football | 66.3% | N/A |
| W Basketball | 44.8% | 47.9% |
| W Gymnastics | 71.9% | 81.8% |
| W Tennis | 40.0% | 76.1% |
| W Volleyball | 58.8% | 80.9% |

NOTE: "Fully-funded" defined as providing at least 90 percent of maximum allowed grants in most recent year.

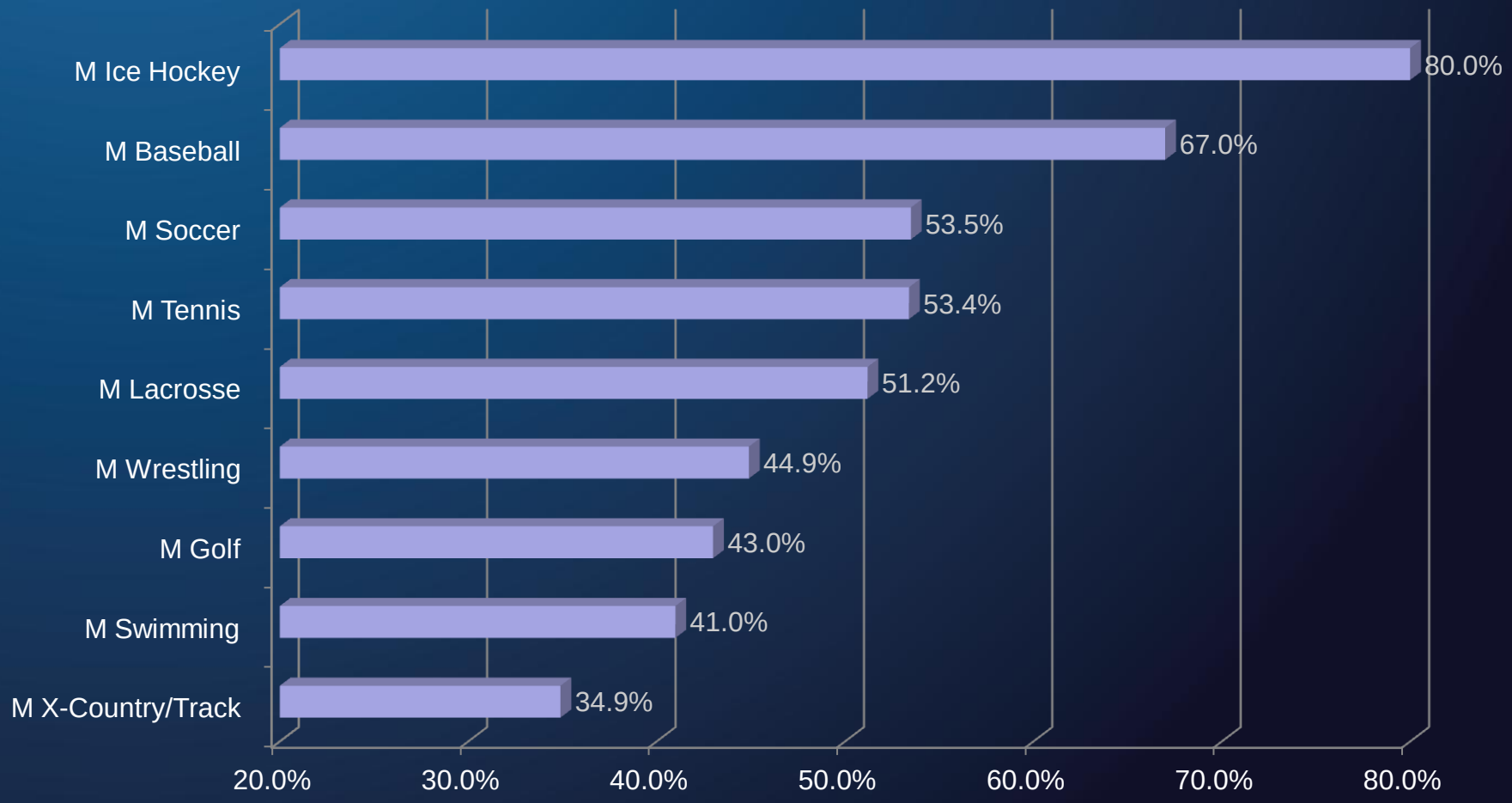
# Pressure Points:
# Sports with Highest Proportion of Teams "Fully-Funding" Sport

## Equivalency Sports



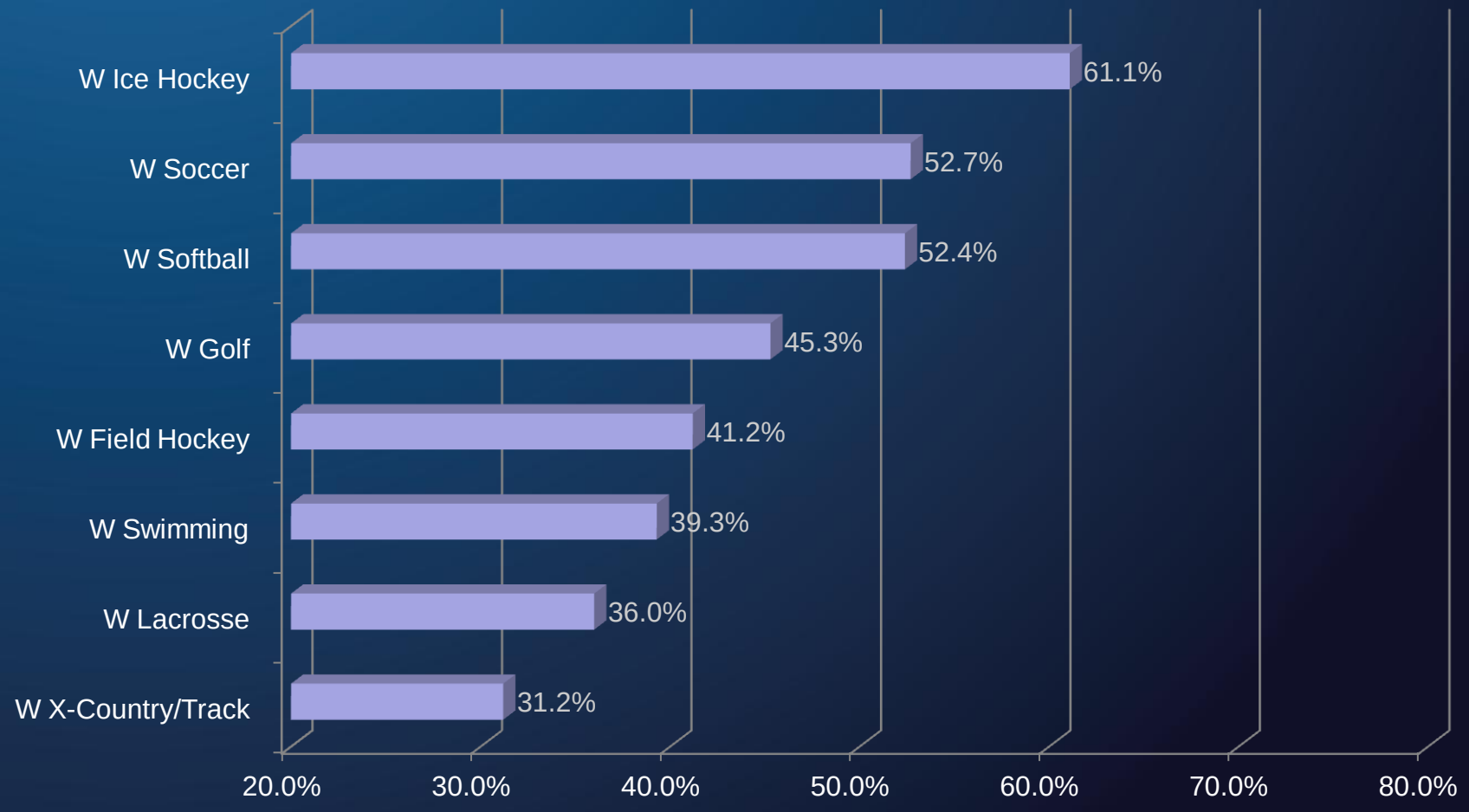
# Proportion of Teams "Fully-Funding" Sport

## Equivalency Sports (Men)



# Proportion of Teams "Fully-Funding" Sport

## Equivalency Sports (Women)



# Median Proportion of Non-Scholarship Athletes

## Equivalency Sports

### Women

| Sport | Division I | Teams "Fully-Funding" |
|---|---|---|
| | Median | Median |
| X-Country/Track | 33% | 30% |
| Field Hockey | 14% | 13% |
| Golf | 11% | 8% |
| Ice Hockey | 19% | 8% |
| Lacrosse | 13% | 10% |
| Softball | 11% | 10% |
| Soccer | 13% | 12% |
| Swimming | 22% | 14% |

### Men

| Sport | Division I | Teams "Fully-Funding" |
|---|---|---|
| | Median | Median |
| Baseball | 26% | 25% |
| X-Country/Track | 43% | 40% |
| Golf | 13% | 8% |
| Ice Hockey | 23% | 21% |
| Lacrosse | 31% | 28% |
| Soccer | 32% | 31% |
| Swimming | 31% | 24% |
| Tennis | 23% | 20% |
| Wrestling | 38% | 33% |

NOTE: "Fully-funded" defined as providing at least 90 percent of maximum allowed grants in most recent year.

