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**From the Sidelines to Center Field: The Improvement of Opportunities for Female Athletes
at Southern Illinois University**

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HIST 392

Southern Illinois University

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I. Introduction

Although it was originally passed to mandate gender equality in educational institutions, today Title IX is most often associated with athletics programs. Passed as part of the Educational Amendments of 1972, Title IX has reached its forty-fifth anniversary and continues to be a driving factor behind academic and athletic decisions.¹ Specifically Title IX requires that, “no person shall, on the basis of sex, be excluded from participation in, be denied benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance.”² The legislation opened varieties of opportunities to women within education both at the high school and university levels. This included any sports teams or programs that the high school or university offered. Specific focus on Southern Illinois University Carbondale (SIUC) presents how Title IX affected a specific university’s decisions about its athletic institutions.

II. Development of Title IX Standards

After its enactment in 1972, one of the first dilemmas university administrators faced was how to adequately monitor and measure whether a school met Title IX’s requirements for equal opportunities. The wording of the original law did not specify how a school could prove that it was not discriminating against students based on sex. As a result, the Javits Amendment was passed in 1974. This amendment required the Department of Health, Education, and Welfare (HEW) to issue regulations that are “reasonable to the nature of sports.”³ This means that the regulations could not call for direct equality because of the nature of certain sports. For instance, the amendment stipulated that regulations should be fair so that they can equally apply to a

¹ Margaret C. Dunkle, “Equal Opportunity for Women in Sports,” in *Women’s Athletics: Coping with Controversy*, ed. Barbara J. Hoepner (Washington: AAHPER, 1974), 14.

² *Ibid.*, 14.

³ Women’s Sports Foundation, “Title IX Legislative History” *Women’s Sports Foundation*, accessed October 12, 2017, <https://www.womenssportsfoundation.org/advocate/title-ix-issues/history-title-ix/history-title-ix/>.

football team that includes sixty members, and a volleyball team that includes around twelve. The regulations were issued by the HEW in 1975, and schools were given a three-year grace period to become compliant with the regulations.⁴

Interestingly, SIUC was involved in the process of creating these regulations.⁵ Charlotte West worked at SIU for forty-one years between 1957 and 1998. During that time she was head director of the women's athletic department at SIUC from 1960-1986, and from then until retirement she was an associate athletic director.⁶ According to West, the HEW sent down lawyers to discuss and format the regulations with SIUC administrators.⁷ These regulations, including financial assistance, athletic benefits and opportunities, and accommodation of student interests and abilities have remained unchanged and still remain the main method of monitoring Title IX today.⁸

In 1978, the three-year grace period to become compliant expired. In the same year, HEW issued the "Final Policy Interpretation" regarding Title IX. This resulted in what is currently known as the three-prong or three-part test for a school to demonstrate that it meets the athletic benefits and opportunities requirement for Title IX compliance. A school can demonstrate compliance with Title IX if it is able to adequately show that it meets one of the three parts of the test. These parts include: whether opportunities are substantially proportionate to their respective enrollments, whether an institution can show a history and continuing practice of expansion to developing interests and abilities of members of the underrepresented sex, and

⁴ Ibid.

⁵ Charlotte West, Personal interview by author, November 6, 2017, audio recording, Carbondale, IL.

⁶ "Ribbon Cut at New SIU Softball Field," *The Southern Illinoian* (Carbondale, Illinois) March 2, 2003, accessed October 20, 2017, <http://thesouthern.com/sports/ribbon-cut-at-new-siu-softball-field/article4dca84fc-d0ee-5ab0-a194-db7d0ded052e.html>.

⁷ Charlotte West, Interview.

⁸ "Title IX Intercollegiate Athletics Requirements," Charlotte West Papers, Special Collections Research Center, Morris Library, Southern Illinois University Carbondale, Box 1.

whether the interests of the underrepresented sex have been fully accommodated.⁹ However, many argue that universities are overly dependent on the proportionality part of the test.¹⁰ In fact, this is commonly referred to as the “safe harbor” for universities to be compliant with Title IX.¹¹

This standard requires the allocation of resources be proportionate to the percentage of athletes, which should reflect the enrollment of the sex within the institution. For example, if a school is sixty percent male, forty percent female, the number of athletic opportunities should also be approximately sixty percent male, forty percent female. If a school does not have proportionality, it has the choice to either add women’s sports and positions, or it can drop men’s sports and positions. This particular “prong” generated large amounts of backlash because it was perceived as discriminating against male athletes and reducing the number of athletic opportunities and sports for men.¹² For instance, one argument states the other two prongs of the test are too ambiguous, schools choose to comply with the proportionality requirement. As a result, schools are required to cut men’s athletic teams more frequently to comply.¹³ However, when looking at the difference between the number of men’s teams added and the number of men’s teams dropped between the years 1988-2016, there was a net increase of 845 male teams nationally.¹⁴ This prong of the test was not the only backlash that Title IX has faced in its history and implementation.

