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April 8, 2026

TO: Senate President Don Harmon
Senate Minority Leader Dan McConchie
Secretary of the Senate Timothy Anderson

Speaker of the House Emanuel "Chris" Welch
House Minority Leader Jim Durkin
Acting Clerk of the House John W. Hollman

FROM: Ginger Ostro, Executive Director

RE: Annual Report of New, Consolidated, Closed, and Low Producing
Programs at Illinois Public Universities

In 1995 the Illinois General Assembly enacted Public Act 89-166 to assist public institutions of higher education with attaining gender equity in intercollegiate athletic programs. To that end, the Act authorizes the issuance of gender equity tuition waivers and requires the Illinois Board of Higher Education to report every three years to the Governor and General Assembly on the state of gender equity in intercollegiate athletics. This is the tenth report prepared in accordance with this requirement. We are pleased to submit this report to you. Should you have any questions or comments, please let us know.

Enclosure

Cc: Illinois State Library
Legislative Research Unit

2026 GENDER EQUITY REPORT

ON INTERCOLLEGIATE ATHLETICS



Illinois Board of Higher Education
April 2026

ILLINOIS BOARD OF HIGHER EDUCATION

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In 1995, the Illinois General Assembly enacted Public Act 89-166 to assist public institutions of higher education with attaining gender equity in intercollegiate athletic programs. To that end, the Act authorizes the issuance of gender equity tuition waivers and requires the Illinois Board of Higher Education to report to the Governor and General Assembly every three years on the state of gender equity in intercollegiate athletics. For this report, the proportion of athletic expenditures to enrollment, by gender, is a key focus of analysis.

The information summarized in this report is not intended, nor should it be used, to determine the level of compliance with Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex in any educational program or activity receiving federal financial assistance, including athletics. The United States Department of Education's Office for Civil Rights has established compliance standards and testing procedures for Title IX and has sole authority to determine compliance with federal statutes. The information presented in this report should be used only to assess efforts and accomplishments at Illinois public universities in relation to state goals.

State statute allows Illinois public universities to issue gender equity tuition waivers in amounts not to exceed one percent of all tuition income. (Board of Higher Education Act, 110 ILCS 205/9.24) These waivers are not subject to existing waiver limitations and, as such, may be granted in addition to any other tuition waivers authorized by the Illinois Board of Higher Education. Waivers are intended to promote a more equitable distribution of athletic expenditures by gender. Institutions that issue tuition waivers, including gender equity waivers, do not receive direct funding from the General Assembly for these waivers; rather, they may waive the required tuition for the student in question, representing a loss of potential revenue to the school.

As a condition of issuing gender equity tuition waivers, institutions must have filed a plan for achieving gender equity in intercollegiate athletics with the Illinois Board of Higher Education. The plans must include, but are not limited to:

- Intercollegiate sports opportunities available to both men and women;
- Activities to be undertaken by the institution to achieve gender equity in intercollegiate athletics;
- Identification of the barriers to achieving and maintaining equitable intercollegiate athletic opportunities for both men and women;
- Progress in achieving sports equity in compliance with Title IX of the Education Amendments of 1972; and
- The use of tuition waivers for attaining gender equity in intercollegiate sports.

All public universities with athletic programs have filed a gender equity plan with the Illinois Board of Higher Education. Northeastern Illinois University maintained a program until June 30, 1998. However, the university does not currently operate an intercollegiate athletics program; therefore, no plan is required.

This report includes ten tables and two appendices. Tables 1 through 4 summarize data on gender equity tuition waivers for public universities that maintain intercollegiate athletic programs, including institutions that issued waivers in Fiscal Years 2023, 2024, and 2025, as authorized by the Illinois Board of Higher Education Act. Tables 3 through 6 provide comparative data on tuition waivers and expenditures for intercollegiate athletics by gender. Appendix A provides updated summaries of the plans submitted and currently on file with the Illinois Board of Higher Education. Appendix B offers statewide and university-specific details regarding participation by sport.

Waivers

Tables 1 and 2 present the total value and number of gender equity tuition waivers issued by gender for Fiscal Years 2023 through 2025, while Tables 3 through 5 provide additional detail on waiver distribution by institution, sport, and gender. Together, these tables offer a comprehensive view of how institutions are utilizing tuition waivers as a policy tool to address disparities in athletic participation and financial aid.

Across the reporting period, waiver allocation remains predominantly directed toward female student-athletes. As reflected in Tables 1 and 2, this pattern is consistent across all three fiscal years and reinforces the continued role of waivers as a targeted mechanism to address historical imbalances. The concentration of waivers among female athletes reflects both institutional strategy and the statewide policy intent to improve the proportionality of participation and financial support.

A closer examination of Tables 3 through 5 highlights notable variation across institutions in both the number and value of waivers issued. These differences are largely driven by institutional characteristics, including program size, sport sponsorship, and competitive level. Institutions with larger athletic programs or broader sport offerings tend to use waivers more extensively, while smaller programs use waivers more concentratedly and more targeted.

Importantly, the data indicate that waivers are not distributed uniformly across sports or institutions. Instead, they are used strategically to support roster management decisions, address participation gaps, and expand opportunities in specific programs where disparities are most pronounced. This targeted use reinforces the role of waivers as a flexible policy tool that allows institutions to respond to local conditions while advancing statewide equity goals.

Overall, Tables 1 through 5 demonstrate that gender equity tuition waivers continue to serve as a central financial mechanism for promoting proportionality in both participation and aid distribution. While their use varies across institutions, the consistent emphasis on supporting female student-athletes underscores their importance in advancing gender equity outcomes.

Intercollegiate Athletics Participation

Fiscal Years 2023 through 2025. Participation trends indicate that female student-athletes represent a substantial and growing share of total athletic participation; however, participation levels remain below the proportion of female undergraduate enrollment statewide.

As shown in Table 6, female participation consistently falls within the mid-40 percent range, while female undergraduate enrollment exceeds 50 percent. This results in a persistent participation gap of approximately 5 to 10 percentage points. While this gap has narrowed over time, it remains a defining feature of intercollegiate athletics across the system.

