



Equity in Athletics

2023

## **Higher Education Act Reporting**

### **Reporting of Institutional Information Concerning Intercollegiate Athletics Programs**

All coeducational institutions of higher education that participate in any Federal student financial aid program (Federal Pell, Federal SEOG, Federal SSIG Grants, Federal Work Study, Federal Family Education, Federal Perkins, and William D. Ford Federal Direct Loans) and have intercollegiate athletics programs must provide information concerning their intercollegiate athletics programs under the Equity in Athletics Disclosure Act of 1994, Section 485g of Higher Education Act of 1965, 20 U.S.C. 1092.

**General Information**

3601 Pacific Ave.  
Stockton, CA 95211-0197  
Phone: 209-946-2011

**Number of Full-time Undergraduates:** 3,174

**Men:** 1,463

**Female:** 1,711

**Athletic Department Information**

**Director:** Adam Tschuor  
University of the Pacific  
3601 Pacific Ave.  
Stockton, CA 95211-0110

**Reporting Year:** 7/1/2022 – 6/30/2023

**Reporting Official:** Devon Thumwood

**Title:** Asst Director of Athletics for Business

**Phone:** 209-946-3990

**Sanctioning Body:** NCAA Division I-AAA

# 2023 EADA Survey

Institution: (120883)

User ID: E1208831

## Screening Questions

Please answer these questions carefully as your responses will determine which subsequent data entry screens are appropriate for your institution.

### 1. How will you report Operating (Game-day) Expenses?

- ☒ By Team ☐ Per Participant

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### 2. Select the type of varsity sports teams at your institution.

- ☒ Men's Teams
- ☒ Women's Teams
- ☐ Coed Teams

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### 3. Do any of your teams have assistant coaches?

- ☒ Yes
- ☒ Men's Teams
- ☒ Women's Teams
- ☐ Coed Teams

☐ No

If you save the data on this screen, then return to the screen to make changes, note the following:

- 1) If you select an additional type of team remember to include associated data for that type of team on subsequent screens;
- 2) If you delete a type of team but have already entered associated data on other screens, all associated data for that type of team will be deleted from subsequent screens. However, because the survey system has to recalculate the totals, you must re-save every screen.

## Sports Selection - Men's and Women's Teams

Select the varsity sports teams at your institution.

Sport	Men's	Women's	Sport	Men's	Women's
Archery	<input type="checkbox"/>	<input type="checkbox"/>	Badminton	<input type="checkbox"/>	<input type="checkbox"/>
Baseball	<input checked="" type="checkbox"/>		Basketball	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Beach Volleyball	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Bowling	<input type="checkbox"/>	<input type="checkbox"/>
Cross Country	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Diving	<input type="checkbox"/>	<input type="checkbox"/>
Equestrian	<input type="checkbox"/>	<input type="checkbox"/>	Fencing	<input type="checkbox"/>	<input type="checkbox"/>
Field Hockey		<input type="checkbox"/>	Football	<input type="checkbox"/>	
Golf	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Gymnastics	<input type="checkbox"/>	<input type="checkbox"/>
Ice Hockey	<input type="checkbox"/>	<input type="checkbox"/>	Lacrosse	<input type="checkbox"/>	<input type="checkbox"/>

Rifle	<input type="checkbox"/>	<input type="checkbox"/>	Rodeo	<input type="checkbox"/>	<input type="checkbox"/>
Rowing	<input type="checkbox"/>	<input type="checkbox"/>	Sailing	<input type="checkbox"/>	<input type="checkbox"/>
Skiing	<input type="checkbox"/>	<input type="checkbox"/>	Soccer	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Softball		<input checked="" type="checkbox"/>	Squash	<input type="checkbox"/>	<input type="checkbox"/>
Swimming	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Swimming and Diving (combined)	<input type="checkbox"/>	<input type="checkbox"/>
Synchronized Swimming		<input type="checkbox"/>	Table Tennis	<input type="checkbox"/>	<input type="checkbox"/>
Team Handball	<input type="checkbox"/>	<input type="checkbox"/>	Tennis	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Track and Field (Indoor)	<input type="checkbox"/>	<input type="checkbox"/>	Track and Field (Outdoor)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Track and Field and Cross Country (combined)	<input type="checkbox"/>	<input type="checkbox"/>	Volleyball	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Water Polo	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Weight Lifting	<input type="checkbox"/>	<input type="checkbox"/>
Wrestling	<input type="checkbox"/>	<input type="checkbox"/>	Other Varsity Sports (Specify sports in the caveat box.)*	<input type="checkbox"/>	<input type="checkbox"/>

**Caveat (Specify Other Varsity Sports):**

\*Use the caveat to list the "Other Varsity Sports" if you checked the box above. You should only include intercollegiate varsity sports in your EADA disclosures.