⁹ Jessie M. Phillips, “Backlash and Resistance Rhetoric of Title IX Implementation in Intercollegiate Athletics: Perspective of Division I Women Athletic Administrators,” Master’s Thesis, Southern Illinois University, 2001, 46.

¹⁰ Brenda L. Ambrosius, “Title IX: Creating Unequal Equality through Application of the Proportionality Standard in Collegiate Athletics,” *Valparaiso University Law Review* 46 (2012): 565.

¹¹ Charlotte West Interview.

¹² Ibid.

¹³ Ambrosius, “Title IX: Creating Unequal Equality,” 565.

¹⁴ Charlotte West, e-mail message to author, “Title IX PP”, PowerPoint attachment, November 7, 2017.

One of the earliest and most significant opponents of Title IX was the National Collegiate Athletic Association (NCAA). In 1976, the NCAA filed a lawsuit against HEW asserting that the Title IX regulations did not apply to athletics because these programs did not receive direct funding from the federal government.¹⁵ There was never a decision for the NCAA v. Califano case because it was determined that the NCAA did not have the legal standing to file a lawsuit. However, this issue later reappeared in 1984 during the Grove City v. Bell court case. The court decided that Title IX and its regulations only applied to programs that were receiving direct federal funding.¹⁶ For most schools, this exempted sports programs from Title IX requirements. It was not until the 1987 Civil Rights Restoration Act overrode the decision that Title IX once again became a prominent policy for pursuing equality in sports programs.

In 1994 the Equity in Athletics Disclosure Act (EADA) passed. It required that all institutions receiving federal financial aid must disclose information about participation rates, scholarship aid, expenditures, and other program areas.¹⁷ This law strengthened Title IX because it required schools to publicly share their financial information and athletic participation annually, making it easier to monitor individual institution's compliance. The legislative history of Title IX includes many other decisions and debates, but the events mentioned above are considered some of the most influential to the history of Title IX.

III. Implementation of Title IX at Southern Illinois University

The impact of Title IX on SIUC's athletics demonstrates the improvements that have resulted because of the law. It is necessary to acknowledge the ways in which this legislation

¹⁵ Nancy Bandy, "Past and Present Attempts to Alter Title IX Athletic Provisions," May 6, 1982, Charlotte West Papers, Special Collections Research Center, Morris Library, Southern Illinois University Carbondale, Box 3.

¹⁶ Ambrosius, "Title IX: Creating Unequal Quality," 51.

¹⁷ *Ibid.*, 52.

impacted the athletics departments to provide insight in the growth of women in college athletics. Southern Illinois University Carbondale provides a great opportunity to study the effects of Title IX on women in athletic programs. More specifically, it offers an insight as to how Title IX influenced the opportunities of the female athletes that participated in the sports programs.

During the 1970's, the conditions and treatment of SIUC's women's teams were dramatically different than the treatment of the men's. This was the case even after the initial passage of Title IX. One example of this can be seen when reviewing the spending during the 1974-1975 fiscal year. SIUC spent approximately \$1,250,000 on athletic programs; roughly \$1,140,000 (91%) on men's athletics, and the remaining \$114,000 (9%) on women's athletics.¹⁸ It is important to mention that at the time this data was being gathered, there were still no regulations created for Title IX, so a potential reason for this discrepancy could be because SIUC had thought that it was compliant by offering an equal number of men's and women's teams. Head of women's athletics Charlotte West, commented on Title IX's impact at SIUC in August 1975, stating that it "doesn't mean equal funding, it's just equal opportunity."¹⁹ Based on this interpretation, SIUC was compliant in 1975 because it had eleven teams for both the men's and women's athletic departments.²⁰ Yet, at the same time, Southern Illinois University's treatment of women's teams as secondary to men's teams also illustrates the initial inequality of the programs.

¹⁸ House Higher Education Subcommittee on Women's Athletics, *Report on Women's Athletics in Illinois Colleges and Universities*. (Illinois: House Higher Education Committee, 1976), 8.