The data suggest that this gap is driven primarily by structural characteristics of athletic programs rather than by a lack of institutional effort. Differences in sport sponsorship play a significant role, as certain sports—particularly football—contribute disproportionately to male participation counts. In addition, variations in roster sizes across sports further influence overall participation ratios, with some men's sports supporting larger rosters than their women's counterparts.

Institutional program mix also contributes to variation in participation outcomes. Universities with broader sport offerings or a higher concentration of male-dominated sports tend to exhibit larger participation gaps, while institutions with more balanced program structures demonstrate closer alignment with enrollment patterns.

Despite these structural constraints, the data reflect steady progress. Institutions have continued to expand opportunities for female student-athletes through the addition of sports, growth in roster sizes, and targeted recruitment strategies. These efforts have contributed to incremental gains in female participation and demonstrate a sustained commitment to narrowing the participation gap over time.

Expenditures

Table 6 also provides insight into intercollegiate athletic expenditures by gender for Fiscal Years 2023 through 2025. Expenditure trends show continued growth in total athletic spending across the system, with increases observed for both men's and women's programs. However, the distribution of expenditure remains uneven.

As reflected in Table 6, female students comprise more than half of undergraduate enrollment, yet expenditures on women's athletics amount to less than one-third of total athletic spending. This represents a persistent gap of approximately 15-20 percentage points between enrollment share and expenditure allocation.

The data indicate that this disparity is largely driven by structural cost factors inherent in intercollegiate athletics. Football, in particular, has a significant financial footprint due to its large rosters, staffing requirements, operational costs, and facility investments. As a result, institutions that sponsor football consistently exhibit the largest differences in expenditure distribution between men's and women's programs.

By contrast, institutions that do not sponsor football tend to demonstrate more proportional alignment between expenditure and participation. In several cases, these institutions approach parity when expenditures are evaluated relative to participation levels rather than enrollment. This distinction highlights the importance of selecting appropriate benchmarks when assessing equity outcomes.

The data further suggests that expenditure disparities are not solely a function of institutional priorities but are strongly influenced by the underlying structure of athletic programs. As such, achieving full proportionality in expenditures may require structural adjustments in addition to financial strategies.

Conclusions

Data presented in Tables 1 through 6 indicate that Illinois public universities continue to make measurable, though incremental, progress toward gender equity in intercollegiate athletics. Over the reporting period, institutions have sustained efforts to expand opportunities for participation, improve financial aid distribution, and enhance support for female student-athletes.

Tuition waivers remain a targeted and effective mechanism for addressing disparities in participation and financial aid. Their continued use across institutions demonstrates their importance as a flexible and impactful policy tool. At the same time, participation data show that while female representation in athletics has increased, it remains approximately 5 to 10 percentage points below undergraduate enrollment levels.

Expenditure patterns reveal a more persistent challenge. Despite overall growth in spending, women's programs continue to receive a smaller share of total athletic expenditures, typically closer to one-third. This imbalance is largely driven by structural factors, particularly the financial demands of football and other high-cost programs. Taken together, the data suggest that while financial tools such as tuition waivers are necessary, they are not sufficient on their own to achieve full proportionality. Meaningful progress requires alignment across multiple dimensions, including participation, financial aid, and expenditures. Institutions that demonstrate the strongest outcomes integrate these elements through coordinated strategies that reflect both policy objectives and program realities.

Moving forward, continued progress will depend on sustained institutional commitment and strategic action. This includes the continued deployment of tuition waivers, ongoing monitoring of participation and expenditure trends, and deliberate efforts to address structural imbalances within athletic program design. While full proportionality has not yet been achieved, the data reflect a clear trajectory of improvement and a continued commitment to advancing gender equity across Illinois public universities.

Table 1. Value of Gender Equity Waivers issued by Gender (in thousands of dollars)

	FY23 Male	FY23 Female	FY23 Total	FY24 Male	FY24 Female	FY24 Total	FY25 Male	FY25 Female	FY25 Total
CSU	\$ -	\$ 168	\$ 168	\$ -	\$ 238	\$ 238	\$ -	\$ 159	\$ 159
EIU	\$ -	\$ 368	\$ 368	\$ -	\$ 453	\$ 453	\$ -	\$ 403	\$ 403
GSU	\$ 298	\$ 368	\$ 666	\$ 706	\$ 712	\$ 1,418	\$ 977	\$ 801	\$ 1,778
ISU*	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
NIU	\$ 478	\$ 687	\$ 1,165	\$ 377	\$ 678	\$ 1,055	\$ 160	\$ 1,237	\$ 1,397
WIU	\$ -	\$ 608	\$ 608	\$ -	\$ 773	\$ 773	\$ -	\$ 839	\$ 839
SIU System	\$ 124	\$ 780	\$ 904	\$ 958	\$ 1,679	\$ 2,636	\$ 84	\$ 1,631	\$ 1,715
SIUC	\$ -	\$ -	\$ -	\$ 828	\$ 844	\$ 1,672	\$ -	\$ 813	\$ 813
SIUE	\$ 124	\$ 780	\$ 904	\$ 130	\$ 835	\$ 965	\$ 84	\$ 819	\$ 902
U of I System	\$ -	\$ 698	\$ 698	\$ -	\$ 694	\$ 694	\$ -	\$ 693	\$ 693
UIC	\$ -	\$ 600	\$ 600	\$ -	\$ 600	\$ 600	\$ -	\$ 600	\$ 600
UIS	\$ -	\$ 98	\$ 98	\$ -	\$ 94	\$ 94	\$ -	\$ 93	\$ 93
UIUC*	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 900	\$ 3,678	\$ 4,578	\$ 2,041	\$ 5,226	\$ 7,267	\$ 1,220	\$ 5,764	\$ 6,984

*Illinois State University and University of Illinois at Urbana-Champaign did not issue tuition waivers in Fiscal Years 2023, 2024, and 2025.

