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GOVERNANCE AND COMMITMENT TO RULES COMPLIANCE

SELF STUDY ITEMS

- 1. Describe any recent major changes in policy and organization that affect the institution's current efforts in matters relating to the operating principles listed previously regarding institutional governance and rules compliance, focusing on those implemented during the last three years.**

July 1994: IUPUI moves from membership in the NAIA to membership in the NCAA Division II.

During 1994-95, IUPUI maintains dual membership in the NAIA and the NCAA Division II.

Spring 1995: IUPUI submits a letter of intent to NCAA to move from Division II to Division I. At this time, IUPUI begins to follow all Division I rules, except for those relating to scheduling, financial aid, and sponsorships, which are governed by the rules of Division II.

Feb., 1996: The Board of Trustees of Indiana University tables request for approval of the move by IUPUI to Division I.

July 1996: IUPUI requests NCAA to extend time for formal application to move to Division I.

Hugh Wolf retires as Director of Athletics; Michael Moore is appointed to succeed him.

July 1997: IUPUI appoints a full time Compliance Coordinator/Academic Advisor

IUPUI publishes a comprehensive Department of Intercollegiate Athletics Guide to Rules Compliance. A copy of the Guide is Appendix GCRC-1.

IUPUI establishes an independent Eligibility Committee to certify the eligibility of student-athletes within the standards of the NCAA, particularly with respect to aid to student-athletes.

Oct., 1997: With the approval of faculty, students, the Chancellor of IUPUI, and the President of Indiana University, a Proposal for NCAA Division I Status is presented to the Board of Trustees

of Indiana University for their approval. The Trustees approve the Proposal unanimously.

IUPUI seeks and is granted membership in the Mid-Continent Conference, effective for the 1998-99 season, subject to reclassification to NCAA Division I.

- Nov., 1997: The IUPUI Athletics Committees prepare a Draft Statement of Goals and Mission of Intercollegiate Athletics at IUPUI for future submission to the IUPUI Faculty Council.
- Jan., 1998: The Indiana University Athletics Committee prepares a Draft Indiana University Intercollegiate Athletics Programs Policy, which includes a Statement of Mission and Goals that is essentially the same as the IUPUI Draft Statement mentioned above. The Indiana University Policy applies to all campuses in the Indiana University system, including IUPUI.
- Feb., 1998: The IUPUI Athletics Committee review the Indiana University Statement of Mission and Goals and suggest minor changes (which are subsequently incorporated in the Statement).
- March 1998: The Indiana University Faculty Council approves and prepares for submission to the Indiana University Board of Trustees the Indiana University Intercollegiate Athletics Programs Policy, A copy of the Policy is Appendix GCRC-2.
- April 1998: The IUPUI Athletics Committees approve the IUPUI Department of Intercollegiate Athletics Mission Statement for submission to the IUPUI Faculty Council and for subsequent approval by the Chancellor. A copy of the IUPUI Department of Intercollegiate Athletics Mission Statement is Appendix GCRC-3 and also appears in the IUPUI Department of Intercollegiate Athletics Guide to Rules Compliance (Appendix GCRC-1) at page 4.
- May 1998: The Indiana University Board of Trustees adopts the Indiana University Intercollegiate Athletics Program Policy (Appendix GCRC-2).
- IUPUI submits a formal request for reclassification from NCAA Division II to NCAA Division I.
- August 1998: On the authority of the Indiana University Intercollegiate Athletics Program Policy (Appendix GCRC-2), the IUPUI Faculty Council Executive Committee endorses IUPUI Athletics Committee Guidelines in draft format and anticipates that the IUPUI Athletics Committee, newly formed thereunder,

will provide comments, suggestions and revisions to the IUPUI Faculty Council Executive Committee for their final endorsement in May 1999. A copy of the IUPUI Athletics Committee Guidelines is Appendix GCRC-4.

Following a campus-wide initiative, IUPUI changes its name and symbol from the IUPUI Metros to the IUPUI Jaguars to reflect the energized spirit among students, staff and faculty.

Sept. 1, 1998: IUPUI is reclassified to NCAA Division I.

2. Explain how the mission of the athletics program relates to that of the institution as a whole.

The manner in which the mission of the athletics program relates to the mission of IUPUI as a whole is set forth in the IUPUI Department of Intercollegiate Athletics Mission Statement (Appendix GCRC-3).

3. Describe the process followed and the role of various participants in the development, formal approval and most recent review of the mission of the athletics program. Also, describe how and to whom the completed mission statement is circulated.

The IUPUI Department of Intercollegiate Athletics Mission Statement (Appendix GCRC-3) was prepared by Professor William Kulsrud, Chair of the IUPUI Athletics Affairs Committee and Faculty Athletics Representative (FAR), was commented upon by Cheryl Sullivan, Vice Chancellor for External Affairs, and was reviewed and approved by both the IUPUI Athletic Affairs Committee and the IUPUI Athletics Advisory Committee (both now replaced by the IUPUI Athletic Committee, as described below) and the IUPUI Faculty Council. Dr. Kulsrud was also Chair of the Indiana University Ad Hoc Governance Committee and a member of the Indiana University Athletics Committee. He was involved directly in the drafting of the Indiana University Intercollegiate Athletics Programs Policy (Appendix GCRC-2).

The Indiana University Intercollegiate Athletics Programs Policy was based in part on the draft of the IUPUI Department of Intercollegiate Athletics Mission Statement. The Indiana University Policy was submitted to and approved by the Indiana University Faculty Council on March 10, 1998, was approved by the President of Indiana University, and was submitted to and approved by the Indiana University Board of Trustees in May 1998.

On August 27, 1998, the IUPUI Faculty Council Executive Committee adopted the IUPUI Athletics Committee Guidelines (Appendix GCRC-4), based on the Indiana University Intercollegiate Athletics Program Policy (Appendix GCRC-2), and replaced the IUPUI Athletics Affairs Committee and the IUPUI Athletics Advisory Committee with a single committee, the IUPUI Athletics Committee. Included in the tasks of the IUPUI Athletics Committee are: the review of the

IUPUI Athletics Committee Guidelines for final submission to the IUPUI Faculty Council Executive Committee in 1999, and the harmonization of any differences between the Missions and Goals portion of the Indiana University Intercollegiate Athletics Programs Policy (Appendix GCRC-2) and the IUPUI Department of Intercollegiate Athletics Mission Statement (Appendix GCRC-3) so as to reflect appropriately the mission of IUPUI as a major urban university.

The IUPUI Department of Intercollegiate Athletics Mission Statement has been circulated to the IUPUI Athletics Committee, IUPUI Athletics Staff Members, the IUPUI Faculty Council, administrators in the Chancellor's Office, and all student athletes. As previously noted, it is included in the IUPUI Intercollegiate Athletics Guide to Rules Compliance as well as in all IUPUI athletics manuals, and will be placed on the IUPUI Athletics Internet web page at iupuijaguars.com, which is linked to the IUPUI web page.

In the course of the preparation of this Self-Study, and as a part thereof, the IUPUI Department of Intercollegiate Athletics Mission Statement will be distributed to members of IUPUI Student Government leadership, be made available to students at the IUPUI Student Center, and be presented by the Faculty Athletics Representative to the IUPUI Faculty Council.

It should be noted that the IUPUI Department of Intercollegiate Athletics Mission Statement is a fluid, constantly evolving document, always changing to meet the goals and mission of IUPUI as a major urban university.

- 4. Describe the process by which the institution makes major decisions regarding intercollegiate athletics. In so doing, describe the role and authority of the institution's governing board, the chief executive officer, the athletics board or committee (if one exists), the faculty athletics representative(s), the director of athletics, and any other key individuals or groups (e.g., faculty, students) in this process.**

The IUPUI Department of Intercollegiate Athletics Organizational Chart (Appendix GCRC-5, which also appears in the Intercollegiate Athletics Guide to Rules Compliance) sets forth the flow of responsibility for decisions affecting the athletics programs at IUPUI. It should be noted that the IUPUI Department of Intercollegiate Athletics Organizational Chart is an ever-changing document, as several revisions over the past several years would indicate.

The Indiana University Board of Trustees is the final authority on all matters affecting the university, including IUPUI. With respect to matters affecting Indiana University as a whole, the chief executive officer of the university is the President, Myles Brand. With respect to matters affecting IUPUI in general and its athletics program in particular, the chief executive officer is the Chancellor of IUPUI, Gerald L. Bepko, who is also a Vice President of Indiana University. The Chancellor reports to the President.

The Indiana University Intercollegiate Athletics Programs Policy (Appendix GCRC-2) and the IUPUI Athletic Committee Guidelines (Appendix GCRC-4) contain a number of provisions relevant to this Self-Study Item. As applied to intercollegiate athletics at IUPUI, and using the Policy headings, these provisions are summarized as follows:

Principles of Authority and Responsibility

Final authority over all units of the University rests with the President of Indiana University and the Board of Trustees.

Governance decisions regarding intercollegiate athletics are made at IUPUI with the advice of the IUPUI Athletics Committee. Basic authority and responsibility for the IUPUI Intercollegiate Athletics Program is vested in IUPUI. Although the President of Indiana University governs the athletics programs on all campuses of the university, the Chancellor of IUPUI represents the President with respect to the IUPUI athletics program. Although the Indiana University Director of Athletics has University oversight responsibility, the IUPUI Director of Athletics has operational authority for the IUPUI athletics program. The University Athletics Coordinating Council serves to insure consistency, resolve conflicts, and foster communication among all the intercollegiate athletics programs of the university at its various campuses.

Campus Athletic Committee

The duties, responsibilities, and composition of the IUPUI Athletics Committee are set forth in the IUPUI Athletics Committee Guidelines (Appendix GCRC-4). In order to guarantee faculty control of intercollegiate athletics, the committee may not act unless the majority of members present, either in person or by proxy, consists of faculty members. Furthermore, the Athletics Committee is required to maintain strong relationships with the IUPUI Faculty Council Committees on Academic Affairs and Student Affairs.

The IUPUI Director of Athletics makes requests or suggestions to the IUPUI Athletics Committee with respect to major decisions regarding intercollegiate athletics. If the decision of the Athletics Committee will have an impact on general IUPUI policy, the matter will be submitted to the IUPUI Faculty Council. Following approval by the Faculty Council, the matter is reported to the Vice Chancellor for External Affairs, who represents the Chancellor in intercollegiate athletics matters. Matters of the highest importance then go to the Chancellor and, if necessary, to the President.

- 5. Based upon the institution's experience in the last three years, list the decisions related to intercollegiate athletics in which the institution's governing board or individual board members have been significantly involved (if any).**

In February 1996, the Board of Trustees of Indiana University tabled the request of IUPUI for authorization of its proposal to transfer from NCAA Division II to NCAA Division I.

On October 31, 1997, the Board of Trustees of Indiana University approved the proposal authorizing IUPUI to transfer from NCAA Division II to NCAA Division I.

In May 1998, the Board of Trustees approved the Indiana University Intercollegiate Athletics Programs Policy.

The Board of Trustees approves the budget of IUPUI, which includes expenditures for athletics.