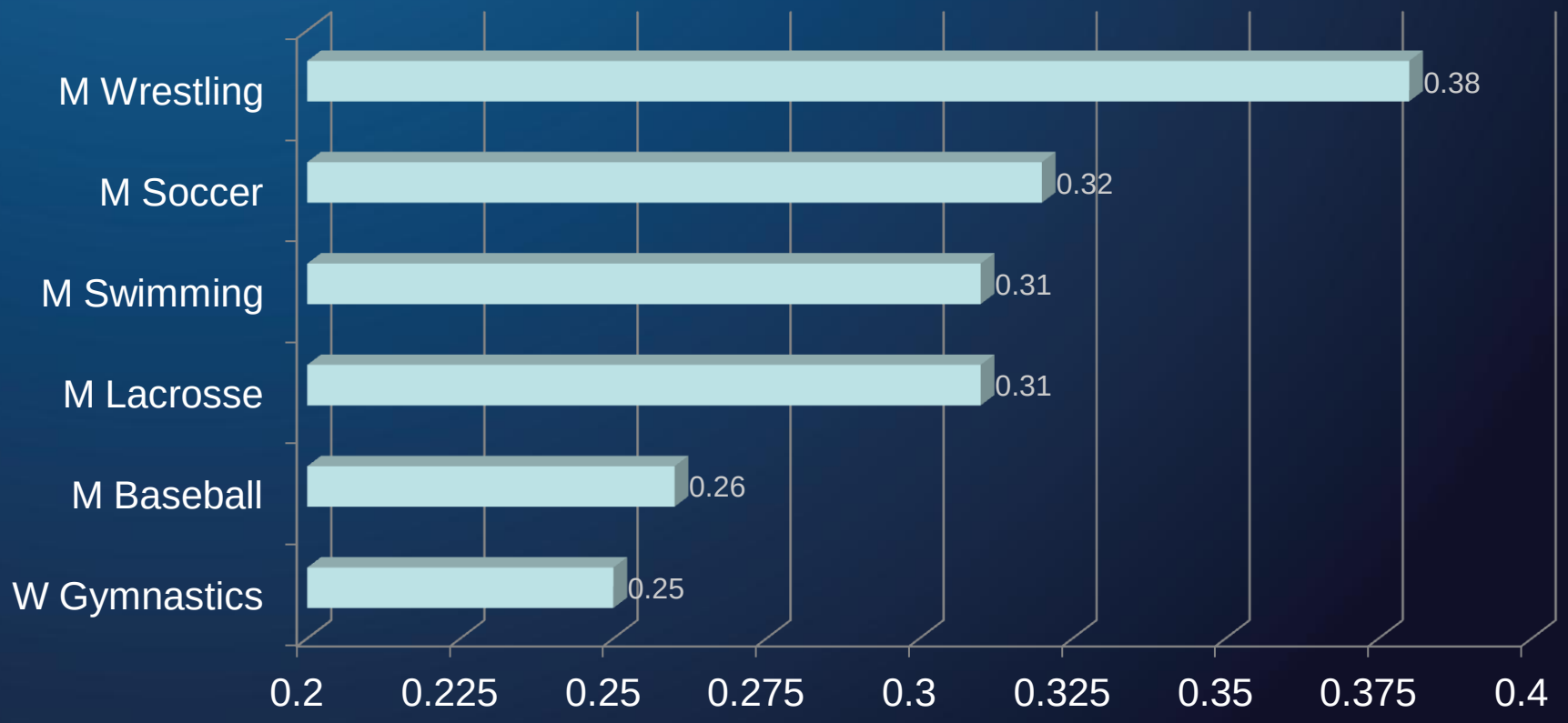
# Median Proportion of Non-Scholarship Athletes

## Head Count Sports

| Sport | Division I | "Fully-Funded" Programs |
|---|---|---|
| | Median | Median |
| M Basketball | 14% | 13% |
| FBS Football | 24% | 24% |
| FCS Football | 26% | 23% |
| W Basketball | 1% | 1% |
| W Gymnastics | 25% | 25% |
| W Tennis | 14% | 11% |
| W Volleyball | 20% | 18% |

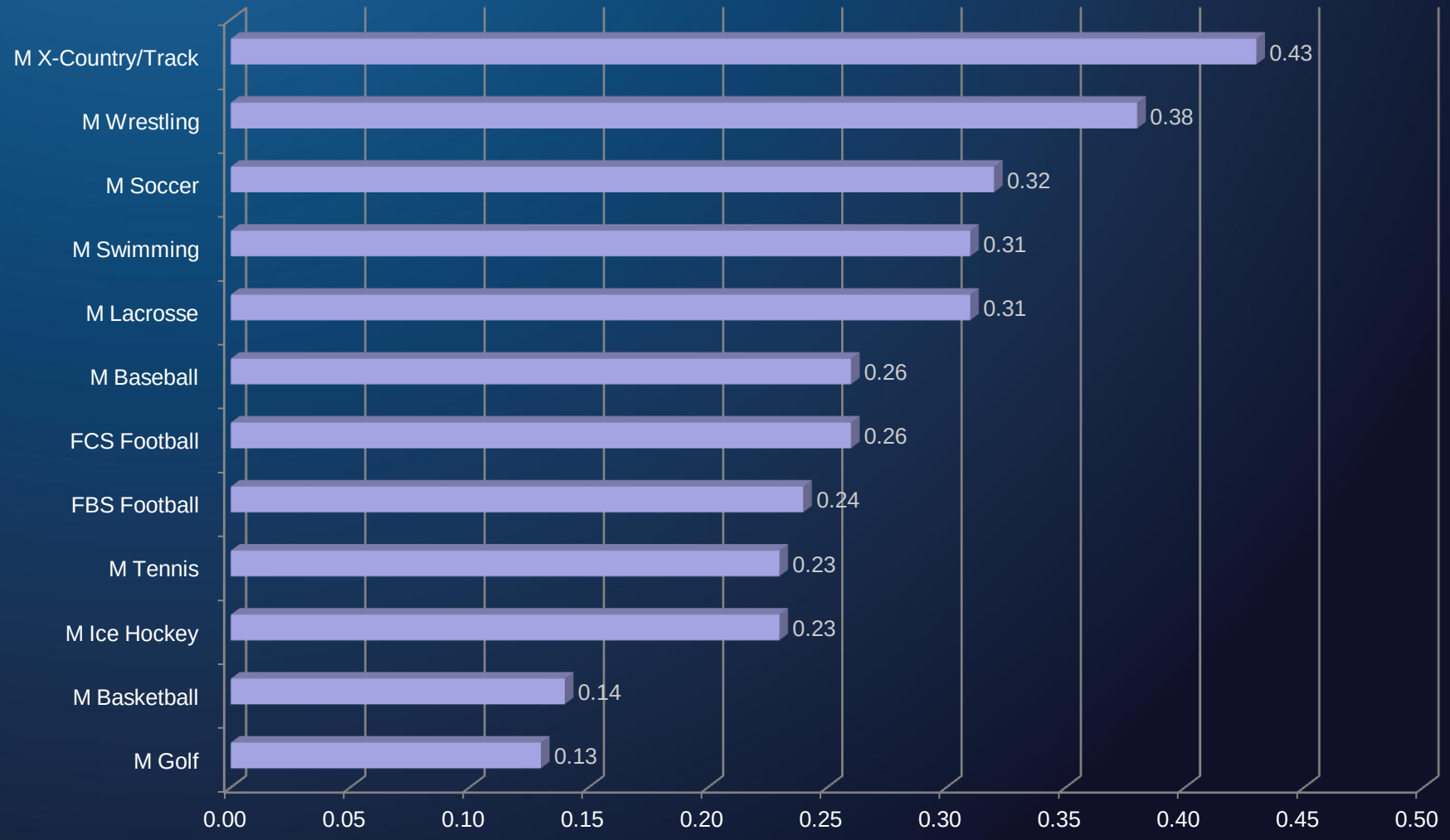
NOTE: "Fully-funded" defined as providing at least 90 percent of maximum allowed grants in most recent year.

# Pressure Points:
# Median Proportion of Non-Scholarship Athletes
## Head Count Sports & Equivalency Sports



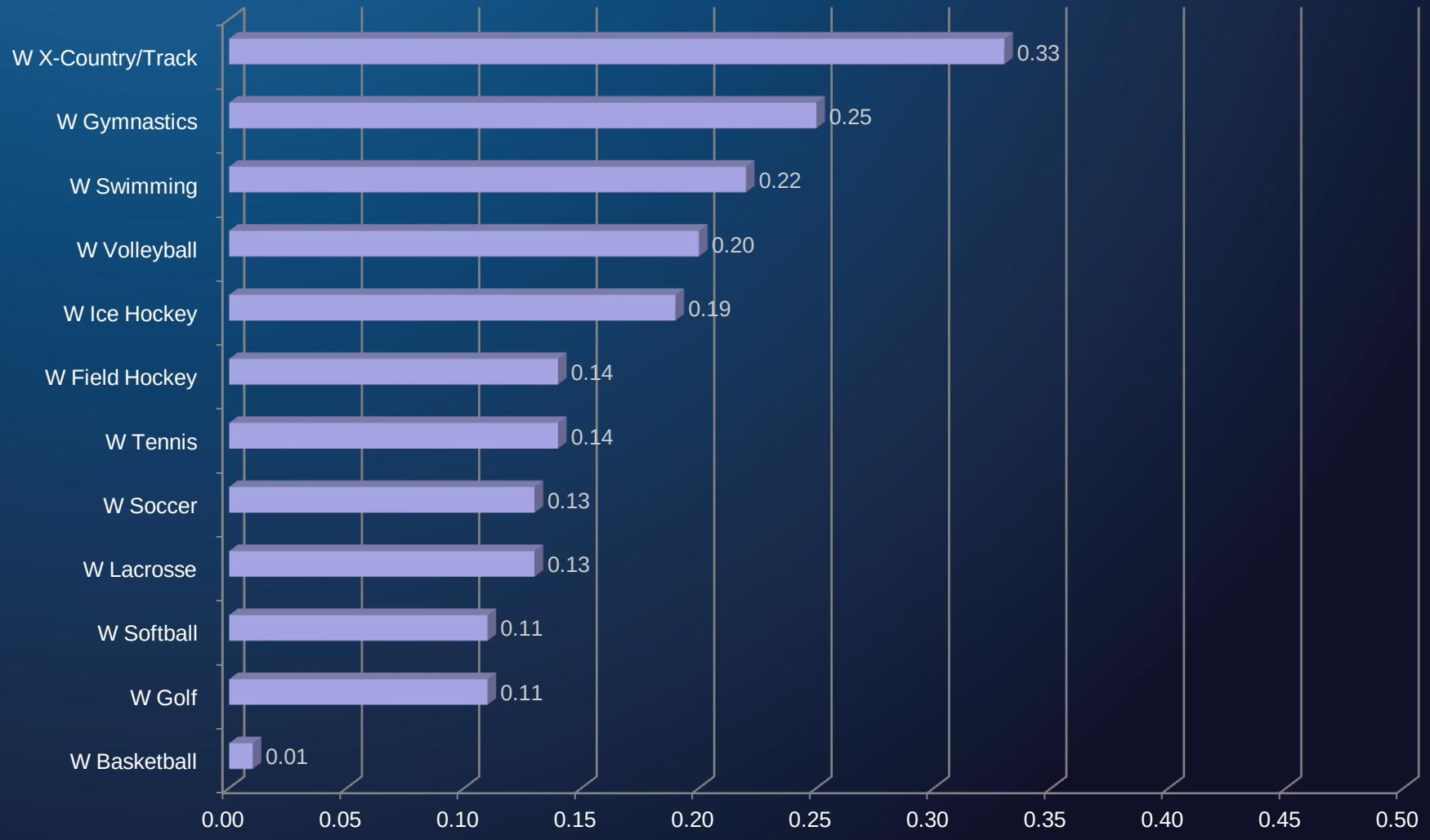
# Median Proportion of Non-Scholarship Athletes

## Head Count Sports & Equivalency Sports (Men)



# Median Proportion of Non-Scholarship Athletes

## Head Count Sports & Equivalency Sports (Women)




NCAA Research

# Composite Analysis

- Using z-score averages, these three variables can be combined in various ways to assess an overall “pressure” score for each sport. In the simple combinations that follow, the variables are equally-weighted.