Source: IBHE Gender Equity RAMP

Table 2. Number of Gender Equity Waivers issued by Gender

	FY23 Male	FY23 Female	FY23 Total	FY24 Male	FY24 Female	FY24 Total	FY25 Male	FY25 Female	FY25 Total
CSU	-	23	23	-	20	20	-	159	159
EIU	-	67	67	-	66	66	-	403	403
GSU	58	67	125	95	90	185	135	801	1,778
ISU*	-	-	-	-	-	-	-	-	-
NIU	103	138	241	84	137	221	51	197	248
WIU	-	94	94	-	114	114	-	839	839
SIU System	185	231	416	103	203	306	11	1,631	1,715
SIUC	174	134	308	89	101	190	-	813	813
SIUE	11	97	108	14	102	116	11	819	902
U of I System	-	66	66	-	50	50	-	693	693
UIC	-	42	42	-	32	32	-	600	600
UIS	-	24	24	-	18	18	-	93	93
UIUC*	-	-	-	-	-	-	-	-	-
Total	346	686	1,032	282	680	962	146	4,526	5,587

*Illinois State University and University of Illinois at Urbana-Champaign did not issue tuition waivers in Fiscal Years 2023, 2024, and 2025.

Source: IBHE Gender Equity RAMP

Table 3. Gender Equity Tuition Waivers – Fiscal Year 2023 (in thousands of dollars)

	CSU #	CSU Value	EIU #	EIU Value	GSU #	GSU Value	NIU #	NIU Value	WIU #	WIU Value	SIUC #	SIUC Value	SIUE #	SIUE Value	UIC #	UIC Value	UIS #	UIS Value
Men's Sports																		
Baseball	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	28	\$ -	6	\$ 66	-	\$ -	-	\$ -
Basketball	-	\$ -	-	\$ -	25	\$ 108	-	\$ -	-	\$ -	14	\$ -	1	\$ 10	-	\$ -	-	\$ -
Football	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	92	\$ -	-	\$ -	-	\$ -	-	\$ -
Golf	-	\$ -	-	\$ -	6	\$ 10	14	\$ 70	-	\$ -	7	\$ -	3	\$ 37	-	\$ -	-	\$ -
Gymnastics	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Hockey	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Soccer	-	\$ -	-	\$ -	18	\$ 168	37	\$ 185	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Swimming	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	13	\$ -	-	\$ -	-	\$ -	-	\$ -
Tennis	-	\$ -	-	\$ -	-	\$ -	14	\$ 107	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Track/Cross Country	-	\$ -	-	\$ -	9	\$ 12	-	\$ -	-	\$ -	20	\$ -	1	\$ 10	-	\$ -	-	\$ -
Volleyball	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Wrestling	-	\$ -	-	\$ -	-	\$ -	38	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Men's Total	-	\$ -	-	\$ -	58	\$ 298	103	\$ -	-	\$ -	174	\$ -	11	\$ 124	-	\$ -	-	\$ -
Women's Sports																		
Basketball	-	\$ -	15	\$ 123	20	\$ 79	-	\$ -	13	\$ 101	14	\$ -	14	\$ 134	10	\$ 149	3	\$ 14
Bowling	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Golf	-	\$ -	-	\$ -	3	\$ 5	10	\$ 63	9	\$ 57	9	\$ -	-	\$ -	6	\$ 111	1	\$ 6
Gymnastics	-	\$ -	-	\$ -	-	\$ -	22	\$ 105	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Soccer	15	\$ 87	24	\$ 70	24	\$ 196	48	\$ 203	22	\$ 122	26	\$ -	26	\$ 192	-	\$ -	7	\$ 27
Softball	-	\$ -	16	\$ 93	-	\$ -	-	\$ -	20	\$ 126	22	\$ -	16	\$ 153	6	\$ 60	5	\$ 26
Swimming	-	\$ -	-	\$ -	-	\$ -	-	\$ -	1	\$ 3	19	\$ -	-	\$ -	-	\$ -	-	\$ -
Tennis	1	\$ 8	-	\$ -	-	\$ -	16	\$ 131	5	\$ 20	-	\$ -	9	\$ 76	-	\$ -	2	\$ 7
Track/Cross Country	1	\$ 1	-	\$ -	7	\$ 19	40	\$ 166	12	\$ 80	31	\$ -	20	\$ 113	6	\$ 54	5	\$ 18
Volleyball	6	\$ 72	12	\$ 82	13	\$ 69	2	\$ 20	12	\$ 99	13	\$ -	12	\$ 112	14	\$ 227	1	\$ 1
Women's Total	23	\$ 168	67	\$ 368	67	\$ 368	138	\$ 687	94	\$ 608	134	\$ -	97	\$ 780	42	\$ 600	24	\$ 98
Total All Sports	23	\$ 168	67	\$ 368	125	\$ 666	241	\$1,165	94	\$ 608	308	\$ -	108	\$ 904	42	\$ 600	24	\$98

*Illinois State University and University of Illinois at Urbana-Champaign did not issue tuition waivers in Fiscal Years 2023, 2024, and 2025.
Source: IBHE Gender Equity RAMP

Table 4. Gender Equity Tuition Waivers – Fiscal Year 2024 (in thousands of dollars)

