



THE SPIRIT OF **24** INDIANA sports **ONE** team

IMPACTING LIVES. CHANGING THE WORLD.

Presentation to the

Bloomington Faculty Council

by the

Department of Intercollegiate Athletics

January 15, 2019

VALUES

IU Athletics believes being a value-based organization is a critical component to achieving our priorities, particularly during an era of unprecedented change in intercollegiate athletics.



VALUES

WATCH YOUR THOUGHTS;
THEY BECOME WORDS.

WATCH YOUR WORDS;
THEY BECOME ACTIONS.

WATCH YOUR ACTIONS;
THEY BECOME HABITS.

WATCH YOUR HABITS;
THEY BECOME YOUR CHARACTER.

WATCH YOUR CHARACTER;
IT BECOMES YOUR DESTINY.



VALUES

OUR PRIORITIES

1. PLAYING BY THE RULES;

2. BEING WELL IN MIND, BODY, AND SPIRIT;

3. ACHIEVING ACADEMICALLY;

4. EXCELLING ATHLETICALLY; AND

5. INTEGRATING WITH THE UNIVERSITY.



VALUES

IN ADDITION . . .

- Take our jobs seriously, not ourselves.
- Be loyal. (Blind Loyalty is not loyalty.)
- Presume good faith. (The “Presupposition”.)
- Care for the whole person. (“Cura personalis”.)
- Connect with each other.
- Promote diversity and inclusivity (especially as to race, sexual orientation, religious affiliation, and gender identity).
- Follow the Golden, or maybe Platinum, Rule.
- Be demanding, but demeaning.
- Have fun!
- We attract what we project.
- We are what we tolerate.
- Take criticism seriously, not personally.



VALUES

OUR CREED

THE SPIRIT OF 24 INDIANA sports ONE team

IMPACTING LIVES. CHANGING THE WORLD.

We are able people of integrity who play by the rules.

We are well in mind, body and spirit.

We reach our highest academic potential and earn Indiana University degrees.

We reach our highest athletic potential and win championships.

We are unselfish leaders and teammates.

We represent Indiana University with passion, appreciation, respect and distinction.

We are positive, responsible, inclusive and integrated with our University.

We are a part of something bigger than ourselves.



VALUES

BILL OF RIGHTS

1 COST OF EDUCATION:
Full scholarships pay all costs of the student athlete's undergraduate education, including tuition, room and board, books, and fees. Equivalency scholarships pay for specific expenses, such as emergency airfare percentage of costs, summer school, a fifth school year, and/or an "athletic redshirt year." May also pay for through scholarships when needed, available, and earned. Once approved by the NCAA, Indiana University will also provide as part of our scholarships a non-refundable expense allowance to cover the full cost of attendance. While some scholarship student athletes do not receive full equivalency scholarships, they receive all non-scholarship related benefits provided for all student athletes as set forth here.

2 FOUR YEAR FULL HEAD COUNT SCHOLARSHIP COMMITMENT REGARDLESS OF INJURY, ILLNESS, OR ATHLETIC PERFORMANCE:

Every full head count scholarship student athlete, regardless of sport, entering Indiana University receives a four year scholarship to assure the time needed to earn an undergraduate degree. Equivalency scholarship commitments may be year to year. All scholarship awards have in writing the amount, duration and any conditions of the award. Scholarship terms are not reduced unless the student athlete voluntarily leaves the team, becomes ineligible, or violates university or department policy or team rule. Any reduction of a scholarship's terms must be approved by an independent panel of faculty members whose decision on the matter is binding and final. Scholarship terms will not be reduced because of a student athlete's injury, illness, or physical or mental condition nor on the basis of a student athlete's athletic performance or contribution to the team's success.