¹⁹ Jan Wallace, "West Envisions Little Change at SIU." *Daily Egyptian* (Carbondale, Illinois), August 2, 1975, 8, http://opensiuc.lib.siu.edu/cgi/viewcontent.cgi?article=1001&context=de_August1975.

²⁰ *Ibid.*, 8.

Another source of inequality between the women's and men's programs that can be seen during the 1970's were the resources and facilities provided to the teams. For instance, Charlotte West details an experience she had in 1974 that she believes demonstrates the unfair treatment of women athletes. At one field hockey game, one of her players had injured her head and required medical attention, but there was no emergency vehicle provided at the game. The Health Service ambulance was stationed at the football stadium waiting for a possible injury from the football game. This required her to take the player in her personal vehicle to the emergency room. Not only did the football team have the emergency ambulance stationed at the game, but the players also had on-the-field medical treatment.²¹ Another service lacking from women's sports was rehabilitative services. Since the women did not have their own rehabilitative center, they shared the men's. However, the women were only allowed to use it whenever the men were not.²² Considering that football teams consist of at least sixty players, and that it is an injury-prone sport, the likelihood of the rehabilitative center being open was very slim. This demonstrates how women's athletics was literally placed on the sidelines so that the men could receive primary care and resources.

However, there are signs of change after the HEW Title IX regulations were released in 1975. During the 1975-1976 fiscal year, the funding for the women's athletic department almost doubled. The women's department received seventeen percent of the total budget.²³ Based on this financial data, SIUC was taking steps to become compliant with Title IX. The university would continue to do so for the rest of the 1970's. By the time of the 1978 "deadline" to become compliant had occurred, SIUC had demonstrated progress toward compliance with Title IX but

²¹ Diane Solberg, "Hush, Hush Sweet Charlotte," *Daily Egyptian*, November 21, 1974, Charlotte West Papers, Special Collections Research Center, Morris Library, Southern Illinois University Carbondale, 4. Box 1.

²² *Ibid.*, 4.

²³ House Higher Education Subcommittee, 9.

was still far from achieving the goals and requirements created by the regulations. In 1979, Southern Illinois women's athletics expenditures had increased to twenty-one percent of all athletic expenditures.²⁴ Since the university was still not compliant, as can be seen by the financial data of 1979, the student athletes decided to take matters into their own hands and filed a lawsuit against the university.

As a result of the lawsuit, two committees were formed. The first was the Women's Intercollegiate Athletic Discrimination Investigatory Commission (WIADIC). This was a student-run organization. The Title IX Intercollegiate Athletics Evaluation Committee did the second investigation. This committee consisted of the heads of both athletic departments, representatives for male and female athletes, as well as other university administrators.²⁵ The complaint stated that there was discrimination in eight different areas. Both committees were able to find inequalities in scholarship aid, recruitment money, facilities, number of coaches, and scheduling of practices and competitive events but the major discrepancies were found in scholarships and facilities.²⁶ The WIADIC found that per capita, women were receiving thirty-five percent of what the men received.²⁷ Of the total scholarship aid offered, the women received only eleven percent.²⁸ For facilities, both reports found major discrepancies. The WIADIC compared the condition of the lockers, showers, and practice facilities of sports the offer both a male and female teams, and found that approximately twelve and a half percent of

²⁴ Southern Illinois University at Carbondale Undergraduate Student Organization. Women's Intercollegiate Athletic Discrimination Investigatory Commission. *Final Report*. 1979, Charlotte West Papers, Special Collections Research Center, Morris Library, Southern Illinois University Carbondale, Women Budget Table. Box 2.

²⁵ Title IX Intercollegiate Athletics Evaluation Committee. *Report Evaluating Equality of Opportunities*. 1979, Charlotte West Papers, Special Collections Research Center, Morris Library, Southern Illinois University Carbondale, 1. Box 1.

²⁶ SIUC Undergrad Student Organization, *Final Report*, 7; Title IX Committee, *Report Evaluating Equality of Opportunities*, 10-17.

²⁷ SIUC Undergrad Student Organization, *Final Report*, 7.