6. Based upon the institution's experience in the last three years, list the decisions related to intercollegiate athletics in which the institution's chief executive officer has been significantly involved.

Chancellor Gerald L. Bepko has been significantly involved in the following major matters relating to intercollegiate athletics:

Participated in the development of and approved the long range plan for intercollegiate athletics at IUPUI which is contained in IUPUI Proposal for NCAA Division I Status prepared for the Meeting of the Trustees of Indiana University on October 30, 1997.

Presented the Division I proposal to Indiana University President Myles Brand and, following President Brand's approval, to the Board of Trustees

Recruited a new Vice Chancellor for External Affairs and appointed her as the reporting officer for Intercollegiate Athletics

Arranged for the Track and Field Stadium on the IUPUI campus to be renamed the Indiana University Michael A. Carroll Track and Soccer Stadium and was actively involved in raising funds for the renovation of the Stadium

Has been involved in meetings with the White River State Park Commission and NCAA staff regarding the move of the NCAA to Indianapolis and the future relationship between IUPUI and the NCAA.

Approved and announced the name change from IUPUI Metros to IUPUI Jaguars at a ceremony during which the new IUPUI logo was unveiled.

- 7. Describe the activities that the institution has established for its athletics booster groups and other representatives of the institution's athletic interests, as well as those organized or initiated by the booster groups. Also, describe how the activities of these groups and individuals are maintained under the clear control of the institution, including whether institutional personnel serve on booster-club or foundation boards.**

The Jaguar Athletic Club, formerly the Metro Athletic Club, is the only IUPUI athletics booster organization and operates as a part of the Indiana University Foundation. In April 1982, The Metro Athletic Club adopted its Charter, a copy of which is Appendix GCRC-6. The purposes of the Jaguar Athletic Club are to encourage support for IUPUI intercollegiate athletics, to encourage enrollment of outstanding student-athletes, to give financial support to the IUPUI intercollegiate athletics program through the Scholarship for IUPUI Student Athletes Fund, maintained by the Indiana University Foundation, and to give financial support to the IUPUI Intercollegiate Athletics Programs.

Membership consists of students, faculty, staff members, alumni, and friends of IUPUI who make the appropriate dues payment.

Included on the Board of Directors are the following representatives of IUPUI or their designees: the Vice Chancellor for External Affairs, the Director of the Indiana University Foundation Office, the IUPUI Director of Athletics, the Chair of the IUPUI Athletics Committee, a member of the coaching staff, and a student representative, all of whom have voting rights. The Chancellor and the Indiana University Director of Athletics, or their designees, are non-voting members.

As a further means of maintaining institutional control, all funds received by the Jaguar Athletic Club are deposited with the Indiana University Foundation and are to be expended "for the benefit of the IUPUI Intercollegiate Athletics Program as determined to be in the best interest of the program by" the Chancellor. All funds of the Jaguar Athletic Club are controlled solely by the Indiana University Foundation and are subject to an annual internal audit by the Foundation as are all other Foundations funds.

IUPUI — In The News, a quarterly newsletter published by the IUPUI Athletics Department, is sent to members of the Jaguar Athletic Club. The newsletter includes a column on NCAA rules written by the IUPUI Compliance Coordinator. Sample copies of *In the News* are Appendix GCRC-7.

- 8. Describe how the institution has organized itself to maintain compliance with NCAA rules. Include a description of the reporting lines for and responsibilities assigned to the faculty athletics representative, director of athletics, compliance coordinator, coaches, and other key individuals inside and outside athletics (e.g., recruiting coordinator, financial aid officer, admissions director, internal auditor) who are responsible for documenting and monitoring compliance with NCAA rules.**

The most important IUPUI document that relates to rules compliance is the IUPUI Department of Intercollegiate Athletics Guide to Rules Compliance (Appendix GCRC-1). The reporting lines and responsibilities are set forth in § 2.7 of the Guide, at pages 8-10. Reports to the Chancellor now go through the Vice Chancellor for External Affairs who has been appointed by the Chancellor as the athletics reporting officer. The reporting lines are also set forth in the IUPUI Department of Intercollegiate Athletics Organizational Chart (Appendix GCRC-5). Both the IUPUI Athletics Committee and the Compliance Coordinator are independent of the Department of Intercollegiate Athletics. The Athletics Committee reports to the Chancellor. The Compliance Coordinator reports to the Registrar. The Faculty Athletics Representative reports directly to the Vice Chancellor for External Affairs. The Academic Adviser reports to the Dean of University College. As discussed earlier in Self-Study Item 4, the Chancellor is the chief executive officer with respect to athletics at IUPUI and serves as the representative of the President in such matters.

The Department of Intercollegiate Athletics Guide to Rules Compliance also includes sections on recruiting (Section 4), athletic eligibility (including admission, transfer, and academic performance)(Section 8), missed class time (Section 7), and financial aid (Section12), which are sent to the appropriate individuals outside the athletics department.

The Eligibility Committee, created in 1997 (see Item 1), monitors and documents the eligibility of student-athletes in accordance with the NCAA rules as set forth in § 8.3 of the Guide.

A compliance audit is conducted annually by George S. Olive LLP, Certified Public Accountants, with the assistance of Indiana University Internal Audit. A compliance audit is also conducted every other year by the Mid-Continent Conference.

9. Describe the procedures by which the institution processes alleged or self-discovered violations of NCAA rules.

The procedures by which IUPUI processes alleged rules violations are set forth in § 2.7 of the Department of Intercollegiate Athletics Guide to Rules Compliance (Appendix GCRC-1). The Vice Chancellor for External Affairs, and through her, the Chancellor, is notified immediately if the alleged violation appears to be a major rules violation. If the violation appears to be a minor rules violation, the Vice Chancellor is notified when the minor violation is reported to the NCAA.

Also, Article IV, Section 7 of the Charter of the Athletic Club (Appendix GCRC-6) provides for the expulsion of any member who engages in conduct that violates NCAA rules.

10. Describe the institution's rules-education efforts for student athletes, athletics department staff members, other institutional staff members, and representatives of the institution's athletics interests.

Section 2.6 of the Department of Intercollegiate Athletics Guide to Rules Compliance (Appendix GCRC-1) deals with rules education. The rules education sessions described therein are held monthly and are conducted by the Compliance Coordinator. All staff members are required to attend, and attendance is taken. The meetings are held on Monday mornings and Tuesday evenings so that both full-time and part-time staff members can participate. Any absentees are required to attend special, individual sessions to review the subject matter of the missed educational session and are not to be permitted to participate in athletics team activities until the private review takes place.

Copies of the IUPUI Department of Intercollegiate Athletics Guide to Rules Compliance (Appendix GCRC-1) are sent to the IUPUI Athletics Committee, the Chancellor and Vice Chancellors, the Eligibility Committee, and to staff members involved in intercollegiate athletics. The Eligibility Committee includes the Registrar, the Compliance Coordinator, the Director of Admissions Assessment and Recruitment Services, the Director of Financial Aid Services, the Assistant Director of Athletics/Senior Woman Administrator, and the Faculty Athletic Representative.

A copy of the NCAA Manual is given to the Eligibility Committee and is either given to or made available to everyone who has need of the manual. Every head coach receives a copy of *The NCAA News*.

Once per year, Chancellor Bepko speaks to the athletics staff about the importance of rules compliance. At that meeting, the staff discusses and certifies compliance with NCAA rules.

In addition to the IUPUI Department of Intercollegiate Athletics Guide to Rules Compliance (Appendix GCRC-1), the IUPUI Department of Intercollegiate Athletics has prepared a Intercollegiate Athletics Staff Policies and Procedures Handbook and a Student-Athlete Handbook, copies of which are attached as Appendices GCRC-8 and GCRC-9, respectively. These handbooks each contain specific references to compliance with NCAA rules. For example, the Intercollegiate Athletics Staff Policies and Procedures Handbook contains a summary of NCAA recruiting contact requirements, an explanation of the NCAA policy on camps and clinics, an admonition to follow NCAA scheduling requirements, a description of NCAA eligibility and satisfactory progress rules, etc. The Student-Athlete Handbook contains throughout its text references to compliance with NCAA rules regarding such things as maintaining eligibility and contact with agents. A detailed summary of NCAA regulations, prepared by the NCAA, appears at the end of the handbook. These handbooks' references to NCAA rules and regulations are discussed with the staff and student-athletes at the beginning of each season. In addition, there are monthly rules education meetings for athletics staff.

Every student-athlete must attend a two-day orientation seminar at the beginning of the Fall semester, during which rules compliance is a major topic. Student-athletes who begin in the Spring semester must meet with the Compliance

Coordinator to review the topics discussed at the previous Fall's seminar. Prior to receiving permission to participate in intercollegiate athletics, each student must sign a NCAA Student-Athlete Statement, which is a written acknowledgment that the student understands and agrees to abide by the NCAA rules.

Each issue of *In the News*, the official newsletter of IUPUI Athletics, which is sent to all members of the Jaguar Athletic Club, contains a column called "Compliance Corner." In this column, the Compliance Coordinator discusses various issues related to compliance with NCAA rules and describes in understandable language what can and cannot be done on behalf of IUPUI Athletics. Sample copies of *In the News* are attached as Appendix GCRC-7.

EVALUATION AND PLAN FOR IMPROVEMENT

1. Given the responses set forth previously in this portion of the Self-Study, the activities of the IUPUI Intercollegiate Athletics Program are in substantial conformity with each of the operating principles of the NCAA. More particularly.

Institutional Mission. The relationship between the mission of the Intercollegiate Athletics Program and the mission of IUPUI as an institution is set forth in the IUPUI Department of Intercollegiate Athletics Mission Statement (Appendix GCRC-3) and, as set forth in the report on Governance and Commitment to Rules Compliance, is given wide circulation, supports the educational objectives and academic progress of student-athletes (as set forth in the report on Academic Integrity), supports equitable opportunity for all students and staff (as set forth in the report on Commitment to Equity), results from a process of development and periodic review by the Athletics Department, the IUPUI Athletics Committee, the Vice Chancellor for External Affairs, and the Chancellor of IUPUI, and is reflected in the actual practices of the IUPUI Intercollegiate Athletics Program as set forth in the various exhibits appended to this report (Appendices GCRC-1 through GCRC-15).

Institutional control. Institutional control of the conduct of the IUPUI Intercollegiate Athletics Program is vested in the Chancellor, the Vice Chancellor for External Affairs, and the IUPUI Athletics Committee.

Presidential Authority, Governing Board. The Chancellor of IUPUI has ultimate responsibility and authority over the operation of the IUPUI Intercollegiate Athletics Program. The Indiana University Board of Trustees is the ultimate authority for the conduct of all programs at IUPUI and throughout Indiana University.

Shared Responsibilities. The IUPUI Intercollegiate Athletics Program is an integral part of the education enterprise of IUPUI, with the Faculty Athletics Committee providing input into the formulation of policies relating to the conduct of the program and scrutinizing the implementation of the program.

