

# Athletics Certification Committee Analysis Report

## Indiana University-Purdue University at Indianapolis

### 1.2 Rules Compliance

- 1 NCAA Operating Principle 1.2 requires an institution to demonstrate that a clear and unambiguous commitment to rules compliance is a central element in personnel matters for all individuals involved in the intercollegiate athletics program. In order to demonstrate conformity with this operating principle, institutions must include a statement regarding the importance of rules compliance for all individuals outside the athletics department who are involved or associated with athletics in all of the following documents: contracts or letters of appointment, performance evaluations and job descriptions. After reviewing Page Nos. 20 and 21 of your institution's self-study report, as well as supplemental information submitted by your institution May 23 and July 3, 2008, the NCAA Division I Committee on Athletics Certification (hereafter referred to as "committee") is unclear if a statement regarding the importance of rules compliance is included in performance evaluations for all individuals outside the athletics department who are involved or associated with athletics (e.g., individuals in the offices of the registrar, financial aid and undergraduate admissions). Therefore, your institution must provide written evidence that a statement regarding the importance of rules compliance is included in performance evaluations for all individuals outside the athletics department who are involved or associated with athletics (e.g., individuals in the offices of the registrar, financial aid and undergraduate admissions).

#### **Response:**

**On August 18, 2008, Roger Schmenner, Chief of Staff, Office of the Chancellor, sent a memo to IUPUI's Associate Vice Chancellor for Enrollment Management and the Registrar informing them that henceforth "understanding of and commitment to NCAA rules compliance" will be a required statement in their contracts and job descriptions as well as their performance evaluations. The same language must be included in contracts and job descriptions of all the employees of the Associate Vice Chancellor and the Registrar who are associated with athletics. A letter of understanding indicating that the individual must know, understand, and follow NCAA regulations must be signed by each employee and filed with the Assistant Athletics Director for Compliance. Both the Schmenner memo and the Letter of Understanding will be available on site for review by the visiting team.**

## 3.2 Minority Issues

- 1 Operating Principle 3.2 requires an institution to develop and implement an institutional plan to address minority issues in the intercollegiate athletics program. In order to demonstrate conformity with this operating principle, an institution's minority-issues plan must include measurable goals the institution intends to achieve, specific steps the institution will take to achieve those goals, persons responsible and timetables for implementation. After reviewing Page No. 90 of your institution's self-study report, as well as supplemental information submitted by your institution July 3, 2008, the committee noted your institution's plan addresses all eight program areas and contains specific measurable goals. However, in the program area of Institutional and Athletics Department Commitment, the committee noted in the steps to achieve the goals that your institution indicated it would "form a committee and charge this committee with creating a welcoming atmosphere for minority student-athletes." The committee is unclear how this group will be formed and what its specific responsibilities will be. Therefore, your institution must revise its minority-issues plan to ensure that the program area of Institutional and Athletics Department Commitment includes specific steps to achieve the measurable goals. Finally, your institution must demonstrate that its revised minority-issues plan was developed with broad-based participation and has received formal institutional approval.

### **Response:**

**The Equity and Student-Athlete Well-Being subcommittee of the NCAA Steering Committee drafted the response below and sent it to the full Steering Committee. Subsequently the statement was approved by the Steering Committee and by Chancellor Charles Bantz.**

**The Athletics Director has appointed a Diversity Advocacy Group that is charged with creating a welcoming atmosphere for minority student athletes. A welcoming atmosphere is one in which student athletes have experiences that enable them to feel that they are a part of IUPUI's athletics programs without regard to racial differences.**

**Members of the Diversity Advocacy Group, which has had its initial meeting, include athletics administrators, head coaches, student athletes, IUPUI student affairs staff, and the Director of the Office of Equal Opportunity. The Diversity Advocacy Group is responsible for monitoring the intercollegiate athletics environment for diversity and inclusion. It will conduct surveys and focus groups and provide the Director of Athletics with an annual report on the state of the athletics program with respect to diversity and inclusion. The report will contain any recommendations for improvement that committee members consider necessary to advance the athletics program in these areas.**

- 2 Operating Principle 3.2 requires an institution to develop and implement an institutional plan to address minority issues in the intercollegiate athletics program. In order to demonstrate conformity with this operating principle, an institution's minority-issues plan must include measurable goals the institution intends to achieve, specific steps the institution will take to achieve those goals, persons responsible and timetables for implementation. After reviewing Page No. 90 of your institution's self-study report, as well as supplemental information submitted by your institution July 3, 2008, the committee noted your institution's plan addresses all eight program areas and contains specific measurable goals. However, in the program area of Comparison of Populations, the committee noted in the steps to achieve the goals that your institution indicated it would "ensure that minority prospective student-athletes (PSAs) are aware of opportunities at IUPUI." The committee is unclear how this specific step will be achieved. Therefore, your institution must revise its minority-issues plan to ensure that the program area of Comparison of Populations includes specific steps to achieve the measurable goal. Finally, your institution must demonstrate that its revised minority-issues plan was developed with broad-based participation and has received formal institutional approval.

**Response:**

**The Equity and Student Athlete Well-Being subcommittee of the NCAA Steering Committee drafted the response below and sent it to the full Steering Committee. Subsequently the statement was approved by the Steering Committee and by Chancellor Charles Bantz.**

**To ensure that prospective minority student athletes are aware of opportunities to participate in sports programs at IUPUI, head coaches will be aggressive in their efforts to recruit eligible minorities in the course of their annual recruitment efforts. Annual review of all sports rosters as well as EADA and NCAA reports will be undertaken to demonstrate that the percentages of minority student athletes in all sports are comparable to those of the IUPUI student population.**