Equity, Welfare and Sportsmanship

Evaluation and Plan for Improvement

4.1 Gender Issues

Has the institution:

a. Implemented its approved gender-equity plan from the previous self-study?

b. Provided an explanation from appropriate institutional authorities of its gender-equity plan was modified or not fully carried out?

c. Demonstrated that it is committed to, and has progressed toward, fair and equitable treatment of both male and female student-athletes and athletics department personnel?

d. Formally adopted a written plan for the future for the intercollegiate athletics program that ensures the institution maintains a program, or continues progress toward a program, which is equitable for both genders?

e. Developed a plan that includes measurable goals the institution intends to achieve, steps the institution will take to achieve those goals, persons responsible and timetables?

On the basis of the yes/no answers above, is the institution in substantial conformity with Operating Principle 4.1 (Gender Issues)?

* See Gender Equity Plan for Improvement, p._______
### Equity, Welfare and Sportsmanship

#### Evaluation and Plan for Improvement

#### 4.2 Minority Issues

**Has the institution:**

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**On the basis of the yes/no answers above, is the institution in substantial conformity with Operating Principle 4.2 (Minority Issues)?**

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* See Minority Issues Plan for Improvement, p. _____
4.3 Student-Athlete Welfare

Does the institution:

a. Demonstrate a commitment to the fair treatment of student-athletes, particularly in their academic role as students?

b. Provide evidence that the welfare of student-athletes and the fairness of their treatment is monitored, evaluated and addressed on a continuing basis?

c. Have established grievance or appeal procedures available to student-athletes in appropriate areas?

d. Provide evidence that the institution has in place programs that protect the health of and provide a safe environment for its student-athletes?

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On the basis of the yes/no answers above, is the institution in substantial conformity with Operating Principle 4.3 (Student-Athlete Welfare)?

Plan for Improvement #1

Issue/Problem: Evaluation of student-athlete welfare.

Measurable goals to address the issues/problems: Include IAAB in evaluation of student-athlete welfare.

Step(s) to achieve the goal(s): IAAB should establish a process for reviewing issues of student-athlete welfare.

Specific timetable for completing the work: Fall 2001.

Individuals/offices responsible for carrying out the actions: Chair of IAAB; Director of Athletics.

Plan for Improvement #2

Issue/Problem: Student-Athlete Handbook.

Measurable goals to address the issues/problems: Include all required information, policies, and grievance procedures as outlined in certification manual.

Step(s) to achieve the goal(s): Review current manual and requirements.

Specific timetable for completing the work: Fall 2001.

Individuals/offices responsible for carrying out the actions: Associate Director of Athletics
Equity, Welfare and Sportsmanship

Evaluation and Plan for Improvement

4.4 Sportsmanship and Ethical Conduct

Does the institution:

a. Demonstrate that in the area of intercollegiate athletics, it is committed to these fundamental values of sportsmanship and ethical conduct?

b. Have established a set of written policies and procedures for this area?

c. Demonstrate that educational activities related to sportsmanship and ethical conduct exist for individuals and groups associated with the intercollegiate athletics experience?

d. Provide evidence that the effectiveness of activities in this area are monitored, evaluated and addressed on a continuing basis?

On the basis of the yes/no answers above, is the institution in substantial conformity with Operating Principle 4.4 (Sportsmanship and Ethical Conduct)?

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Plan for Improvement #1

Issue/Problem: Policies regarding sportsmanship and ethical conduct; policy prohibiting hazing; monitor effectiveness of activities in this area.

Measurable goals to address the issues/problems: Adopt a University-wide code of sportsmanship and ethical conduct and policy prohibiting hazing. Institute review mechanism.

Step(s) to achieve the goal(s): Draft code of conduct; draft policy prohibiting hazing. Share with Subcommittee for comment. Share with IAAB for comment and final approval. Present plan for review mechanism to IAAB for comment and approval.

Specific timetable for completing the work: Fall 2001.

Individuals/offices responsible for carrying out the actions: Director of Athletics; Associate Director of Athletics.

Plan for Improvement #2

Issue/Problem: Educational programs regarding violence, abuse, and harassment by student-athletes. Educational activities for student-athletes, coaches, support groups and others associated with intercollegiate athletics.

Measurable goals to address the issues/problems: Expand educational programs within the Champs/Life Skills offerings. Develop educational message regarding conduct in consultation with IAAB and Council on Intercollegiate Athletics of University Foundation.

Step(s) to achieve the goal(s): Research program options. Schedule programs. Meet with appropriate groups (IAAB, Council, fan groups, alumni, cheerleaders, game announcers, etc.).

Specific timetable for completing the work: 2001-2002 academic year.

Individuals/offices responsible for carrying out the actions: Director of Athletics, Associate Director of Athletics.