3 LIFETIME DEGREE GUARANTEE

Indiana University has a lifetime degree guarantee for all of our scholarship student athletes to earn an Indiana University undergraduate degree, even if they leave school early but decide later in life they want to finish. This extraordinary commitment corresponds to the similarly extraordinary commitment of time our student athletes spend on athletics, in addition to academics, to meet the expectations of their scholarships. Under our "Nopears for Life" program, Indiana University will pay the tuition plus books and fees for an Indiana University undergraduate degree for a full equivalency scholarship student athlete who leaves school early in order to fully enjoy and pursue a professional athletics career, or for any other reason. Former student athletes may take part in this program who were eligible to play for at least two seasons at IU, were eligible and a student in good standing under university and department policies as well as team rules when they left school, did not leave IU to transfer to another school, and are readmitted to IU consistent with currently applicable degree requirements and other institutional admissions policies and procedures. Recognizing the inclusive philosophy behind this policy, even if the former student athlete fails to meet all of their criteria to re-enroll, they can still participate in the Nopears for Life program if the Athletic Director finds compelling reasons for him or her to do so. Former student athletes who transfer under the Nopears for Life program will meet with an academic advisor to create a degree completion plan (which they will be expected to follow) and will be supported by existing academic and learning services, just as they were during their time at an active student athlete.

4 COMPREHENSIVE ACADEMIC SUPPORT
Indiana University comprehensively supports all student athletes to maximize their academic potential and earn an Indiana University degree. Every student athlete:

- A.** Chooses their own course of study, major, degree, and the like with the support and assistance of a university academic advisor consistent with their ability to meet the applicable requirements.
- B.** Receives a graduation plan identifying individualized support services.
- C.** Has full access to the Dr. Anne Shoen Academic Center.
- D.** Has free access to special diagnostic and support services such as tutors, mentors, study planning, study tables, personality assessments, and career development programming, learning assessments, and services, disability support services, and the like.
- E.** Participates in Priority Registration to maximize academic and extracurricular activities and associated graduation plans, and
- F.** Is provided by a faculty advisor, mentor, clinic, policy, or team to the greatest extent practicable how many classes student athletes may need due to full sponsored competition and provided independent record attendance letters by any instructor whose classes do have to be missed.

5 COMPREHENSIVE HEALTH, SAFETY, AND WELLNESS:

Indiana University's commitment to providing and enhancing the health, safety, and wellness of its student athletes. These commitments include but are not limited to:

- A.** Providing every student athlete through our sports medicine program: comprehensive, high-quality medical, dental, vision, psychological, rehabilitation and related health care services for any injuries or illnesses relating to their participation in intercollegiate athletics at Indiana University at no cost to the student athlete or his or her family (including payment by the university of any applicable insurance deductible or co-pay).
- B.** Providing without cost through our sports medicine program every student athlete with an incoming comprehensive physical medical exam, including a CBC blood test, sickle cell test, screening echocardiogram, concussion baseline test, and the like.
- C.** Having a certified athletic trainer and/or medical doctor available for every team practice and competition.
- D.** Providing the services of the full-time certified sports nutritionists who provide individual and team based nutrition wellness support and education, including utilizing a private non-measure "Bad Pod" on the athletics campus.
- E.** Making available to all student athletes (at no additional cost to those on board scholarships) full "training table" meals prepared and served under the direction of the certified sports nutritionists conveniently located on the athletics campus plus, at no cost to any of our student athletes, Nutrition Centers with meals and snacks available throughout the day.
- F.** Providing a safe and secure environment in which to practice and compete, including securing these venues so that they may only be accessible to background-checked members of the Indiana University community.
- G.** Providing traveling student athletes with quality transportation, housing, meals, and fan gear, etc.
- H.** Providing access available to the NCAA Student Assistance Fund for special student athlete financial needs such as airfare home for family emergencies, and
- I.** Observing all practice and competition limitations and advocating the NCAA for additional "lead periods" to provide student athletes with more valuable athletic.

