

COIA PROPOSALS AND EVALUATION

Section	COIA PROPOSALS	CURRENT PRACTICES	EXPLANATION OF CURRENT PRACTICES
1.1	<u>Institutional Admission and Recruiting Policies</u>		
1.1.1	Student-Athletes should be admitted based on their potential for academic success and not primarily on their athletic contribution to the institution. General admissions policies should be the same for all students, student-athletes and non-student-athletes. Campus administrators and campus faculty governance bodies should work together to develop admission policies consistent with the educational mission of the institution.	1 (4)	Student-athletes currently are admitted based on their academic and athletic potential. Prospective student-athletes must apply to Indiana University in the same manner as the general student body. Admissions will only admit students who are academically qualified and this is the case for student-athletes as well. It must be noted there is subjectivity in admissions for students who possess special skills and talents, such as in athletics, music or the performing arts. Such students can be said to be admitted primarily on the basis of their special non-academic ability. There is a faculty sponsorship process available to all prospective students. There is a committee involved with the selection of these prospective student-athletes and all voting is done by faculty after a thorough review of the prospective student's academic record and potential for academic success at Indiana University. Faculty sponsorship is a process that is constantly being reviewed by campus and it is important to note that the Athletics Committee reviews the process frequently and rigorously through a standing committee.
1.1.2	The academic profiles of freshman or transfer student-athletes as a group and by sport should be similar to those of the entering freshman class or the non-athlete transfer cohort, as applicable. Data on the academic profiles of entering student-athletes and non-student-athletes should be reviewed at least annually by the Campus Athletics Board or the campus faculty governance body.	2	As the academic profile of incoming students rises for the general student body, there has been increased pressure on our coaches to raise the standards of recruited student-athletes. As admission standards have risen, the number of faculty sponsored students has risen as well. Despite the increase in standards and sponsorship numbers, faculty sponsored students represent only 11% of the overall student-athlete population at present. The data and academic profiles of prospective student-athletes is rising across the board and we are confident that coaches will continue to recruit students who are well-prepared academically. Data will be collected to compare incoming student-athlete profiles as a whole (rather than by sport) with those of the student body.
1.1.3	Special admissions of freshman and transfer student-athletes should reflect the same philosophy as special admissions of non-student-athletes. Data on the academic performance of student-athlete special admits should be reviewed at least annually by the Campus Athletic Board or the campus faculty governance body.	1	Special admissions of freshman and transfer student-athletes currently reflect the same philosophy as special admissions of non-student-athletes. However, at present the process for pursuing sponsorship is far more rigorous for student-athletes than general students. A subcommittee of the Athletics Committee thoroughly reviews a prospective student-athlete's academic file and assesses his/her potential for success at IU prior to awarding sponsorship. It is worthy of note that a special committee is reviewing sponsorship campus-wide, and early indications are that the athletics protocol will be considered as a potential model. The athletics sponsorship data is reviewed on a regular basis by the athletic administration as well as the Athletics Committee of the Bloomington Faculty Council. Their numbers have decreased in the past year as compared to the student body.
1.1.4	Faculty should be involved in developing and overseeing campus policies regarding recruiting of student athletes.	1	The IU Athletic Department recruiting policy was approved as an institutional policy by the President of the University as well as the Athletics Committee, a compliance committee, the sport administrators group and various other constituent groups. In addition, the faculty sponsorship sub-committee of the Athletics Committee oversees the faculty sponsorship process. The Athletics Committee adopted the most recent document in 2004.