²⁸ Title IX Committee, *Report Evaluating Equality of Opportunities*, 12.

the women's facilities were in poorer condition than those of the men.²⁹ The Title IX Committee reported that only the gymnastics and swimming teams had equivalent showers and lockers for both men and women.³⁰ Both committees specifically mentioned the need to renovate Davies Gym as soon as possible.³¹ This facility was specifically criticized for being an "unequal facility" because of its need for renovation and for its "unsafe condition."³² For instance, the building had poor electrical wiring that made it impossible to use the copier and electric typewriter at the same time without blowing a fuse.³³

These reports also offered a variety of recommendations for how Southern Illinois University could become compliant to Title IX. These recommendations included reallocating scholarship funds to be equivalent to the student athlete ratio, removing Junior Varsity teams, rearranging schedules of the athletic fields to be used by both male and female teams, and increasing funding to provide women with equivalent equipment as the men's teams.³⁴ Each of these recommendations eventually came into effect at SIUC. These changes resulted from the lawsuit that could occur because of Title IX's application to athletics. Before the lawsuit, SIUC was making slow and minimal progress toward equality among men and women athletes, but the lawsuit resulted in dramatic improvements in the athletic program. According to Charlotte West, the lawsuit allowed Southern Illinois to "get ahead of a lot of the [other schools]."³⁵

By 1981, SIU was meeting the proportionality standard for the number of athletes. In 1981, the student population was sixty percent male, forty percent female. The breakdown of

²⁹ SIUC Undergrad Student Organization, *Final Report*, 7.

³⁰ Title IX Committee, *Report Evaluating Equality of Opportunities*, 13.

³¹ SIUC Undergrad Student Organization, *Final Report*, 7, & Title IX Committee, *Report Evaluating Equality of Opportunities*, 12.

³² SIUC Undergrad Student Organization, *Final Report*, 7.

³³ Charlotte West Interview.

³⁴ Title IX Committee, *Report Evaluating Equality of Opportunities*, 13.

³⁵ Charlotte West, Interview.

athletes was fifty-nine percent male, forty-one percent female.³⁶ The school also began to redistribute the financial assistance offered to the female athletes, as sixty percent of the financial aid was provided to men, and thirty-three percent was offered to women.³⁷ This is a twenty-two percent increase compared to two years before. Another change that appears to have been the result of the lawsuit was the renovation of Davies Gym in 1982. Based on this, SIUC was working toward achieving compliance by following the recommendations made by the committees. However, the *Grove City v. Bell* court case in 1984 greatly reduced the impact of Title IX, as Title IX no longer applied to athletics except for scholarships.³⁸ Despite this court case, SIUC continued to work towards achieving equality between men and women in athletics. A letter to the Chancellor Albert Somit by Richard Higgerson, SIU's legal counsel at the time, recommended that SIUC should not initiate, "any changes in [their] cooperation with the Office of Civil Rights, OCR, in the reporting and monitoring schedule."³⁹

SIUC continued to implement policies aimed at improving the athletic opportunities for women during the 1980's, as the data from a 1990 audit of SIUC athletics indicates. The audit found that Southern Illinois University was compliant with Title IX in seven out of ten areas investigated. Indeed, the auditors were "impressed with the quality of opportunities for students in intercollegiate athletics."⁴⁰ Their report also found that financial assistance was proportionally distributed. They determined that sixty-seven percent of the athletes were male and they received

³⁶ Mary H. Gasser, "Illinois Commission on the Status of Women Education Committee: Survey of Intercollegiate Athletics and Intramural Recreation Programs in Illinois Colleges and Universities," 1981, Charlotte West Papers, Special Collections Research Center, Morris Library, Southern Illinois University Carbondale, 3. Box 1.

³⁷ *Ibid.*, 4.

³⁸ Women's Sports Foundation, "Title IX Legislative History."

³⁹ Richard G. Higgerson, E-mail message to Albert Somit, "Grove City College v. Bell – Title IX" March 13, 1984, Charlotte West Papers, Special Collections Research Center, Morris Library, Southern Illinois University Carbondale, Box 1.

⁴⁰ Elaine Hyden, E-mail message to Jim Hart, "Audit Report 130." April 9, 1991. Charlotte West Papers, Special Collection Research Center, Morris Library, Southern Illinois University Carbondale, Attachment. Box 1.

sixty-four percent of the financial aid; thirty-three percent of the athletes were female and received thirty-six percent of the awarded aid.⁴¹ According to the proportionality standard, SIU was demonstrating compliance for financial aid. By the 1990's Southern Illinois had managed to become compliant with Title IX regarding the financial aid requirement, but it struggled to achieve compliance in other areas. The three areas that the audit found deficient were scheduling of games and practice times, travel and per diem expense, and provision of locker rooms, practice, and competitive facilities.⁴² One of the major concerns placed by the audit was the inequality of equipment and facilities between the baseball and softball teams.