Assignment of Rules-Compliance Responsibilities. Written policies and procedures that assign responsibilities in the area of rules compliance are set forth in the IUPUI Guide to Rules Compliance (Appendix GCRC-1). Regular participation of persons outside the athletics department, including the Compliance Coordinator/Academic Adviser, is provided as set forth in Item 10 hereof.

Rules-Compliance Accountability. As stated in the substance of the foregoing report, commitment to rules compliance is part of an ongoing program to educate staff, both inside and outside the Athletics Department, and the student-athletes. Of particular note are the IUPUI Guide to Rules Compliance (Appendix GCRC-1), the IUPUI Staff Policies and Procedures Handbook (Appendix GCRC-8), and the IUPUI Student-Athlete Handbook (Appendix GCRC-9), plus the regular meetings of student-athletes and of staff to educate them about rules compliance.

Rules-Compliance Evaluation. As noted in Item 8, a compliance audit is conducted annually by a firm of certified public accountants, with the assistance of Indiana University Internal Audit (a university body outside IUPUI). An audit is also conducted bi-annually by the Mid-Continent Conference, of which IUPUI is a member.

2. Given the responses set forth previously in this report, the activities of IUPUI's Intercollegiate Athletics Program are consistent with the mission and purpose of IUPUI.
3. IUPUI concludes that it does conform to the operating principles of the NCAA with respect to governance and commitment to rules compliance.

GOVERNANCE AND COMMITMENT TO RULES COMPLIANCE

Appendices

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ACADEMIC INTEGRITY

SELF STUDY ITEMS

- 1. Describe any recent major changes in policy and organization that affect the institution's current efforts in matters related to the operating principles listed above regarding academic integrity, focusing on those implemented during the last three years.**

IUPUI's move to Division I of the NCAA prompted a number of procedural changes relating to the academic integrity of the athletics program. These changes were made to ensure that internal practices were consistent with the rules and regulations of the NCAA. However, none of these modifications represented significant departures from traditional practices but rather minor adjustments. Current programs fully conform to the operating principles governing academic integrity as articulated by the NCAA.

IUPUI student-athletes are fully integrated into the student body. Indeed, as full-time students, student-athletes are often more involved in IUPUI's student and academic life than many of the students attending IUPUI. IUPUI is an urban campus with approximately 27,000 students, about 50% of whom are part-time. Virtually all students live off-campus, commute to and from school, and work on average more than 30 hours per week. Relatively few students are actively involved in campus activities. In contrast, most student-athletes live together (often in the limited campus housing available or in nearby apartments), have little or no commute, and spend substantial time on campus due to their class and athletic responsibilities. Consequently, student-athletes are more inclined to be on campus and involved in traditional school activities.

Until the recent move to Division I, intercollegiate athletics had not received a great deal of attention from faculty, staff or students. Accordingly, student-athletes could not be distinguished from traditional students. Consistent with this profile, student-athletes have received no special treatment in terms of admissions or scheduling due to their athletic participation. This practice is expected to continue.

- 2. Describe the process by which student-athletes are admitted to your institution, and compare it to the process for admitting students generally. Give careful attention to key decision points (e.g., establishment of admissions criteria, approval of special admission) in these processes and the individuals or groups involved at each point, include the role, either formal or informal, the athletics department plays in the admissions process for student-athletes.**

The admission criteria for IUPUI are set by the Indiana University Board of Trustees. This policy, as set forth below, does not differentiate between student-

athletes and non-athletes. The published minimum freshman admissions requirements for students are:

- Class rank in the top half of class;
- At least 14 classic college preparatory courses including algebra, geometry, advanced algebra, four years of English, and at least one laboratory science (biology, physics, chemistry)
- SAT or ACT scores that are at or above the average for college bound students from the state of Indiana.

Matriculation for all students to IUPUI begins with an application submitted to the Undergraduate Admissions Office. The staff of the Undergraduate Admissions Office reviews every application. The applications are reviewed and evaluated on a case by case basis. The Office does not use any type of computerized selection process. A staff member reviews the applicant's high school transcript and determines which high school courses are college preparatory and whether sufficient college preparatory courses have been completed. Assuming such courses have been completed, other factors are evaluated, including the applicant's SAT or ACT score, class rank, strength of high school program, and the trend in grade point average.

Students meeting the above criteria are granted unconditional admission to the university. All beginning students start their studies in University College. In some cases the student is also granted dual acceptance to an IUPUI school (e.g., any IUPUI school that authorizes the admission of freshmen).

All applicants not meeting the minimum acceptance requirements are considered for conditional admission. Conditional admission is granted with the understanding that the student will take mandatory foundation courses as determined by IUPUI placement tests. The only applicants denied admission are those individuals whose scores on IUPUI placement tests indicate that they are not ready to enter foundation courses (typically very low reading skills). In evaluating applications for students not meeting the stated admission requirements, less emphasis is placed on test scores and more emphasis is given to courses completed and grades earned. As a practical matter, there are no conditional student-athlete admits because student-athletes meeting NCAA standards for participation meet IUPUI admission standards.

IUPUI has no special admission category for freshmen. All applicants are either unconditional admits (i.e., regular admits) or conditional admits.

Student-athletes receive no special consideration during the admission process. The Office of Admissions does not identify student-athlete applicants in the review process nor is there any evidence on the application that suggests the individual is a potential student-athlete. In practice, applications from student-athletes are treated like all other students. The Compliance Coordinator has access to the admissions database and may verify the status of an application and

can notify a coach of the status of an application. The Department of Intercollegiate Athletics plays no formal or informal role in the admission process.

International students who will be in the United States on temporary visas always have their applications reviewed by the Office of International Affairs. Students who are not U.S. citizens but who are permanent residents (resident aliens in U.S.) or in the U.S. on refugee or political asylee status have their application reviewed either by the Undergraduate Admissions Office (if their most recent academic year was in a U.S. high school) or by the Office of International Affairs (if their most recent academic year was outside of the U.S.).

- 3. Compare the admission profiles of student-athletes who received athletics grants-in-aid with the profile of students in general by submitting the following information for the three most recent academic years for which information is available.**

Admission profile information is provided in the attached tables (Appendix AI-1). Note that IUPUI does not maintain high school GPA information on applicants. In lieu of this statistic, class rank is provided.

As can be seen from the information provided, the academic profiles for student-athletes compare favorably and with few exceptions exceed the profiles of the entering class of IUPUI students. Profiles of student-athletes on athletics aid significantly exceed those of the entering class as a whole. This is due, most likely, to the higher NCAA standards for athletes receiving athletically related aid.

- 4. Compare the number of freshman student-athletes receiving athletics aid who were admitted by special exception to the institution's standard or normal entrance requirements with the number of freshman students generally who were so admitted by providing these data for the three most recent academic years and, for the student-athlete data, for each of the eight sport groups organized by year listed in the Division I graduation rates disclosure form. (Note: Use Attachment No. 2 to compile these data.)**

No student-athletes have been admitted by special exception.

- 5. List the step-by-step sequence of actions taken by particular individuals on your institution's campus to certify initial eligibility for transfer student-athletes. Identify the individual(s) with final authority for certifying initial eligibility, and their title(s).**

ADMISSION OF TRANSFER STUDENTS

Determination of initial eligibility for transfer students begins with their application to IUPUI. All undergraduate transfer applicants are processed by the Office of Undergraduate Admissions or the Office of International Affairs for

students on visas with one exception. Transfer applicants over the age of 21 seeking admission to the School of Continuing Studies may be processed and reviewed by either the Undergraduate Admissions Office or the School of Continuing Studies.

All applicants must provide official transcripts from every college attended. Upon receipt of all required credentials, an admissions counselor reviews the credentials and applies both the IUPUI general transfer requirements and specific IUPUI school requirements. General requirements are a cumulative GPA of 2.0 (on 4.0 scale) and a 2.0 GPA for the last semester of enrollment. Students not meeting both requirements are not admissible to the University unless they first sit out one regular semester (fall or spring semester). They are then eligible for consideration. All students below a 2.0 who are admitted after sitting out one regular semester are admitted on probation. In the majority of cases, these students are granted admission to University College; however, with faculty approval, some students are admitted on probation to other IUPUI schools.

In addition to general transfer requirements, the admissions counselor applies specific IUPUI school course and GPA requirements. These requirements are established by the faculty of each school. Students not meeting the IUPUI school requirements are considered for possible admission to University College. For particular majors with limited space, applicants are denied admission and invited to apply for another area of study. In these situations, the applicant is informed that future entry into the original intended major will never be possible at IUPUI.

After the application is reviewed, the applicant's academic credentials are reviewed for transfer credits. The Admissions Office approves courses for transfer based upon IUPUI department authority. An institution must be regionally accredited. Grades of C or higher are required to transfer credit (no credit for C- or below). Note: since we are both a Purdue and an IU campus, we do transfer credits from Purdue where grades are D or higher. IUPUI maintains all student records on the IU student record system, providing common records for all IU campuses. As a result, Admissions does not have to review courses taken at other IU campuses.

International students who will be in the United States on temporary visas always have their applications reviewed by the Office of International Affairs. Students who are not U.S. citizens but who are permanent residents (resident aliens in U.S.) or in the U.S. on refugee or political asylee status, will have their application reviewed either by the Undergraduate Admissions Office (if their most recent academic year was in a U.S. college) or by the Office of International Affairs (if their most recent academic year was outside of the U.S.) In every case the Office of International Affairs in consultation with IUPUI schools determines transfer credit for higher education completed outside of the U.S.

The Department of Intercollegiate Athletics is not involved in the process nor are the applicants identified as student-athletes in the admission review process. All transfer credit is loaded on a database which is accessible to academic advisors

and the NCAA Compliance Officer.

CERTIFICATION OF ELIGIBILITY OF TRANSFER STUDENTS

In addition to the general procedures above, the additional procedures described below are followed.

1. The Compliance Coordinator for the Department of Intercollegiate Athletics requests and receives a Tentative Roster from each Head Coach on June 15. The Tentative Roster includes all potential squad members for the forthcoming academic year.
2. The Tentative Roster is forwarded to the Registrar for enrollment verification.
3. For transfer students, the Office of Admissions generates a Credit Transfer Report providing specific hours transferred. In addition, transfer student-athletes are required to send all prior college transcripts to the Compliance Coordinator. The Compliance Coordinator also records the information pertaining to the Transfer Release Form.
4. The Compliance Coordinator completes the Academic Eligibility Worksheet based on prior college transcripts and the Credit Transfer Report.
5. In the case of two-year college transfers, special procedures are followed. If an Associate's degree has not been earned, the Compliance Coordinator requests the final eligibility status and Form 48-C from the Initial Eligibility Clearinghouse.
6. Upon entering the transfer information on the Academic Eligibility Worksheet, the Compliance Coordinator then indicates eligibility status pursuant to NCAA regulations.
7. The Academic Eligibility Worksheet is reviewed by the Eligibility Committee for final certification of academic eligibility, with the Registrar having signatory authority. The Eligibility Committee is comprised of the following:
 - Registrar, Chair
 - Faculty Athletics Representative
 - Director of Admissions Assessment and Recruitment Services
 - Director of Student Financial Aid Services
 - Assistant Director of Athletics/Senior Woman Administrator, ex officio
 - Compliance Coordinator/Academic Advisor, ex officio
8. The Academic Eligibility Worksheet is returned to the Compliance Coordinator for review, only as to the application of NCAA eligibility requirements.
9. The Eligibility Committee is responsible for monitoring and auditing the certification process.
10. The Registrar signs off on the squad lists.