	CSU #	CSU Value	EIU #	EIU Value	GSU #	GSU Value	NIU #	NIU Value	WIU #	WIU Value	SIUC #	SIUC Value	SIUE #	SIUE Value	UIC #	UIC Value	UIS #	UIS Value
Men's Sports																		
Baseball	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	9	\$ 84	-	\$ -	-	\$ -
Basketball	-	\$ -	-	\$ -	36	\$ 218	-	\$ -	-	\$ -	-	\$ -	1	\$ 9	-	\$ -	-	\$ -
Football	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Golf	-	\$ -	-	\$ -	6	\$ 20	12	\$ 44	-	\$ -	-	\$ -	2	\$ 19	-	\$ -	-	\$ -
Gymnastics	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Hockey	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Soccer	-	\$ -	-	\$ -	34	\$ 358	31	\$ 182	-	\$ -	-	\$ -	1	\$ 9	-	\$ -	-	\$ -
Swimming	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Tennis	-	\$ -	-	\$ -	-	\$ -	8	\$ 78	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Track/Cross Country	-	\$ -	-	\$ -	19	\$ 111	-	\$ -	-	\$ -	-	\$ -	1	\$ 9	-	\$ -	-	\$ -
Volleyball	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Wrestling	-	\$ -	-	\$ -	-	\$ -	33	\$ 73	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Men's Total	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	14	\$ 130	-	\$ -	-	\$ -
Women's Sports																		
Basketball	14	\$ 144	13	\$ 141	22	\$ 150	-	\$ -	13	\$ 110	14	\$ 102	13	\$ 123	5	\$ 60	2	\$ 21
Bowling	-	\$ -	-	\$ -	6	\$ 25	-	\$ -	-	\$ -	-	\$ -	-	\$ -	5	\$ 86	1	\$ 6
Golf	6	\$ 94	-	\$ -	2	\$ 12	8	\$ 64	8	\$ 54	1	\$ -	-	\$ -	-	\$ -	-	\$ -
Gymnastics	-	\$ -	-	\$ -	-	\$ -	24	\$ 122	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Soccer	-	\$ -	24	\$ 79	29	\$ 302	54	\$ 193	28	\$ 154	27	\$ 177	26	\$ 212	1	\$ 11	4	\$ 13
Softball	-	\$ -	16	\$ 124	-	\$ -	-	\$ -	22	\$ 155	16	\$ 137	16	\$ 157	1	\$ 1	4	\$ 17
Swimming	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	23	\$ 201	-	\$ -	-	\$ -	-	\$ -
Tennis	-	\$ -	-	\$ -	-	\$ -	11	\$ 121	6	\$ 31	-	\$ -	8	\$ 70	5	\$ 133	2	\$ 11
Track/Cross Country	-	\$ -	1	\$ 8	18	\$ 135	40	\$ 178	25	\$ 158	10	\$ 103	27	\$ 157	3	\$ 31	3	\$ 11
Volleyball	-	\$ -	12	\$ 100	13	\$ 89	-	\$ -	12	\$ 112	11	\$ 105	12	\$ 116	12	\$ 278	2	\$ 15
Women's Total	20	\$ 238	66	\$ 453	90	\$ 712	137	\$ 678	114	\$ 773	102	\$ 825	102	\$ 835	32	\$ 600	18	\$ 94
Total All Sports	20	\$ 238	66	\$ 453	185	\$ 1,418	221	\$ 1,055	114	\$ 773	102	\$ 825	116	\$ 965	32	\$ 600	18	\$ 94

*Illinois State University and University of Illinois at Urbana-Champaign did not issue tuition waivers in Fiscal Years 2023, 2024, and 2025.

Source: IBHE Gender Equity RAMP

Table 5. Gender Equity Tuition Waivers – Fiscal Year 2025 (in thousands of dollars)

	CSU #	CSU Value	EIU #	EIU Value	GSU #	GSU Value	NIU #	NIU Value	WIU #	WIU Value	SIUC #	SIUC Value	SIUE #	SIUE Value	UIC #	UIC Value	UIS #	UIS Value
Men's Sports																		
Baseball	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	2	\$ 16	-	\$ -	-	\$ -
Basketball	-	\$ -	-	\$ -	31	\$ 221	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Football	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Golf	-	\$ -	-	\$ -	9	\$ 40	-	\$ -	-	\$ -	-	\$ -	3	\$ 24	-	\$ -	-	\$ -
Gymnastics	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Hockey	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Soccer	-	\$ -	-	\$ -	46	\$ 363	-	\$ -	-	\$ -	-	\$ -	6	\$ 44	-	\$ -	-	\$ -
Swimming	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Tennis	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Track/Cross Country	-	\$ -	-	\$ -	35	\$ 200	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Volleyball	-	\$ -	-	\$ -	14	\$ 154	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Wrestling	-	\$ -	-	\$ -	-	\$ -	51	\$ 160	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Men's Total	-	\$ -	-	\$ -	135	\$ 977	51	\$ 160	-	\$ -	-	\$ -	11	\$ 84	-	\$ -	-	\$ -
Women's Sports																		
Basketball	26	\$ -	15	\$ 136	23	\$ 147	-	\$ -	14	\$ 130	14	\$ 145	12	\$ 134	12	\$ 197	3	\$ 27
Bowling	-	\$ -	-	\$ -	11	\$ 79	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Golf	-	\$ -	-	\$ -	2	\$ 12	27	\$ 151	8	\$ 47	9	\$ 60	-	\$ -	-	\$ -	-	\$ -
Gymnastics	-	\$ -	-	\$ -	-	\$ -	24	\$ 117	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Soccer	108	\$ -	24	\$ 81	16	\$ 211	76	\$ 427	27	\$ 171	34	\$ 226	27	\$ 182	4	\$ 41	3	\$ 25
Softball	-	\$ -	17	\$ 94	-	\$ -	-	\$ -	21	\$ 50	19	\$ 159	19	\$ 184	5	\$ 84	2	\$ 17
Swimming	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	11	\$ 69	-	\$ -	5	\$ 80	-	\$ -
Tennis	-	\$ -	-	\$ -	-	\$ -	31	\$ 307	8	\$ 94	-	\$ -	8	\$ 75	6	\$ 168	-	\$ -
Track/Cross Country	15	\$ -	-	\$ -	30	\$ 212	39	\$ 235	26	\$ 141	9	\$ 58	27	\$ 139	3	\$ 24	5	\$ 13
Volleyball	10	\$ -	11	\$ 92	15	\$ 141	-	\$ -	12	\$ 107	12	\$ 96	14	\$ 106	1	\$ 5	1	\$ 10
Women's Total	159	\$ -	67	\$ 403	97	\$ 801	197	\$1,237	116	\$ 839	108	\$ 813	107	\$ 819	36	\$ 600	14	\$ 93
Total All Sports	159	\$ -	67	\$ 403	232	\$1,778	248	\$1,397	116	\$ 839	108	\$ 813	118	\$ 902	36	\$ 600	14	\$ 93

*Illinois State University and University of Illinois at Urbana-Champaign did not issue tuition waivers in Fiscal Years 2023, 2024, and 2025.
Source: IBHE Gender Equity RAMP

Table 6. Intercollegiate Athletic Expenditures (in thousands of dollars)

