

Revised Minority Plans for Improvement

Elements			Steps		
Program Area	Issues	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completion
1. Institutional and Athletics Department Commitment	1. Departmental publications and Web-based communications pieces do not refer to Inclusion. 2. There is not a formal standing diversity advocacy group.	1. Include statement in all communications pieces. 2. Create a standing committee - Diversity Advocacy Group.	1. Direct Sports Information Office to comply with requirement. 2. 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	1. Sports Information Office. 2. Director of Athletics, Associate AD/SWA	Fall 2008-2013 and ongoing
2. Evaluation	An annual written report to be shared with the Chancellor, Athletic Affairs Committee and Director of Athletics on the state of diversity has not been prepared.	Provide annual report to Chancellor, Athletic Affairs Committee and Director of Athletics.	Charge Diversity Advocacy Group with preparing and disseminating the report.	Chancellor, Director of Athletics, Associate AD/SWA	Fall 2008-2013 and ongoing
3. Organization and Structure	No issue identified in evaluation of program area.	Continue to educate student-athletes through orientation and written policies in the student-athlete handbook.	Annual review of student-athlete policies to verify accuracy.	Director of Athletics, Associate AD/SWA	2008-2009 and ongoing thereafter.
4. Enrollment	No issue identified in program area evaluation.	Continue to work to increase minority enrollment.	Annually review enrollment data	Director of Admissions, VC for Academic Affairs	2008-2009 and ongoing thereafter.

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5. Comparison of Populations	Lack of minority student athletes in women's cross country	Increase efforts to enroll minority student-athletes in women's cross country.	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.	Associate AD/SWA, Head Cross Country Coach	2008-2009 and ongoing thereafter.
6. Participation in Governance and Decision making	No issue identified in program area evaluation.	Continue to encourage participation in institutional and NCAA leadership opportunities.	Diversity Advocacy Group to provide annual report on student-athlete participation.	Director of Athletics, Associate AD/SWA	2008-2009 and ongoing thereafter.
7. Employment Opportunities	No issue identified in program area evaluation.	Continue to follow departmental and institutional policies. Monitor departmental hiring for adherence with established policies.	Annually review policies and procedures.	Director of Athletics, Associate AD/SWA, Athletic Affairs Committee Personnel Sub-Committee	2008-2009 and ongoing thereafter.
8. Programs and Activities	No issue identified in program area evaluation.	Continue to monitor array of programs.	Utilize Diversity Advocacy Group to identify potential problems and solutions.	Associate AD/SWA, Athletic Affairs Committee	2008-2009 and ongoing thereafter.