6. **List the step-by-step sequence of actions taken by particular individuals on your institution's campus to certify student-athletes continuing eligibility. Identify the individuals(s) with final authority for certifying continuing eligibility, and their title(s).**

For the certification of continuing eligibility, the process is virtually the same as that for transfer student eligibility. The only exception is that the Compliance Coordinator reviews the student-athlete's collegiate academic record to date for good standing, academic progress, and full-time enrollment pursuant to institutional and NCAA regulations. The Compliance Coordinator also records the athletic participation to determine the years of eligibility used.

For student-athletes in their fifth and subsequent semesters, the academic school that will grant the student's degree completes an internal document entitled the Eligibility for Competition Form for satisfactory progress certification.

The Compliance Coordinator completes the Academic Eligibility Worksheet based on all the aforementioned information. As above, the Academic Eligibility Worksheet is reviewed by the Eligibility Committee for final certification of academic eligibility. The Academic Eligibility Worksheet is returned to the Compliance Coordinator for review but only as to the application of NCAA eligibility requirements.

The academic eligibility status as determined by the Eligibility Committee is then communicated through the Compliance Coordinator to each sport's head coach, including reasons for ineligibility and restrictions upon the athlete resulting from the academic record.

The Eligibility Committee is responsible for monitoring and auditing the certification process.

7. **Describe the academic support system available to student-athletes. Include: (a) the specific academic support services (e.g., tutoring, post-eligibility programs, study skills) offered; (b) any policies that govern which students can use these services; (c) the mechanisms by which student-athletes are made aware of these services; (d) the mechanism for institutional academic oversight of these services; and (e) any means of analyzing, explaining and addressing special academic needs of student-athletes (if any are identified).**

A full range of academic support services is provided to all students, including student-athletes. These services include academic advising, mentoring, tutoring, monitoring of academic progress, registration and scheduling assistance, eligibility counseling and general counseling. Athletes are encouraged to participate in all the academic support services. These include the Writing Center, Counseling and Psychological Services, study skills workshops, Learning Communities and First Year Success Seminars. These services are described in more detail below.

Academic Advising

The Office of Student-Athlete Academic Advisor is a distinct office of academic advising within University College. There is currently one Student-Athlete Academic Advisor who also serves as the Compliance Coordinator. The Student-Athlete Academic Advisor provides specialized academic advising and support to approximately 220 students. The Student-Athlete Academic Advisor performs the standard advisement functions including

- Assistance with course selections to meet degree requirements;
- Counseling on selection of a major;
- Assistance with registering for classes (note that student-athletes receive no priority as to registration or scheduling of classes);
- Monitoring of dropping and adding of courses and degree changes;
- Monitoring of academic achievement; in this regard, an early warning system is in place that obtains information about a student-athlete's progress at various intervals during the semester;
- Monitoring of mentoring program;
- Finding academic tutoring.

Mentoring and Tutoring

IUPUI maintains a mentoring program within the University College Learning Center. The major objective of the mentoring program is to provide supplemental instruction to students through the use of student-peers. The student mentor approach is based on the premise that students can play a key role in the academic development of their peers by being role models, by developing personal relationships, by applying collaborative learning techniques, and by facilitating group experiences related to course material. Mentoring differs from tutoring in that it seeks to get students actively involved in the learning process. The basic belief of mentoring is that people are capable of solving most of their own problems, if given the chance. The peer mentor's role is not to solve students' problems for them but rather assist them in finding their own solutions. Peer mentors help clarify thoughts and feelings and explore various options and solutions through a variety of helping skills. Mentoring also enables students to create their own academic support networks by increasing their connections to peers, mentors, and instructors.

The IUPUI mentoring program is open and free to all IUPUI students. Student-athletes are first made aware of the services of the mentoring program during freshman orientation as well as the student-athlete orientation program. Freshmen and sophomore student-athletes are required to attend the mentoring program for a minimum of six hours per week. Junior and senior student-athletes with a cumulative GPA below 2.5 are also required to attend for six hours per week. While student-athletes are studying, student-mentors that are specifically assigned to student-athletes circulate, helping as needed. This approach enables mentors to work with athletes on one-on-one basis. Mentors who are knowledgeable in a particular subject are typically paired with a student-athlete

who is currently taking a course in that area. Special mentoring sessions for particular courses (currently 48 courses) are available and student-athletes often attend. To monitor whether student-athletes are attending the mentoring program, a reporting system exists. Student-athletes are required to sign-in when they arrive at the mentoring center and sign-out when they leave. Attendance reports are sent to the Department of Intercollegiate Athletics, including the IUPUI Director of Athletics, Senior Woman Administrator, the Student-Athlete Academic Advisor, and the coaches. These individuals review these reports to ensure that student-athletes are attending as required. Approximately 250 student-athletes attend the Mentor Center per week. In addition to the student-athletes, the Mentor Center helps from 500-1,000 other students per week.

In some instances, student-athletes may need help beyond what is available through the mentoring program. For these student-athletes, tutoring is sought as needed.

Learning Communities

For some students, the transition from high school to college is difficult. This difficulty may be more problematic at IUPUI. IUPUI's size, commuter-nature, and complex administrative structure often create problems for students who find it difficult to make connections with other students, faculty members, and campus resources. The Learning Community program provides an environment where students can easily make those connections and ensure a successful transition to college. All students new to IUPUI are required to enroll in a Learning Community, generally a one hour course specifically designed to introduce students to college and the skills they will need to succeed. Many Learning Community courses are linked to another course so the skills taught in the Learning Community are driven by the content of the other course. Students enrolled in Learning Communities are encouraged to get to know each other, to form study groups, and to learn how to get the most from their college experience. All student-athletes, like other students, must enroll in a Learning Community.

8. Describe the institution's policies related to the scheduling of intercollegiate athletics competitions and practices that minimize interference with class time and examination periods.

Student-athletes minimize potential conflict between practices, competitions and class time through early counseling and careful monitoring by the Student-Athlete Academic Advisor. The Department of Intercollegiate Athletics policy states unequivocally that no student-athlete may miss class due to team meetings, strength and conditioning work, or practice. Excused absences at the discretion of the individual class instructor are allowed for travel to and from away contests or to compete in home contests. Coaches are encouraged to schedule in such a manner that the team as a whole will not miss a total of 10 class days and individual student-athletes will not miss more than 4 sessions of the same class. Exceptions may be granted in the case of NCAA post-season competitions that

cause the sport to exceed the limits. These exceptions must be initiated by the Academic Advisor and presented by the IUPUI Director of Athletics to the Athletics Advisory Committee for approval.

IUPUI does not have official attendance policies for students, including student-athletes. Class attendance policies are normally set by each instructor. However, since successful academic performance is so strongly associated with class attendance, the Department of Intercollegiate Athletics has recently started a special pilot program for student-athletes relating to class attendance. Beginning with the 1999 Spring semester, faculty members who have student-athletes in their classes are notified prior to the start of the semester regarding the potential days a student-athlete will be absent from class due to a conflict between the class and intercollegiate competition. In addition to notification of the potential conflicts, the faculty member is asked to respond to a series of questions intended to reveal any problems that may arise from failure to attend class. Upon return of this information, the Academic Advisor discusses potential problems with the student-athlete and the head coach. The goal of the program is to minimize the risk involved with missing class for intercollegiate competition. If a student-athlete is aware of the potential consequences involving absences, he or she is more likely to take the proper course of action.

9. Review the graduation rates for student-athletes and for students generally during the last three years, and comment on any trends or significant changes.

Graduation Rate Enrollment and Persistence Rates Report are attached for reference.

The graduation rates for all full-time, degree-seeking undergraduate IUPUI students are presented in the table below.

<u>Cohort</u>	<u>Rate All Students</u>	<u>Rate Student-athletes</u>
1989	25.8%	Information unavailable*
1990	21.5	Information unavailable*
1991	22.1	20%**

*IUPUI was not a member of the NCAA during these years and the information was not maintained.

**Only five student-athletes received athletically-related financial aid in 1991 and one of these students has graduated.

10. Describe the specific goal(s) that your institution has set for graduation of students generally and for graduation of student-athletes.

One of the primary goals of Indiana University and IUPUI is to increase persistence and graduation rates of all students. IUPUI's goal is to move from a

graduation rate of 22.1% for students entering in 1991 to 30% by the time the entering class of 2001 graduates six years later, in 2007. The 10-year plan is to reach 75% of the median graduation rate of IUPUI's peer institutions, currently 46%. This goal is being addressed with a number of initiatives. For example, in 1998 IUPUI created a separate unit, University College, that is dedicated to providing incoming freshman the nurturing and skills that they need to succeed and persist through graduation. This and other efforts have been stimulated by the receipt of several major grants that will help provide resources to make this goal a reality. The goal for graduation rates of student-athletes is to remain above the university rate.

EVALUATION AND PLAN FOR IMPROVEMENT

- 1. Given the responses previously, evaluate whether the activities of the athletics program are in substantial conformity with each of the operating principles set forth in this section. The institution's evaluation should address each of the five specific operating principles separately**

Operating Principle 1. Student-Athletes Integrated in Student Body.

The Intercollegiate Athletics Program of Indiana University Purdue University Indianapolis (IUPUI) is in substantial conformity with this principle. The intercollegiate athletics program, with its recent move to Division I, has played an important role in achieving the University's goal of bettering student life and improving the total educational experience of all students. The intercollegiate athletics program is helping to create a sense of community among faculty, staff and students as well as foster a feeling of institutional pride. In this regard, student-athletes are totally integrated in the student body.

Operating Principle 2. Admissions and Graduation.

IUPUI's Intercollegiate Athletics Program is in substantial conformity with this principle. The academic profiles for student-athletes who are admitted to IUPUI compare favorably and with few exceptions exceed the profiles of entering IUPUI students. Graduation rates for student-athletes generally equal or exceed graduation rates of the student-body as a whole.

Operating Principle 3. Academic Authority

IUPUI's Intercollegiate Athletics Program is in substantial conformity with this principle. Student-athletes receive no special treatment in terms of admissions, or scheduling due to their athletic participation. Freshmen and sophomore student-athletes are required to attend the mentoring program for a minimum of six hours per week. Authority for admissions and certification of academic standing is vested in the same bodies that are charged with these responsibilities for all students.

Operating Principle 4. Academic Support.

IUPUI's Intercollegiate Athletics Program is in substantial conformity with this principle. The academic support system for student-athletes relies heavily on the support-system available for all IUPUI students and is administered by a Student-Athlete Academic Advisor who is the same person that is the Compliance Coordinator. In certain ways, support is more formalized for student-athletes than other students, including monitoring processes to ensure participation and satisfactory progress.

Operating Principle 5. Scheduling.