	FY23 Male	FY23 Female	FY23 Other**	FY23 Total	FY24 Male	FY24 Female	FY24 Other**	FY24 Total	FY25 Male	FY25 Female	FY25 Other**	FY25 Total
CSU	\$2,659	\$3,169	\$2,208	\$8,035	\$2,332	\$2,779	\$2351	\$7,462	\$2,626	\$3,233	\$ 2,719	\$ 8,578
EIU	\$6,823	\$3,415	\$3,615	\$13,853	\$7,653	\$3,873	\$7,502	\$19,028	\$8,780	\$4,212	\$ 6,724	\$ 19,716
GSU	\$950	\$990	\$454	\$2,393	\$1,536	\$1,598	\$429	\$3,563	\$2,262	\$1,642	\$ 614	\$ 4,517
ISU*	\$9,436	\$7,648	\$182	\$17,266	\$10,623	\$7,853	\$12,311	\$30,787	\$11,286	\$8,331	\$ 10,627	\$ 30,245
NIU	\$12,559	\$6,460	\$2,324	\$21,343	\$15,039	\$7,132	\$ -	\$22,171	\$20,291	\$9,299	\$ 20	\$ 29,610
WIU	\$6,408	\$3,519	\$3,455	\$13,382	\$7,249	\$3,962	\$3,302	\$14,513	\$6,846	\$4,089	\$ 3,903	\$ 14,838
SIU System	\$14,557	\$10,065	\$13,643	\$38,265	\$14,856	\$9,907	\$14,824	\$39,587	\$15,393	\$9,948	\$ 14,420	\$ 39,761
SIUC	\$9,905	\$5,745	\$11,286	\$26,936	\$10,915	\$6,378	\$11,063	\$28,356	\$10,874	\$6,126	\$ 10,550	\$ 27,549
SIUE	\$4,652	\$4,319	\$2,358	\$11,329	\$3,941	\$3,529	\$3,761	\$11,231	\$4,519	\$3,822	\$ 3,871	\$ 12,212
U of I System	\$67,528	\$28,623	\$82,079	\$178,230	\$81,531	\$33,084	\$85,902	\$200,517	\$91,951	\$35,386	\$ 92,368	\$ 219,705
UIC	\$5,156	\$6,433	\$8,928	\$20,517	\$7,139	\$7,902	\$8,418	\$23,459	\$7,551	\$8,143	\$ 8,371	\$ 24,065
UIS	\$1,807	\$1,826	\$1,271	\$4,903	\$1,659	\$1,794	\$ -	\$3,453	\$1,938	\$2,001	\$ 1,611	\$ 5,550
UIUC*	\$60,565	\$20,365	\$71,880	\$152,810	\$72,734	\$23,388	\$77,484	\$173,605	\$82,462	\$25,242	\$ 82,387	\$ 190,090
Total	\$120,920	\$63,887	\$107,960	\$292,767	\$140,820	\$70,188	\$126,620	\$337,628	\$159,434	\$76,140	\$ 131,395	\$ 366,970

*Illinois State University and University of Illinois at Urbana-Champaign did not issue tuition waivers in Fiscal Years 2023, 2024, and 2025.

**Nonprogram Specific Expenditure

Source: IBHE Gender Equity RAMP

Note: Data for CSU (2023) and SIUC (2023) tuition waiver amounts, and NIU (2025) submissions were not available at the time of reporting. IBHE is working with institutions to obtain the missing data and will update the report accordingly.

APPENDIX A – SUMMARY OF GENDER EQUITY PLANS

All Illinois public universities that sponsor intercollegiate athletics have submitted gender equity plans in accordance with statutory requirements. These plans collectively demonstrate a strong institutional commitment to:

- Expanding participation opportunities
- Monitoring proportionality in participation and financial aid
- Ensuring equitable treatment across athletic programs

Across institutions, common strategies include:

- Use of roster management practices
- Strategic allocation of financial aid and tuition waivers
- Investment in facilities, coaching, and student-athlete support services
- Ongoing compliance monitoring aligned with Title IX guidance

Common barriers identified statewide include:

- Financial constraints and resource limitations
- Disparities driven by high-cost sports such as football
- Challenges aligning participation rates with enrollment demographics

Overall, institutions report continued progress toward gender equity, with tuition waivers playing a central role in achieving proportionality.

Chicago State University

Intercollegiate Sports Opportunities Available to Both Men and Women:

Chicago State University (CSU) offers a range of intercollegiate athletic programs for both men and women, supporting broad participation opportunities across multiple sports. Participation levels reflect ongoing efforts to balance opportunities across genders while aligning with institutional capacity and student interest.



Activities to Achieve Gender Equity in Intercollegiate Athletics:

Chicago State has established internal controls and monitoring processes to ensure compliance with Title IX gender equity requirements and guidance from the U.S. Department of Education's Office for Civil Rights (OCR). The University continues to assess student interest and participation trends and has taken steps to expand opportunities for women, including program development and ensuring equitable access to facilities, locker rooms, and support services across all athletic programs.

Identification of Barriers to Achieving and Maintaining Gender Equity:

A key challenge for CSU is the gap between female undergraduate enrollment and female athletic participation. The University's student population is predominantly female, and a significant portion comprises non-traditional and transfer students, which can affect the traditional recruitment pipeline for intercollegiate athletics.

Additionally, the proportion of first-time, full-time students – who are the primary pool for athletic recruitment – represents a relatively small share of the overall student population. This dynamic creates structural challenges in achieving proportional participation rates. CSU continues to focus on targeted recruitment strategies, particularly in sports such as track and field, to improve gender balance while maintaining the academic and competitive integrity of its athletic programs.

The Use of Tuition Waivers for Attaining Gender Equity in Intercollegiate Sports:

Chicago State University continues to utilize gender equity tuition waivers as a strategic tool to increase participation opportunities for female student-athletes.

As reflected in Tables 1 through 6, waivers are primarily allocated to support women's athletic programs, consistent with statewide efforts to address historical disparities in participation and financial aid. These waivers play a critical role in advancing CSU's gender equity objectives by expanding access and supporting proportionality in athletic opportunities.