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1.2	<u>The Primacy of Academics</u>		
1.2.1	No academic programs or majors should be designed specifically for student-athletes or created for the purpose of allowing student-athletes to maintain their eligibility. Qualified student-athletes should be allowed and in fact encouraged to pursue the major of their choice and to have the same access to academic classes and programs as other students without explicit or implicit athletic consequences. Data on student-athletes' choice of major should be gathered and evaluated by the campus faculty governance body or the Campus Athletic Board and should also be provided to all prospective recruits.	1	Current academic advising practices center around assisting students in deciding which major will be the best possible fit for their future endeavors. There are no majors at IU-Bloomington designed for student-athletes. Qualified student-athletes are encouraged to follow their goals and desires towards the major of their choice and to embark on coursework that will prepare them for future careers beyond athletics. The NCAA does have satisfactory progress rules that limit changing majors for student-athletes and there are occasions where certain majors may be more difficult due to athletic commitments but there has been excellent communication with campus advisors and faculty that make it possible for our students to pursue their major of choice. In addition, coaching staffs have been flexible when needed in order for their student-athletes to accomplish their goals academically. The Athletics Committee also reviews a breakdown of majors in each sport and compares them to the undergraduate student body every few years. Curricula were reviewed during our recent cycle of research in conjunction with NCAA Certification.
1.2.2	To preserve academic integrity, the campus faculty governance body or the Campus Athletic Board should monitor student-athlete enrollment by course.	2	Currently, we internally monitor the student-athlete enrollment by course. In addition, this matter was reviewed as part of a larger assessment of the effectiveness of priority registration for student-athletes. The Athletics Committee will review this matter every three years.
1.2.3	Academic Progress Rate (APR), Graduation Success Rate (GSR) and other available graduation rate data should be reviewed annually by the campus faculty governance body to sustain processes that will improve the academic success and graduation rates of student-athletes	1	The most recent APR, GSR and graduation rate numbers are public knowledge and are updated internally as soon as the numbers are released publicly every year. The President, athletic administration and Athletics Committee are updated at least annually and in most cases, on several occasions throughout the year. This is also part of the annual report to the Bloomington Faculty Council.
1.2.4	The NCAA should continue to enforce rigorously contemporaneous and historical penalties for teams and institutions that fail to meet NCAA, APR and GSR standards	N/A	As an NCAA member institution, we abide by the rules and regulations as established by the NCAA as they pertain to all measures regarding NCAA, APR and GSR standards.
1.2.5	To ensure that student-athletes are acquiring the educational foundation leading to a degree, athletic eligibility shall be dependent on the maintenance of a minimum cumulative GPA of 2.0 on a 4.0 scale	4	Student-athletes must meet the same institutional standards as required for the general student body. As a member of the Big Ten Conference, we abide by and regulate student-athlete eligibility based upon the standards set forth by the Conference, the NCAA and Indiana University. The Big Ten Conference has the most rigorous eligibility standards of any conference in the country. We feel that maintaining a consistent standard for general students and student-athlete is appropriate and fair.

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<p>2.1</p> <p>2.1.1</p>	<p><u>Athletics Scholarships</u></p> <p>Athletics scholarships should be awarded on a year-by-year basis with the presumption that they should be renewed up to four times for a total award of five years, or until graduation, whichever comes first, for students who are in good academic standing, conform to campus codes for student behavior, conform to the athletics department's standards of conduct, and adhere to team rules. Institutions should establish criteria and a mechanism for revoking a scholarship. The final authority for revoking a scholarship should rest with the campus' chief financial aid officer or with the chief academic officer. A student awarded an athletics scholarship who is no longer participating in athletics should be counted against the NCAA maximum number of awards for that sport, unless the scholarship is revoked.</p>	1	<p>Athletic scholarships are awarded on a year-by-year basis with the assumption that the student-athlete will be renewed each year until graduation. The Big Ten Conference regulates that all student-athletes must be able to graduate within five years, which is excellent incentive for graduation by the end of that time period. In addition, student-athletes must abide by the athletic department code of conduct as well as the IU general code of conduct for students in order to be eligible for renewal. Students who are on scholarship but not participating do count against the NCAA maximum number of awards for that sport except in the case of medical hardship. There is a very rigorous appeals process for a student-athlete who is not renewed. This is the regular process for all students who are appealing financial aid procedures. The final decision is made by an appeals committee consisting of the chief financial aid officer or designee, students, faculty and staff, all of whom have no ties to athletics. In addition, there is a solid system of internal documentation that is required in order for a scholarship to be non-renewed.</p>