IUPUI's Intercollegiate Athletics Program is in substantial conformity with this principle. Adequate policies exist to minimize conflicts between athletic and academic schedules. Scheduling of athletic competitions and practices are reviewed by the Athletics Advisory Committee to ensure that athletic schedules comply with these policies.

- 2. Given the responses previously, evaluate whether the activities of the athletics program are consistent with the mission and purpose of the institution.**

The intercollegiate athletics program at IUPUI is consistent with the mission and purpose of the institution.

- 3. Plans for Improvement**

The review of the operating principles as they apply to the academic integrity of the athletics program revealed several areas where improvements could be made. Major concerns are discussed below.

One weakness identified by the committee concerned academic advising and compliance. Currently, one person is charged with both responsibilities (see organizational chart). This arrangement does provide certain advantages. For example, because the person who serves in this dual role is familiar with the NCAA's academic requirements (e.g., the rules related to satisfactory progress, academic eligibility and similar matters) he or she can provide the advice that athletes must have to maintain their academic eligibility for athletic participation. While there may be merit in this model, there are also significant drawbacks. Primary among these is the possibility for the compliance officer/academic advisor to place unwarranted emphasis on maintaining a student-athlete's athletic eligibility at the cost of the student-athlete's academic program. The student-athlete's academic welfare is the foremost concern. The institution should make certain that academics take precedence over athletics when necessary and otherwise maintain a proper balance. Steps should be taken to ensure that the student-athlete's academic program is not compromised on account of athletic participation. While the committee has no concern that the two roles are being fully enacted, it believes that the level of effort required would be enhanced through separating the roles into two positions.

Overall, the committee believes that the athletics department has created a nurturing environment that fosters a student-athlete's personal, academic and athletic growth. However, it seems that more could be done to help make existing efforts even more comprehensive. In this regard, consideration should be given to establishing an Athletic Academic Support Program. This program would be a separate organizational unit within the athletics department. This office would be headed by an experienced director and perhaps include one or more professional counselors on its staff. This office, in addition to advising, could help in areas such as orientation, registration, monitoring academic eligibility, financial aid, psychological counseling, student-athlete advisory council, learning workshops, study-skill development, mentoring, tutoring, transcript evaluations, disability information, and academic awards. This office could help provide for the professional training and development of the staff. In this regard, the athletics department should take greater advantage of programs available from the NCAA (e.g., the CHAMPS/Life Skills Program) and other national organizations (National Association of Academic Advisors for Athletics).

Another area of concern involves the registration process for student-athletes. Currently, student-athletes do not receive any preference with respect to the scheduling of classes. While steps recently taken help student-athletes to enroll promptly when allowed, student-athletes may still be unable to schedule courses that do not conflict with athletic contests and practices. The committee generally believes that the priority registration for student-athletes is consistent with the institution's goals relating to intercollegiate athletics and should be pursued.

The athletics department currently promotes academic achievement in several ways. Additional effort should be given to identify other means to emphasize the importance of academics. New methods should be developed to recognize and reward the academic achievement of student-athletes.

Another area that should be given consideration is the area of on-campus housing. As the university begins to address on-campus housing, plans should specifically consider the special academic needs of student-athletes.

ACADEMIC INTEGRITY

Appendices

Appendix AI-1:	Academic Integrity: Self-Study Item No. 3	396
Appendix AI-2:	Academic Integrity: Self-Study Item No. 4	404
Appendix AI-3:	Official NCAA Graduation-Rates..... Note: Based on the date IUPUI entered into the NCAA, there is only one year's data.	405
Appendix AI-4:	Student-Athlete Degree Information Note: Based on the date IUPUI entered into the NCAA, we were not required to complete this form.	
Appendix AI-5:	Undergraduate Admissions Policy	406
Appendix AI-6:	Representative IUPUI School Bulletin (enclosed)	

FISCAL INTEGRITY

SELF STUDY ITEMS

- 1. Describe any major changes in athletics policy and organization that affect the institution's current efforts in matters related to the operating principles listed above regarding fiscal integrity, focusing on those implemented during the last three years.**

There have not been significant organizational changes regarding fiscal integrity. We have changed the budget structure in FY 1997-98 to align all expenses associated with the sports into the appropriate sport account. Prior to FY 1997-98, compensation for all employees had been expensed from the general athletic account.

In June 1997, the position of Athletic Development Director was added within Athletics. This position will be responsible for increasing the level of fund-raising within the school and the number of sponsorships for Intercollegiate Athletics.

- 2. Explain the institution's philosophy with respect to the funding of the athletics program.**

The Intercollegiate Athletics Department is considered an auxiliary enterprise at IUPUI. By this definition, it is expected to be a self-supporting unit within the University. As outlined in the budget for Intercollegiate Athletics, funds for athletics are derived from advertising/sponsorships, donations, royalty income, auxiliary income, student athletic development fee, and from activities related to intercollegiate athletics.

The University provides an indirect subsidy by paying all indirect facility costs through the IUPUI campus general fund.

- 3. Prepare a list of all revenue sources for intercollegiate athletics that are under the clear accounting and financial control of the institution.**

Advertising/Sponsorship-amounts received from the sale of advertising/sponsorships.

Auxiliary Income - support received from auxiliary operations on campus including Bookstores and Food Service.

Gifts/Fund-Raising - amounts received directly from individuals, corporations, or other organizations that are directed to the support of Intercollegiate Athletics.

Guarantees - amounts received through arrangements involving athletics teams away games.

Mid-Continent Split - amounts received through an arrangement with the Mid-Continent Conference.

NCAA - amounts received through an arrangement with the NCAA.

Royalty Income - amounts received from income derived from the licensing of trademark material.

Student Athletic Development Fee - student fees assessed for the support of Athletics.

Ticket Sales - amounts received from the sale of admission to athletic events.

- 4. Prepare a list of all other sources (i.e. those not under the accounting and financial control of the institution) generating revenue on behalf of the institution's intercollegiate athletics program, including outside foundations.**

The Jaguar Athletic Club was established to provide fund-raising for Intercollegiate Athletics through the Indiana University Foundation. In addition, individual sports may have foundation accounts to receive donations directed to a specific sport. The Intercollegiate Athletics Department's foundation accounts are managed by the Business Manager of Athletics.

Currently, the income from sport camps is handled through the IU Foundation as well.

- 5. Describe the step-by-step process for the athletics program's budget development and approval, and highlight any areas that may differ from the institution's standard or normal budgeting procedures. Prepare a separate description for those sources of revenue described in Item No. 3 and another for revenue sources described in Item No. 4.**

At the beginning of each year (January) the coaches are supplied with budget materials by the Athletics Business Manager along with some preliminary guidelines. Each coach meets with the Athletics Business Manager to discuss priorities and any capital requests. Once all of the initial sport meetings have been completed, the Athletics Business Manager will meet with the Director of Athletics and the Assistant Director of Athletics/Senior Woman Administrator to review and prioritize requests.

When the Director of Athletics has completed the draft of the budget, the Director of Athletics will present the proposed budget to the Vice Chancellor for External Affairs. The Director of Athletics will then make any necessary changes to the budget pending the receipt of the final university budget guidelines.

The official university budget guidelines are developed at the Presidential level and are submitted to the Trustees for approval. Once the Trustees have approved

the budget, the guidelines are distributed to the campus budget office for distribution to the departments.

The budget for Intercollegiate Athletics must be developed within the budget guidelines established for all auxiliary enterprises at IUPUI and are reviewed by the Vice Chancellor for External Affairs, the Responsibility Center Fiscal Officer for External Affairs, the Office for Administration and Finance, the Vice Chancellor for Administration & Finance and the University Budget Office in accordance with budget procedures. The resulting budget is incorporated into the total University budget and is submitted to the Board of Trustees for final review and approval.

Revenue received by the Foundation is transferred into the Intercollegiate Athletics university account and is therefore budgeted as part of the total Intercollegiate Athletics budget. Currently, some sport specific expenses may occur through the sport foundation account. This is being changed to capture all expenditures through the University accounting system.

6. **Using the institution's established budgetary format, prepare a list of both projected and actual athletics revenue (by source) and expenditures (by budget category) for the three most recently completed fiscal years. In doing so, make sure that all athletics administrative costs are included. Provide any revenues and expenditures on a sport-by-sport basis. Prepare a separate list for revenues described in Item No. 3 and another for revenues described in Item No. 4.**

Appendix FI-1 includes the budgeted and actual income and expense for Intercollegiate Athletics for FY 1995-96, FY 1996-97 and FY 1997-98. In developing the Athletic budget, all sources and uses of funds are taken into consideration. The budget does not attempt to exclude funds which may flow between the operating accounts of Intercollegiate Athletics.

These reports are a summary of the Intercollegiate Athletics information and include all revenue sources regardless of the fund type. Therefore, the budget is presented on a gross revenue/expense basis. This differs from standard University audited reports where duplicative revenues and expenditures are eliminated from the reports. The goal is to depict the total operations for each sport.

Appendix FI-2 reflects the budgeted and actual income and expense for each sport as detailed in the separate accounts. During FY 1997-98, the athletics budget was reconfigured to move salaries and all appropriate expenses from the general athletic account to the individual sport accounts. As this was a year of transition, further refinement of the distribution will be required.

- 7. Describe the process used in selecting the independent auditor for the institution's external financial audit for intercollegiate athletics, including any methods used to ensure the independent nature of the auditor. Also describe relevant corrective actions planned or implemented from the three most recent external audits.**

The institution's Internal Audit Department Director is involved in initiating a "Request for Proposal" process for the audit engagement. Internal Auditing then reviews the proposals and selects the firm to complete the Athletic audit. Prior to the move to Division I, external audits were not required for IUPUI. External audits for fiscal year 1996-97 and fiscal year 1997-98 have been completed. Appendix FI-3 and appendix FI-4 are the management letters from the external audits.

- 8. Describe the ways in which your institution approves expenditures for intercollegiate athletics, including a description of different procedures based on various sources of funding (e.g. state funds vs. restricted/foundation funds). Also describe the controls, policies or guidelines (if any) the institution has in place in regard to staff expansion and approval of new positions.**

The University utilizes electronic systems for processing various financial transactions such as a distributed Financial Information System (FIS), an on-line purchasing system (TOPS), an on-line payroll system, and electronic financial aid/bursar system. Each of these systems was created to allow for review and approval at the department level and the campus level. Campus and University administrators may access and review all documents initiated in the FIS system and may insert themselves in the routing and approval as desired. Currently, all budget adjustments and transfer of funds are reviewed/approved by the Responsibility Center Fiscal Officer and the Campus following the creation/approval within the Athletics department.

All expenditures are approved by the appropriate Head Coach and followed by approval by the Athletics Business Manager prior to entering into the system. Financial transactions for which the Athletics Business Manager has questions about NCAA rules and regulations are reviewed by the Compliance Officer and/or Director of Athletics prior to entering the transaction.

New positions must be approved by the Vice Chancellor for External Affairs in conjunction with the budget preparation cycle. All new positions are reviewed and approved through Human Resources. A position description must be completed outlining the duties and a classification level assigned before approval is given to establish a new position. Appendix FI-5 is a copy of the policy on establishing new positions at IUPUI.