- Two composite variables have been created:

  – A two-variable composite that is the combination of average equivalency given and proportion of allowed scholarships funded. This is an attempt to assess the pressure within a sport to spread scholarship dollars to as many students as possible within the current scholarship limits.

  – A three variable composite that adds the proportion of walk-ons to the two-variable composite. This adds an assessment of the number of other participating student-athletes who would benefit from an increase in the number of scholarships allowed in a given sport.

# Outcome of Combining Average Equivalency per Athlete with Proportion of Allowed Funding

## Equivalency Sports

| Sport | Z-Score Average* |
|---|---|
| Men's Baseball | 1.01 |
| Men's Soccer | 0.64 |
| Men's Lacrosse | 0.44 |
| Men's Wrestling | 0.43 |
| Women's Soccer | 0.35 |
| Men's Golf | 0.25 |
| Men's Tennis | 0.18 |
| Women's Softball | 0.16 |
| Women's Lacrosse | 0.04 |
| Women's Field Hockey | 0.00 |
| Men's Ice Hockey | -0.33 |
| Men's Swimming | -0.34 |
| Women's Swimming | -0.46 |
| Women's Golf | -0.49 |
| Men's Track/Cross Country | -0.50 |
| Women's Track/Cross Country | -0.64 |
| Women's Ice Hockey | -0.73 |

*NOTE: In a z-score distribution a score of 0 is at the mean for the distribution, and a score of 1 is 1 standard deviation above the mean, whereas a -1 is a standard deviation below the mean.

# Outcome of Combining All Three Variables

## Equivalency Sports

| Sport | Z-Score Average |
|---|---|
| Men's Lacrosse | 0.77 |
| Men's Baseball | 0.70 |
| Men's Wrestling | 0.70 |
| Men's Soccer | 0.65 |
| Men's Swimming | 0.27 |
| Men's Track/Cross Country | 0.14 |
| Men's Tennis | 0.06 |
| Men's Golf | -0.12 |
| Women's Lacrosse | -0.16 |
| Women's Soccer | -0.16 |
| Men's Ice Hockey | -0.22 |
| Women's Track/Cross Country | -0.23 |
| Women's Field Hockey | -0.26 |
| Women's Swimming | -0.28 |
| Women's Softball | -0.38 |
| Women's Ice Hockey | -0.67 |
| Women's Golf | -0.79 |

*NOTE: In a z-score distribution a score of 0 is at the mean for the distribution, and a score of 1 is 1 standard deviation above the mean, whereas a -1 is a standard deviation below the mean.

| Sport | Code | Feedback |
|---|---|---|
| Books | WAC-05 | Exclude from GIA and limit number of book scholarships in each sport. |
| Books | WAC-04 | Limit to not more than the number of scholarships for that sport (85 MFB, 12 MBA, etc). |
| HCvEQ | ACC-01 | All GIA should be for tuition only. Room/board/books/fees/possibly expense money up to cost of attendance should be need based. |
| HCvEQ | Big12-03 | Allotment of scholarships should be based on number of competitors. |
| HCvEQ | Big12-03 | Change all sports to HC. |
| HCvEQ | Big12-05 | Each team sport should, at a minimum, have scholarships available for the minimum number of competitors. |
| HCvEQ | ACC-01 | From HC to EQ - all sports except possibly for MFB, MBB and WBB. |
| HCvEQ | WCC-01 | From HC to EQ - WTE, WVB w/ a modified program similar to MBA. |
| HCvEQ | WAC-05 | Helpful to have a couple more head count sports on the women's side so unduplicated participation-to-scholarship ratio is easier to meet - perhaps WSB or WSO. |
| HCvEQ | WAC-04 | Hybrid - all sports should have a limit on number of SAs assigned aid. |
| HCvEQ | Pac12-01 | Hybrid - Has its place for Baseball, FCS Football and Men's Ice Hockey, but we see no need for it in other sports. |
| HCvEQ | WCC-01 | Hybrid - I think all sports can be moved to this model. |
| HCvEQ | Pac12-01 | Hybrid - No - another element to monitor/educate; EQ limit is sufficient restriction. |
| HCvEQ | WAC-03 | Hybrid - Oppose this model for WSB. |
| HCvEQ | Pac12-01 | Hybrid - too many coaches sign PSAs to books to lock them in, and there is far too much transferring going on in many Olympic Sports by people signed for books only. |
| HCvEQ | WCC-02 | Hybrid - We believe that the financial aid model for baseball works for baseball. We do not believe it should be followed by other sports. |
| HCvEQ | WCC-01 | I think EQ is a better model. Everyone is worried about stock piling but in the end we give kids a 56k scholarship that really are not deserving, |
| HCvEQ | WCC-03 | In favor of all sports as equivalencies. |
| HCvEQ | Big12-05 | Increase scholarships for women's sports. |
| HCvEQ | Pac12-01 | Minimum EQ - No - another element to monitor/educate; EQ limit is sufficient restriction. May lead to requests for increased team limits. |
| HCvEQ | WAC-05 | Minimum EQ needed because of potential abuse of adding to scholarship roster for APR and GSR purposes (perhaps even using book scholarships). |
| HCvEQ | WAC-04 | Minimum EQ of 0.20. |
| HCvEQ | Big12-03 | Minimum EQ should be established for all sports. |
| HCvEQ | WCC-01 | Hybrid - Modified model like MBA and MIH/WIH. |
| HCvEQ | WCC-03 | Move all sports to EQ. Or, all except MBB/WBB and MFB. |
| HCvEQ | WCC-03 | Why is a women's sport HC when the men's sport is EQ? |
| MBA | Big12-05 | Change from 11.7 full grants to 27 tuition/fees and book grants. |

| Sport | Code | Feedback |
|---|---|---|
| MBA | Pac12-01 | Change from 11.7 full grants to 27 tuition/fees and book grants. |
| MBA | AmEast-02 | I know MBA coaches have spoken about changing MBA scholarships to tuition only and increasing the number (say 15-20 instead of 11.7). |
| MBA | Pac12-01 | Increase from 11.7 to 13; maintain EQ. |
| MBA | WCC-01 | Increase possible, based on injuries. |
| MBA | WCC-03 | Increase. |
| MBA | Big12-02 | Review to determine effect of minimum EQs and squad size limits. |
| MBB | WAC-04 | Increase from 13 to 14. |
| MBB | Horizon-03 | Increase from 13 to 15; maintain HC. |
| MCC | Big12-09 | Change is needed; over 10,000 participants and no scholarships if the institution also sponsors track and field. |
| MFB | WAC-05 | Decrease - if allowed five years of eligibility, which eliminates the need for redshirts. |
| MFB | Pac12-01 | Decrease from 85 to 75. |
| MFB | WAC-04 | Decrease from 85 to 80 if they grant 5 years of eligibility. |
| MFB | ACC-01 | Decrease from 85 to 80. |
| MFB | Big12-02 | Decrease from 85 to 80; redistribute to other women's sports, such as WSB or WSO. |
| MFB | Big12-05 | Increase from 85 to 90; maintain HC. |
| MGO | Big12-05 | Increase from 4.5 to 5 or 6. |
| MGO | Big12-06 | Increase from 4.5 to 5 or 6; move to HC. |
| MGO | WAC-04 | Increase from 4.5 to 5.5. |
| MGO | WCC-01 | Too low - fewer scholarships than competitors. |
| MSO | Horizon-03 | Increase from 9.9 to 14. |
| MSW | Big12-05 | Allow a separate 1.5 EQ for men's diving that can be assigned to MSW beyond its current 9.9 EQ. |
| MSW | Big12-05 | Increase from 9.9 to 12; maintain EQ. |
| MSW | WAC-03 | Split diving and swimming scholarships - apparently it was done in the past. |
| MTE | WAC-04 | Increase from 4.5 to 5.5. |
| MTE | Big12-05 | Increase from 4.5 to 6; maintain EQ. |
| MTE | Big12-07 | Increase from 4.5 to 6; maintain EQ. |
| MTE | WCC-01 | Too low - fewer scholarships than competitors. |
| MTR | Big12-05 | Increase from 12.6 to 18; maintain EQ. |
| MTR | Big12-01 | Increase. 12.6 does not cover a 21-event NCAA Championship. |
| MVB | WAC-03 | Increase. No other sport has as big a disparity between men's (4.5, EQ) and women's (12, HC) sports. |
| MWR | Horizon-03 | Increase from 9.9 to 15; maintain EQ. 9.9 does not allow one per weight class, and sport is injury-prone causing many to carry at minimum, 30 wrestlers (3 per weight class). |

