

University of Missouri – Kansas City Intercollegiate Athletics Committee



Intercollegiate Athletic Committee 2009-10 Annual Report

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I. Executive Summary

The Intercollegiate Athletic Committee (IAC) was established to serve as an advisory body to the Chancellor on issues related to intercollegiate athletics, the Intercollegiate Athletic Department and its programs. The goals of the IAC include monitoring the Intercollegiate Athletic Department to ensure compliance with University, conference, and NCAA policies as they relate to admission requirements for student athletes, student athletes progress toward graduation, and the integrity of student athletes' course of study while attending UMKC.

The IAC is also charged with providing advice to the Chancellor on matters related to allocation of institutional resources to intercollegiate athletics in the context of general institutional needs and goals, and on assessing the budgetary implications of decisions concerning the overall size and scope of the intercollegiate athletics program. The IAC also reviews and provides input to the Athletic Department on budgets matters. During each academic year, the committee, through the Faculty Athletic Representative, provides an annual report to Chancellor and to the faculty senate on intercollegiate athletics. Finally the IAC works with the Intercollegiate Athletic Department to develop and implement processes for reviewing academic support services provided to student athletics.

The IAC is currently chaired by the Faculty Athletic Representative, Associate Law Professor Kenneth D. Ferguson, whose function is to ensure faculty input into the operation and functioning of the Athletic Department and to ensure that an "information bridge" continues to exist between the Chancellor, the Athletic Department, and the Academic community. The IAC fulfills its objectives through the following five (5) subcommittees: the Academic Review Subcommittee, the Budget Review Subcommittee, the Athletic Certification Review Subcommittee, the Athletic Compliance Subcommittee, and the Hearing Subcommittee.

The IAC's Annual Report is an analysis and compilation of the Annual Reports of each Subcommittee of the IAC that evaluates the following areas of UMKC's Intercollegiate Athletic Department: (1) Athletic Certification Review, (2) Academic Review, (3) Athletic Compliance Review, (4) Athletic Budget Review and (5) IAC Hearing Review.

A. Conclusions and Recommendations of the Intercollegiate Athletic Committee

The Intercollegiate Athletic Department takes seriously two fundamental principles of both the NCAA and UMKC: first, the Athletic Department must remain a vital part of the educational mission of the UMKC; and, second, student-athletes must remain an integral part of the student body and must be fully integrated into the academic life of UMKC. The Athletic Department appears fully committed to satisfying the recommendations of the 2008 NCAA

Athletics Certification Committee and, for the most part, has done so. The IAC recommendations included in each section of this report focus primarily upon improving the Athletic Department's efforts to serve student athletes and satisfy the requirements of the NCAA. There are, however, a few matters that require further attention.

The first concerns the disparity between the Federal Graduation Rate (FGR) and the Graduation Success Rate (GSR) for UMKC's student athletes and the FGR and the GSR for UMKC male minority student athletes as compared to the same rates for female minority student athletes. This disparity points to a disturbing trend, and the Athletic Department should evaluate whether the FGR and the GSR for UMKC's male minority student athletes have improved since the 2002-03 cohort. The Athletic Department should also develop an academic plan to address this disparity if it still exist within the Athletic Department.

The second matter is more nuanced and requires careful consideration of the intersection of gender, race and student athlete well-being as UMKC considers meeting the facilities needs of the indoor and outdoor track and field program, softball and golf. These sports involve a significant number of female student athletes and minority student athletes who are disadvantaged by the lack of training facilities that realistically simulate the competition conditions. The time lost by student athletes who have to travel off campus to the location of appropriate training facilities damages student athlete welfare. As the FAR, I will conduct a careful study of the intersection of gender, race and student athlete well-being and will report on my findings to the Chancellor and the IAC.