The audit found that softball had lesser equipment and facilities compared to baseball. For instance, the softball team received less equipment compared to the baseball team. The baseball team was provided seventeen helmets in excellent condition, fifty bats, and two batting cages. Softball was provided twelve helmets in poor condition, fifteen bats, and one batting cage.⁴³ Although there was a clear discrepancy between the quality and quantity of equipment offered between the two teams, the auditors did not find it to be significant enough to consider SIU noncompliant in the component because this was the only noted discrepancy.⁴⁴ However, the inequality between baseball and softball facilities (locker rooms, practice and competitive fields) was considered enough for SIU to be deemed non-compliant.

The baseball field (Fig. 1, Fig. 2) included large bleachers, restrooms, a clubhouse, a superior irrigation system, a press box, and a superior dugout. The clubhouse included showers, laundry facilities, a weight room, and a training room.⁴⁵ The dugout, in Figure 2, was covered

⁴¹ Ibid. 3.

⁴² Ibid., 18.

⁴³ Ibid., 5.

⁴⁴ Ibid., 5.

⁴⁵ Ibid., 10, 11, 12.

and had individual seats. The softball field (Fig. 3, Fig. 4) consisted of a smaller set of bleachers, and a dugout that was not covered. The softball locker room was located in Davies Gym.⁴⁶

Although the conditions of the locker room were good, the proximity of the locker room to the field was much further than that provided to the baseball team, making the locker rooms non-compliant. One potential reason for the high-quality baseball facility compared to the poor softball facility is that the baseball facility was funded through large donations. However, the source of funding is not considered for Title IX compliance.⁴⁷ Although the baseball facility was funded by donations, this can hardly account for all the differences in quality of the two fields.

Kathy Blaylock has been a coach at Southern Illinois University for twenty-eight years, nine as an assistant, and nineteen as a head coach.⁴⁸ She has experienced first-hand the original softball field and summarized its condition, stating “it was bad.”⁴⁹ The original field was directly across the street from the Student Recreation Center, with the back stop right up against Grand Avenue parking lot. This resulted in foul balls hitting both cars in the street and in the parking lot.⁵⁰ Another problem caused by the poor softball facility was the lack of a nearby locker room. When players needed to change for practice, they often had to go into an on-sight equipment shed. This shed was not equipped with lights, leaving the girls to change in the dark.⁵¹ Based on the descriptions provided by Blaylock and the audit report, the facility that the softball team had was far from equal to that of the men’s baseball.

⁴⁶ Ibid., 10.

⁴⁷ Ibid., 10.

⁴⁸ Kerri Blaylock, Personal interview with author, November 1, 2017, Carbondale, IL.

⁴⁹ Ibid.

⁵⁰ Ibid.

⁵¹ Ibid.

Another issue that SIU faced during the 1990's was achieving proportional representation for female athletes. What this means is that the percentage of female athletes should be similar to the percentage of full-time female students attending the university. According to Associate Athletic Director Charlotte West, if the percentages are within five percent of each other, it can be argued that Southern Illinois University is substantially proportionate.⁵² In 1994, the discrepancy between the female athlete percentage and the school population percentage was eight percent.⁵³ Using the 1994 athletic participation data this would mean that to be compliant, the school would have needed to either replace thirty-two male athletes with female athletes, cut eighty-three male athletic positions, or add approximately fifty-four more female athletes.⁵⁴ In 1996, SIU was able to reduce this difference down to six percent, with the student body being forty-one percent female, and the athletic department was thirty-five percent female.⁵⁵ A year later, the difference was back up to seven percent.⁵⁶ SIUC had once again struggled to provide equal opportunities to male and female athletes.

Due to the continued challenge to meet proportionality, SIUC began using a policy called Roster Management. This policy placed a maximum number of positions on men's rosters, and a minimum number of positions on women's teams.⁵⁷ This policy was considered a better choice than cutting entire men's teams, or bearing the cost of adding another women's team.⁵⁸

Although SIUC seemed to be facing non-compliance with regard to substantial proportionality,

⁵² Gus Bode, "Gender Equity Law Forces Team Quotas," *Daily Egyptian*, May 1, 1997, <https://dailyegyptian.com/46955/archives/gender-equity-law-forces-team-quotas/>.

⁵³ State of Illinois Board of Education, *Gender Equity in Intercollegiate Athletic Programs at Illinois Public Universities*, Illinois: State of Illinois Board of Higher Education, 1996, Table 3.

⁵⁴ *Ibid.*, Table 2.

