

**Texas Lutheran University**

**2025**

***Report on Athletic Program***

***Participation Rates and***

***Financial Support Data***

**Equity in Athletics Disclosure Act (EADA) Report**



*Prepared by the Office of Institutional Research & Effectiveness, the Title IX Services & Equity Compliance Office, and TLU Athletics.*

## Athletic Information for the 2024-2025 Season

*The Equity in Athletics Disclosure Act (EADA) report is an annual document mandated by the U.S. Department of Education to ensure transparency in gender equity within collegiate athletics. This report provides a comprehensive overview of Texas Lutheran University's athletic programs for the 2024-2025 academic year, including participation rates, financial allocations, staffing, and resource distribution between men's and women's teams. As an NCAA Division III institution, TLU is dedicated to fostering an equitable environment that supports the success and growth of all our student-athletes and employees. This report serves as a tool to monitor progress, inform strategic decision-making, and ensure compliance with federal standards, underscoring the university's commitment to accountability and excellence in athletics.*

### Athletics Participation – Men's and Women's Teams

*The number of participants as of the first day of contest.*

Team	1 <sup>st</sup> Team Participation		2 <sup>nd</sup> Team Participation		3 <sup>rd</sup> Team Participation	
	Men Participants	Women Participants	Men Participants	Women Participants	Men Participants	Women Participants
Men's Baseball	51		3		3	
Men's Basketball	20					
Men's Cross Country	10		10		9	
Men's Football	169		7		7	
Men's Golf	14					
Men's Soccer	54					
Men's Tennis	10					
Men's Track, Outdoor	42		39		19	
Women's Acrobat and Tumbling		24		3		
Women's Basketball		21		3		
Women's Cross Country		9		9		7
Women's Golf		6				
Women's Soccer		28		6		1
Women's Softball		31		1		
Women's Tennis		7				
Women's Track, Outdoor		34		31		7
Women's Volleyball		21		1		

Total Participants	Men's Teams	Women's Teams	All Teams
	408	210	618
	66%	34%	100%

Unduplicated Count	Men's Teams	Women's Teams
	350	164

Total Full-time Undergraduate Enrollment (12-month unduplicated headcount)	Men	Women	Total
	610	743	1,353
	45%	55%	100%

## Athletic Information for the 2024-2025 Season

### Head Coaches

*This indicates whether the head coach is male or female, was assigned a full-time or part-time basis, and whether the coach was employed by the institution on a full-time basis or a part-time or volunteer basis.*

Men's Teams					
Sport	Full-Time Coach	Part-Time Coach	Full-Time Employee	Part-Time Employee	Male / Female
Men's Baseball		1	1		Male
Men's Basketball	1		1		Male
Men's Cross Country		1	1		Female
Men's Football	1		1		Male
Men's Golf		1	1		Male
Men's Soccer		1	1		Male
Men's Tennis		1	1		Male
Men's Track, Outdoor		1	1		Male
<b>Total</b>	<b>2</b>	<b>6</b>	<b>8</b>	<b>0</b>	

Women's Teams					
Sport	Full-Time Coach	Part-Time Coach	Full-Time Employee	Part-Time Employee	Male / Female
Women's Acrobat and Tumbling	1		1		Female
Women's Basketball	1		1		Male
Women's Cross Country		1	1		Female
Women's Golf		1	1		Male
Women's Soccer		1	1		Male
Women's Softball		1	1		Male
Women's Tennis		1	1		Male
Women's Track, Outdoor		1	1		Male
Women's Volleyball	1		1		Female
<b>Total</b>	<b>3</b>	<b>6</b>	<b>9</b>	<b>0</b>	

### Head Coaches' Salaries – Men's and Women's Teams

*This is only the salaries and bonuses that our institution pays head coaches as compensation for coaching. Does not include benefits.*

	Men's Teams	Women's Teams
Average Annual Institutional Salary per Head Coaching Position	\$59,439	\$54,631
Number of Head Coaching Positions Used to Calculate the Average	8	9
Number of Volunteer Head Coaching Positions	0	0
Average Annual Institutional Salary per Full-Time Equivalent	\$79,252	\$70,240
Sum of Full-Time Equivalent Positions Used to Calculate the Average	6.00	7.00

## Athletic Information for the 2024-2025 Season

### Assistant Coaches

*This is to indicate whether the assistant coach is male or female, was assigned to the team on a full-time or part-time basis, and whether the coach was employed by the institution on a full-time basis or on a part-time or volunteer basis.*