6 COMPREHENSIVE ATHLETIC SUPPORT

Indiana University comprehensively supports all student athletes to maximize their athletic potential. This support includes, but is not limited to:

- A.** Providing top quality coaching and training.
- B.** Providing top quality practice, competition, strength and conditioning, and related facilities.
- C.** Providing cutting edge technology to assess, diagnose and improve individual student athlete performance and
- D.** Providing top quality apparel and equipment.

7 COMPREHENSIVE LEADERSHIP AND LIFE SKILLS DEVELOPMENT

Through its nationally recognized Excellence Academy, Indiana University provides its student athletes with holistic and comprehensive personal development from recruitment to commencement and beyond. This includes, but is not limited to:

- A.** Counseling and support on specific, particularly challenging life student athletes as they transition into college.
- B.** Leadership and life skills training through departmental programming, including the Indiana University Excellence Academy Leadership Council.
- C.** Specialized training to improve the individual student athlete's social media skills.
- D.** Providing a paid internship/experience for sports student athletes within the Department of Athletics through the Indiana University Excellence Academy Internship Program.
- E.** Receiving a blazer, which they may keep, as a wardrobe staple to wear at athletic or non-athletic events; and
- F.** Preparing student athletes to transition to the next phase of their lives, including successfully securing post-college employment through the Indiana University Excellence Academy Career Counseling and Placement Center, which student athletes may also utilize as needed during their careers after graduation.

8 A CULTURE OF TRUST AND RESPECT

Indiana University promotes student athletes to be the best they can be academically and athletically, but does so in an environment of trust and respect. No physical or verbal abuse or demeaning language or treatment is tolerated.

9 A COLLECTIVE VOICE

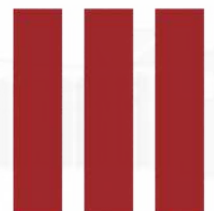
All Indiana University student athletes have a formal collective voice in the administration of intercollegiate athletics, and we recognize the Student Athlete Advisory Committee (SAAC) as that voice. Through SAAC, student athletes will:

- A.** Be annually provided a report by the Athletic Director on the state of the athletic department similar to that provided to the IU Board of Trustees and the Bloomington Faculty Council.
- B.** Be provided the opportunity to meet with the Athletic Director every semester to ask questions and share concerns.
- C.** Have permanent representation on the Bloomington Faculty Council Leadership Committee.
- D.** Have permanent representation on the Indiana University Excellence Academy Leadership Council.
- E.** Have a representative on any search or advisory committees for hiring a new head coach or athletic director; and
- F.** Receive financial support to participate in Big Ten Conference SAAC governance.

10 CUTTING EDGE TECHNOLOGY

Indiana University provides all student athletes with technology access, training, and equipment to enhance their academic and athletic experience and prepare them for their life after graduation. Every student athlete is:

- A.** Provided their own tablet (such as an iPad), which they may keep, with appropriate applications to maximize their academic, athletic, and life skills development.
- B.** Able to access available to the Indiana University Excellence Academy Council's 24-hour based technology that allows them to work from anywhere with staff to pursue and complete their individual academic, athletic, wellness, and leadership & life skills goals; and
- C.** Provided wireless access throughout the University and Athletics campus, and to the greatest extent practicable, during off-campus related travel and housing.



Indiana University provides our student athletes these rights as part of our commitment to their academic and athletic success as well as personal development and well-being. These rights are predicated on the student athlete's compliance with NCAA, Big Ten, IU, and team rules. **JUNE 2014**