| Sport | Code | Feedback |
|---|---|---|
| MWR | AmEast-05 | Increase to 10; maintain EQ. MWR has 10 weight classes. |
| WBB | Big12-02 | Decrease from 15 to 13 to align with MBB; redistribute to other women's sports, such as WSB or WSO. |
| WBB | Horizon-04 | Decrease from 15 to 13, giving 1 to WVB (13 scholarships) and 1 to another women's sport. |
| WBB | Pac12-01 | Decrease from 15 to 13. |
| WBB | Horizon-02 | Decrease from 15 to 13. More parity. Move scholarship money into another area of the WBB program and focus on how we can get more competitive across the board. |
| WBB | WCC-01 | Lower from 15 to 13. |
| WBB | WCC-03 | Lower from 15 to 13. |
| WBB | Big12-03 | Reduce WBB from 15 to 13; redistribute to other women's sports. |
| WCC | Big12-10 | Change is needed; over 10,000 participants and no scholarships if the institution also sponsors track and field. |
| WCW | Big12-05 | Increase from 20 to 25; maintain EQ. |
| WCW | AmEast-04 | Increase to 25; maintain EQ. A full squad size for NCAA Championship teams is 25 SAs. |
| WEQ | Big12-08 | Change is needed; consider basing limit on roster size or disciplines sponsored. |
| WGO | Big12-05 | Increase from 6 to 7; move to HC. |
| WGO | Big12-02 | Why is WGO EQ, while WTE is HC? |
| WGY | Pac12-01 | Move to EQ. |
| WSB | Big12-05 | Increase from 12 to 14; maintain EQ. |
| WSB | Big12-01 | Increase from 12 to 14; maintain EQ. The game has changed and warrants a need for more players, especially pitchers. |
| WSB | WAC-03 | Increase from 12 to 15 to cover the 20 SA allowed to travel to NCAA tournament. |
| WSB | Pac12-01 | Increase from 12 to 15-18; move to HC. |
| WSB | WAC-02 | Increase from 12 to 18; Move from EQ to HC. |
| WSO | ACC-01 | Increase because of increased participation nationwide, the number of players on the field in the contest, and the injury factor. |
| WSO | Pac12-01 | Increase from 14 to 16; move to HC. |
| WSO | Big12-05 | Increase from 14 to 18; maintain EQ. |
| WSO | WAC-02 | Increase from 14 to 22; Move from EQ to HC. |
| WSO | WCC-01 | Increase possible, based on trends. |
| WSO | Big12-11 | Increase to 22; move to HC. |
| WSO | AmEast-01 | Increase from 14 to 18-20; maintain EQ. Increase to be more in line with other sports. Look at ratio of players needed to compete and scholarships provided - MBB/WBB has more than 2x the number of players needed to start on scholarship. |
| WSW | Big12-05 | Allow a separate 2.0 EQ for women's diving that can be assigned to WSW beyond its current 14 EQ. |
| WSW | Big12-05 | Increase from 14 to 16 or 18; maintain EQ. |
| WSW | WAC-03 | Split diving and swimming scholarships - apparently it was done in the past. |
| WTE | Horizon-03 | Decrease from 8 to 4.5; move from HC to EQ to level playing field a little more. |

| Sport | Code | Feedback |
|---|---|---|
| WTE | Big12-05 | Decrease from 8 to 7 or 6; move from HC to EQ. |
| WTE | BigSky-01 | From HC to EQ. |
| WTE | WCC-02 | From HC to EQ. |
| WTE | WCC-01 | Lower from 8 to 6. |
| WTE | Pac12-01 | From HC to EQ. |
| WTE | Big12-02 | Why is WTE HC, while WGO is EQ? |
| WTE | Horizon-02 | Would love to see MTE and WTE become more equal in scholarship limits, or at the very least remove WTE from being a head count sport. |
| WTR | Big12-05 | Increase from 18 to 24; maintain EQ. |
| WTR | WAC-01 | Increase. |
| WTR | Big12-01 | Increase. 18 does not cover a 21-event NCAA Championship. |
| WVB | Big12-05 | Increase from 12 to 13 or 14; maintain HC. |
| WVB | Horizon-03 | Increase from 12 to 13 to allow for libero. |
| WVB | Big12-01 | Increase from 12 to 13; maintain HC. Has 6 participants on the floor, plus the designation of the libero in recent years. |
| WVB | Pac12-01 | Increase from 12 to 14; maintain HC. |

| Conference | Code | Feedback |
|---|---|---|
| America East Conference | AmEast-01 | I think soccer should continue as an equivalency scholarship sport. 14 has worked but certainly with 24-28 players on the squad, 18-20 might be more in line with other sports if you look at ratio of players needed to compete and scholarships provided (Basketball has more than double the amount of players needed to start the game on scholarship – double for soccer would be 22 on scholarship.) I am no mathematician but that doesn't seem equitable. |
| America East Conference | AmEast-02 | Current designation of scholarships for college baseball has turned the sport into a white collar only opportunity. With institutions and the government clamping down on grants we have so little to help assist our student athletes. Even for programs with the full allotment of scholarships (11.7 for 27) the average scholarship is about 43%. Obviously you will need to offer some PSA's more than that to get a commitment. That then means someone else is now getting 25% instead of 43%. This is causing programs to recruit strictly from showcases and AAU teams where the majority of PSA's involved come from wealthier families. I know that baseball coaches have spoken about changing all of our scholarships to tuition based only but having a larger cap (say 15-20 instead of 11.7). Even if that was to change there are still other issues at hand. At the end of the day I believe that equivalency sports have an advantage or disadvantage based on university policies rather than NCAA sanctioned scholarship offerings. I believe all institutions should be forced to operate the same way to level the playing field. If the NCAA says that you can combine academic money then all institutions should be forced to do so. This would either eliminate the secondary pools of money that some programs have to pull from or create new pools for others. Either way the competitive balance is there. |
| America East Conference | AmEast-03 | As you know, it is pretty black and white for WBB. The current 15 financial aid packages available to us are appropriate. When there was discussion about dropping WBB down to 12 or 13 a few years ago, I was very much against it. We have fought so hard to get where we are that we should not go back…… |
| America East Conference | AmEast-04 | I am grateful to be an equivalency sport – we spread our 20 scholarships among about 35 athletes or so each year. With the size of the team and the range of skills within the team, being a head count sport would be very unhelpful. I am completely satisfied with the way I am permitted to allocate scholarship awards currently. While I have NO complaints at all regarding [my institution] and am fortunate to be fully funded to the limit of 20 scholarships, a full squad size per NCAA Championship teams in rowing is 25 athletes. [My institution] does not pressure me to have a given number on the roster, but that practice is common in larger schools. I think 25 is a more appropriate number, particularly in light of how women's rowing is used in many schools to balance the funding of men's sports. |

| Conference | Code | Feedback |
|---|---|---|
| America East Conference | AmEast-05 | The sport of wrestling has 10 weight classes. The NCAA presently allows wrestling to award 9.9 scholarships. Many in the wrestling community feel that our sport should have an even 10 scholarships to match the 10 weight classes. I feel the same way. Prefer equivalency to head count. |
| Atlantic Coast Conference | ACC-01 | All grants-in-aid should be for tuition only. Room/board/books/fees/possibly expense money up to cost of attendance should be need based. |
| Atlantic Coast Conference | ACC-01 | Are 12 too many grants-in-aid for WVB? |
| Atlantic Coast Conference | ACC-01 | Possibly add to the number of WSO grants-in-aid because of increased participation nationwide, the number of players on the field in the contest, and the injury factor. |
| Atlantic Coast Conference | ACC-01 | The number of MFB grants-in-aid should be decreased to 80 in Division I. |
| Atlantic Coast Conference | ACC-01 | Why should any sport be a head count sport except possibly for MFB, MBB and WBB? |
| Big 12 Conference | | Attached. |
| Big Sky Conference | BigSky-01 | In favor of exploring WTE as an equivalency sport. One school was not in favor of any increases because it would allow larger institutions to give more aid and possibly dilute the talent other institutions get (this was more a commentary on the move to COA instead of the specific questions posed by the cabinet). |
| Horizon League | Horizon-01 | Supports current designations. |
| Horizon League | Horizon-02 | Push to have WBB go from a head count of 15 to 13. This would assist in having more parity in the sport and allow for more Cinderella teams in the women's game like the men's. Move this allocation of scholarship money into another area of the women's basketball programs and focus on how we can get more competitive across the board versus worrying as much about losing that money. |
| Horizon League | Horizon-02 | Would love to see MTE and WTE become more equal in scholarship limits, or at the very least remove WTE from being a head count sport. |
| Horizon League | Horizon-03 | MBB would like 15 head count, like WBB. |
| Horizon League | Horizon-03 | MSO would like to go to cost of attendance and have 14 equivalencies like WSO. |
| Horizon League | Horizon-03 | MTE/WTE 4.5 equivalencies for both sports. This would hopefully level playing field a little more. |
| Horizon League | Horizon-03 | MWR - 15 equivalencies. 9.9 does not even allow one per weight class, and MWR is an injury-prone sport in which they need to carry at minimum, 30 wrestlers (3 per weight class). |
| Horizon League | Horizon-03 | WVB would like at least 13 scholarships to allow for libero. |
| Horizon League | Horizon-04 | Decrease WBB to 13, giving 1 scholarship to WVB (13 scholarships) and 1 to another women's sport to keep the scholarships in women's sports. |
| Pac-12 Conference | Pac12-01 | Attached. |
| West Coast Conference | WCC-XX | Attached. |
| Western Athletic Conferenc | WAC-01 | Increase in Women's T&F equivalencies |
| Western Athletic Conferenc | WAC-02 | Move Softball(18) and Soccer(22) to Headcount Sports |

| Conference | Code | Feedback |
|---|---|---|
| Western Athletic Conferenc | WAC-03 | Here is softball's response: Obviously, we would all like more money to offer our players. We currently have 12 scholarships and 15 would allow us to cover the 20 players they allow us to travel with to road contests and the NCAA tournament as well as the "ideal" squad size as determined by the NCAA. I don't like the baseball model even though I really never give anyone less than the 25% required in their model. Some players would just like to be on scholarship and if you have some additional funds to give to them in the way of books or a few thousand dollars to assist them with reducing their loans, that's great. I don't like the new rule that you can't give someone a scholarship for one semester and then take it away. |
| Western Athletic Conferenc | WAC-03 | Men's volleyball had an interesting factoid, saying that in relation to any other sport, they basically get screwed the most when it comes to numbers of scholarships, i.e., 4.5 scholarships compared to 12 for women's. No other sport has as big a disparity between men's and women's sports. |
| Western Athletic Conferenc | WAC-03 | Our diving coach is asking the committee to look at the possibility of splitting diving and swimming scholarships - apparently it was done in the past. He has cited some bad blood between swim coaches and diving coaches because they are basically sharing the scholarships. |
| Western Athletic Conferenc | WAC-04 | All sports should have a limit on number of athletes assigned aid. |
| Western Athletic Conferenc | WAC-04 | It would be difficult to standardize a formula to determine the appropriate number of scholarships this for all sports due to the unique aspects each sport has in regards to participation numbers. |
| Western Athletic Conferenc | WAC-04 | MBB needs an additional scholarship, MFB could get by with five less if they would grant 5 years of eligibility, golf and tennis need an additional scholarship. |
| Western Athletic Conferenc | WAC-04 | The number of book scholarships should be limited to not more than the number of scholarships for that sport (85 MFB, 12 baseball, etc). |
| Western Athletic Conferenc | WAC-04 | There should be a minimum equivalency amount of 20 percent. |
| Western Athletic Conferenc | WAC-05 | Book scholarships are problematic: perhaps Grant in Aid figure should not include a dollar value for books, but rather assign as a unit and set a max number of book scholarships in each sport… |
| Western Athletic Conferenc | WAC-05 | Helpful to have a couple more head count sports on the women’s side so unduplicated participation-to-scholarship ratio is easier to meet.; perhaps softball or soccer |
| Western Athletic Conferenc | WAC-05 | If MFB allowed five years of eligibility, then its number could be reduced because it eliminates the need for redshirts. |
| Western Athletic Conferenc | WAC-05 | Need a minimum scholarship amount as there is potential abuse of adding to scholarship roster for APR and Grad Rate purposes (perhaps even using book scholarships) |