Men's Teams									
Sport	Male Assistants				Female Assistants				Total
	Full-Time Coach	Part-Time Coach	Full-Time Employee	Part-Time Employee	Full-Time Coach	Part-Time Coach	Full-Time Employee	Part-Time Employee	
Men's Baseball	1		1						1
Men's Basketball	1		1						1
Men's Cross Country		1		1					1
Men's Football	7		7						7
Men's Golf						1		1	1
Men's Soccer	1		1						1
Men's Tennis		1		1					1
Men's Track, Outdoor		2	1	1		1	1		3
<b>Total</b>	<b>10</b>	<b>4</b>	<b>11</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>16</b>

Women's Teams									
Sport	Male Assistants				Female Assistants				Total
	Full-Time Coach	Part-Time Coach	Full-Time Employee	Part-Time Employee	Full-Time Coach	Part-Time Coach	Full-Time Employee	Part-Time Employee	
Women's Acrobat and Tumbling						1		1	1
Women's Basketball						1	1		1
Women's Cross Country		1		1					1
Women's Golf						1		1	1
Women's Soccer						1		1	1
Women's Softball					1		1		1
Women's Tennis		1		1					1
Women's Track, Outdoor		2	1	1		1	1		3
Women's Volleyball					1		1		1
<b>Total</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>2</b>	<b>11</b>

### Assistant Coaches' Salaries – Men's and Women's Teams

*This is only the salaries and bonuses that our institution pays assistant coaches as compensation for coaching. Does not include benefits.*

	Men's Teams	Women's Teams
Average Annual Institutional Salary per Assistant Coaching Position	\$32,506	\$24,599
Number of Head Coaching Positions Used to Calculate the Average	14	9
Number of Volunteer Assistant Coaching Positions	2	2
Average Annual Institutional Salary per Full-Time Equivalent <sup>1</sup>	\$37,150	\$32,799
Sum of Full-Time Equivalent Positions Used to Calculate the Average	12.25	6.75

<sup>1</sup> The salary differences between men's and women's teams reflect factors such as the market rate for specific sports, team size, revenue generation, and experience levels of the coaching staff. TLU is committed to regularly reviewing these salaries to ensure equity and compliance with Title IX regulations.

## Athletic Information for the 2024-2025 Season

### Athletically Related Student Aid – Men's and Women's Teams

*Athletically related student aid is any scholarship, grant, or other form of financial assistance, offered by an institution, the terms of which require the recipient to participate in a program of intercollegiate athletics at the institution. Other student aid, of which a student athlete simply happens to be the recipient, is not athletically related to student aid.*

	Men's Teams	Women's Teams	Total
Amount of Aid <sup>2</sup>	0	0	0
Ratio (Percent)	0	0	100%

### Recruiting Expenses – Men's and Women's Teams

*Recruiting expenses are all expenses an institution incurs attributable to recruiting activities. This includes, but not limited to, expenses for lodging, meals, telephone use, and transportation (including vehicles used for recruiting purposes) for both recruits and personnel engaged in recruiting, and other expenses for official and unofficial visits, and all other expenses related to recruiting.*

	Men's Teams	Women's Teams	Total
Total <sup>3</sup>	\$9,426	\$2,254	\$11,680

### Operating (Game-Day) Expenses – Men's and Women's Teams per Participant

*Operating expenses are all expenses our institution incurs attributable to home, away, and neutral-site intercollegiate athletic contests (commonly known as "game-day expenses"), for (A) Lodging, meals, transportation, uniforms, and equipment for coaches, team members, support staff (including, but not limited to team managers and trainers), and others; (B) Officials.*

Sport	Participants	Operating Expenses	Operating Expenses per Participant
Men's Baseball	51	\$108,928	\$2,136
Men's Basketball	20	\$49,916	\$2,346
Men's Cross Country	10	\$18,133	\$1,813
Men's Football	169	\$223,681	\$1,324
Men's Golf	14	\$34,397	\$2,457
Men's Soccer	54	\$81,484	\$1,509
Men's Tennis	10	\$25,641	\$2,564
Men's Track, Outdoor	42	\$46,283	\$,102
Women's Acrobat and Tumbling	24	\$43,976	\$1,832
Women's Basketball	21	\$39,236	\$1,868

<sup>2</sup> TLU is a Division III University, and we do not offer athletic scholarships.

<sup>3</sup> Recruiting expenses vary based on market demand and program needs. TLU is committed to ensuring equitable recruiting practices and evaluates these annually under Title IX standards.