VALUES

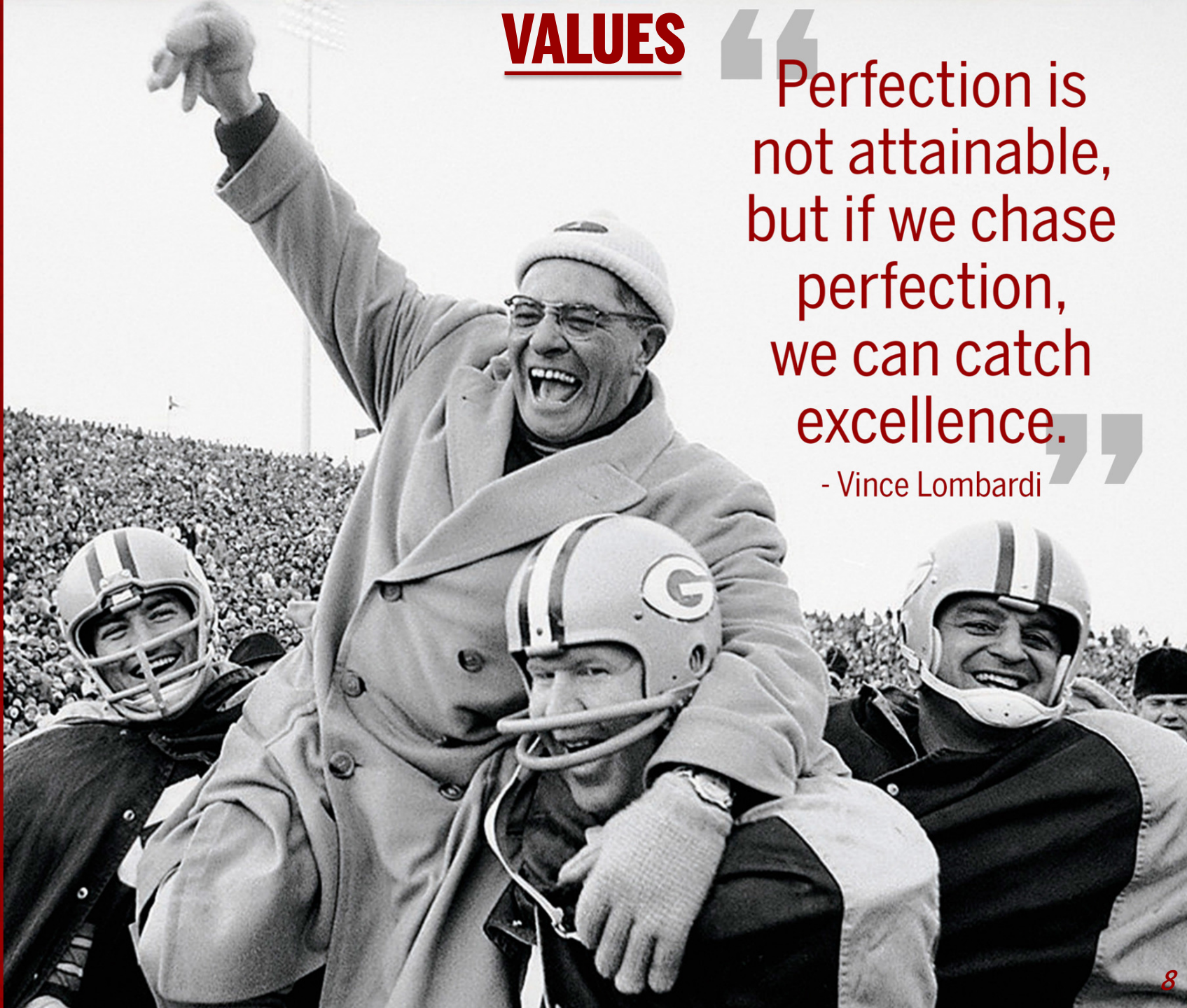
ACCESSIBILITY



VALUES

“ Perfection is not attainable, but if we chase perfection, we can catch excellence.”

- Vince Lombardi



PLAYING BY THE RULES

IU Athletics has had no major infractions in the last ten years.

Unapologetically continues to be our number one priority.

It's not a pilot's first landing on an aircraft carrier that's the most dangerous, it is his or her's 27th, or 36th, or . . .



And so it is with Compliance. As we get further from our major infractions case, we remain committed not to lose our focus on playing by the rules.