Feedback Request – Examination of Maximum Grant-in-Aid Limitation/Equivalency Versus Head Count Designations

| Financial Aid Designations | |
|---|---|
| **Topic** | **Comments** |
| Are the current financial aid designations of head count and equivalency appropriate and team financial aid limits appropriate?<br><br>If not, please provide your comments on how you believe the issue of the designations and team limits could be improved. | Big12-01<br>• Adding 2 scholarships for softball and keep it equivalency (14 total). The game has changed and warrants a need for more players on your roster, especially pitchers.<br><br>• Volleyball as a head count sport is below appropriate financial aid numbers. With a sport that has 6 participants on the floor, plus with the designation of the libero in recent years, conversations should be had about increasing the number of aids given from 12 to 13.<br><br>• 14 equivalency scholarships is ok for Swimming and Diving<br><br>• The financial aid limits are not appropriate for both men and women Cross Country, Track and Field. The current NCAA limits of 12.6 men and 18 women doesn't cover a 21 event NCAA Championship. The limits should be increased.<br><br>Big12-02 – Now would be the time to completely reassess and evaluate all sports and their scholarship limits. For example, women's basketball has 15 full scholarships for a sport that only 5 players |

Feedback Request – Examination of Maximum Grant-in-Aid Limitation/Equivalency Versus Head Count Designations

| | |
|---|---|
| | are able to play at a time. Football is another example with a limit of 85. Perhaps consider reducing football by 5 scholarships and bring WBB equal with MBB (13) saving 7 whole scholarships that could be then re-distributed to sports such as softball or women's soccer. A scenario like this would both protect female participation opportunity concerns and help out sports that require greater numbers of student-athletes to play the game.<br><br>It would seem that sports with similar participant numbers and similar structures are treated differently in terms of scholarship allocation for unknown reasons. For instance, why is women's tennis a head count sport and women's golf not?<br><br>We also believe the baseball squad size and scholarship limits is another area to review. Have the scholarship minimums and squad size restrictions improved APR, grad rates, and most importantly, student-athlete welfare?<br><br>Big12-03 – No, we do not believe the scholarship limits for head count and equivalency sports are appropriate. Athletes often equate their worth to the amount of scholarship; therefore, student-athlete experience can be affected.<br><br>1. Allotment of scholarships could be based on the number of players that play, on average, during a |

Feedback Request – Examination of Maximum Grant-in-Aid Limitation/Equivalency Versus Head Count Designations

| | |
|---|---|
| | competition.<br>2. Potentially WBB could drop 1-2 full scholarships to align more closely with Men's Basketball's 13. The rule proposal last cycle (2010-76) was defeated; however, it's rare for all 15 scholarships to be awarded each year. There may be a pushback from a gender equity perspective, but the scholarships could be reallocated to other women's sports.<br>3. Establish a minimum scholarship percentage for all student-athletes in equivalency sports, like Baseball's current legislation.<br>Eliminate all equivalency sports and turn them into head count sports.<br><br>Big12-04 – Yes.<br><br>Big12-05 – See below.<br><br>Big12-06 – See below |

The following information is from Big12-05:

The institution believes that current financial aid equivalency and head count numbers need to be reevaluated on a sport-by-sport basis. For example, the institution believes that each team sport should, at a minimum, have enough total scholarships available equal to or higher than the minimum number of participants in a contest. For example, Men's Tennis should have at least 6 full scholarships to equal the minimum of 6 singles players in a contest.
The institution supports increasing the maximum amount of athletics aid from a full grant-in-aid to cost of attendance in all sports. However, the method used to calculate

Feedback Request – Examination of Maximum Grant-in-Aid Limitation/Equivalency Versus Head Count Designations

cost-of-attendance should be uniform across all institutions to ensure equity in amounts provided to student-athletes.
The institution further believes that participation numbers in female sports will continue to be driven by increased scholarship opportunities.
Below is a selected breakdown of the institution's positions by sport:

**Baseball**

**Current Aid Limit:** 11.7 equivalencies with limit of 27 counters and minimum aid limit of 25%
**Proposed Aid Limit:** 27 tuition, fees and books scholarships – exclude room and board
Rationale: The institution believes that, because of the unique nature of baseball equivalencies and its current status as the only sport that requires a minimum amount of aid, the overall baseball model needs to change to a limit of 27 tuition, fees and books scholarships at each institution. Overall, this does not significantly increase the total equivalency amount because room and board is not factored into the equivalency calculations. Any room and board aid should be provided using either outside aid per Bylaw 15.2.6.3 or institutional need-based or merit-based aid under the parameters of Bylaws 15.02.4.3 and 15.5.3.2.2.

**Football**

**Current Aid Limit:** 85 scholarships – head count; 25 initial counters
**Proposed Aid Limit:** 90 scholarships – head count
Rationale: Recent legislation to limit the number of NLI signees to 28 per academic year has not accounted for the high attrition of incoming football signees who fail to qualify academically or current student-athletes who transfer from the institution or no longer participate for various reasons. Increasing the head count limit to 90 provides the institution with flexibility to have scholarship student-athletes available to account for normal attrition. The institution fully supports cost-of-attendance athletics scholarships in Football.

**Men's Basketball**

**Current Aid Limit**: 13 scholarships – head count
**Proposed Aid Limit:** Pending MBB feedback

**Women's Basketball**

**Current Aid Limit**: 15 scholarships – head count

Feedback Request – Examination of Maximum Grant-in-Aid Limitation/Equivalency Versus Head Count Designations

**Proposed Aid Limit:** No change; current scholarship levels should be maintained to continue to promote participation and provide depth in the event of multiple injuries during a season.

**Men's Golf**
**Current Aid Limit:** 4.5 equivalencies
**Proposed Aid Limit:** 5 or 6 equivalencies
Rationale: Current equivalency limit should be increased to at least 5 total scholarships to equal the minimum number of participants in a contest, but prefers to increase the limit to 6 total scholarships to account for depth and injuries.

**Women's Golf**
**Current Aid Limit:** 6 equivalencies
**Proposed Aid Limit:** 7 scholarships and change to head count opposed to equivalency sport
Rationale: Current equivalency limit should be increased to at least 7 scholarships to increase participation opportunities and ensure depth. The institution would also support changing Women's Golf to a head count sport.

**Women's Swimming**
**Current Aid Limit:** 14 equivalencies
**Proposed Aid Limit:** 18 equivalencies
Rationale: Current equivalency limit should be increased to at least 16 total scholarships, but prefer 18 total to align scholarship numbers with the maximum number of participants at conference and NCAA championships meets. Increasing scholarships will help to drive total participation opportunities for more young female swimming student-athletes.

**Men's Swimming**
**Current Aid Limit:** 9.9 equivalencies
**Proposed Aid Limit:** 12 equivalencies
Rationale: Current equivalency limit should be increased to at least 12 total scholarships. Current financial aid limits equate to approximately one-third of a scholarship per student-athlete (assuming the squad carries an average of 30 student-athletes). Swimming is consistently threatened by cuts and increasing scholarship opportunities helps to alleviate the recent elimination of participation opportunities in the sport.

# Feedback Request – Examination of Maximum Grant-in-Aid Limitation/Equivalency Versus Head Count Designations

**Men's and Women's Diving**
**Current Aid Limit:** 14 (women) and 9.9 (men) – shared equivalencies with swimming
**Proposed Aid Limit:** 2 (women) and 1.5 (men) – shared equivalencies with swimming
Rationale: The current model combines equivalencies for swimming and diving. Diving proposes allowing separate scholarship limits for men's and women's diving, but with the caveat that if the diving program is not able to fulfill the limits in any given year, the coach may delegate the scholarships for use by the swimming program.

**Women's Tennis**
**Current Aid Limit:** 8 scholarships - head count sport
**Proposed Aid Limit:** 7 or 6 and switch to equivalency from head count
Rationale: Current model should be changed from a head count sport an equivalency sport. The institution would also support a reduction in the total number of equivalencies from 8 to 7 or, at a minimum, 6 to spread talent across more institutions.

**Men's Tennis**
**Current Aid Limit:** 4.5 equivalencies
**Proposed Aid Limit:** 6 equivalencies
Rationale: Current equivalency limit should be increased to at least 6 total scholarships to equal the minimum number of participants in a contest. Men's Tennis is consistently threatened by cuts and increasing scholarship opportunities helps to alleviate the recent elimination of participation opportunities in the sport.

**Women's Track**
**Current Aid Limit:** 18 equivalencies
**Proposed Aid Limit:** 24 equivalencies
Rationale: Current equivalency limit should be increased to at least 24 total scholarships to provide each sport (cross country, indoor and outdoor) with 8 scholarships. Track programs drive participation numbers for females. There are a total of 21 events at each NCAA championship and institutions should have a positive ratio of number of events to total scholarships.

**Men's Track**
**Current Aid Limit:** 12.6 equivalencies
**Proposed Aid Limit:** 18 equivalencies
Rationale: Current equivalency limit should be increased to at least 18 total scholarships to provide each sport (cross country, indoor and outdoor) with 6 scholarships. Track

Feedback Request – Examination of Maximum Grant-in-Aid Limitation/Equivalency Versus Head Count Designations

programs consistently field over 40-50 student-athletes and 12 scholarships can typically equate to less than ¼ of a scholarship per student-athlete.