<p>2.2</p> <p>2.2.1</p>	<p><u>Competition and Practice Scheduling</u></p> <p>Individual athletic competitions, as distinct from conference, regional and national tournaments and championships, shall not be scheduled during final exam periods unless an exception is granted by the Campus Athletic Board or equivalent</p>	1	<p>Conference and institutional policy dictate that no individual competition can be scheduled during finals week of classes. A waiver is required for special circumstances and the Academic Issues Sub-committee of the Athletics Committee must oversee this process and give final approval.</p>
<p>2.2.2</p>	<p>Individual athletic competitions and associated travel should be scheduled to minimize lost class time. Institutional policies designed to minimize lost class time should be described.</p>	1	<p>At the current time, student-athletes are limited to 8 missed class days per semester due to travel for athletic competition. This is a Big Ten Conference policy. Any additional days are treated as exceptions and must be pre-approved by the Academic Issues Sub-committee of the Athletics Committee, with support from the sport administrator and Associate Athletic Director for Student Development and Compliance.</p>
<p>2.2.3</p>	<p>Athletically-related activities (e.g. formal and informal practices, team meetings, and any activities at which the attendance of student-athletes is required) should be scheduled outside the prime times for academic classes. Each institution should explain how it achieves this scheduling goal.</p>	1	<p>Practice schedules are distributed to student-athletes and academic advisors prior to registration. This enables students to create a schedule that works towards their degree progress and eliminates conflicts between academics and athletics. Priority registration also allows student-athletes to avoid conflicts between academic classes and athletic activities. In addition, Life Skills activities, seminars and guest speakers are specifically scheduled to avoid any class conflicts and/or academic requirements.</p>

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2.3 2.3.1	<p><u>Integration into Campus Life</u></p> <p>Life skills and personal development programs for student-athletes should have as a goal the integration of the student-athlete into the rest of the student population. These programs should help student-athletes develop an appropriate balance between their athletic time requirements and their paramount need for academic and social integration. Administrators, faculty and athletic departments should mitigate the time demand on student-athletes to allow them to pursue the full range of educational experiences open to other students.</p>	2	<p>Our current Life Skills program consists of a multitude of programs designed to engage student-athletes in activities that go beyond the athletics. These programs are voluntary in nature but provide substantive information and a balance between academics and athletics. Students are also strongly encouraged to attend campus workshops and activities taking place on campus. Furthermore, the NCAA limits the number of hours that a student-athlete can practice, compete or train for their sport and these rules are adhered to strictly and consistently monitored by athletic department staff and administrators. The office of Student Development and Compliance reports through the Office of Diversity, Equity and Multicultural Affairs (DEMA). This has given student-athletes and staff the opportunity to assimilate, form partnerships and build bridges across campus. There are currently ongoing initiatives to partner with the Career Development Center on campus as well as the Office of Mentoring Services and Leadership Development to broaden the scope of the student-athlete experience.</p>
2.4 2.4.1	<p><u>Campus Integration of Academic Advising for Student-Athletes</u></p> <p>Academic advising and academic support for student-athletes should be structured to give student-athletes as valuable and meaningful an educational experience as possible and not just to maintain their athletic eligibility.</p>	1	<p>The Student Development and Compliance unit currently reports to DEMA along with other academic support units. Academic advising and support for student-athletes is comprehensive and focused on the development of major selection leading to progress towards degree and the ultimate goal of graduation. Furthermore, the enhancement of the student-athlete experience is valued greatly and the advising support put in place is geared towards providing a holistic experience for student-athletes as they maintain their eligibility status.</p>