BEING WELL IN MIND, BODY AND SPIRIT

MEDICAL CARE AND A CULTURE OF TRUST AND RESPECT

While Indiana University has repeatedly proven itself to be a national leader in delivering high quality medical care and creating a culture of trust and respect, recent events at other schools should demand renewed attention to these issues at every school in the

High Quality Medical Care

country.

- In addition to the positive evaluation of our medical services to students, including all of our policies and protocols, through an external Sports Medicine Review, we are conducting an additional review of every policy and protocol relating to emergency medical care such as that at issue at other schools.
- The Sports Medicine and Athletic Performance staffs have met and will continue to meet to review and discuss emergency medical care policies and protocols.
- The Sports Medicine and Athletic Performance staffs are actively practicing the execution of these policies and protocols through drills and additional training.
- Local emergency service providers (police, fire, ambulance) are being provided tours of our facilities so that they are familiar with them in the event they are called to participate in a medical emergency.
- Consistent with the Indiana University Standards for Safeguarding Institutional Governance of Intercollegiate Athletics, Indiana University Athletics places its highest priority on the health and safety of its students over all other considerations. Our Medical, including Athletic Training, staff is empowered to exercise their best professional judgment in caring for our students. No coach or other staff member may attempt to influence, impede, or interfere with any member of the Medical, including Athletic Training, staff regarding the medical treatment of our students.

Culture of Respect and Trust

- The IU Student-Athlete Bill of Rights specifically provides that: “Indiana University develops student-athletes to be the best they can be in an environment of trust and respect. No physical or verbal abuse or demeaning language or treatment is tolerated.”
- As noted earlier, one of our fundamental values is to be demanding but not demeaning, with our students and with each other.
- Our coaches and staff understand that we have followed these values in our decision making and that we will continue to do so.



BEING WELL IN MIND, BODY AND SPIRIT

SEXUAL MISCONDUCT

- On February 7, 2018, presented to the Bloomington Faculty Athletics Committee a comprehensive report: “How Indiana University Athletics Works to Prevent and Otherwise Address Sexual Assault.”
- In April, 2018, the Chief Student Welfare and Title IX Officer and the Bloomington Faculty Athletics Committee reviewed and approved the Indiana University Department of Intercollegiate Athletics 2017-18 Sexual Violence Prevention Plan (“Plan”).
- In May, 2018, based on the Plan, Indiana University, as mandated by the NCAA, certified it’s compliance with the Policy on Campus Sexual Violence.



BEING WELL IN MIND, BODY AND SPIRIT

CONCUSSIONS

- IU, and every student-athlete here plus our cheerleaders, are part of the largest concussion research project ever funded in the United States.
 - The NCAA and the Department of Defense are funding the \$30 million Concussion Assessment, Research and Education Consortium, or “CARE” Consortium to address how concussions occur and their long-term implications.
- Purchased and utilized for the 2018 season Riddell SpeedFlex Precision-Fit helmets for every football player. This technology provides customized helmets to each player to optimize player safety.
- Once again, received Annual Certification of Compliance for our Concussion Management Policy from the NCAA Concussion Safety Protocol Committee.



BEING WELL IN MIND, BODY AND SPIRIT

SAFETY

- In conjunction with IUPD and the Office of Public Safety, added additional video cameras (CCTV) to the perimeters of the Athletics' Campus.
- Maintained our Sport Event Security Aware (SESA) designation from the National Center for Spectator Sports Safety and Security (NCS4) for Simon Skjodt Assembly Hall and Memorial Stadium.
 - One of only 12 schools to hold this designation.
- Participated in a comprehensive security evaluation of Memorial Stadium through MSA Security and are implementing its recommendations.
- In conjunction with IU Emergency Management, hosted an “Any Given Game Day” table top simulation to train and prepare key football game day operations personnel for different possible emergency scenarios.