## Athletic Information for the 2024-2025 Season

Sport	Participants	Operating Expenses	Operating Expenses per Participant
Women's Cross Country	9	\$19,055	\$2,117
Women's Golf	6	\$27,806	\$4,634
Women's Soccer	28	\$51,852	\$1,852
Women's Softball	31	\$88,675	\$2,860
Women's Tennis	7	\$16,068	\$2,295
Women's Track, Outdoor	34	\$33,174	\$976
Women's Volleyball	21	\$56,731	\$2,701

	Operating Expenses	Participants
Men's Teams	585,463	370
Women's Teams	376,573	191
<b>Total</b>	<b>962,036</b>	<b>561</b>

### Total Expenses - Men's and Women's Teams

*All expenses attributable to intercollegiate athletic activities. This includes appearance guarantees and options, athletically related student aid, contract services, equipment, fundraising activities, operating expenses, promotional activities, recruiting expenses, salaries and benefits, supplies, travel, and any other expenses attributable to intercollegiate athletic activity. All revenues are attributed to intercollegiate athletic activity.*

Sport	Operating Expenses
Men's Baseball	\$253,348
Men's Basketball	\$158,642
Men's Cross Country	\$52,152
Men's Football	\$798,435
Men's Golf	\$110,284
Men's Soccer	\$212,944
Men's Tennis	\$65,552
Men's Track, Outdoor	\$125,461
Women's Acrobat and Tumbling	\$112,047
Women's Basketball	\$149,784
Women's Cross Country	\$53,898
Women's Golf	\$77,809
Women's Soccer	\$190,645
Women's Softball	\$437,328
Women's Tennis	\$55,744
Women's Track, Outdoor	\$129,235
Women's Volleyball	\$161,129
<b>Total</b>	<b>\$3,144,437</b>

## Athletic Information for the 2024-2025 Season

	Men's Teams	Women's Teams	Total
Total Expenses Men's and Women's Teams	\$1,776,818	\$1,367,619	\$3,144,437
Total Expenses except Football and Basketball	\$819,741	\$1,217,835	\$2,037,576

Not Allocated by Gender/Sport	\$974,320
Grand Total Expenses	\$4,118,757

### Total Revenues - Men's and Women's Teams

*This includes revenues from appearance guarantees and options, an athletic conference, tournament or bowl games, concessions, contribution from alumni and others, institutional support, program advertising and sales, radio and television, royalties, signage and other sponsorships, sport camps, state or other government support, student activity fees, ticket and luxury box sales, and any other revenues attributable to intercollegiate athletic activities.*

Sport	Operating Expenses
Men's Baseball	\$213,208
Men's Basketball	\$155,173
Men's Cross Country	\$63,135
Men's Football	\$815,587
Men's Golf	\$106,580
Men's Soccer	\$215,750
Men's Tennis	\$64,817
Men's Track, Outdoor	\$87,974
Women's Acrobat and Tumbling	\$107,784
Women's Basketball	\$146,749
Women's Cross Country	\$69,521
Women's Golf	\$60,325
Women's Soccer	\$152,214
Women's Softball	\$587,432
Women's Tennis	\$60,885
Women's Track, Outdoor	\$83,349
Women's Volleyball	\$165,681
<b>Total</b>	<b>\$3,156,334</b>

## Athletic Information for the 2024-2025 Season

	Men's Teams	Women's Teams	Total
Total Revenues Men's and Women's Teams	\$1,722,224	\$1,434,110	\$3,156,334
Total Revenues except Football and Basketball	\$751,646	\$1,287,361	\$2,038,825

Not Allocated by Gender/Sport	\$975,493
Grand Total Revenues	\$4,131,827

### Summary – Men's and Women's Teams

	Men's Teams	Women's Teams	Total
Total of Head Coaches' Salaries	\$475,512	\$491,679	\$967,191
Total of Assistant Coaches' Salaries	\$455,084	\$221,391	\$676,475
Total Salaries	\$930,596	\$731,070	\$1,643,666
Athletic Related Student Aid	\$0	\$0	\$0
Recruiting Expenses	\$9,426	\$2,254	\$11,680
Operating (Game-Day) Expenses / Revenues	\$585,463	\$376,573	\$962,036
Total Expenses for Teams	\$1,525,485	\$1,091,897	\$2,617,382
Not Allocated Expenses	-	-	\$974,320
Grand Total Expenses	-	-	\$4,118,757
Total Revenues for Teams	\$1,722,224	\$1,434,110	\$3,156,334
Not Allocated Revenues	-	-	\$975,493
Grand Total Revenues	-	-	\$4,131,827