B. IAC's Recommendations Regarding Minority Equity

The IAC makes the following recommendations regarding Minority Equity:

1. The IAC notes that the "Now is the Time" diversity training was never conducted. Therefore, the IAC recommends that the Athlete Department contact DDAE to schedule this diversity training session.
2. The IAC recommends that the Athletic Department complete development of its diversity awards and incentive program during the 2010-11 academic year.
3. The IAC recognizes that the Federal Graduation (FGR) and Graduation Success Rate (GSR) calculated for the UMKC student athletes are based on the six (6) year graduation rates for student athletes entering UMKC during the 2002-03 academic. The disparity between both the FGR and GSR for minority men student athletes as compared to the same rates for minority female student athletes point to a disturbing trend. The Subcommittee, therefore, recommends that the Athlete Department evaluate whether the FGR and GSR for minority men student athletes have improved

since the 2002-03 cohort. The IAC further recommends that the Athletic Department develop an academic plan to address this disparity in graduation rates.

4. The IAC recommends the Athletic Department report on the effectiveness of the Scoutware program in documenting and tracking recruitment of minority student athletes.
5. The IAC recommends that the Athletic Department determine whether advising prospective minority student athletes to seek other outside scholarships increases the number of minority student athletes who choose UMKC?
6. The IAC recommends the Athletic Department report, at the end of the 2010-11 academic year, on its work with DDAE to develop strategies for recruiting applicants from diverse and underrepresented groups and on its efforts to explore other avenues and approaches for increasing the hiring of minority coaching staff and administrators.
7. The IAC recommends that a copy of the IAC's Annual Report be delivered to the DDAE and that the Athletic Department provide the DDAE demographic information regarding staff, coaches and student athletes.
8. Since the women's and men's indoor and outdoor track & field program contains a significant number of female and male minority student athletes and a significant number of non-minority female student athletes, the questions of whether the newly constructed Durwood Soccer stadium provides a comparable or competitive training facility for these affected student athletes raises both gender equity and minority equity concerns. The IAC recommends that the Athletic Department develop a strategic plan for prioritization meeting the facilities needs of these student athletes.
9. The IAC recommends that the Athletic Certification Review Subcommittee evaluate from a minority equity perspective the effect that frequent training sessions off campus has on women and men student athlete who participate in indoor and outdoor track & field student athletes. During the winter months, those student athletes were transported to 68 Inside Sport's training facility which is located in Overland Park, Kansas.
10. The IAC recommends that the Athletic Department place high priority on determining the feasibility of constructing an outdoor and indoor track facility, since the outdoor and indoor track & field programs have the highest number of minority female and male student athletes and those sports lack adequate training and competition facilities. This raises serious minority equity and student athlete well-being concerns.

C. IAC's Recommendations Regarding Gender Equity

The IAC makes the following recommendations regarding Gender Equity:

1. The IAC recommends that the Athlete Department consider reviewing its plan for increasing the number of number of the allowable NCAA room and board scholarship to address the potential gender equity and minority raised by apparent imbalance between sports.
2. The IAC recommends that the FAR, a Law Professor, provide a more comprehensive analysis, for Title IX purposes, of the significance of UMKC's unique situation in that it does not have a football team and that the percentage of female student athletes (58.1%) exceeds the percentage of male student athletes (44%) by 14.10 percent. Further, determination should be made of the significance of female students representing a greater percentage of its student body population, yet the percentage of female student athletes is approximate three (3) percentage points less than the percent of female students currently enrolled.
3. The IAC recommends that in conducting facilities utilization analysis for the 2010-11 academic year, the Subcommittee on Athletic Certification also assess whether men's or women's team utilized facility other than UMKC facilities for practice and whether utilizing other practice off campus facilities had any impact on student athletes.
4. The IAC recommends that the Athletic Department provide written explanation for why travel expenditures for women's volleyball and women's softball are significantly higher by some \$21,000 than men's and women's soccer.
5. The IAC recommends that the Athletic Department provide written explanation for why expenditures for volleyball are 140% greater than expenditures for men's and women's soccer.
6. The IAC recommends that the Athletic Department provide written explanation for why expenditures for women's softball is also 140% greater than both men's and women's soccer.
7. The IAC recommends that the Athletic Department provide written explanation for why expenditures for both women's volleyball and women's softball are 233% greater than women's track & field.
8. Since issues have been raised regarding whether the newly constructed Durwood Soccer stadium provides a comparable or competitive training facility for UMKC's

affected student athletes, the IAC recommends that the Athletic Department develop strategic plan for prioritization meeting the facilities needs of these student athletes.