BEING WELL IN MIND, BODY AND SPIRIT

COMMUNITY SERVICE (2017-2018)

- Through Hoosiers Helping Hoosiers, IU student-athletes volunteered 2,346 hours of service to our community.
- 45 student-athletes participated on “Team 24” during the IU Dance Marathon which was recognized as Best New Organization and Highest In-Event Fundraising Organization.
- Sponsored three student-athlete’s participation in Coach for College program in Vietnam.
- Supported Women’s Soccer’s Allison Jorden in establishing “Everybody Plays” where student-athletes volunteer their time to participate in sports themed events for athletes with intellectual and physical disabilities.



ACHIEVING ACADEMICALLY

OVERALL (2017-2018)

- Set school record for Academic All-Big Ten (256) honorees, a 35% increase over the 190 we had in 2009 and over a third of our total student-athletes.
- Set a school record by earning a Graduation Success Rate of 90.6%, marking the sixth consecutive year IU has improved its score and a dramatic improvement over the 74.4% GSR score in 2011.
- 65 student-athletes named Big Ten Distinguished Scholars are the second most in school history, just short of last year's school record 68.
- 3.15 average student GPA.
- Average team APR score is 981 (compared to NCAA minimum standard of 930).



EXCELLING ATHLETICALLY

OVERALL (2017-2018)

- Set school record for All-American (91) honorees (up from 50 last year).
- 42 Individual Conference Champions, the most in 16 years (up from 27 last year).
- 15 teams qualified for post season.
- For only the second time ever, Indiana signed both the state's Mr. Football and Mr. Basketball in the same year.
- Lilly King (Women's Swimming), Ian Finnerty (Men's Swimming) and Grant Lillard (Men's Soccer) were the IU Athletes of the Year.
- Amanda Cahill (Women's Basketball) and Michael Hixon (Men's Diving) were the Spirit of Indiana Director's Award winners.



INTEGRATING WITH THE UNIVERSITY

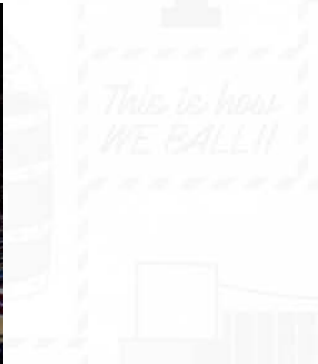
EXAMPLES

- Every senior athletics administrator has an outside reporting relationship with a senior University Administrator.
- Helped to fund the Global and International Studies Building from the IU Athletics share of the Big Ten media revenue.
- Helping to fund the new Regional Academic Health Center from the IU Athletics share of Big Ten media revenue.
- Worked with Bloomington Faculty Athletics Committee to review and revise a new Bloomington Faculty Athletics Committee Policy (approved by the Bloomington Faculty Council on April 3, 2018).
- Working with the President's Office and other campus partners, completed the IU Athletics' Bicentennial Plan on March 19, 2018.



