

FY2025

Equity in Athletics Disclosure Act



General Information

6301 Kirkwood Blvd SW
Cedar Rapids, IA 52404
Phone: 319-398-5411

Chief Administrative Officer

Name: Dr. Kristie Fisher
Title: President
Phone: 319-398-5501
Email: kristie.fisher@kirkwood.edu
Report Date: 10/15/25

NOTE: This report may be revised upon finalization of the EADA Survey on 11/01/2025.

Athletic Department Information

Director: Todd Rima
Johnson Hall
6301 Kirkwood Blvd SW
Cedar Rapids, IA, 52404
Phone: 319-398-7693

Reporting Year: 7/1/2024 - 6/30/2025

Reporting Official: Jen Hughes
Title: Compliance Reporting Manager
Phone: 319-398-5618

Number of Undergraduates

Undergraduate Category	N	Percent
Male Full-time	1,935	47%
Female Full-time	2,005	53%
TOTAL	3,940	100%

*IPEDS Fall 2024 Enrollment;

Full-time Degree-Seeking Students Only

Athletic Sanctioning Body:

NJCAA Division II

Athletics Participation - Men's and Women's Teams

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

Varsity Team	Men's Team	Women's Team
Baseball	42	
Basketball	14	14
Golf	10	
Softball		18
Volleyball		14
Total Participants per Team	66	46
Unduplicated Count of Participants	66	46

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.

Report Category	Men's Teams	Women's Teams	TOTAL
Amount of Aid	266,703	262,935	529,638
Ratio (percent)	50%	50%	100%

Kirkwood Community College teams participate in the Iowa Community College Athletic Conference (ICCAC).

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.

Men's Teams	Women's Teams	TOTAL
7,935	3,574	11,509

Total Expenses - Men's and Women's Teams

Expenses are 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.

Varsity Team	Men's Teams	Women's Teams	Total
Basketball	278,382	309,035	587,417
Baseball	426,760		426,760
Golf	160,718		160,718
Softball		335,303	335,303
Volleyball		245,902	245,902
Total Expenses of all Sports, except Football and Basketball, Combined	587,478	581,205	1,168,683
Total Expenses Men's & Women's Teams	865,860	890,240	1,756,100
Not Allocated by Gender/Sport			719,339
Grand Total Expenses			2,475,439

Total Revenues - Men's and Women's Teams

Revenues are 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.

Varsity Team	Men's Teams	Women's Teams	Total
Basketball	281,958	322,200	604,158
Baseball	442,793		442,793
Golf	180,209		180,209
Softball		348,428	348,428
Volleyball		257,081	257,081
Total Revenues of all Sports, except Football and Basketball, Combined	623,002	605,509	1,228,511
Total Revenues Men's & Women's Teams	904,960	927,709	1,832,669
Not Allocated by Gender/Sport			761,002
Grand Total Expenses			2,593,671

Varsity Head Coaches

Men's Varsity Teams – Male Head

Men's Varsity Teams – Male Head Coaches

Varsity Team	Full-time Coaching Duties	Part-time Coaching Duties	Full-time Kirkwood Employee	Part-time Kirkwood Employee	Total Male Head Coaches
Baseball		1	1		1
Basketball		1	1		1
Golf		1	1		1
TOTAL	0	3	3	0	3

Men's Varsity Teams - Female Head Coaches

There were no female head coaches for the men's varsity teams during fiscal year 2025

Women's Varsity Teams - Male Head Coaches

Varsity Team	Full-time Coaching Duties	Part-time Coaching Duties	Full-time Kirkwood Employee	Part-time Kirkwood Employee	Total Male Head Coaches
Basketball		1	1		1
Softball		1	1		1
Volleyball		1	1		1
TOTAL	0	3	3	0	3

Women's Varsity Teams - Female Head Coaches

There were no female head coaches for the women's varsity teams during fiscal year 2025

Varsity Assistant Coaches

Men's Varsity Teams – Male Assistant Coaches

Varsity Team	Full-time Coaching Duties	Part-time Coaching Duties	Full-time Kirkwood Employee	Part-time Kirkwood Employee	Total Male Assistant Coaches
Baseball		3	1	1	3
Basketball		2	1	1	2
Golf		1	1		1
TOTAL	0	6	3	2	6