- 9. Describe the institutional procedures that are in place to address any deficit in the intercollegiate athletics budget incurred during any fiscal year(s).**

The University would handle a deficit within Intercollegiate Athletics in the same

manner as other auxiliary enterprises within the institution. A management plan would be developed outlining the remedial steps to be undertaken and the time line required to return to a positive balance. In some instances, this may take the form of an Internal Loan where the unit repays not only the overdraft amount but also corresponding interest charges.

Monthly reports are prepared by the Athletics Business Manager for review by Campus Administration. In addition, quarterly fiscal analysis reports are prepared by the Fiscal Officer for External Affairs for review by the Vice Chancellor of Administration and Finance.

The Office of the Vice Chancellor for Administration and Finance prepares and submits reports at the end of October and February to University Administration which are consolidated and reported to the Board of Trustees. The purpose of these reports is to assess the fiscal status of each campus and the significant operating units within the campus. The periodic review allows for early detection of any potential financial problems in the unit.

- 10. Describe institutional policies and any state laws applicable to individuals, including athletics department staff members, who may enjoy economic gain as a result of university affiliation or the use of institutional facilities (e.g., faculty involved in product research and development, coaches involved in sports camps or shoe-contract endorsements). Indicate whether, and if so, how, the institution has addressed issues related to conflict of interest, property rights, procurement regulations, and consistency of athletics department staff compensation with the various guidelines and regulations that govern compensation of other university personnel.**

The State of Indiana has statutes on conflict of interest which are applicable to all Indiana University employees. (Indiana Code 35-44-1-3). The policy of the Trustees of Indiana University is to require filing a conflict of interest disclosure statement whenever the circumstances warrant. The policy and a copy of the form used by the University are attached (Appendix FI-6).

Coaches and staff members must receive prior written approval from the IUPUI Chancellor for external athletic income as stipulated in the NCAA regulations. These requests are routed through the Vice Chancellor for External Affairs.

- 11. Describe the policies and standard operating procedures that help to ensure that all expenditures for athletics are handled in accordance with NCAA rules.**

All revenues and expenditures are monitored for compliance with University, state and federal government requirements. Monthly operating statements are reviewed by the Athletics Business Manager and Director of Athletics. Additional reviews by the Responsibility Center Fiscal Officer and the Vice Chancellor for External Affairs on a periodic basis also occur. All recruiting expenditures are reviewed by the Compliance Coordinator prior to submission to

the Athletics Business Manager for reimbursement.

The implementation of the electronic Financial Information System has expanded the review capability within the Institution. In addition to automating the review and approval process to ensure that all required approvals are received, auditing can be performed from a variety of University offices such as Accounting, Purchasing, Payroll, Administration & Finance, and the University Budget Office.

A complete listing of Institutional Policies can be found on the Web at:
http://www.fms.indiana.edu/IU_Policies/home.html

EVALUATION AND PLAN FOR IMPROVEMENT

- 1. Given the responses above, evaluate whether the activities of the athletics program are in substantial conformity with each of the operating principles set forth in this section. The institution's evaluation should address both of the specific operating principles separately.**

Indiana University-Purdue University Indianapolis Intercollegiate Athletic Program is in compliance with each of the operating principles.

Financial Control. IUPUI Intercollegiate Athletics financial controls are enhanced with the use of electronic systems such as the Financial Information System (FIS), the purchasing system (TOPS), the payroll system and the financial aid system. These electronic systems allow for review of financial entries by staff on the campus as appropriate. The data retrieval section of the financial system allows for periodic review and reconciliation of accounting transactions at various levels of the institution as well as ad-hoc financial analysis.

All athletic funds are subject to the same procedures and oversight as are other auxiliary units on the campus. The budget development and approval process follow the campus and institution's procedures with review and approval at the Responsibility Center and the campus prior to approval by the Board of Trustees.

An annual independent external audit is conducted as required by NCAA rules. Indiana University's Internal Audit Department is involved in the process of identifying the firm to complete the audit.

Established Policies and Procedures. Indiana University has in place policies and operating procedures at the campus and department level for ensuring that all expenditures for athletics are in compliance with NCAA rules. All receipts and disbursements are monitored for compliance with the University, the state, the federal government, and NCAA regulations.

- 2. Given the responses previously, evaluate whether the activities of the athletics program are consistent with the mission and purpose of the institution.**

The athletics program at IUPUI is consistent with the mission and purpose of the institution.

- 3. Where the institution concludes in its evaluation that it does not conform to one or more operating principles or that problems or deficiencies exist, describe the institution's specific plan for improvement, including: (a) the intended end result, (b) the individuals or offices that will be responsible for taking specific actions and (c) the specific timetable for completing the work. Where the institution concludes that these improvements may affect existing programs or activities in other areas, describe how the institution intends to maintain the current level of quality of those programs.**

The IUPUI Intercollegiate Athletic Program is in full compliance with each of the operating principles. We believe, however, that improvements can be made in the fiscal area, and include the following plans:

1. Plan: Refinement of financial reporting within the Intercollegiate Athletics operating accounts.

Result: Improve the distribution of income and expense to the individual sport accounts to facilitate full disclosure and enhance institutional and NCAA reporting requirements.

Responsibility: The Director of Athletics, Athletic Business Manager and the Fiscal Officer for External Affairs will be responsible for implementing the plan.

Timetable: Beginning immediately and ongoing.

2. Plan: Eliminate expenditures through Indiana University Foundation accounts.

Result: All athletic expenditures will be done through the IU Accounting System for complete financial reporting.

Responsibility: The Director of Athletics and the Athletic Business Manager will be responsible for implementing the plan.

Timetable: Planning will begin immediately and be implemented at the start of the next fiscal year (July 1, 1999)

3. Plan: Convert financial reporting for Intercollegiate Athletics to an accrual basis.

Result: Provide regular monthly accrual reports to enhance financial management of the intercollegiate athletic program.

Responsibility: The Director of Athletics, Athletic Business Manager and the RC Fiscal Officer will be responsible for implementing the plan.

Timetable: Planning will begin immediately and be implemented at the start of the next fiscal year (July 1, 1999)

FISCAL INTEGRITY

Appendices

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COMMITMENT TO EQUITY

INTRODUCTION

In February, 1998, the Commitment to Equity Subcommittee was constituted to assist in the preparation of the NCAA Division I Athletics Certification Self Study at Indiana University-Purdue University Indianapolis (IUPUI). The committee, chaired by Lillian Charleston, Affirmative Action Officer, developed a charge and process for its review work.

The IUPUI Commitment to Equity Subcommittee, comprised of faculty, staff, students and community members, was guided by the operating principles on gender and minority issues disseminated by the NCAA for Division I Athletics Certification. Not only did the self study incorporate the NCAA's operating principles on gender and minority issues, it also encompassed the thirteen program areas defined by key legislation relating to Title IX athletics compliance.

SELF-STUDY ITEMS

- 1. Describe any recent major changes in policy and organization that affect the institution's current efforts in matters related to the operating principles listed above regarding gender equity, minority opportunity and student athlete welfare, focusing on those implemented during the last three years. Explain how the institution is organized to further these efforts for both staff and students and provide evidence that matters concerning gender equity, minority issues and student-athlete welfare are monitored, evaluated and addressed on a continuing basis.**

The Policies of the Indiana University Board of Trustees, Indiana University, and IUPUI are designed to ensure equity throughout all university programs and activities. IUPUI was created in 1969, as an urban institution, from a merger of Indiana University and Purdue University academic programs. It has grown rapidly with student enrollment burgeoning from 13,000 students in 1969 to nearly 28,000 in 1998, making it the third largest campus in Indiana. Throughout its history, IUPUI has carefully incorporated strategies to ensure equitable opportunities for all irrespective of gender and race.

Since 1969, the IUPUI Intercollegiate Athletics Program has evolved in size, scope and level of competition. In 1972-73, IUPUI affiliated with the National Association of Intercollegiate Athletics (NAIA), and then moved to NCAA Division II in 1993-94. The Indiana University Board of Trustees approved IUPUI's proposal for NCAA Division I status on October 30, 1997.

Subsequently, the university filed a letter of intent with the NCAA to move to Division IAAA in May 1998. Although previous operating principles guiding

intercollegiate athletics at IUPUI were those adopted and disseminated by the NAIA or for NCAA Division II, the university has been and continues to be committed to equity in the operation of men's and women's sports.

IUPUI began expanding the intercollegiate athletics program prior to its bid for NCAA Division I status. In 1992, IUPUI created a full-time director of athletics position to administer the intercollegiate athletic program. Under the direction of the campus administration and the IUPUI Athletics Committee, a strategic plan was developed which would enable us to strive for "substantial proportionality" of women's to men's sports. (Inasmuch as females comprise about 58% of the student population, IUPUI made the commitment to strive for a similar representation in athletics by expanding sports offerings for women.) Recent plans focused on incrementally creating at least 14 varsity sports by 1999-2000 to achieve this objective. (See Appendix CE-1)

The plan for expansion follows:

<u>Year</u>	<u>Total Sports</u>	<u>Men's</u>	<u>Women's</u>
1995-1996	9	5	4
1996-1997	9	5	4
1997-1998	12	6	6
1998-1999	14	7	7
1999-2000	15	7	8
2000-2001	16	7	9

As more women's sports have been added and opportunities arise, efforts have been made to improve the gender and racial/ethnic composition of the Department of Intercollegiate Athletics and athletics boards, as well. Since 1995, the number of women's sports increased from four to six with an increase from six to eight female athletics staff. The number of Black staff increased from two to four. Although the number of women appointed to faculty-based athletics boards increased from zero to two, the representation on other advisory groups decreased from four to three.

IUPUI has a long-standing equal opportunity policy for employees, students, and candidates for employment. The Affirmative Action Office is charged with the responsibility to ensure non-discrimination in its programs, activities and employment, and to ensure compliance with University policies.

The Assistant Director of Athletics and the Compliance Coordinator/Academic Advisor have primary responsibility for issues relating to student athlete welfare. They work in coordination with the Undergraduate Enrollment Center, University College, academic units, and the Student Mentor Center to ensure that all athletes avail themselves of all university related activities, programs, and services. An

extensive orientation program has been developed to acquaint athletes with all aspects of the university.

Information gathered for Item 1 (See Appendix CE-2).

2. For the three most recent academic years, provide the gender and racial or ethnic composition for athletics department staff, etc. (Appendix 2)

Appendix CE-2, (Athletics and Institutional Personnel) shows that although females are represented within the Department of Intercollegiate Athletics staff, the proportion of females has not kept pace with the increase in size of the department. Future hiring efforts should focus on achieving the campus goal of 50% female professional employees in the athletics staff.

Examination of the representation of minorities on the coaching and administrative staff and athletics committee/board reveals that blacks and Hispanics are under represented. The Department of Intercollegiate Athletics must endeavor to recruit more minority staff. Additionally, future appointments to the athletics committee/board should include minority representation.