9. The IAC recommends that the Athletic Department place high priority on determining the feasibility of constructing a 200m indoor track with softball field and turf area for golf, including appropriate areas for indoor track and field events. Since the sports affected are women's sports gender equity and student athlete issues are raised because these sports do not have adequate indoor training facilities.
10. With regard to ensuring recruiting equity and increasing equivalence sports, the IAC recommends that the Athletic Department specifically outline its plans for increasing recruitment of female athletes.
11. The IAC recommends that the Athletic Department amend its recently developed recruitment philosophy to explicitly address the recruitment of female student athletes.
12. The IAC recommends that the Athletic Department develop specific plans for increasing the roster sizes of female sports.

D. IAC's Recommendations Regarding Issues of Student Athlete-Well Being

The IAC makes the following recommendations regarding Student Athlete Well-Being:

1. The IAC recommends that the Athletic Department develop a plan to ensure more minority participation in SAAC, particularly Hispanic student athletes.
2. The IAC recommends that the Athletic Department determine why SAAC does not participate in fall orientation and to develop a plan for SAAC's participation in fall orientation.
3. The IAC recommends that the Athletic Certification Review Subcommittee evaluate the student athlete well-being issues raised by student athletes who participate in indoor and outdoor track & field, golf and softball student athletes when they have to train off campus because UMKC lacks adequate facilities.

E. IAC's Recommendations Academic Integrity

The IAC makes the following recommendations regarding Academic Integrity:

1. The IAC recommends that the Athletic Department develop a plan for improving the percentages of all student-athletes registered for classes within the first 5 days of priority registration.
2. The IAC recommends that the SASSO consider developing strategy to increase the percentages of professors responded to the automated grade check system from 50% to 70% by the 2010-11 academic year.
3. The IAC recognizes that the federal graduation and graduation success rates it examined for the UMKC student athletes are based on the six (6) year graduation rate for student athletes entering UMKC during the 2002-03 academic. The disparity between both the federal graduation and graduation success rates for minority men student athletes as compared to the same rates for minority female student athletes point to a disturbing trend. The Subcommittee, therefore, recommends that the Athlete Department evaluate whether the federal graduation rate and graduation success rates for minority men student athletes has improved since the 2002-03 cohort. The IAC further recommends that the Athletic Department develop an academic plan to address this disparity in graduation rates.

F. Recommendation Regarding Compliance

The IAC make the following recommendations regarding Compliance:

1. The IAC Compliance Review Subcommittee's recommendation has more to do with its review process. The IAC recommends that the Compliance Review Subcommittee evaluate the effectiveness of its compliance review and investigative processes to determine ways to improve service delivery.
2. The IAC recommends that the Athletic Department and the IAC determine the budget impact NCAA Compliance.

G. IAC Recommendations Regarding Budget Review

The IAC make the following recommendations regarding Budget Review:

1. The IAC recommends reorganization of the Budget Review Subcommittee.
2. The IAC recommends the Chancellor request the dean of relevant Academic Units recommend faculty member for appointment to the Budget Review Subcommittee.
3. The IAC recommends that the Athletic Department and the IAC determine the budget impact of issues surrounding NCAA Compliance with respect academic support services to student athletes, minority equity and gender equity, and rules compliance.