Men's Varsity Teams - Female Assistant Coaches

There were no female assistant coaches for the men's varsity teams during fiscal year 2025

Women's Varsity Teams - Male Assistant Coaches

Varsity Team	Full-time Coaching Duties	Part-time Coaching Duties	Full-time Kirkwood Employee	Part-time Kirkwood Employee	Total Male Assistant Coaches
Basketball		1			1
Softball					0
Volleyball		1	1		1
TOTAL	0	2	1	0	2

Women's Varsity Teams - Female Assistant Coaches

Varsity Team	Full-time Coaching Duties	Part-time Coaching Duties	Full-time Kirkwood Employee	Part-time Kirkwood Employee	Total Female Assistant Coaches
Basketball		2	1	1	2
Softball		2	1		2
Volleyball		2		1	2
TOTAL	0	6	2	2	6

Coaches' Salaries

Head Coaches' Salaries – Men's & Women's Teams

Report Category	Men's Teams	Women's Teams
Average annual institutional salary per Head Coach	50,992	47,851
Number of Head Coaches included in average	3	3
Number of volunteer Head Coaches not included in average	0	0
Average annual institutional salary per full-time equivalent (FTE)	101,983	95,701
Number of FTEs included in average	1.50	1.50

Assistant Coaches' Salaries - Men's & Women's Teams

Report Category	Men's Teams	Women's Teams
Average annual institutional salary per Assistant Coach	20,859	13,334
Number of Assistant Coaches included in average	6	8
Number of volunteer Assistant Coaches not included in average	0	0
Average annual institutional salary per full-time equivalent (FTE)	50,876	51,286
Number of FTEs included in average	2.46	2.08

Operating (Game-Day) Expenses

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.

Men's Varsity Teams

Varsity Team	Participants	Operating Expenses per Participant	Operating Expenses By Team
Baseball	42	2,638.05	110,798
Basketball	14	9,173.36	128,427
Golf	10	4,475.60	44,756
Total	66	Not Applicable	283,981

Women's Varsity Teams

Varsity Team	Participants	Operating Expenses per Participant	Operating Expenses By Team
Basketball	14	6,890.93	96,473
Softball	18	8,527.67	153,498
Volleyball	14	6,296.07	88,145
Total	46	Not Applicable	338,116

Total Operating Expenses Men's and Women's Varsity Teams: 622,097

Summary

Report Item	Report Item Description	Men's Teams	Women's Teams	TOTAL
1	Total of Head Coaches' Salaries	152,975	143,552	296,527
2	Total of Assistant Coaches' Salaries	125,155	106,674	231,829
3	Total Salaries (Lines 1+2)	278,130	250,226	528,356
4	Athletically Related Student Aid	266,703	262,935	529,638
5	Recruiting Expenses	7,935	3,574	11,509
6	Operating (Game-Day) Expenses	283,982	338,116	622,098
7	Summary of Subset Expenses (Lines 3+4+5+6)	836,750	854,851	1,691,601
8	Total Expenses for Teams	865,861	890,240	1,756,101
9	Total Expenses for Teams Minus Subset Expenses (Line 8 - Line 7)	29,111	35,389	64,500
10	Not Allocated Expenses			719,339
11	Grand Total Expenses (Lines 8+10)			2,475,440
12	Total Revenues for Teams	904,961	927,709	1,832,670
13	Not Allocated Revenues			761,002
14	Grand Total Revenues (Lines 12+13)			2,593,672
15	Total Revenues for Teams minus Total Expenses for Teams (Line 12 - Line 8)	39,100	37,469	76,569
16	Grand Total Revenues Minus Grand Total Expenses (Line 14 - Line 11)			118,232

Supplemental Information

This [section] may be used to help the reader better understand the data provided, or to help a prospective student-athlete make an informed choice of an athletics program.

Kirkwood Community College is committed to a fair and equitable experience for all of our athletes regardless of gender or choice of sport.

Go Eagles!!