\*The caveat on this screen is for internal use and does not appear on the EADA Dissemination Website (public site). If you want information to appear on the public site, enter it on the Athletic Participation screen.

If you save the data on this screen, then return to the screen to make changes, note the following:

- 1) If you select an additional team remember to include associated data for that sport on subsequent screens;
- 2) If you delete a sport but have already entered associated data on other screens, all associated data for that sport will be deleted from subsequent screens. However, because the survey system has to recalculate the totals, you must re-save every screen.

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

Enter the number of participants as of the day of the first scheduled contest.

Varsity Teams	Men's Teams	Women's Teams
Baseball	40	
Basketball	14	14
Beach Volleyball		15
Cross Country		13
Golf	10	

Soccer	28	32
Softball		25
Swimming	20	20
Tennis	8	9
Track and Field (Outdoor)		21
Volleyball		13
Water Polo	30	19
<b>Total Participants Men's and Women's Teams</b>	150	181
<b>Unduplicated Count of Participants</b> (This is a head count. If an individual participates on more than one team, count that individual only once on this line.)	149	157

## CAVEAT

\*For each men's or women's team that includes opposite sex participants, specify the number of male and the number of female students on that team in this caveat box. This does not apply for coed teams.

\*If you selected **Other Sports**, specify which team(s) are included.

\*Additionally, provide any other clarifying information here.



If you save the data on this screen, then return to the screen to make changes, please note you must re-save every screen because the survey system has to recalculate the totals.

## Head Coaches - Men's Teams

For each men's team, indicate whether the head 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, by entering a 1 in the appropriate field.  
The Swimming and Diving (combined) fields allow up to 2 head coaches. The Track and Field and Cross Country (combined) fields allow up to 3.

	Male Head Coaches				Female Head Coaches				
Varsity Teams	Assigned to Team on a Full-Time Basis	Assigned to Team on a Part-Time Basis	Full-Time Institution Employee	Part-Time Institution Employee or Volunteer	Assigned to Team on a Full-Time Basis	Assigned to Team on a Part-Time Basis	Full-Time Institution Employee	Part-Time Institution Employee or Volunteer	Total Head Coaches
Baseball	1		1						1
Basketball	1		1						1

Golf	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>
Soccer	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>
Swimming	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="1"/>
Tennis	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>
Water Polo	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>
<b>Coaching Position Totals</b>	<input type="text" value="5"/>	<input type="text" value="1"/>	<input type="text" value="6"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text" value="7"/>

## CAVEAT

Men's Swimming Head Coach is also Women's Swimming Head Coach. Men's Water Polo Head Coach is also Women's Water Polo Head Coach.

## Head Coaches - Women's Teams

For each women's team, indicate whether the head 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, by entering a 1 in the appropriate field.

The Swimming and Diving (combined) fields allow up to 2 head coaches. The Track and Field and Cross Country (combined) fields allow up to 3.

## Male Head Coaches

## Female Head Coaches

Varsity Teams	Assigned to Team on a Full-Time Basis	Assigned to Team on a Part-Time Basis	Full-Time Institution Employee	Part-Time Institution Employee or Volunteer	Assigned to Team on a Full-Time Basis	Assigned to Team on a Part-Time Basis	Full-Time Institution Employee	Part-Time Institution Employee or Volunteer	Total Head Coaches
Basketball	1		1						1
Beach Volleyball		1	1						1
Cross Country		1		1					1
Soccer					1		1		1
Softball	1		1						1
Swimming						1	1		1
Tennis	1		1						1
Track and Field (Outdoor)		1		1					1
Volleyball		1	1						1

## CAVEAT

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

Do not include volunteer coaches in calculating the average salary and the Full-Time Equivalent (FTE) Total. For help calculating the FTE total click on the Instructions link on this screen.

<https://surveys.ope.ed.gov/athletics/#/read-only-survey/120883/all?authToken=eyJhbGciOiJIUzI1NiIsInR5cCI6IkpXVCJ9.eyJ1bmlxZWVfYmFtZSI6IktUxMjA4ODMxliwiaHR0cDovLzNjaGVtYXN1bWljcm...> 9/23

Average Annual Institutional Salary per Full-time equivalent (FTE)

180,866

122,268

Sum of Full-Time Equivalent (FTE) Positions Used to Calculate the Average

6.00

6.75

## CAVEAT

## Assistant Coaches - Men's Teams

For each men's team, 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, by entering a 1 in the appropriate field.