Eastern Illinois University

Intercollegiate Sports Opportunities Available to Both Men and Women:

Eastern Illinois University offers a comprehensive range of intercollegiate athletic programs for both men and women, with opportunities to participate in multiple sports. The University maintains a balanced portfolio aligned with student interest, institutional capacity, and Title IX requirements.



Activities to Achieve Gender Equity in Intercollegiate Athletics:

Eastern Illinois University employs a "Prong Three" compliance framework to address the interests and abilities of the underrepresented gender, consistent with guidance from the U.S. Department of Education's Office for Civil Rights (OCR). The University systematically evaluates student interest through surveys of incoming students, analysis of feeder high school participation trends, and ongoing assessment of potential program expansion opportunities. These efforts are supported by transparent processes for proposing new intercollegiate sports and ensuring that program offerings remain responsive to student demand.

Identification of Barriers to Achieving and Maintaining Gender Equity:

Sustaining a broad-based and competitive athletics program within existing financial constraints remains a primary challenge. Deferred maintenance and aging facilities continue to impact long-term planning and program development. The University prioritizes facility needs through ongoing assessment and strategic planning, with progress dependent on available institutional resources.

Progress in Achieving Sports Equity in Compliance with Title IX:

Eastern Illinois University continues to demonstrate progress through ongoing evaluation of participation opportunities and alignment with student interests. The University maintains multiple mechanisms to identify unmet demand, including student engagement and periodic program reviews, and monitors equity across coaching, compensation, and support services. These efforts support continued compliance with Title IX and reinforce the University's commitment to equitable athletic opportunities.

The Use of Tuition Waivers for Attaining Gender Equity in Intercollegiate Sports:

Eastern Illinois University utilizes gender equity tuition waivers as an important mechanism to support proportionality in financial aid distribution across athletic programs. As reflected in Tables 1 through 6, these waivers apply to both men's and women's programs and remain essential to advancing equitable participation and resource allocation.

Governor's State University

Intercollegiate Sports Opportunities Available to Both Men and Women:

Governors State University (GSU) offers a growing portfolio of intercollegiate athletic programs for both men and women. Since the initial launch of varsity athletics, the University has expanded participation opportunities and continues to align program offerings with student interest and institutional capacity.



Activities to Achieve Gender Equity in Intercollegiate Athletics:

Governors State University provides equitable access to athletic resources and support services across all programs. Men's and women's teams utilize the same practice and competition facilities, receive comparable travel accommodation and per diem allowances, and have equal access to training and support staff. The University also ensures consistent promotion of all athletic programs through institutional communications and outreach efforts. Tuition waivers are distributed across athletic programs to support equitable participation and financial assistance.

Identification of Barriers to Achieving and Maintaining Gender Equity:

A primary challenge for Governors State University is aligning athletic participation and financial aid distribution with a student population that is predominantly female. While progress has been made, differences between undergraduate enrollment demographics and athletic participation ratios continue to present challenges in achieving proportionality. The University remains focused on adjusting recruitment strategies and financial aid allocation to better reflect the composition of the student body.

Progress in Achieving Sports Equity in Compliance with Title IX:

Governors State University continues to demonstrate progress in building an equitable athletics program. As a member of the National Association of Intercollegiate Athletics (NAIA), the University remains in compliance with Title IX requirements and continues to expand participation opportunities for both men and women. Given the relatively recent establishment of its athletics program, GSU has made notable progress in developing a balanced participation structure and equitable distribution of resources.

The Use of Tuition Waivers for Attaining Gender Equity in Intercollegiate Sports:

Governors State University utilizes gender equity tuition waivers as a key strategy to support participation and financial aid across athletic programs. As reflected in Tables 1 through 6, waivers are distributed across both men's and women's teams, with allocations supporting the University's efforts to achieve proportionality and maintain equitable opportunities for student-athletes.

Illinois State University

Intercollegiate Sports Opportunities Available to Both Men and Women:

Illinois State University offers a comprehensive intercollegiate athletics program with a wide range of opportunities for both men and women. The University maintains a balanced portfolio of sports programs aligned with student interest, institutional capacity, and NCAA Division I standards.



ILLINOIS STATE UNIVERSITY
Illinois' first public university

Activities to Achieve Gender Equity in Intercollegiate Athletics:

Illinois State University utilizes a "Prong Three" compliance framework to fully and effectively accommodate the interests and abilities of the underrepresented gender, in a manner consistent with Title IX guidance. The University conducts periodic assessments of student interest and athletic participation, monitors high school participation trends in collaboration with the Illinois High School Association, and evaluates participation opportunities, student-athlete experience, and sport resources. Athletic programs are regularly reviewed across key areas, including facilities, budgets, recruiting, coaching, and support services, to ensure alignment with equity benchmarks and institutional priorities.

Identification of Barriers to Achieving and Maintaining Gender Equity:

Illinois State University remains committed to delivering a high-quality, broad-based athletics program; however, challenges persist, including facility limitations and resource allocation. The University continues to monitor aging and shared-use facilities, which may impact program expansion and equitable access. Maintaining proportional participation while sustaining competitive programs across all sports remains an ongoing consideration.

Progress in Achieving Sports Equity in Compliance with Title IX:

Illinois State University continues to monitor participation rates, financial aid distribution, and expenditures across athletic programs to ensure alignment with gender equity goals. The University also evaluates student-athlete support services, including academic support and overall well-being, and reviews resource allocation to maintain proportional support across all program areas.

The Use of Tuition Waivers for Attaining Gender Equity in Intercollegiate Sports:

Illinois State University does not utilize gender equity tuition waivers and instead relies on institutional financial aid strategies and resource allocation to support gender equity objectives across its athletic programs.

Northern Illinois University

Intercollegiate Sports Opportunities Available to Both Men and Women:

Northern Illinois University is a Division I member of the National Collegiate Athletic Association (NCAA) and offers a comprehensive portfolio of intercollegiate athletic programs for both men and women, competing in the Mid-American Conference. The University maintains a balanced set of programs aligned with student interest, institutional capacity, and Division I standards.