2.4.2	<p>The academic advising facility for student-athletes should be integrated into and report through the existing academic advising structure and not through the Athletics Department.</p>	1/4	<p>Academic advising is highly integrated into campus advising currently. All athletic academic advisors are also University Division advisors who mainly monitor first and second year students. We attend regular staff meetings, trainings and events through University Division. However, the athletics academic center is exclusively for student-athlete use and is not incorporated with other campus advising centers.</p>
2.4.3	<p>The campus academic advising structure or the office of the chief academic officer should have oversight of and regularly review the academic advising of student-athletes.</p>	1	<p>The Associate Athletic Director for Student Development and Compliance currently has a dual report to the Office of Diversity, Equity and Multicultural Affairs as well as the Athletic Director. There is regular and consistent dialogue to discuss all aspects of the Student Development and Compliance operation. Discussion has taken place to determine the proper reporting line for this unit. Big Ten Conference policy specifies athletic advising should report to the University's chief academic officer.</p>
2.4.4	<p>Athletic academic advisors should be appointed by and work for the the campus academic advising structure and not solely for the Athletics Department.</p>	1	<p>Athletic academic advisors currently are employed the Office of Diversity, Equity and Multicultural Affairs (DEMA). The Vice President of DEMA in conjunction with the Athletic Director approve all hiring.</p>

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<p><u>3.0</u></p> <p>3.1</p>	<p><u>Campus governance of Intercollegiate Athletics</u></p> <p>Each NCAA member institution should establish a Campus Athletic Board. The charge of this Board should be to monitor and oversee campus intercollegiate athletics. A majority of Board members should be tenured faculty who should be appointed or elected through rules established by the campus faculty governance body. The Faculty Athletic Representative should be an <i>ex officio</i> voting or non-voting member of the Board. The chair of the Board should be a senior (tenured) faculty member. An Athletic Director should not be chair.</p>	1	<p>Our version of the Campus Athletic Board is called the Athletics Committee. The voting members of the board are faculty members elected by the BFC, alumni and student members appointed by the president, and the chair and faculty representative appointed by the president. The majority of the committee's voting members are faculty members, all of whom are currently tenured. In addition, the Faculty Athletic Representative is an <i>ex officio</i> voting member. The Athletic Director and Senior Woman Administrator are also <i>ex officio</i> members but do not have a vote, as well as a representative from the President's office. The current chair is a tenured faculty member who is the Dean of the Graduate School.</p>
3.2	<p>Major athletic department decisions (e.g. hiring of the athletic director and key athletic department personnel, changes in the total number of intercollegiate sports, initiation of major capital projects, etc.) should be made in consultation with the Campus Athletic Board and leaders of the campus faculty governance body and appropriate faculty committee(s).</p>	1	<p>Major athletic department decisions are made in consultation with the Athletics Committee. Major decisions such as the hiring of high profile coaches are made by the Athletic Director with the assistance of certain faculty committees that are appointed. In addition, the personnel sub-committee of the Athletics Committee is consulted on all hiring's of coaches.</p>
3.3	<p>The Faculty Athletic Representative (FAR) should be appointed by the University President based on recommendation by the campus faculty governance body. The FAR appointment should be made for a specific term and a review of the performance of the FAR should take place prior to reappointment. Such a review should include meaningful participation by the campus faculty governance body, or the Campus Athletic Board.</p>	1/3	<p>The Faculty Athletic Representative is appointed by the University President by recommendation of the Bloomington Faculty Council but does not currently have a specific term. He or she is considered "at -will" in the current structure. By recommendation of the Athletics Committee, it is proposed that the Faculty Athletic Representative be appointed for a renewable five year term and that a review occur at the end of each term consistent with the process for other campus and university administrators.</p>
3.4	<p>The Athletic Director, Faculty Athletic Representative and the Campus Athletic Board chair should report orally and in writing at least once a year to the campus faculty governance body. Their reports should include a focus on academic benchmarks including the APR, GSR, graduation rates and the percentage and progress of student athlete special admits.</p>	1	<p>The Athletic Director, Faculty Athletic Representative and the chair of the Athletics Committee do report annually each year to the Bloomington Faculty Council. Among other things, there is a focus on APR, GSR, graduation rates, budgetary items and facility matters.</p>