**Rowing**
**Current Aid Limit:** 20 equivalencies
**Proposed Aid Limit:** 25 equivalencies
Rationale: Current equivalency limit should be increased to continue to promote the development of young novice rowers. The institution believes that the sport is growing and more scholarship opportunities will help drive participation numbers even more.

**Soccer**
**Current Aid Limit:** 14 equivalencies
**Proposed Aid Limit:** 18 equivalencies
Rationale: Current equivalency limit should be increased to promote development and participation in a rapidly growing female sport. The institution believes that an ideal equivalency number would be at 18, but would support any increases in athletics aid opportunities for female soccer players.

**Softball**
**Current Aid Limit:** 12 equivalencies
**Proposed Aid Limit:** 14 equivalencies
Rationale: Current equivalency limit should be increased to 14 total scholarships to create depth and account for at least three pitchers on a roster. This will also help increase participation opportunities for female softball players in a rapidly growing sport.

**Volleyball**
**Current Aid Limit:** 12 scholarships – head count
**Proposed Aid Limit:** 14 scholarships – head count
Rationale: Current head count limit should be increased to at least 13, preferably 14, to account for the creation of the libero position. This position has created a need for additional scholarship(s) because the unique nature of the position continues to drive participation numbers at the junior level. Many programs simply cannot allot a scholarship for this position and still maintain a high level of talent in other positions. In addition, Volleyball has a high rate of injury and should have additional scholarships beyond the current 12 to ensure each institution can field a full practice with scholarship student-athletes.

# Feedback Request – Examination of Maximum Grant-in-Aid Limitation/Equivalency Versus Head Count Designations

The following information is from Big12-06:

**Financial Aid Designations**

**Men's Golf:** Would like to see sport change from equivalency to head count sport for the following reasons:

1. Men's Golf has five starters with most teams carrying 8-10 players (Big12-06 is carrying 12). MGO, like only a few other sports, do not receive enough scholarship to cover our starting lineup. At the very least, we believe men's golf should at least be able to offer enough scholarship to field a team if it does remain an equivalency sport. Instead of the NCAA setting limits to govern Title IX let the institutions decide how to manage an institution specific issue and give the sports their appropriate number of scholarships.
2. In offering scholarships, coaches that deal with equivalencies are turned into "used car salesmen." Coaches are trying to get the best student/athlete they can for the lowest price, while the SA is trying to hold out for the maximum amount of scholarship (whether his family needs the money or not). There is no feeling quite like telling a family how much you love their child, how great he is and what a wonderful addition he will make to the team, only to see the look of horror and surprise when your offer does not match your glowing appraisal of his golf game. Our coach indicated it is the only part of his job that makes him feel dirty.
3. Young people are making the most important decision of their life based on what is sometimes a trivial amount of money. I know that what may seem like a small amount to me might be big to someone else, but over the course of a lifetime, $1000 (or $250 per year) should not be the determining factor on where someone goes to school. But "used car dealer coaches" can convince a young man that he is wanted more at University XYZ because they are offering more money than University ABC. If we truly want to level the playing field, we should all be offering the same scholarship, not nickel and diming kids into making a decision based on money, sometimes small amounts of money.
4. With academic aid, Hope scholarships and tuition waivers combined with each school interpreting what counts and doesn't count towards athletic

Feedback Request – Examination of Maximum Grant-in-Aid Limitation/Equivalency Versus Head Count Designations

aid differently, scholarships have become completely unbalanced with some schools having a huge advantage in what they are actually able to grant a student athlete. Some schools count this aid towards athletic aid and others don't. Those that do not count the aid towards their scholarship limitations are, in essence, playing with more scholarship than schools that count it. I know of some coaches that brag they actually have eight or nine players on full rides. That is not right or fair. Granted, becoming a head count sport would not completely eliminate schools that offer these types of aid from getting some extra players to come solely for this aid, but it would stop them from combining it with athletic aid. That makes a big difference when in the past we both might be offering 50% but our competition can offer 50% more in academic aid or tuition waivers based on academic achievement (which by the way is a whole other story when schools give "academic aid" for any student with over a 3.3 gpa or 1170 SAT – grades that couldn't get you in the front door of Big12-06 gets you a scholarship to other schools).

5. Elite academic institutions are starting to offer to pay for college for any student that gains admittance but can't afford to attend. Obviously, this is a huge advantage as now they can recruit students who would not otherwise be able to afford school there and get them to come at no cost to the students or their families and it not count against their equivalency.

In the end, we think too many programs have found ways to enhance their scholarship limits without it counting against their athletic aid totals. This has led to some teams having an enormous advantage in recruiting which relates to a big advantage on the course. Going to a head count system does not eliminate students getting aid from other sources but it does stop them from combining it with their athletic aid since no one can receive more than a full grant in aid. Students would have to choose between athletic aid or other forms of financial aid. This would still help schools that could offer this aid to walk-ons but at least legitimate scholarship athletes would be choosing a program based on its merits not because they are receiving 5% more scholarship money.

At a minimum the head count aid should be at least five full scholarship. However, we believe it should be set at 6 head counts because men's golf is growing and there is a big trend towards tournaments using a 6 count 5 scoring system so we could see an increase to 6 starters in golf in coming years.

Feedback Request – Examination of Maximum Grant-in-Aid Limitation/Equivalency Versus Head Count Designations

**Women's Tennis:** Satisfied with the number of allocated scholarships and would prefer it remain as a head count sport.

**Men's Tennis:** Fine with being an equivalency sport but limit should be increased to provide 6 equivalencies which would allow for a full scholarship to the minimum number of players needed to compete as a team.

**Women's Softball:** We would like softball to stay equivalency but increase to 14. This allows for 8 starters in the field, 1 designated player, three member pitching staff, and to better provide for our roster of 20 players.

**Women's Equestrian:** Sport struggles with the number of scholarships. For instance Big12-06 carries 60-70 athletes and only have 15 scholarships while other Equestrian teams have 30 participants or less and still may have the 15 scholarships. Not sure if this is typical of any other sport to have such a larger squad size than scholarships except maybe in Track and Field. One solution would be to have the total scholarship limit be based on roster size (e.g., roster of 20-30 athletes = 8 scholarships, roster of 31-40 athletes = 12 scholarships and over 40 = 15 scholarships). Could also consider allowing only 7.5 scholarships for an institution that sponsors only one of the two disciplines (hunt seat or western).

**Cross Country:** Why do we have a sport, particularly a women's sport, without scholarships? Men's and Women's Cross Country have a total of over 10,000 participants in NCAA Division I and zero scholarships if the school sponsors Indoor Track & Field and/or Outdoor Track & Field.

87.3% of Division I Men's Cross Country programs also compete in Indoor and/or Outdoor Track & Field.

93.1% of Division I Women's Cross Country programs also compete in Indoor and/or Outdoor Track & Field.

Biediger et al v. Quinnipiac University (2010) saw this as a potential problem with Title IX implications; the court noted that "there is no squad other than women's cross country where a Quinnipiac athlete must join a second team in order to achieve the goal of competing in his or her favored varsity sport and receiving scholarship aid." Cross

Feedback Request – Examination of Maximum Grant-in-Aid Limitation/Equivalency Versus Head Count Designations

Country has its own playing and practice season so why does a student-athlete who wants to participate only in cross country need to count against track limits?

Sand volleyball is a new NCAA women's sport, which is related to the existing sport of women's volleyball, similar to the way in which cross country is related to track & field; sand volleyball has established scholarships.

The Sand Volleyball Model (Source: 2011-12 NCAA Division I Manual)
15.5.8.1 Institutions That Sponsor Women's Sand Volleyball and Women's Volleyball. If an institution sponsors women's sand volleyball and women's volleyball, the annual limit on the value of financial aid awards (equivalencies) provided to counters and the annual limit on the total number of counters in women's sand volleyball shall be: (Adopted: 1/15/11 effective 8/1/11)
(a) During the 2011-12 academic year, three equivalencies and 14 counters;
(b) During the 2012-13 academic year, four equivalencies and 14 counters;
(c) During the 2013-14 academic year, five equivalencies and 14 counters; and
(d) During the 2014-15 academic year and thereafter, six equivalencies and 14 counters.

15.5.8.2 Institutions That Sponsor Women's Sand Volleyball but Do Not Sponsor Women's Volleyball. If an institution does not sponsor women's volleyball, there shall be an annual limit of eight on the value of financial aid awards (equivalencies) provided to counters and an annual limit of 14 on the total number of counters in women's sand volleyball. (Adopted: 1/15/11 effective 8/1/11)

There are limits for cross country only schools that help maintain competitive equity but a school who sponsors cross country and track does not have the ability to allow a student-athlete to participate in cross country only without counting the individual against track regardless of any participation on the track team.

**Women's Soccer:** Would like to go to a head count sport but only if the limit can be set at a minimum of 22 based on the squad sizes and injury rates in soccer. Don't believe we will have enough support from non-BCS schools to have such a limit but this would alleviate the disparity among schools that have an abundance of other aid for students and those that do not and let the prospect make the choice that is best academic and social fit as opposed to making a financial decision as well.

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August 16, 2011

## MEMORANDUM

**TO:** **Kris Richardson, NCAA**

**FROM:** **Chris Dawson**

**SUBJECT:** **Pac-12 Feedback about Financial Aid**

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Per the request at the last Cabinet meeting, I solicited feedback from Pac-12 members about changes in financial aid.

Attached are the questions I posed to Conference member and their input on these topics. We got some response from about half the schools. [redacted]

Hope this is helpful in preparing for the September meeting.

**What is the goal of any changes in financial aid? For example, some goals which have been suggested are (through increases) increasing participation; helping institutions comply with Title IX financial aid requirements; providing more assistance to individual student-athletes; and (through decreases) increasing competitive parity.**

Provide more financial assistance that mirrors that amount that could be attained by a general university student.

I agree with what you have listed previously about the goals behind the changes for financial aid to assist student-athletes with more funding through the increase to cost of attendance. The other things listed are factors but overall I think increasing dollars available to student-athletes is the focus.

- **Simplify.** Simplify the process to prevent over-awarding.
- **Deregulate.** Allow federal, rather than NCAA, regulations to restrict the amount and type of aid student-athletes can receive.
- **Increase aid to student-athletes.** Allow athletes to accept as much money as is permitted under federal guidelines.