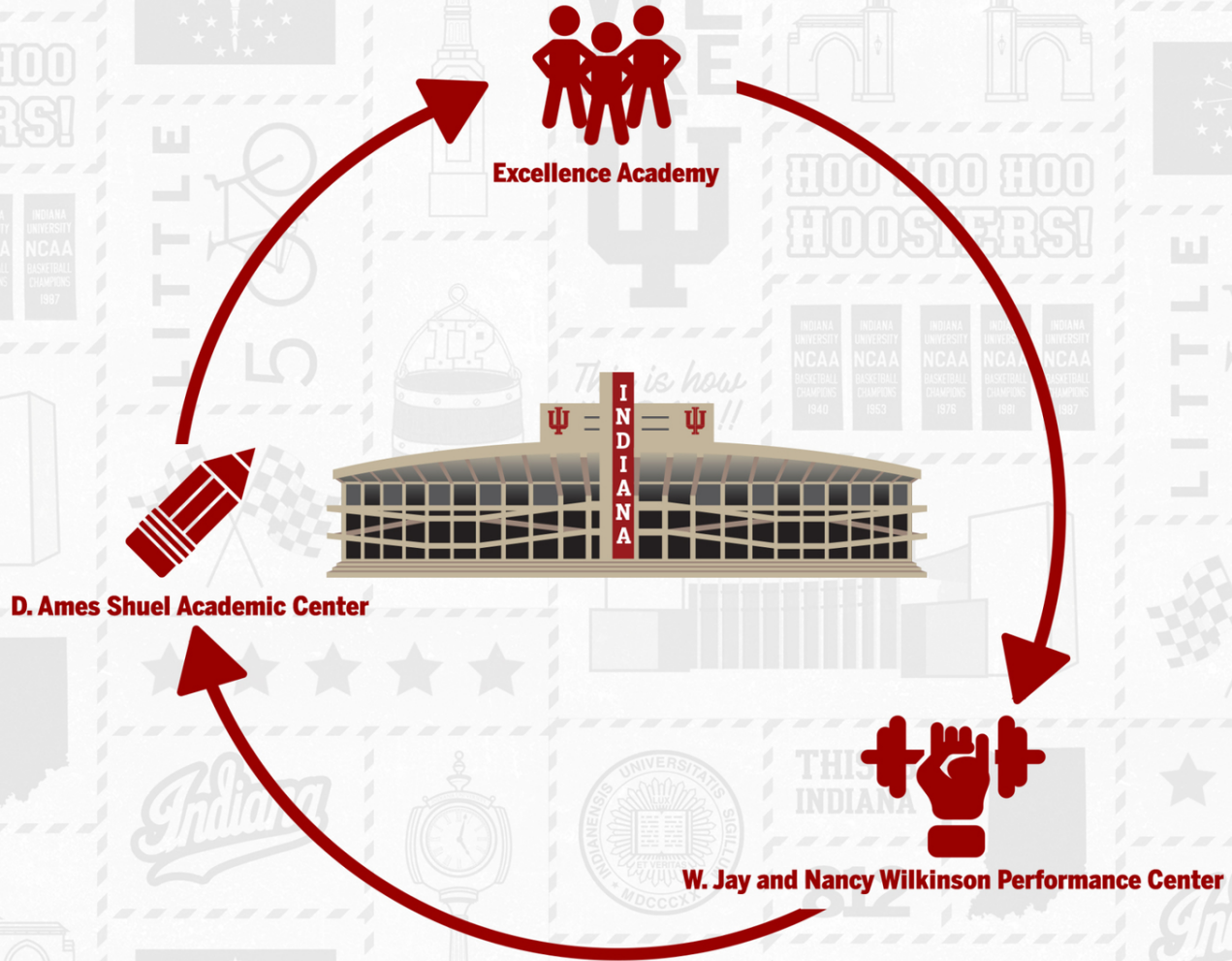
ULTIMATELY, LIKE EVERYWHERE ELSE AT INDIANA UNIVERSITY, OUR FOCUS IS ON OUR STUDENTS

The Indiana University Department of Intercollegiate Athletics aspires to develop our students **academically, athletically, and personally** better than any other university in the country.



THE CIRCLE OF EXCELLENCE

THE CIRCLE OF EXCELLENCE IS THE FOUNDATION OF THE ULTIMATE GOAL



VALUES IN ACTION

THE MOST RECENT, AND FINAL, SEGMENT OF THE CIRCLE



PHYSICAL AND MENTAL WELLNESS

LEADERSHIP AND LIFE SKILLS

NUTRITION SERVICES

SERVICE LEARNING

ELITE ATHLETE DEVELOPMENT

CAREER DEVELOPMENT

INDIANA UNIVERSITY ATHLETICS
**EXCELLENCE
ACADEMY**



**THANK YOU FOR YOUR
PATIENCE.**

**QUESTIONS OR
COMMENTS?**