3.5	<p>Leaders of campus faculty governance body should report annually to the University President (1) that the faculty has been able to fulfill its responsibilities in regard to athletic governance, or (2) that it has not, in which case the report should specify the obstacles that have prevented it from doing so. These reports should be made available to the NCAA during re-certification.</p>	1	<p>The Athletics Committee meets with the Bloomington Faculty Council annually and with the President once or twice a year to report on the Athletics Committee's work with the athletic department and to give recommendations with regard to whether or not the Committee has fulfilled its responsibilities. In addition, the Bloomington Faculty Council is responsible for reporting any other ongoing concerns or issues at that time. There is tremendous campus involvement in the NCAA Athletics Certification process.</p>

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4.0	<u>Fiscal Responsibility</u>		
4.1	The Athletic Department's budgets, revenues and expenditures should be transparent and aligned with the mission, goals and values of the institution. The University President should take the lead to ensure that fiscal reports, including dash board indicators as listed in the 2006 NCAA Presidential Task Force report, are issued annually and made available to the campus faculty governance body. The President should work closely with faculty leaders, existing faculty committees, and athletic department personnel to achieve these goals.	1	The Athletic Department's budgets, revenues and expenditures are transparent as they must be approved and viewed by several constituent groups on campus who have oversight. These include the Chief Financial Officer for the University, the President, the Budget Director for the University as well as the Board of Trustees. There is also oversight by the Athletics Committee finance sub-committee. There are quarterly meetings that take place to discern what decisions are being made and to insure compliance with university accounting policies and procedures. This is also a time to address ongoing issues or concerns that may develop.
4.2	The overall annual growth rate in the Athletic Department's operating expenditures should be no greater than the overall annual growth rate in the university's operating expenditures.	4	The Athletics Department has been operating in the black in the last few years and is self-sustaining at present. The annual growth rate of the budget in athletics should be comparable to the ability to raise revenue to support that budget. The main cost element remains tuition and the cost of room and board. Corresponding scholarship dollar levels rise to keep pace with university rates.
4.3	The athletic department budget should be integrated into the university general budget process where feasible. The proposed athletic department budget should be evaluated by the same process as the budget for academic units.	1/4	For transparency purposes, the Athletic Department budget should kept separate. The Athletic Department develops a preliminary budget each year with the oversight of the University's Chief Financial Officer, the University President, Budget Director, the Board of Trustees and Finance sub-committee. This process assesses all applicable areas of the athletic department including but not limited to the business office, coaches, sport administrators, recruiting, travel, equipment, salaries, etc.
4.4	The University President should take the appropriate steps to fuse athletic fundraising efforts into those of the rest of the university, including eliminating separate, athletic-only 501 © (3) entities and establishing faculty representation on the board of the institutional fund-raising entity.	1	As with other units on campus, the current structure of athletic fundraising efforts incorporates several national and campus entities that both support and provide oversight into fundraising efforts. The President of the University, The Indiana University Foundation, the IU Foundation Board of Directors, the BFC foundation committee as well as other campus constituencies all play a key role in development efforts. In no way are the athletic fundraising efforts a separate venture. All of these entities work in collaboration and are not separate entities.
4.5	Commercialization policies in athletics should be comparable to other commercialization policies conducted throughout the University and should include meaningful faculty participation in their oversight.	1	Athletic Department commercialization is fundamentally different than other departments on campus in that much of the athletics revenue generation is unique to Athletics. All commercialization policies in athletics must be approved with oversight by the Athletics Committee. It is comparable to general IU policies concerning commercialization throughout the University as there is faculty participation on all levels.

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