**What are the impediments to changes in financial aid? Some which have been suggested are lack of resources generally; and fear of increased stockpiling of athletes by those institutions which can afford the increases.**

- Team increases may enlarge the disparity between those who can afford the changes and those who cannot.
- May not correspond with federal guidelines.
- Models providing full tuition, books, & fees (no room & board) should review the impact educational aid will have on these counters.

Currently, many schools are having a hard time balancing their budgets and it is probably not the best time to be increasing scholarship limits.

The main obstacle to any of the financial aid legislation would be finding the revenue sources to fund such increases.

**Should any head count sports be switched to equivalency sports? If so, which ones? What is the rationale?**

Possibly women's tennis, because it might bring in more female participants. Sometimes they have trouble finding someone to (practice) hit with the lowest ranked individual if they have an odd number of team members on a given day. Possibly women's gymnastics because it would help schools who have a great drop off in ability after the top 5 or 6.

No changes.

**Should any equivalency sports be switched to head count sports? If so, which ones? What is the rationale?**

Possibly women's softball, as a number of schools seem to be offering full scholarships to all participants and it might reduce stockpiling. I'm not sure softball is all that different popularity-wise than three of the current women's head count sports anyway.

- **Softball : 15- 18 scholarships.** Selected because of the relatively small squad size, assists in Title IX compliance, and the sport is growing in popularity.
- **Feedback from coaches' associations is necessary for any proposed changes.**

Women's Soccer—injury of sport, provide needed depth for a physical sport, provides better S-A welfare—increase number of scholarships to 16.

**Should the hybrid model (used in baseball, FCS football, and men's ice hockey) of a certain number of scholarships provided to a maximum number of recipients be implemented in other sports? If so, why?**

YES; too many coaches sign PSAs to books only just to lock them in, and there is far too much transferring going on in many of these Olympic Sports, by people signed for books only.

- **No - Another element to monitor.** This will require staff to monitor the number of athletes receiving aid in each sport in addition to the equivalency limit.
- **The equivalency limitation is restriction enough.** Coaches will be limited by both the equivalency and the counter limit. Additionally, sports that calculate counters are more restrictive in when aid can be re-awarded if an athlete quits the team. This can leave scholarships open, but unusable. Currently in equivalency sports without counter limits, unused aid can be issued to an athlete mid-year if the athlete meets a one-year period of aid exception.
- **Educational and monitoring challenges for 1-3 years.** If similar to baseball, the first year after adoption, a reasonable higher limit will be established. Two years after adoption, the actual limit will be effective. This causes educational and monitoring challenges as the information continues to change until the legislation is completely grandfathered in.

I am not in favor of implementing this model for the other sports.

The hybrid model has its place for Baseball, FCS Football and Men's Ice Hockey, but at this time we see no need for it in other sports.

**Should a minimum amount be required for financial aid awards (for example, only 25% of a full ride or greater may be awarded)? If so, what is the rationale?**

- **NO - Another element to monitor.** This will require staff to monitor the number of athletes receiving aid, the team equivalency limit, and the individual minimum aid requirement.
- **The equivalency limitation is restriction enough.**
- **Monitoring challenges for 1-4 years.** If similar to baseball, the first year after adoption, the minimum requirement is placed only on incoming athletes. For four years after the adoption of the legislation, the minimum standard does not apply to everyone until each member of the squad enrolls the year the legislation was adopted or after.

Putting a minimum required amount (25%) for financial aid awards may also require larger teams to need an increase in overall limits just to maintain a squad. Track and Field would be a good example of this as there are a large number of track athletes on "books only" scholarships.

NOT YET.

I do not believe a minimum amount of financial aid should be required for athletic aid awards.

Perhaps this is a problem unique to [redacted], but every time the state forces us to increase tuition, all of the .25 guys [redacted] end up falling below .25 and we must increase them to meet the rule. I think we should live with the baseball experiment awhile, before expanding this radical rule to other sports.

**Are there sports in which the team limits should be increased or decreased? If so, which ones? What is the rationale?**

YES...FOOTBALL can decrease by 10 more; pro football gets by on way fewer paid players, it would help gender equity, and incredibly coaches are still signing players to full scholarships that don't end up playing a down.

- **Women's Volleyball-INCREASE. 12 to 14 scholarships.** There are five starters in the sport of men's basketball and a maximum scholarship limitation of 13 (more than two and a half times the number of starters). Women's basketball has a maximum scholarship limitation of 15 (three times the number of starters). There are seven starters in the sport of women's volleyball and a maximum scholarship limit of 12 (only 1.7 time the amount of starters). This requires coaches to very regularly utilize athletes in the playing rotation that are walk-ons.
- **Baseball-INCREASE. 11.7 to 13 scholarships.** A baseball team needs 12 pitchers (four starters), two catchers, six infielders, and four outfielders for a total of 24 athletes. The current limit does not allow coaches to provide a full scholarship to half of the athletes.
- **Baseball-CHANGE. 11.7 to 27 full tuition/books/fees scholarships.** This model does not allow for any student-athlete in the sport of baseball to receive room and board. Though it eliminates the 25% minimum grant-in-aid requirement, it maintains the 27 maximum counter limit. This provides equity between programs that have many in-state residents on the squad and those who do not. NOTE: squads with many out-of-state residents will cost institutions more money and only 60% of baseball programs are fully funded. UNINTENDED CONSEQUENCE: The acceptance of outside aid and academic scholarships should be taken into consideration when reviewing how this could be implemented. ***Can this model be explored for other team sports?***

In terms of decreasing limits, one of the sports at our institution that hardly ever takes advantage of their total scholarships is Women's Basketball. More often than not, they are a few scholarships short of their limits. Your questions mentioned stockpiling and this is one sport where it seems the best of the best reach their limits by stockpiling student-athletes while other institutions are left with fewer athletes worthy of a scholarship. Throw male practice players into the mix and how often are the #11-15 student-athletes seeing time on the practice court? Although we don't know what the magic number is for a scholarship limit for Women's Basketball, 13 seems to be the number we end at each year.

**Are there ways to simplify the financial aid reporting by changing the way equivalencies are determined? Please be specific.**

- **Financial aid employees serve on ABEFA Cabinet.** These individuals have more knowledge of federal financial aid regulations.
- **Allow a consistent number to be used in the denominator.** Institutions using an institutional cost of attendance number for off-campus athletes receiving room and board must use the average on-campus housing average for athletes living in the dorms. This creates different total grant-in-aid numbers for on-campus athletes and off-campus athletes. This number is the denominator in the calculation of an equivalency scholarship, while the actual scholarship value serves as the numerator. This fraction determines the percentage of a full grant-in-aid a student-athlete receives and the percentage that is charged to the team equivalency. When students move from on-campus to off-campus, or the reverse, during the period of the award, this not only changes the student-athlete's equivalency, but the equivalency that is charged to the team. One consistent number in the denominator prevents complications when student-athletes living situations change.
- **Actual/Actual and Average/Average changed to Actual/Average or Average/Actual.** This will not simplify the process, but sports will get more out of their equivalencies; therefore, it will be more expensive for institutions. Further, it will require more review by Financial Aid because each athlete will need to be evaluated to determine the method that is most advantageous to the athlete. Feedback from Division II representatives may be helpful as this is their current financial aid model.

I haven't been able to come up with one in my 22 compliance years, except the concept (was this done years ago?) of offering a set number of each component (a sport with 10 equivalency limit could only award 10 book awards, 10 fee/tuition awards and 10 room and board awards...for every SA on a "full" GIA that's one less in each component that could be awarded...as few as 10 recipients or as many as 40).

The only suggestion I would have in this arena is to allow for the use of only one calculation method per team (either the average or actual method).

**Other replies, not specifically to the questions posed.**

We did agree on one thing and that is that equivalencies are a real problem. The simpler we could make it the better for many reasons. We are not sure how this would work. In our brainstorming with thought for example that at minimum the team sports should be head count sports. For example we may have 18 head count scholarships for women's soccer and the rest of the team would be walk-ons . We pulled the number out of the air knowing this would all cost us money. Given the stipend support about FB and BB I would think spending more on the other sports would be prudent. Some of sports like swimming and track would be more problematic given the number of student athletes needed to compete.

Overall, we are content with the current financial aid status of the sports we sponsor. Unfortunately, some changes that may be useful are not necessarily Title IX friendly.

# NCAA Financial Aid Reform
## Survey Data from the West Coast Conference

| Institution Name: | 1) How does your institution currently calculate financial aid limits? | 2) Are there alternative methods for calculating financial aid beyond the current actual and average options? | 3) Does your institution support the current distinction between head count (full scholarship) versus equivalencies (partial scholarship)? | Comments/ Suggestions: | 4) Are the current head count sport limits (number of scholarships) appropriate? If not, what changes would your institution suggest. | 5) Are the current equivalency sport limits (number of scholarships) appropriate? If not, what changes would your institution suggest. | 6) Are there any sports that are currently head count (full) that should be equivalency (partial)? Please list changes your institution would support. | 7) Are there any sports that are currently equivalency (partial) that should be head count (full)? Please list any changes your institution would support. | 8) Does your institution support the current baseball financial aid model, which is a hybrid of both full and partial limits? If yes, should other sports follow the hybrid model? | 9) Should Division I consider a financial aid model closer to the DII financial aid model? | 10) How does the current financial aid structure impact your institution's compliance with Title IX? | Other Suggestions, Alternatives or Questions... |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **WCC-01** | average | not aware of any.. | Not sure | should be revisited.. Possibly something like a modified model like baseball and ice hockey.. No one can answer why we have what we have except for stockpiling concerns | Women's basketball too high - should back to 13. W Tennis too high - should be 6. I think a lot of the other smaller ones that I am not aware of like gymnastics needs to be examined | M Golf and M Tennis too low - no other sports have less scholarships then people participating in an event. W Soccer based on current trends could go up. Baseball based on injuries could go up. | possibly w tennis, w volleyball with a modified program similar to baseball.. I think all of them could potentially be looked at | no - I think the equiv is actually a better model.. Everyone is worried about stock piling but in the end we give kids a 56k scholarships that really are not deserving | Yes, i think they can all be moved to this model.. | not familiar enough to comment | Currently it does help. I do believe there can be slight changes to many sports.. | Need a full examiniation of youth trends, number of high school participants, injuries, scholarships currently being used at NCAA level sport by sport.. |
| **WCC-02** | actual | | No | | We believe that the limits are appropriate. | We believe the limits are appropriate. | We believe Women's Tennis should be an equivalency sport. | No. | We believe that the financial aid model for baseball works for baseball. We do not believe it should be followed by other sports. | No, I do not believe that Division I should consider the Division II model of financial aid. I do not think it would work with Division I institutions. | The financial aid structure at [our school] allows us to offer more athleitc financial aid to women sports. | |
| **WCC-03** | actual | Whatever method used, it needs to be simple, straightforward, and beneficial to the student. Easiest method would be to count athletic aid only and require an institutional denominator that is used for all students. | Not sure | I would be in favor of all sports as equivalencies. | Wbb should be 13. Doesn't make sense for some women's sports to be head count when men's sport is not (vb, tennis, etc) | Again, the discrepancy between men's and women's sports doesnt make sense. Baseball should be higher.w | Personally, all make sense. In absence of that, keep bb and fb as head count, make all others equivalency. | I would rather see movement the other way. | Not in favor. Would love to see some analysis of the baseball transfer numbers to see if they have improved. Anecdotally, feels like baseball players are still being 'run off' in larger numbers, even with larger scholarship commitment. | | As a non-fb school, the uneven limits allow us to award max a numbers and have more aid for women. I'd rather have diff limits and manage that component institutionally. | Limits should have some consistent rationalle - related to squad size needed for games, for example, with accommodation for more physical/contact sports. |