3. For the three most recent academic years, provide the gender and racial or ethnic composition for student-athletes who received athletics aid and for students generally. (Appendix CE-2)

Appendix CE-2, (Students Generally and Student Athletes on Athletics Aid) shows that the distribution of athletics aid for females has increased substantially over the past three years. Two women's sports were added in 1997 increasing athletics aid for women by 21. Moreover, the plan for future distribution will allot more aid to females in each succeeding year, demonstrating a continuing practice of program expansion. Appendix CE-4 contains the plan for athletic grants in aid for the period, 1997-98 through 2000-01. The female/male ratio of grants in aid will increase from 34 vs. 27.5 grants in 1997-98 to 56.8 vs. 41 in 2000-01.

Appendix CE-2 also displays the distribution of athletics aid by racial or ethnic groups. Although the number of awards to student athletes has increased over the past three years from 95 to 134, the distribution by race/ethnic group for athletes does not reflect the distribution for students generally. The greatest disparity exists for white athletes who receive a greater proportion of aid than white students generally (87% vs. 81%) do. Black athletes receive a smaller proportion of aid than black students do generally (9.7% vs. 11.4%).

4. For the three most recent academic years, provide the racial or ethnic composition of student-athletes who received athletics aid by the eight sport groups listed in the graduation-rates disclosure form. Also for those sports not at the varsity level for three years, indicate the year in which the sport was recognized by the institution as a varsity sport. (Appendix 2)

Appendix CE-2, (Men's and Women's Sports Teams) presents the Table 1b data on a sport-by-sport basis. The total number of athletes receiving aid increased from 96 in 1995-96 to 133 in 1997-98. With the addition of 3 sports (1 men's and 2 women's) in 1997-98, women increased from 34 awards to 47.8. Men's awards increased to a lesser degree from 27.5 to 38.

Appendix CE-2 also demonstrates that athletic aid awarded to minority athletes is concentrated in the sport of men's and women's basketball (9 of 13). This suggests that greater effort must be directed to recruiting minority athletes for all sports.

5. **For the three most recent academic years, provide the same data as requested in the 1990-91 NCAA gender-equity study. Comment on any trends or significant changes. (Appendix CE-3)**

Scholarships and Recruiting—Data reported on Appendix CE-3

The university's current practices relative to scholarships and recruiting demonstrate a commitment to the expansion of programs for women. An analysis of these trends follows.

Scholarships:

Over the last three years, there has been an appreciable increase in scholarship awards for female athletes as compared to male athletes. The number of awards for female athletes increased by 17.37 (260 %). Moreover, the number of female recipients increased by 28 (190 %) and the total dollars increased \$183,021, from \$93,375 to \$276,396 (296 %).

Although there was an increase in scholarships for male athletes over the three-year period, it was much less significant. The number of awards to male athletes increased by 13.7 (208 %). The number of recipients increased by 9 (114 %) while the total dollars increased \$155,285, from \$129, 573 to \$284,858 (220%).

Recruiting:

Amount of monies spent for recruiting student-athletes for women's and men's sports were markedly different over the three-year period. Funds spent to recruit for women's sports increased almost sixfold, from \$4,131 to \$24,499. Concurrently, the recruiting funds spent to recruit for men's sports decreased by \$5,346, from \$25,673 to \$20,327. This reallocation of funds reflects IUPUI's commitment to program expansion for women.

Participation Opportunities, Contests, Expenses–Data reported on Appendix CE-3

The data disclosed that IUPUI has demonstrated a practice of program expansion for women with respect to participation opportunities, number of contests, and allocation of operating expenses. An analysis of these trends follows.

Number of Participants:

The number of participants in women's sports has increased by 2 over the past three years, from 79 to 81, while the number of participants in men's sports has decreased markedly. The number of participants in men's sports has decreased from 159 to 104 for the period, 1995-96 through 1997-98. (This is due, in part, to caps imposed on team numbers by NCAA rules.)

Number of Contests:

The number of women's contests increased markedly, while the number of men's Contests remained relatively constant. For the period, 1995-96 to 1997-98, women's contests increased from 117 to 128, while men's contests increased from 119 to 121.

Operating Expenses:

The operating expenses allocated to women's and men's sports strongly reflect the university's commitment to the expansion of women's programs. Operating expenses for women's sports increased two and a quarter times from \$61,243 to \$137,549, while expenses for men's sports increased one and a quarter times from \$128,005 to \$163,342.

Coaching Opportunities and Salaries–Data reported on Appendix CE-3

It is not possible to draw meaningful conclusions regarding salary differences absent considerations of experience and market forces. However, analysis of coaching opportunities and salaries reflects a trend for allotting greater university resources for the expansion of women's sports. Although there was an appreciable increase in the numbers and base salaries of head coaches for women's sports, there were a greater number of male coaches. The number of head coaches for women's sports increased from 4 (1 full-time female, 1 part-time female, 2 part-time males) in 1995-96 to 7 (1 full-time female, 2 part-time females, 2 full-time males, 2 part-time males) in 1997-98. The number of head coaches for men's sports increased from 5 (2 full-time and 3 part-time males) in 1995-96 to 7 (4 full-time and 3 part-time males) in 1997-98. While the base salaries for both male and female coaches increased, the total base salary increase for women's sports was more significant, \$66,000 to \$120,264 compared to the increase for men's sports, \$97,500 to \$148,884. (As noted, however, 2 full-time and 2 part-time coaches of women's sports were male.)

The data revealed that male assistant coaches had more coaching opportunities

and received higher salaries than female assistant coaches do. The number of assistant coaches for women's sports increased from 1 full-time and 3 part-time females in 1995-96 to 6 (1 full-time and 2 part-time males, 3 part-time females) in 1997-98. The number of assistant coaches for men's sports changed from 7 (1 full-time and 6 part-time males) in 1995-96 to 7 (2 full-time and 5 part-time males) for 1997-98. A comparison of assistant coach salaries revealed a disparity by gender. Although there was an increase for women's sports, from \$31,000 to \$52,892, men's sports increased from \$40,500 to \$75,160 over the three-year period.

- 6. Describe the institution's educational enhancement programs (e.g., education regarding substance abuse, AIDS and nutritional education; career guidance and counseling; personal counseling; academic skills enhancement) available to student athletes. Describe practices/procedures in place to assure student-athletes' access to these programs.**

Educational Enhancement Programs

General university academic advisement, counseling, career planning, and wellness programs are available for and used by student-athletes. Specific programs have been developed to assure student-athlete success in academic endeavors. IUPUI's educational enhancement programs/activities for student-athletes include:

Student-Athlete Academic Advisement: Student-athletes are provided academic advisement and support by the Compliance Coordinator/Academic Advisor to assure their progress toward degree completion. The Compliance Coordinator/Academic Advisor obtains mid-semester evaluations from instructors of student-athletes regarding their academic progress. Follow-up measures such as tutorial assistance are recommended for student-athletes who are making unsatisfactory academic progress.

University College Learning Communities: New and transfer student-athletes are required to enroll in the Learning Community program as part of the University College curriculum. The Learning Community program provides an environment where students can easily make connections to other students, faculty, and campus resources and ensure a successful transition to college. A Learning Community is generally a one-hour course specifically designed to introduce students to college and the skills they will need to survive. Each Learning Community course is taught by a faculty member working with a librarian, technician, a counselor, and a student mentor.

Student-Athlete Mentor Program: Student-athletes are required to attend the University College Mentor Center during their first two years for study table and/or tutorial assistance. Mentoring, facilitated by a student mentor, includes academic assistance as well as orientation to university services, activities and programs.

Student-Athlete Orientation: All student-athletes are required to attend Student-Athlete Orientation prior to the start of the fall semester. The two-day orientation involves physical examinations and academic advisement, and covers many topics, including substance abuse, good health practices, sports medicine and training, effects of nutrition on performance, career guidance and counseling, personal counseling, eligibility rules, and academic skills enhancement.

Student-Athlete Handbook: Each athlete is provided a copy of the handbook which contains pertinent NCAA forms, information regarding university services and activities, College learning Center Athlete Expectations, time management tips, etc.

IUPUI Athletics Committee: The IUPUI Athletics Committee serves to foster University community confidence in the Intercollegiate Athletics Program by ensuring that the program is striving to meet the mission and goals for intercollegiate athletics at IUPUI. It is appointed by the Chancellor in consultation with the Faculty Council to monitor the athletics program relative to academics; monitor program compliance; participate in the development of and approve athletics policies; participate in the development of and plans for athletic programs, facilities, awards, and ticket pricing; evaluate the Director of Athletics; advise on personnel matters; and provide advice regarding the athletics budget, media contracts, and conference legislation.

Student-Athlete Advisory Committee: The Student-Athlete Advisory Committee is comprised of representatives from each athletic team. This committee meets monthly during the academic year with the Senior Woman Administrator to discuss common issues and concerns and to generate ideas and solutions for the well being of student-athletes. Issues raised are addressed by the Assistant Director of Athletics/Senior Woman Administrator and the Director of Athletics.

Community Service Projects: Athletes offer workshops to inner city youth at local neighborhood centers adjacent to the campus. These projects not only render service to the community, they also add immeasurably to the personal development of the athletes.

- 7. Describe the institution's process for conducting the student-athlete exit interviews required by the NCAA Constitution 6.3.2 and the means by which this information is used to better the student athlete experience. Describe other avenues available to student-athletes to provide input.**

Student-Athlete Exit Interviews

The IUPUI Department of Intercollegiate Athletics conducts exit interviews under the supervision of the Assistant Director of Athletics/Senior Woman Administrator. All student-athletes who are graduating, who have exhausted their eligibility, or who cease engaging in athletics for other reasons are provided with a "Student-Athlete Exit Interview" questionnaire and letter. They are encouraged to fill out and return (in a pre-paid envelope) the "Student-Athlete Exit Interview"

and schedule an interview with the Assistant Director of Athletics/Senior Woman Administrator. The one-on-one interview gives the student-athlete the opportunity to state his or her opinion on the value of his or her athletic experience; the extent of the athletic time demands on the student-athlete experience; student-athlete's concerns related to the administration of the student-athlete's specific sport(s).

Questions from the "1997-98 Student-Athlete Exit Interview" are included in Appendix CE-5. To maintain confidentiality, student-athletes are instructed to omit their names from the exit interview questionnaire. The questionnaires are collected by the Assistant Director of Athletics. The Assistant Director of Athletics provides a written report summarizing the major issues of the one-on-one interview to the Director of Athletics. At the conclusion of the academic year, the Assistant Director of Athletics provides a report summarizing the "Student-Athlete Exit Interview" questionnaire to the Director of Athletics, Faculty Athletics Representative, and the coaching staff. Problems and concerns identified during the exit interviews are addressed by the Director of Athletics and the Assistant Director of Athletics/Senior Woman Administrator.

IUPUI Evaluation of Coaching Staff by Student-Athletes

Another avenue available to student-athletes to provide input is the "IUPUI Evaluation of Coaching Staff by Student-Athlete" questionnaire. The Department of Intercollegiate Athletics administers the "IUPUI Evaluation of Coaching Staff by Student-Athlete" questionnaire with all continuing student-athletes under the supervision of the Director of Athletics or the Assistant Director of Athletics/Senior Woman Administrator. Each coach schedules a date after the primary season has concluded. The returning team is required to attend. To maintain confidentiality, student-athletes are instructed to omit their names from the questionnaire.

