

## ABSTRACT

Title:           Complying with Title IX: An Analysis of Emergent Leadership Issues in an NCAA Division I Institution

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The purpose of this case study was to identify aspects of leadership that appear to be central in emerging issues that have occurred as a result of Title IX within the athletic program at Dunn University where research was performed. A case study approach was used to investigate and develop information regarding emerging issues with Title IX at Dunn University. In order to gain this understanding, an analysis was completed using documents that included a chronological depiction of the university's history of adding sports to address emerging Title IX issues (Dunn University NCAA Self-Study, 2004). Additionally, university media documents were researched, such as the *Athletic Media Guide 2004*, which assisted in developing knowledge of the history of the overall athletic program. Also a review of major documents, including the NCAA Self-Study on Equity, Welfare, and Sportsmanship (2004), was completed, as well as examination of past initiatives that have been instrumental in Title IX development. The cornerstone of this study was the interview process from which data was drawn to identify emergent Title IX issues. Woven among this data are the leadership roles played by key personnel at the university. The leadership roles have been determined from the data, as well as leadership theories used during the Title IX compliance process at the Dunn University.

The following five research questions guided this qualitative study: (1) What are the emerging Title IX issues for the university's Athletic Program? (2) Considering the path-goal theory of leadership, what goals, pathways, obstacles, and unique support has the university's athletic department experienced in addressing emergent Title IX issues? (3) What leadership styles or approaches have led to progress toward Title IX compliance and have aided in addressing emergent Title IX issues? (4) How were the elements of the team leadership theory employed within the university's athletic department? (5) What are the leadership strategies used to establish policies or initiatives in response to Title IX issues at the University?

The study concluded using a typological analysis of the data. In Hatch's (2002) typological analysis of data the final step of the process is to conclude with determining major conclusions based upon the data.