⁵⁵ *Ibid.*, Table 3.

⁵⁶ Bode, "Gender Equity Law."

⁵⁷ *Ibid.*

⁵⁸ *Ibid.*

there was still great improvement compared to the numbers from before Title IX, demonstrating the positive impact that Title IX had on the opportunities offered to women at SIUC. The university still uses this policy today. Although this policy has greatly affected the entirety of the athletics department at SIU, one of the largest improvements for a specific team resulted from a Title IX complaint in 1999.

In 1999, SIUC faced another lawsuit, this time over the discrepancies between the softball and baseball facilities.⁵⁹ As noted before, there was great inequality in the softball and baseball equipment. The audit that occurred in 1990 recommended that the university begin to resolve these differences and dilemmas.⁶⁰ However, the university made few direct changes because of the audit. One of the changes that was initially made was the construction of nicely covered brick dugouts.⁶¹ These dugouts were surrounded by an old stadium that still lacked restrooms, locker rooms, a press box, or more seating. These minimal changes prompted the filing of another lawsuit against the university, similar to what occurred because of the 1978 lawsuit. Before the lawsuit, SIUC athletics was making minimal progress toward obtaining equal opportunity and treatment for their female teams. However, once a lawsuit was filed, there were dramatic changes to become compliant. According to Coach Blaylock, the lawsuit was the “nudge” that got things going for the new stadium.⁶² The changes leading up to this point were minimal. Considering that the audit report was done in 1990, the nine years between the audit and the lawsuit showed minimal progress. Perhaps it is appropriate to call the lawsuit a “nudge”

⁵⁹ Kathy Jones, Personal interview with author, October 31, 2017, Carbondale, IL.

⁶⁰ Hyden, Audit Report, 13.

⁶¹ Kerri Blaylock, Interview.

⁶² Ibid.

as Blaylock states, because it resulted in dramatic improvements to the conditions and experiences of the softball team.

The result was the construction of the current softball stadium in 2003, named the Charlotte West Stadium-Rochman Field (Fig, 5).⁶³ This stadium contained locker rooms, an on-site training room, on-site restrooms, on-site batting cages, and improved seating.⁶⁴ It is important to note that this stadium was a result in large part of the reaction and cooperation of the athletic department to the lawsuit. According to Blaylock, the school was immediately supportive of making the necessary changes to resolve the issue.⁶⁵ Not only did the university respond quickly, but it also built an amazing softball stadium. “It didn’t have to be done as nicely as it was.”⁶⁶ The reaction of the players and the coaches to the new stadium demonstrated the gratitude as well as the quality of the new facility compared to the old one. “[The] team didn’t want to leave after seeing the locker room,” said Blaylock.⁶⁷ She continued to describe this stadium as being one of the best, if not the best, in the Missouri Valley Conference.⁶⁸ In fact since its construction, the stadium has hosted the Missouri Valley Conference Championship four times; in 2004, 2008, 2012, and 2016.⁶⁹ The dramatic changes between the old field, Figure 3, and the new stadium, Figure 5, demonstrate that SIUC took the Title IX complaint very seriously, demonstrating the continued legal influence and relevance to athletic program decisions. As a result of Title IX, female athletic teams at SIUC moved from being a sideline attraction to playing on the field.

⁶³ “Saluki Softball Media Guide”, *Southern Illinois Athletics*, accessed November 15, 2017, 6, http://siuslukis.com/documents/2017/5/15/2017_Media_Guide_FINAL.pdf

⁶⁴ Kerri Blaylock, Interview.

⁶⁵ Ibid.

⁶⁶ Ibid.

⁶⁷ “Ribbon Cut at New SIU Softball Field.”

⁶⁸ Kerri Blaylock, Interview.

⁶⁹ Saluki Softball Media Guide, 6.

IV. Conclusion

Overall, the passage of Title IX dramatically shaped SIUC athletic opportunities. The data collected from the 1970's shows the unequal treatment between the men's and women's athletic departments and teams. However, a lawsuit in 1979 inspired the athletic department to improve the equality in multiple areas. These changes resulted in great improvements and equality of the programs during the 1980's, despite the decision of the Grove City v. Bell court case. However, the 1990's saw a resurgence of difficulties that the university was having towards maintaining proportionality as well as equivalent services for the baseball and softball team. This ultimately resulted in yet another lawsuit for SIUC in 1999. Similarly, SIUC reacted quickly to create the new facility to become compliant with Title IX.