Northern Illinois University

Activities to Achieve Gender Equity in Intercollegiate Athletics:

Northern Illinois University continues to implement and evaluate gender equity initiatives in alignment with Title IX guidelines. The University conducts annual reviews of participation opportunities, student-athlete experience, and sport resources, including facilities, budgets, recruiting, coaching, and support services. Internal governance structures, including the Athletic Board, are regularly apprised of progress and institutional commitments to gender equity.

Identification of Barriers to Achieving and Maintaining Gender Equity:

Northern Illinois University faces ongoing challenges related to limited financial resources and the need to balance resource allocation across existing programs. Expanding opportunities for women's sports while maintaining current programs presents a structural constraint. Additionally, disparities in public demand, media attention, and revenue generation between men's and women's sports create challenges in ensuring equitable promotion and support services.

Progress in Achieving Sports Equity in Compliance with Title IX:

Northern Illinois University continues to build on established gender equity strategies through ongoing evaluation and investment in athletic programs and facilities. The University has made significant improvements to athletic infrastructure and support services, benefiting all student-athletes, and continues to monitor participation, resources, and program effectiveness to ensure alignment with Title IX requirements.

The Use of Tuition Waivers for Attaining Gender Equity in Intercollegiate Sports:

Northern Illinois University continues to utilize gender equity tuition waivers as a critical tool to support equitable financial aid distribution across athletic programs. As reflected in Tables 1 through 6, these waivers play a key role in maintaining scholarship levels and supporting participation opportunities for both male and female student-athletes.

Intercollegiate Sports Opportunities Available to Both Men and Women:

Southern Illinois University Carbondale offers a comprehensive intercollegiate athletics program with a balanced portfolio of sports for men and women.



The University maintains participation opportunities across programs aligned with student interest, institutional capacity, and NCAA Division I standards.

Activities to Achieve Gender Equity in Intercollegiate Athletics:

Southern Illinois University Carbondale continues to monitor and support compliance with Title IX through structured roster management practices designed to align participation rates with undergraduate enrollment. The University caps participation on men's teams and encourages increased participation opportunities for women, including the use of walk-on strategies and targeted financial incentives to support equipment, apparel, and travel needs. Incentive structures are also incorporated into coaching expectations to support gender equity goals.

Identification of Barriers to Achieving and Maintaining Gender Equity:

Budgetary constraints remain the primary barrier to achieving and maintaining gender equity, particularly in areas such as coaching compensation, recruiting resources, and program expansion. These financial limitations impact the University's ability to fully align participation, resources, and support across athletic programs.

Progress in Achieving Sports Equity in Compliance with Title IX:

Southern Illinois University Carbondale continues to make progress in aligning scholarship distribution and participation opportunities with gender equity objectives. The University utilizes multiple funding sources, including NCAA Student-Athlete Opportunity Fund (SAOF) resources, to support additional aid opportunities for women's sports and non-revenue programs. The University also continues to monitor and improve student-athlete support services, including travel conditions, per diem allowances, and overall student-athlete well-being.

The Use of Tuition Waivers for Attaining Gender Equity in Intercollegiate Sports:

Southern Illinois University Carbondale continues to utilize gender equity tuition waivers as a key mechanism to support equitable participation, financial aid distribution, and overall treatment of student-athletes. As reflected in Tables 1 through 6, these waivers play a critical role in advancing the University's gender equity objectives and supporting opportunities for female student-athletes.

Southern Illinois University Edwardsville

Intercollegiate Sports Opportunities Available to Both Men and Women:

Southern Illinois University Edwardsville sponsors a balanced intercollegiate athletics program, offering a full complement of sports for both men and women. Participation opportunities are structured to reflect institutional priorities and support equitable access across programs.



Activities to Achieve Gender Equity in Intercollegiate Athletics:

Southern Illinois University Edwardsville implements a proactive approach to gender equity through defined roster management parameters, including participation maximums and minimums to support proportionality. The University regularly evaluates participation trends and strategically allocates financial and operational resources to women's programs, including targeted support for equipment, travel, and additional roster opportunities.

Identification of Barriers to Achieving and Maintaining Gender Equity:

Financial limitations continue to present challenges in sustaining proportional participation and expanding opportunities for women's athletics. Balancing available resources while maintaining competitive programs across all sports remains an ongoing institutional consideration.

Progress in Achieving Sports Equity in Compliance with Title IX:

Southern Illinois University Edwardsville has demonstrated strong progress in aligning participation and financial aid with gender equity objectives. The University has achieved close alignment between expenditures and participation rates and continues to leverage supplemental funding sources to enhance opportunities for women's programs. Ongoing adjustments to operational practices support equitable treatment and improved student-athlete experiences.

The Use of Tuition Waivers for Attaining Gender Equity in Intercollegiate Sports:

Southern Illinois University Edwardsville utilizes gender equity tuition waivers as part of a broader strategy to support proportional participation and equitable financial aid distribution. As reflected in Tables 1 through 6, these waivers help maintain balance across programs and expand access for female student-athletes.

University of Illinois Chicago

Intercollegiate Sports Opportunities Available to Both Men and Women:

The University of Illinois Chicago (UIC) sponsors a Division I intercollegiate athletics program offering a range of competitive opportunities for both men and women. Program offerings are designed to support balanced participation and align closely with institutional enrollment patterns and NCAA standards.

**Activities to Achieve Gender Equity in Intercollegiate Athletics:**

UIC employs a structured, data-driven approach to gender equity, utilizing roster management practices aligned with NCAA participation benchmarks and institutional enrollment ratios. Participation levels are reviewed regularly, and roster limits are actively managed to maintain a proportionate level. These practices ensure that athletic participation opportunities remain reflective of the student body's composition.

Identification of Barriers to Achieving and Maintaining Gender Equity:

While UIC has achieved strong alignment in participation, ongoing operational costs and resource constraints require continuous monitoring to sustain proportionality. Maintaining this level of precision in participation and resource allocation requires consistent oversight and strategic planning.