**Examination of Maximum Grant-in-Aid Limitations and Equivalency Versus Head Count Designations**
**Selected NCAA Legislation**

**Bylaw 15.5.2 Head-Count Sports Other Than Football and Basketball.**

**Bylaw 15.5.2.1 Maximum Limits.**
An institution shall be limited in any academic year to the total number of counters (head count) in each of the following sports: *(Revised: 1/10/91 effective 8/1/92, 1/9/96 effective 8/1/96)*

Women's Gymnastics 12 Women's Tennis 8
Women's Volleyball 12

**Bylaw 15.5.2.2 Voluntary Withdrawal.**
An institution may replace a counter who voluntarily withdraws from the team in a head-count sport by providing the financial aid to another student who already has enrolled in the institution and is a member of the team. For this replacement to occur, the counter must withdraw prior to the first day of classes or before the first game of the season, whichever is earlier, and release the institution from its obligation to provide financial aid. The institution may not award the financial aid to another student-athlete in the academic term in which the aid was reduced or canceled. Further, if the financial aid is canceled before a regular academic term (e.g., preseason practice period), the aid may not be provided to another student-athlete during the ensuing academic term.

**Bylaw 15.5.3.1 Maximum Equivalency Limits.**

**Bylaw 15.5.3.1.1 Men's Sports.**
There shall be a limit on the value (equivalency) of financial aid awards (per Bylaw 15.02.4.1) that an institution may provide in any academic year to counters in the following men's sports: *(Revised: 1/10/91, 1/10/92, 1/16/93 effective 8/1/93, 4/26/07 effective 8/1/08)*

| | | | |
|---|---|---|---|
| Cross Country/Track and Field | 12.6 | Swimming and Diving | 9.9 |
| Fencing | 4.5 | Tennis | 4.5 |
| Golf | 4.5 | Volleyball | 4.5 |
| Gymnastics | 6.3 | Water Polo | 4.5 |
| Lacrosse | 12.6 | Wrestling | 9.9 |
| Rifle | 3.6 | | |
| Skiing | 6.3 | | |
| Soccer | 9.9 | | |

**Bylaw 15.5.3.1.2 Women's Sports.**
There shall be a limit on the value (equivalency) of financial aid awards (per Bylaw 15.02.4.1) that an institution may provide in any academic year to counters in the following women's sports: *(Revised: 1/10/91, 1/10/92 effective 8/1/94, 1/16/93, 1/11/94 effective 9/1/94, 1/9/96 effective 8/1/96, 11/1/01 effective 8/1/02, 4/28/05 effective 8/1/05, 4/28/05 effective 8/1/06, 1/17/09 effective 8/1/09, 1/15/11 effective 8/1/11)*

| | | | |
|---|---|---|---|
| Bowling | 5 | Soccer | 14 |
| Cross Country/Track and Field | 18 | Softball | 12 |
| Equestrian | 15 | Swimming and Diving | 14 |
| Fencing | 5 | Water Polo | 8 |
| Field Hockey | 12 | | |
| Golf | 6 | | |
| Lacrosse | 12 | | |
| Rowing | 20 | | |
| Rugby | 12 | | |
| Skiing | 7 | | |

**Bylaw 15.5.3.1.3 Maximum Equivalency Limits -- Institutions That Sponsor Cross Country but Do Not Sponsor Track and Field.**
There shall be a limit of five on the value (equivalency) of financial aid awards (per Bylaw 15.02.4.1) that an institution may provide in any academic year to counters in men's cross country, if the institution does not sponsor indoor or outdoor track and field for men. There shall be a limit of six on the value (equivalency) of financial aid awards (per Bylaw 15.02.4.1) that an institution may provide in any academic year to counters in women's cross country, if the institution does not sponsor indoor or outdoor track and field for women. *(Adopted: 1/10/91 effective 9/1/94, Revised: 1/9/96 effective 8/1/96)*

**Bylaw 15.5.4 Baseball Limitations.**
There shall be an annual limit of 11.7 on the value of financial aid awards (equivalencies) to counters and an annual limit of 27 on the total number of counters in baseball at each institution. *(Adopted: 4/26/07 effective 8/1/08)*

**Bylaw 15.5.4.1Minimum Equivalency Value.**
An institution shall provide each counter athletically related and other countable financial aid that is equal to or greater than 25 percent of an equivalency. *(Adopted: 4/26/07 effective 8/1/08 for student-athletes who initially enroll full time at any four-year collegiate institution on or after 8/1/08, Revised: 8/9/07)*

**Bylaw 15.5.4.1.1 Exception -- Need-Based Athletics Aid Only.**
In baseball, an institution that awards athletically related financial aid based solely on demonstrated financial need, as determined for all students by the institution's financial aid office using methodologies that conform to federal, state and written institutional guidelines (including institutional financial aid that is considered athletically related financial aid based on the intervention of athletics department staff), is not subject to the 25 percent minimum equivalency value per counter. *(Adopted: 1/14/08 effective 8/1/08)*

**Bylaw 15.5.5 Basketball Limitations.**

**Bylaw 15.5.5.1 Men's Basketball.**
There shall be a limit of 13 on the total number of counters in men's basketball at each institution. *(Adopted: 1/10/91 effective 8/1/92, Revised: 4/27/00 effective 8/1/01, 11/01/01, 4/29/04 effective 8/1/04)*

**Bylaw 15.5.5.2 Women's Basketball.**
There shall be an annual limit of 15 on the total number of counters in women's basketball at each institution. *(Adopted: 1/10/91 effective 8/1/92, Revised: 1/10/92 effective 8/1/93, 1/16/93)*

**Bylaw 15.5.6 Football Limitations.**

**Bylaw 15.5.6.1 Bowl Subdivision Football.**
There shall be an annual limit of 25 on the number of initial counters (per Bylaw 15.02.3.1) and an annual limit of 85 on the total number of counters (including initial counters) in football at each institution. *(Revised: 1/10/91 effective 8/1/92, 12/15/06)*

**Bylaw 15.5.6.2 Championship Subdivision Football.**
There shall be an annual limit of 30 on the number of initial counters (per Bylaw 15.02.3.1), an annual limit of 63 on the value of financial aid awards (equivalencies) to counters, and an annual limit of 85 on the total number of counters (including initial counters) in football at each football championship subdivision institution. *(Revised: 1/10/91 effective 8/1/92, 12/15/06)*

**Bylaw 15.5.6.2.1 Exception -- Championship Subdivision.**
Championship subdivision football programs that meet the following criteria are exempt from the championship subdivision football counter and initial-counter requirements of Bylaws 15.5.1 and 15.5.6, regardless of multi-sport student-athletes who receive athletics aid in a sport(s) other than football: *(Adopted: 1/11/94 effective 8/1/94, Revised: 1/10/95, 12/15/06)*

(a) In football, the institution awards financial aid only to student-athletes who demonstrate financial need, except loans, academic honor awards, nonathletics achievement awards, or certain aid from outside sources may be provided without regard to financial need; *(Revised: 10/31/02 effective 8/1/03)*

(b) The institution uses methodologies for analyzing need that conform to federal, state and written institutional guidelines. The methodologies used to determine the need of a student-athlete must be consistent with the methodologies used by the institution's financial aid office for all students; and *(Revised: 1/10/95)*

(c) The composition of the financial aid package offered to football student-athletes is consistent with the policy established for offering financial assistance to all students.

The financial aid packages for football student-athletes also shall meet the following criteria:

(1) The institution shall not consider athletics ability as a criterion in the formulation of any football student-athlete's financial aid package; and

(2) The procedures used to award financial aid to football student-athletes must be the same as the existing financial aid procedures used for all students at the institution.

**Bylaw 15.5.7 Ice Hockey Limitations.**
There shall be an annual limit of 18 on the value of financial aid awards (equivalencies) to counters and an annual limit of 30 on the total number of counters in ice hockey at each institution. *(Adopted: 1/16/93 effective 8/1/93)*

**Bylaw 15.5.8 Women's Sand Volleyball Limitations.**

**Bylaw 15.5.8.1 - Institutions That Sponsor Women's Sand Volleyball and Women's Volleyball.**
If an institution sponsors women's sand volleyball and women's volleyball, the annual limit on the value of financial aid awards (equivalencies) provided to counters and the annual limit on the total number of counters in women's sand volleyball shall be: *(Adopted: 1/15/11 effective 8/1/11)*

(a) During the 2011-12 academic year, three equivalencies and 14 counters;

(b) During the 2012-13 academic year, four equivalencies and 14 counters;

(c) During the 2013-14 academic year, five equivalencies and 14 counters; and

(d) During the 2014-15 academic year and thereafter, six equivalencies and 14 counters.

**Bylaw 15.5.8.2 - Institutions That Sponsor Women's Sand Volleyball but Do Not Sponsor Women's Volleyball.**

If an institution does not sponsor women's volleyball, there shall be an annual limit of eight on the value of financial aid awards (equivalencies) provided to counters and an annual limit of 14 on the total number of counters in women's sand volleyball. *(Adopted: 1/15/11 effective 8/1/11)*