Despite SIUC's difficulties with maintaining compliance with Title IX from the 1970's to the beginning of the twenty-first century, the policies and actions put into place demonstrate SIUC's commitment to providing equal treatment of male and female athletes. One clear example is the construction of the Charlotte West Stadium. Lawsuits were the catalysts for change within the program. However, these lawsuits would not have had any legal claim without the creation and institutionalization of Title IX. From this, Title IX positively affected the opportunities and experiences of women athletes in Southern Illinois University Carbondale, and placed female athletics beside their male counterparts on the playing field.

Figure 1 – Men's Baseball Facility

Source: "Audit Report 130." April 9, 1991. Charlotte West Papers, Special Collection Research Center, Morris Library, Southern Illinois University Carbondale, Attachment, Box 1.

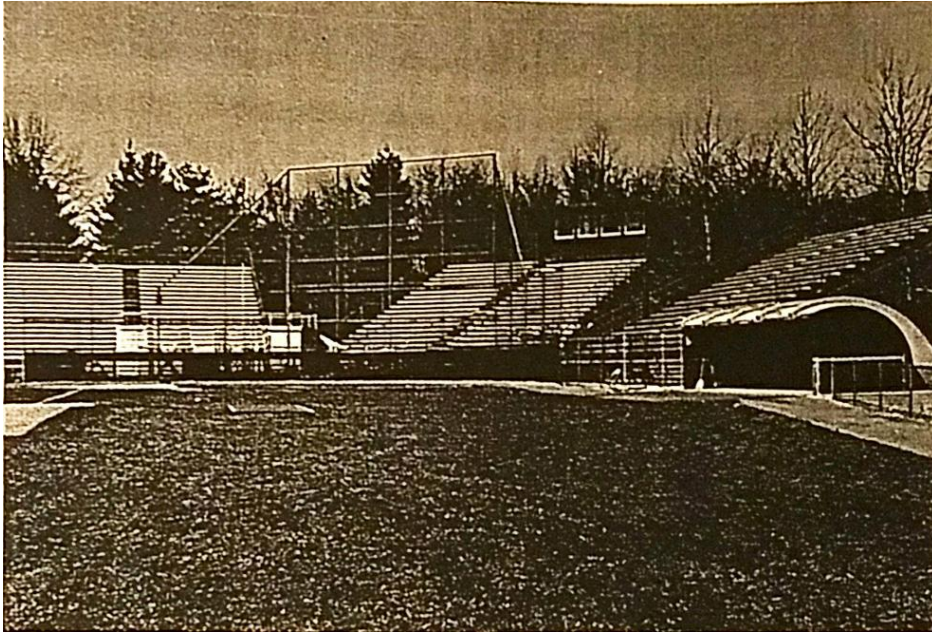


Figure 2 – Dugout at Men's Baseball Facility

Source: "Audit Report 130."

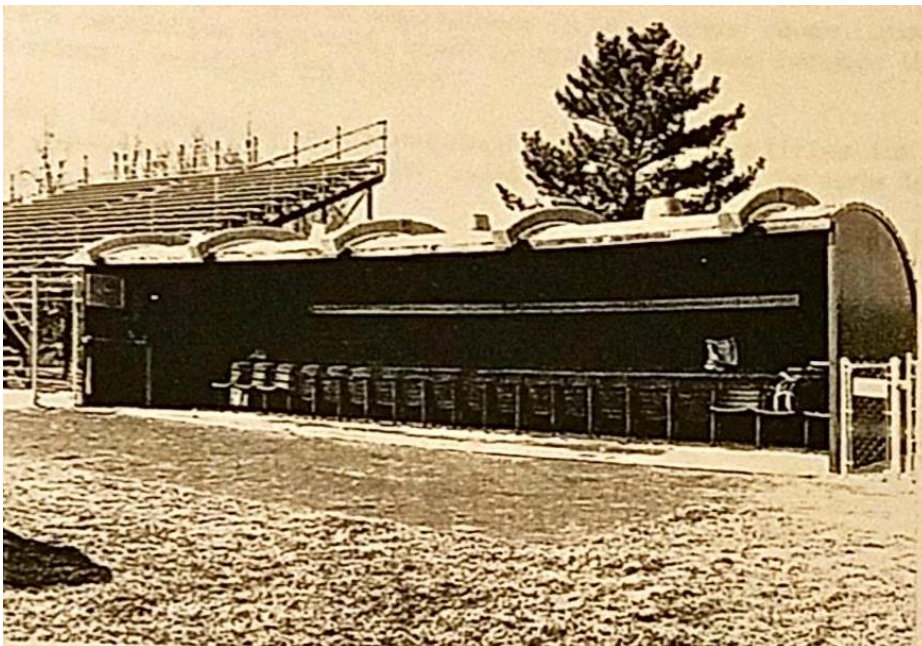


Figure 3 – Women’s Softball Facility
Source: “Audit Report 130.”