Progress in Achieving Sports Equity in Compliance with Title IX:

The University of Illinois Chicago demonstrates a high level of compliance with Title IX proportionality standards. Participation rates among student-athletes closely mirror undergraduate enrollment distributions and remain within the acceptable range established by the Office for Civil Rights (OCR). Through controlled roster management and continuous monitoring, the University has maintained a minimal differential between participation and enrollment, supporting sustained compliance under Title IX "Prong I." UIC's approach reflects a strong alignment among institutional data, policy, and practice.

The Use of Tuition Waivers for Attaining Gender Equity in Intercollegiate Sports:

UIC utilizes tuition waivers in a targeted manner to support women's athletic programs and enhance participation opportunities. As reflected in Tables 1 through 6, these waivers complement roster management strategies and help maintain proportionality and equitable access across athletic programs.

Intercollegiate Sports Opportunities Available to Both Men and Women:

The University of Illinois Springfield offers a growing NCAA Division II intercollegiate athletics program with a range of sports opportunities for both men and women. Program offerings have expanded over time to align with conference membership requirements and institutional priorities, supporting a balanced and competitive athletics portfolio.



Activities to Achieve Gender Equity in Intercollegiate Athletics:

UIS has focused on expanding opportunities for women by adding new sports and growing existing program rosters. The University continues to assess student interest and participation trends, monitor developments within its conference and region, and evaluate opportunities to further enhance its athletics portfolio. Periodic program reviews are conducted to ensure alignment with institutional goals and gender equity objectives.

Identification of Barriers to Achieving and Maintaining Gender Equity:

While UIS has made progress toward proportional participation, maintaining alignment with enrollment patterns remains an ongoing challenge. Programmatic constraints, including academic program structures that limit student-athlete eligibility in certain fields, present unique barriers to expanding participation opportunities. The University continues to evaluate strategies to address these challenges while sustaining competitive athletic programs.

Progress in Achieving Sports Equity in Compliance with Title IX: The

University of Illinois Springfield continues to demonstrate a good-faith effort toward Title IX compliance by maintaining participation levels closely aligned with institutional enrollment and by actively evaluating opportunities to expand women's athletics. Through ongoing program review, student interest assessments, and strategic planning, the University is working to meet one or more of the established Title IX compliance benchmarks and to respond to evolving student demand.

The Use of Tuition Waivers for Attaining Gender Equity in Intercollegiate Sports:

UIS uses tuition waivers as a strategic tool to expand financial aid for the underrepresented gender and to support equitable participation across athletic programs. These waivers provide flexibility in balancing externally funded support and institutional priorities, ensuring that resources are distributed in ways that advance gender equity goals. As reflected in Tables 1 through 6, tuition waivers continue to play an important role in strengthening women's athletic programs.

Intercollegiate Sports Opportunities Available to Both Men and Women:

The University offers a comprehensive Division I intercollegiate athletics program with a broad range of opportunities for both men and women. Athletic offerings include multiple sports for both genders, supporting a well-established, competitive program aligned with NCAA standards and institutional priorities.



Activities to Achieve Gender Equity in Intercollegiate Athletics:

The University maintains a structured gender equity plan supported by ongoing monitoring and evaluation. Roster management strategies are developed annually based on institutional enrollment data to support proportional participation. These efforts are complemented by continuous review of program operations, resources, and student-athlete support services to ensure alignment with gender equity objectives.

Identification of Barriers to Achieving and Maintaining Gender Equity:

While the University maintains strong alignment with proportionality goals, minor fluctuations may occur due to timing differences between enrollment data and roster setting processes. These variations are closely monitored and addressed through ongoing adjustments to participation targets and program management strategies.

Progress in Achieving Sports Equity in Compliance with Title IX:

The University has demonstrated sustained progress toward and maintenance of a substantial proportionality over time. Participation rates have consistently remained within the acceptable range under Title IX, and scholarship distribution reflects equitable allocation across genders. In addition to maintaining proportionality, the University has made significant investments in facilities, staffing, and student-athlete support services, including expanded access to training, nutrition, and performance resources, as well as ongoing upgrades to athletic facilities to ensure equitable experiences across all programs.

The Use of Tuition Waivers for Attaining Gender Equity in Intercollegiate Sports:

The University does not utilize gender equity tuition waivers and instead relies on institutional scholarship allocation and resource management strategies to support gender equity objectives across its athletic programs.

Western Illinois University

Intercollegiate Sports Opportunities Available to Both Men and Women:

Western Illinois University offers a comprehensive intercollegiate athletics program with a balanced portfolio of sports for men and women. The University maintains a full complement of programs aligned with NCAA Division I standards and continues to support participation opportunities across both genders.



**Western Illinois
University**

Activities to Achieve Gender Equity in Intercollegiate Athletics:

Western Illinois University uses a structured, committee-driven approach to gender equity through its Gender Equity Committee (GEC). The University regularly evaluates key program components, including equipment, scheduling, travel, academic support, coaching, facilities, medical services, publicity, and recruitment. These areas are reviewed systematically to ensure equitable treatment and alignment with Title IX expectations, with ongoing plans for continued assessment and refinement.

Identification of Barriers to Achieving and Maintaining Gender Equity:

Financial constraints remain the primary barrier to expanding athletic opportunities while maintaining existing programs. The University has prioritized achieving gender equity without reducing men's sports offerings; however, limited resources restrict the ability to significantly grow the athletics program or add new teams.

Progress in Achieving Sports Equity in Compliance with Title IX:

Western Illinois University has demonstrated a comprehensive, methodical approach to Title IX compliance by conducting ongoing analysis of student interests and program offerings. Through its Gender Equity Committee, the University has conducted detailed evaluations of participation opportunities, including formal assessments of unmet interest in line with established federal guidance. Findings indicate that current athletic offerings effectively meet the interests and abilities of the student population, supporting compliance under Title IX "Prong III." The University continues to monitor participation trends, club and intramural activity, and regional competition to inform future program decisions.

The Use of Tuition Waivers for Attaining Gender Equity in Intercollegiate Sports:

Western Illinois University continues to utilize gender equity tuition waivers as a long-standing strategy to enhance participation opportunities for female student-athletes while maintaining stability across existing programs. As reflected in Tables 1 through 6, these waivers support equitable financial aid distribution and have contributed to the expansion and sustainability of women's athletics.