### Male Assistant Coaches

## Female Assistant Coaches

Varsity Teams	Assigned to Team on a Full-Time Basis	Assigned to Team on a Part-Time Basis	Full-Time Institution Employee	Part-Time Institution Employee or Volunteer	Assigned to Team on a Full-Time Basis	Assigned to Team on a Part-Time Basis	Full-Time Institution Employee	Part-Time Institution Employee or Volunteer	Total Assistant Coaches
Baseball	2		2						2

Basketball	3	1	3	1					4
Golf	1		1						1
Soccer	2	1	2	1					3
Swimming		2	1	1					2
Tennis		2		2					2
Water Polo		3	2	1					3
Coaching Position Totals	8	9	11	6	0	0	0	0	17

## CAVEAT

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## Assistant Coaches - Women's Teams

For each women's team, 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, by entering a 1 in the appropriate field.

### Male Assistant Coaches

## Female Assistant Coaches

Varsity Teams	Assigned to Team on a Full-Time Basis	Assigned to Team on a Part-Time Basis	Full-Time Institution Employee	Part-Time Institution Employee or Volunteer	Assigned to Team on a Full-Time Basis	Assigned to Team on a Part-Time Basis	Full-Time Institution Employee	Part-Time Institution Employee or Volunteer	Total Assistant Coaches
Basketball					3		3		3
Beach Volleyball		1		1					1
Cross Country									0
Soccer	1		1		1		1		2
Softball					2		2		2
Swimming		2	1	1					2
Tennis					1	1	1	1	2
Track and Field (Outdoor)									0

Volleyball	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="2"/>
Water Polo	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>
Coaching Position Totals	<input type="text" value="2"/>	<input type="text" value="5"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="7"/>	<input type="text" value="2"/>	<input type="text" value="7"/>	<input type="text" value="2"/>	<input type="text" value="16"/>

CAVEAT

Women's Soccer had Co-Head Coach, Male Co-Head Coach listed here as an assistant coach for EADA reporting purposes. Women's Swimming Assistant Coaches are also Men's Swimming and Diving Assistant Coaches. Women's Water Polo Assistant Coaches are also Men's Water Polo Assistant Coaches. Women's Volleyball Assistant Coaches are also Women's Beach Volleyball Assistant Coaches.

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

Enter only salaries and bonuses that your institution pays assistant coaches as compensation for coaching. Do not include benefits on this screen.  
Do not include volunteer coaches in calculating the average salary and the Full-Time Equivalent (FTE) Total.  
For help calculating the FTE total click on the Instructions link on this screen.

	Men's Teams	Women's Teams
Average Annual Institutional Salary per Assistant Coaching Position (for coaching duties only)	<input type="text" value="76,783"/>	<input type="text" value="45,852"/>
Number of Assistant Coaching Positions Used to Calculate the Average	<input type="text" value="12"/>	<input type="text" value="14"/>
Number of Volunteer Assistant Coaching Positions	<input type="text" value="5"/>	<input type="text" value="2"/>



(Do not include these coaches in your salary or FTE calculations.)

Average Annual Institutional Salary per Full-time equivalent (FTE)	94,116	56,758
Sum of Full-Time Equivalent (FTE) Positions Used to Calculate the Average	9.79	11.31

CAVEAT

## 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 student aid. If you do not have any aid to report, enter a 0.

	Men's Teams	Women's Teams	Total
Amount of Aid	2,929,742	4,069,024	6,998,766
Ratio (percent)	42	58	100%

CAVEAT

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

Recruiting expenses are all expenses an institution incurs attributable to recruiting activities. This includes, but is 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. If you do not have any recruiting expenses to report, enter a 0.

	Men's Teams	Women's Teams	Total
Total	177,087	217,341	394,428

## CAVEAT

## Operating (Game-Day) Expenses - Men's and Women's Teams by Team

Operating expenses are all expenses an 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; and (B) Officials.

For a sport with a men's team and a women's team that have a combined budget, click [here](#) for special instructions.

Report actual numbers, not budgeted or estimated numbers. Please do not round beyond the next dollar.

## Women's Teams

Varsity Teams	Participants	Operating Expenses per Participant	By Team	Participants	Operating Expenses per Participant	By Team	Total Operating Expenses
Basketball	14	42,187	590,620	14	30,480	426,726	1,017,346
Baseball	40	6,714	268,554				268,554
Beach Volleyball				15	2,713	40,693	40,693
Cross Country				13	4,316	56,104	56,104
Golf	10	12,345	123,453				123,453
Soccer	28	4,654	130,323	32	4,356	139,383	269,706
Softball				25	7,439	185,974	185,974
Swimming	20	4,342	86,848	20	4,328	86,556	173,404
Tennis	8	14,562	116,496	9	16,617	149,549	266,045

Track and Field (Outdoor)				21	1,099	23,088	23,088
Volleyball				13	14,020	182,259	182,259
Water Polo	30	3,225	96,738	19	3,011	57,201	153,939
<b>Total Operating Expenses Men's and Women's Teams</b>	150		1,413,032	181		1,347,533	2,760,565

## CAVEAT

**Note: This screen is for game-day expenses only.**

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

Enter 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 activities.