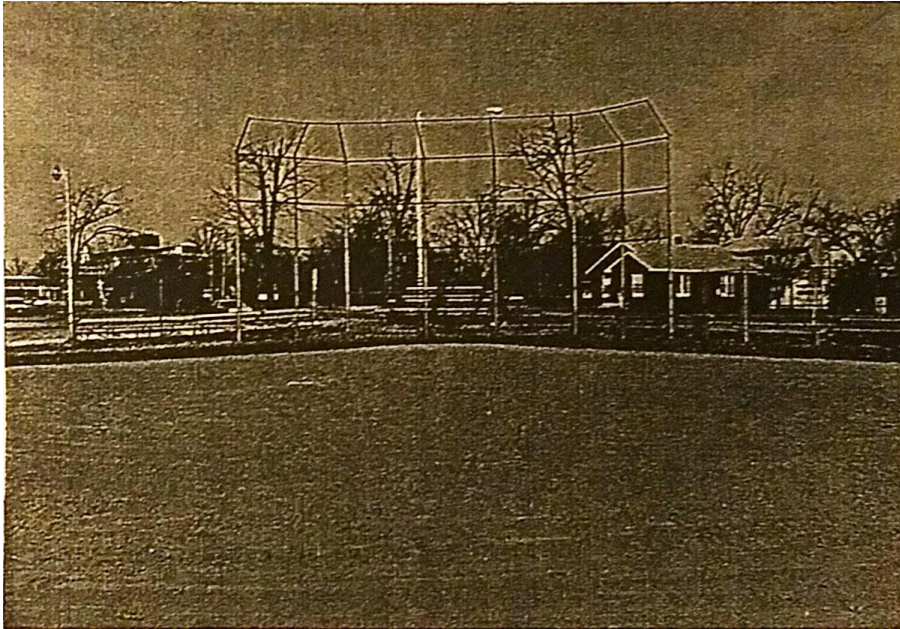


Figure 4 – Dugout at Women’s Softball Facility
Source: “Audit Report 130.”

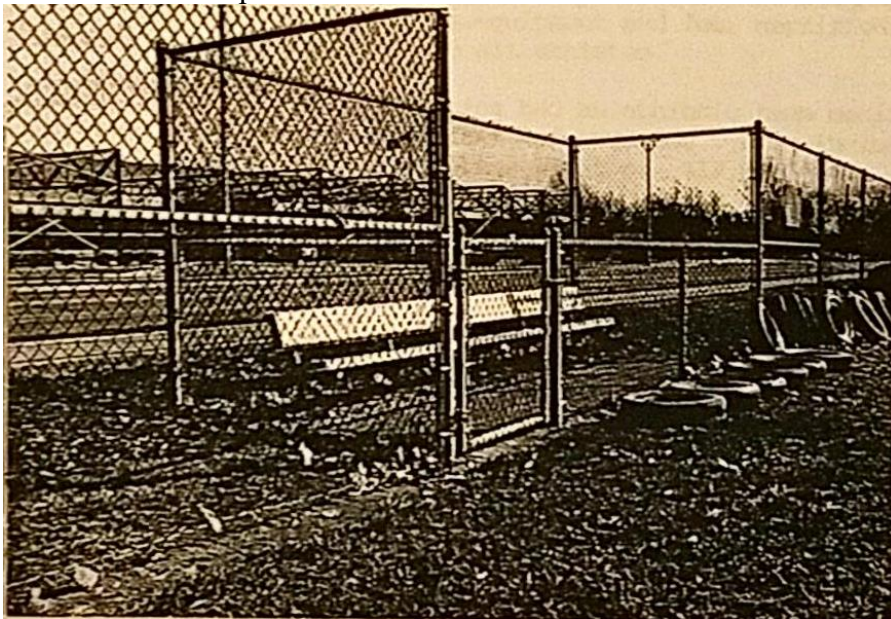


Figure 5 – Charlotte West Stadium

Source: 2017 Softball Media Guide, 6

https://siuselukis.com/documents/2017/5/15/2017_Media_Guide_FINAL.pdf