An opportunity is also provided for team members to state their opinion in an open forum with the Director of Athletics or the Assistant Director of Athletics/Senior Woman Administrator. A written report summarizing the "opinions" of team members is attached to the evaluation and given to the coach. Problems or concerns are addressed by the Director of Athletics and the Assistant Director of Athletics/Senior Woman Administrator.

The IUPUI Evaluation of Coaching Staff by Student-Athletes is contained in Appendix CE-6.

Director of Athletics and Assistant Director of Athletics/Senior Woman Administrator

The Director of Athletics and Assistant Director of Athletics/Senior Woman Administrator have an open door policy and entertain all student-athlete issues, concerns and recommendations. Student-athletes are made aware of the open door policy during the mandatory Student-Athlete Orientation held prior to the

beginning of classes in the fall. As well, this policy is communicated orally to the Student-Athlete Advisory Committee and at individual team meetings.

Student-Athlete Advisory Committee

The Student-Athlete Advisory Committee conducts peer surveys with the goal of obtaining input to improve athletics at IUPUI. Survey results are compiled and communicated to the Director of Athletics and coaching staff. Problems and issues are addressed immediately.

8. Describe current policy, organization and resource allocation related to student-athlete or athletic support services (e.g., sports information, marketing and promotions, sports medicine, strength and conditioning, training-room services, sports equipment, travel and per diem, facilities) for both male and female athletes.

It is IUPUI's policy to provide sports information, marketing, promotions, sports medicine, strength and conditioning, training-room services, sports equipment, travel and per diem, and facilities to all student-athletes, both males and females, irrespective of race or national origin.

In its efforts to expand the women's program at IUPUI, for 1997-98, there was a considerable difference in the operating expenses allotted for women's and men's sports. Women's sports were allotted \$148,846 in operating expenses for 81 female athletes (\$1837.60 per female athlete). Men's sports were allotted \$163,342 for 104 male athletes (\$1570.60 per male athlete). Other analyses follows:

a. Marketing, Promotions and Sports Information

There is disparity between men's and women's teams, and between high-visibility and low-visibility sports. These disparities result from dictates of the market and media attention, interest and reporting, not from the lack of University information releases or press releases.

The program of notifying hometown newspapers of athletes' accomplishments operates without gender discrimination. Under the direction of the new Sports Information Director, media guides are being developed for all teams. However, media attention is difficult to attract to a sport or team that does not have a substantial fan following.

Marketing, promotional publications reflect the current race/ethnic composition of sports teams. However, in order to attract more minority athletes, more attention should be devoted to ensure that all marketing and promotional publications also address the diversity of the campus and Indianapolis community.

b. Training Room Services and Sports Medicine

Training room facilities and sports medicine offerings are similar for all sports. All sports—men’s and women’s—are given equal access to training room facilities and equal attention from the sports medicine staff. No one is denied treatment due to gender or minority status, or because of the sport the athlete plays. However, the staffing is inadequate to meet the needs of the expanding athletic program.

c. Strength and Conditioning

Customized training programs are developed for each individual team. Each athlete is monitored closely by the Strength and Conditioning Coach.

Training programs are provided in two locations, the Natatorium and the National Institute for Fitness and Sports.

d. Sports Equipment and Supplies

The allocation of resources for equipment and supplies for both male and female athletes was found to be equitable between comparable sports. However, low visibility sports have not been allocated the same level of resources as the high visibility sports. Moreover, each team has its own budget which may be allocated at the discretion of the coach. Additionally, teams may participate in fund-raising activities to improve their budget situations.

e. Travel and Per Diem

Although comparable men’s and women’s teams are allocated similar amounts for travel and per diem, expenditures sometimes vary. Moreover, written guidelines have not been developed to ensure equitable treatment across genders and sports.

f. Facilities Resource Allocation

A master schedule for use of facilities is developed by the Director of Athletics after he has consulted with both the men’s and women’s coaches. Coaches are afforded the opportunity to identify their preferences for practice times. Where several teams require the use of a facility during a season, they are expected to cooperate and share resources. Sports teams which are “in season” have priority for the use of facilities. Although facilities are allocated on an equitable basis, the Subcommittee was in agreement that current facilities are inadequate to support the IUPUI athletic program expansion.

The order of priority for use of facilities follows:

1. In-season sports
2. Pre-season sports
3. Out-of-season sports

EVALUATION AND PLAN FOR IMPROVEMENT

Indiana University-Purdue University Indianapolis (IUPUI) and its Department of Intercollegiate Athletics are in substantial conformity with the principles set forth in this section. There are, however, areas in which the athletics program can improve its implementation of these principles. (See recommendations for further discussion.)

It is the belief of the Subcommittee on Equity that the University and Department of Intercollegiate Athletics are both committed to the operating principles and are continually striving to improve the program.

The Commitment to Equity Subcommittee found that the activities of the athletics program are consistent with the mission and purpose of the institution. The Department of Intercollegiate Athletics encourages high academic standards, as supported by the higher GPA of athletes compared to the general student population. It also provides programs to facilitate a student-athlete's academic success without compromising academic integrity. University policies are followed by the Department of Intercollegiate Athletics to assure gender and racial/ethnic equity.

It is important to note that as IUPUI created the Division I model for its athletics program, measures were undertaken to assure equitable opportunities for all student-athletes and employees, irrespective of their gender or race/ethnicity. Using guidance from NCAA rules and regulations and University policies, internal practices have been modified to achieve greater gender and racial/ethnic equity, assure student-athlete welfare, and emphasize academic excellence. Finally, as demonstrated by the data, the University is taking deliberate measures to develop a substantial women's sports program. Moreover, specific measures are being developed to increase the number of minority staff and more greatly sensitize coaches and staff to issues of diversity and gender equity.

**RECOMMENDATIONS
AND
PLAN FOR IMPROVEMENT**

Issues Identified in the Self-Study	Intended End Result	Responsible Offices/Persons	Timetable
<p>Insufficient funding to address salary equity issue.</p> <p>Develop strategy to ensure salary equity and address inequities which may exist among head coaches. Strategy should include salary guidelines with ranges.</p>	<ul style="list-style-type: none"> • Address disparity between men’s and women’s head coach salaries. • Attract highly qualified female and minority coaches 	<p>Director of Athletics, Vice Chancellor for External Affairs, Chancellor</p>	<p>Adjustments initiated June 1998; Ongoing</p>
<p>Insufficient number of women and minorities in coaching and administrative positions.</p> <p>Recruit and hire more women and minorities.</p>	<ul style="list-style-type: none"> • Provide a more equitable distribution of coaching opportunities. • Improve role models for female and minority athletes 	<p>Director of Athletics, Assistant Director of Athletics</p>	<p>Initiated Summer 1998; Ongoing</p>
<p>Racial/ethnic diversity absent in some sports.</p> <p>Develop and implement recruitment strategies to attract more racial/ethnic minority athletes for representation on all athletic teams.</p>	<ul style="list-style-type: none"> • Increase the participation of minority athletes in the IUPUI athletics program. 	<p>Director of Athletics, Assistant Director of Athletics, Coaches</p>	<p>Initiate Fall 1999; Ongoing</p>
<p>Need for diversity and sexual harassment training for coaches and staff.</p> <p>Enhance the understanding and sensitivity of coaches and administrative staff to issues of diversity and sexual harassment through training initiatives.</p>	<ul style="list-style-type: none"> • Improve racial/ethnic sensitivity and awareness of issues regarding sexual harassment among staff. • Create and maintain a welcoming climate for minority and female athletes, staff and coaches. 	<p>Director of Athletics, Vice Chancellor for External Affairs, Affirmative Action Officer</p>	<p>Initiate Spring 1999; Ongoing</p>

<p>IUPUI has proposed expansion of its athletics program from 12 to 16 sports by the year 2001. Most (3 of the 4 new sports will be for women.)</p> <p>To ensure that women's teams are provided resources on an equitable basis, develop a plan for increasing funding to the athletics program budget.</p>	<ul style="list-style-type: none"> • Provide adequate budgets to the new women's teams. • Increase team budgets relative to ensure provision of basic equipment, supplies, and travel. • Provide more opportunities for publicity of women's teams. 	<p>Chancellor, Vice Chancellor for External Affairs, Director of Athletics</p>	<p>Ongoing</p>
<p>Absence of basic guidelines for travel and per diem, acquiring sports equipment, and fund-raising activities.</p> <p>Develop standards and guidelines for travel, per diem allocation, equipment allocation, and fund-raising</p>	<ul style="list-style-type: none"> • Ensure equitable treatment of athletes across genders and sports • Ensure minimum standards for team travel • Establish equitable means of allocating equipment. • Establish parameters for fund-raising 	<p>Director of Athletics, Athletics Business Manager, Assistant Director of Athletics</p>	<p>Fall 1999</p>
<p>Insufficient training room and competition facilities to support the needs of the proposed athletics program expansion.</p> <p>Develop an athletics facilities plan which includes competition facilities, practice facilities, office and locker room space for each of the 14 intercollegiate sports programs, and training rooms.</p>	<ul style="list-style-type: none"> • Based on the athletics facilities plan, Provide more facilities for locker rooms, team practices and competitions. • Eliminate need for teams to share locker rooms with visiting teams. • Provide adequate office space for all coaching staff 	<p>Chancellor, Vice Chancellor for External Affairs, Director of Athletics</p>	<p>Ongoing</p>

<p>Athletic publications sometimes lack the diversity of the IUPUI campus and athletics.</p> <p>Develop and implement strategies to increase the visibility of minorities in athletic publications</p>	<ul style="list-style-type: none"> • Display the diversity of the campus and staff to enhance opportunities for recruiting minority athletes, coaches and staff 	<p>Sports Information Director, Director of Athletics</p>	<p>Initiated July 1999; Ongoing</p>
<p>Disparity in resources applied to team essentials by individual teams (uniforms, travel, etc.)</p> <p>Identify funds that can be utilized to reduce fund-raising activities by team members.</p>	<ul style="list-style-type: none"> • Eliminate the necessity for teams to fund-raise for essential equipment, travel and fundamental aspects of the sport. • Free up more time for student athletes to direct to studying and academic excellence. 	<p>Director of Athletics, Athletics Business Manager, Coaches</p>	<p>Fall 1999</p>
<p>Athletic training and medical staffs insufficient to support the athletics program expansion.</p> <p>Hire or contract for full-time female and/or minority athletic trainer, and female physician</p> <p>Consider expansion of athletics trainer program to provide more trainers for team competitions.</p>	<ul style="list-style-type: none"> • Provide greater diversity in the athletic support staff. • Provide medical staff who can address specific needs of female athletes. • Ensure that trainers are available for all athletic competitions and practices 	<p>Director of Athletics, Assistant Director of Athletics</p>	<p>Initiate Fall 1999; Ongoing</p>

COMMITMENT TO EQUITY

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