Report actual numbers, not budgeted or estimated numbers. Please do not round beyond the next dollar.

Varsity Teams	Men's Teams	Women's Teams	Total
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Basketball	3,399,931	2,224,707	5,624,638
Baseball	1,484,700		1,484,700
Beach Volleyball		168,416	168,416
Cross Country		311,071	311,071
Golf	744,625		744,625
Soccer	1,277,298	1,209,290	2,486,588
Softball		1,245,296	1,245,296
Swimming	345,117	321,183	666,300
Tennis	565,870	774,520	1,340,390
Track and Field (Outdoor)		47,966	47,966
Volleyball		1,400,413	1,400,413
Water Polo	667,882	646,696	1,314,578

Total Expenses of all Sports, Except Football and Basketball, Combined	5,085,492	6,124,851	11,210,343
Total Expenses Men's and Women's Teams	8,485,423	8,349,558	16,834,981
Not Allocated by Gender/Sport (Expenses not attributable to a particular sport or sports)			6,978,225
Grand Total Expenses			23,813,206

CAVEAT

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

Your total revenues must cover your total expenses.  
Enter all revenues attributable to intercollegiate athletic activities. This includes revenues from appearance guarantees and options, an athletic conference, tournament or bowl games, concessions, contributions 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.  
Report actual numbers, not budgeted or estimated numbers. Please do not round beyond the next dollar.

Varsity Teams	Men's Teams	Women's Teams	Total
Basketball	3,399,931	2,224,707	5,624,638

Baseball	1,484,700		1,484,700
Beach Volleyball		168,416	168,416
Cross Country		311,071	311,071
Golf	744,625		744,625
Soccer	1,277,298	1,209,290	2,486,588
Softball		1,245,296	1,245,296
Swimming	345,117	321,183	666,300
Tennis	565,870	774,520	1,340,390
Track and Field (Outdoor)		47,966	47,966
Volleyball		1,400,413	1,400,413
Water Polo	667,882	646,696	1,314,578
Total Revenues of all Sports, Except Football and Basketball, Combined	5,085,492	6,124,851	11,210,343

Total Revenues Men's and Women's Teams	8,485,423	8,349,558	16,834,981
Not Allocated by Gender/Sport (Revenues not attributable to a particular sport or sports)			6,978,225
Grand Total for all Teams (includes by team and not allocated by gender/sport)			23,813,206

CAVEAT

## Summary - Men's and Women's Teams

Your Grand Total Revenues must be equal to or greater than your Grand Total Expenses or you will not be able to lock your survey.

	Men's Teams	Women's Teams	Total
1 <u>Total of Head Coaches' Salaries</u>	1,085,196	825,310	1,910,506
2 <u>Total of Assistant Coaches' Salaries</u>	921,396	641,928	1,563,324
3 <u>Total Salaries (Lines 1+2).</u>	2,006,592	1,467,238	3,473,830



4	<u>Athletically Related Student Aid</u>	2,929,742	4,069,024	6,998,766
5	<u>Recruiting Expenses</u>	177,087	217,341	394,428
6	<u>Operating (Game-Day) Expenses</u>	1,413,032	1,347,533	2,760,565
<hr/>				
7	<u>Summary of Subset Expenses (Lines 3+4+5+6)</u>	6,526,453	7,101,136	13,627,589
8	<u>Total Expenses for Teams</u>	8,485,423	8,349,558	16,834,981
<hr/>				
9	<u>Total Expenses for Teams Minus Subset Expenses (Line 8 – Line 7).</u>	1,958,970	1,248,422	3,207,392
10	<u>Not Allocated Expenses</u>			6,978,225
11	<u>Grand Total Expenses (Lines 8+10).</u>			23,813,206
12	<u>Total Revenues for Teams</u>	8,485,423	8,349,558	16,834,981
13	<u>Not Allocated Revenues</u>			6,978,225
14	<u>Grand Total Revenues (Lines 12+13).</u>			23,813,206
15	<u>Total Revenues for Teams minus Total Expenses for Teams (Line 12-Line 8).</u>	0	0	0
16	<u>Grand Total Revenues Minus Grand Total Expenses (Line 14- Line 11).</u>			0

To return to a data entry screen, click on the link in the [Navigation Menu](#).

To proceed to the Supplemental Information screen, click on the link in the [Navigation Menu](#) or click on the “Next” button on this screen.

## Supplemental Information (optional)

**This screen may be used to help the reader better understand the data you have provided, or to help a prospective student-athlete make an informed choice of an athletics program.**

**This information will be viewable on the EADA public website. Please do not include the names of individuals or write messages to the help desk.**

**To explain specific data entered on a previous screen, please use the caveat box on that screen.**

