

Texas Lutheran University

2024

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 2023-2024 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 2023-2024 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 st Team Participation		2 nd Team Participation		3 rd Team Participation	
	Men Participants	Women Participants	Men Participants	Women Participants	Men Participants	Women Participants
Men's Baseball	45		2			
Men's Basketball	17					
Men's Cross Country	9					
Men's Football	173					
Men's Golf	8					
Men's Soccer	51					
Men's Tennis	16					
Men's Track, Outdoor	32		21			
Acrobat and Tumbling ¹		22				
Women's Basketball		18		1		
Women's Cross Country		10				
Women's Golf		5				
Women's Soccer		28				
Women's Softball		29		3		
Women's Tennis		9				
Women's Track, Outdoor		39		10		
Women's Volleyball		19				

Total Participants	Men's Teams	Women's Teams	All Teams
	374	202	576
	65%	35%	100%

Unduplicated Count	Men's Teams	Women's Teams
	352	177

¹ During the 2022-2023 reporting season, TLU added Women's Acrobatics & Tumbling as its 19th NCAA varsity team.

Athletic Information for the 2023-2024 Season

Total Full-time Undergraduate Enrollment (12-month unduplicated headcount)	Men	Women	Total
	658	765	1,432
	46%	54%	100%

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
Total	4	4	8	0	

Women's Teams					
Sport	Full-Time Coach	Part-Time Coach	Full-Time Employee	Part-Time Employee	Male / Female
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
Total	5	4	9	0	

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	59,758	56,241
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	86,490	69,816
Sum of Full-Time Equivalent Positions Used to Calculate the Average	6.25	7.25

Athletic Information for the 2023-2024 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	1					2
Men's Basketball	1	2	1	2					3
Men's Cross Country		1		1					1
Men's Football	7	2	7	2					9
Men's Golf						1		1	1
Men's Soccer	1	2	1	2					3
Men's Tennis		1		1		1		1	2
Men's Track, Outdoor		2	1	1					2
Total	10	11	11	10	0	2	0	2	23

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	
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		3		3	1		1		4
Women's Tennis		1		1		1		1	2
Women's Track, Outdoor		2	1	1		1	1		3
Women's Volleyball					1		1		1
Total	0	7	1	6	2	6	3	5	15

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 Head Coaching Position	32,218	27,208
Number of Head Coaching Positions Used to Calculate the Average	16	9
Number of Volunteer Head Coaching Positions	7	6
Average Annual Institutional Salary per Full-Time Equivalent ²	40,430	33,775
Sum of Full-Time Equivalent Positions Used to Calculate the Average	12.75	7.25

² 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 2023-2024 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 ³	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 ⁴	14,538	3,226	17,764

³ TLU is a Division III University, and we do not offer athletic scholarships.

⁴ 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 2023-2024 Season

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	47	69,545	1,480
Men's Basketball	17	57,054	3,356
Men's Cross Country	9	13,602	1,511
Men's Football	173	205,076	1,185
Men's Golf	8	36,493	4,562
Men's Soccer	51	71,100	1,394
Men's Tennis	16	15,563	973
Men's Track, Outdoor	53	35,403	668
Acrobat and Tumbling	22	62,950	2,861
Women's Basketball	18	66,511	3,695
Women's Cross Country	19	12,313	618
Women's Golf	5	22,922	4,584
Women's Soccer	28	44,880	1,754
Women's Softball	32	64,424	2,013
Women's Tennis	9	15,790	1,754
Women's Track, Outdoor	49	26,970	550
Women's Volleyball	19	57,824	2,861

	Operating Expenses	Participants
Men's Teams	503,836	374
Women's Teams	353,857	202
Total	857,693	496

Athletic Information for the 2023-2024 Season

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	258,584
Men's Basketball	191,377
Men's Cross Country	54,842
Men's Football	824,948
Men's Golf	111,037
Men's Soccer	292,136
Men's Tennis	56,159
Men's Track, Outdoor	125,678
Acrobat and Tumbling	165,732
Women's Basketball	152,116
Women's Cross Country	58,336
Women's Golf	72,787
Women's Soccer	174,230
Women's Softball	280,540
Women's Tennis	56,273
Women's Track, Outdoor	131,531
Women's Volleyball	176,375
Total	2,951,868

	Men's Teams	Women's Teams	Total
Total Expenses Men's and Women's Teams	1,914,761	1,267,920	3,182,681
Total Expenses except Football and Basketball	898,436	1,115,804	2,014,240

Not Allocated by Gender/Sport	995,443
Grand Total Expenses	4,178,124

Athletic Information for the 2023-2024 Season

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	296,919
Men's Basketball	302,587
Men's Cross Country	57,434
Men's Football	803,704
Men's Golf	127,974
Men's Soccer	286,528
Men's Tennis	62,667
Men's Track, Outdoor	134,672
Acrobat and Tumbling	108,055
Women's Basketball	152,148
Women's Cross Country	60,160
Women's Golf	73,251
Women's Soccer	164,165
Women's Softball	311,862
Women's Tennis	61,972
Women's Track, Outdoor	117,292
Women's Volleyball	178,157
Total	3,299,547

	Men's Teams	Women's Teams	Total
Total Revenues Men's and Women's Teams	2,072,485	1,227,062	3,299,547
Total Revenues except Football and Basketball	966,194	1,074,062	2,041,108

Not Allocated by Gender/Sport	1,004,329
Grand Total Revenues	4,303,876

Athletic Information for the 2023-2024 Season

Summary – Men’s and Women’s Teams

	Men’s Teams	Women’s Teams	Total
Total of Head Coaches’ Salaries	478,064	506,169	984,233
Total of Assistant Coaches’ Salaries	515,488	244,872	760,360
Total Salaries	993,552	751,041	1,744,593
Athletic Related Student Aid	0	0	0
Recruiting Expenses	14,538	3,226	17,764
Operating (Game-Day) Expenses / Revenues	503,836	353,857	857,693
Total Expenses for Teams	1,914,761	1,267,920	3,182,681
Not Allocated Expenses	-	-	995,443
Grand Total Expenses	-	-	4,178,124
Total Revenues for Teams	2,072,485	1,222,062	3,299,547
Not Allocated Revenues	-	-	1,004,329
Grand Total Revenues	-	-	4,303,876