II. Introduction

The Chancellor, as the Chief Executive Officer (CEO) of UMKC, is charged with exercising institutional control of UMKC's intercollegiate athletics program and all aspects of the athletics program, including approval of the budget and audit of all expenditures. Exercising institutional control, according to NCAA Bylaw provision Article 2.1.2, also includes responsibility for the actions of athletic department's staff, and the actions of any individual or corporation engaged in promoting the athletic interests of UMKC. The Intercollegiate Athletic Committee (IAC) is one vehicle the Chancellor employs to validate the fundamental integrity of UMKC's athletic programs through verified evaluation, and to ensure that intercollegiate athletics remains an integral part of the academic mission of UMKC.

The IAC was established to serve as an advisory body to the Chancellor on issues related to intercollegiate athletics, the Intercollegiate Athletic Department and its programs. The goals of the IAC include monitoring the Intercollegiate Athletic Department to ensure compliance with University, conference, and NCAA policies as they relate to admission requirements for student athletes, student athletes progress toward graduation, and the integrity of student athletes' course of study while attending UMKC. The IAC is also charged with providing advice to the Chancellor on matters related to allocation of institutional resources to intercollegiate athletics in the context of general institutional needs and goals, and on assessing the budgetary implications of decisions concerning the overall size and scope of the intercollegiate athletics program. The IAC also reviews and provides input to the Athletic Department on budgets matters. During each academic year, the committee, through the Faculty Athletic Representative, provides an annual report to Chancellor and to the faculty senate on intercollegiate athletics. Finally the IAC works with the Intercollegiate Athletic Department to develop and implement processes for reviewing academic support services provided to student athletics.

The IAC is currently chaired by the Faculty Athletic Representative, whose function is to ensure faculty input into the operation and functioning of the Athletic Department and to ensure that an "information bridge" continues to exist between the Chancellor, the Athletic Department, and the Academic community. The IAC fulfills its responsibilities through the following five (5) subcommittees:

- The Academic Review Subcommittee: responsible for evaluating academic support services and the Athletics Department's adherence to academic integrity, an NCAA operating principles relative to NCAA Athletic Certification.

- The Budget Review Subcommittee: charged with evaluating the budgetary and fiscal practices of the Department of Intercollegiate Athletics to insure fiscal responsibility and transparency.
- The Athletic Certification Review Subcommittee: responsible for evaluating the Intercollegiate Athletic Department's annual progress toward satisfying the recommendations of NCAA Athletics Certification Committee Self Study Reports relating to governance and commitment to rules compliance, academic integrity, as well as equity and student athlete well being.
- The Athletic Compliance Subcommittee: charged with the task of investigating rules violations and overseeing the Athletic Department's compliance with NCAA and conference regulations.
- The Hearing Subcommittee: responsible for conducting student athlete transfer hearings, if the Intercollegiate Athletic Department denies a student athletes request to permit any other institution to contact the student athlete about transferring.

The IAC meets quarterly as a full body of all five subcommittees. During quarterly meetings, each subcommittee reports on progress towards meeting subcommittee's goal and objectives. Subcommittees conduct their meeting in the interim between quarterly IAC meetings.

The IAC's Annual Report will consist of five sections, corresponding to its five subcommittees. The five sections of the report will be on the following areas:

- Athletic Certification Review
- Academic Review
- Athletic Compliance Review
- Athletic Budget Review
- IAC Hearing Review
- Conclusions & Recommendations of the IAC

III. Athletic Certification Review

The Athletics Certification Review Subcommittee is a standing subcommittee of the IAC that is charged with the responsibility of evaluating the Intercollegiate Athletics Department's annual progress toward satisfying the recommendations of the 2008 NCAA Athletics

Certification Committee relating to (1) Governance and Commitment to Rules Compliance, (2) Academic Integrity and (3) Equity and Student-Athlete Well-Being. The Athletic Department's commitment to rules compliance and academic integrity were matters reviewed respectively by the Athletic Compliance Review and Academic Review Subcommittees. Throughout each academic year, the Athletic Compliance Review Subcommittee monitors rules compliance matters and governance issues as they relate to rules compliance. Therefore, rules compliance and governance matters related to rules compliance will be addressed in the Athletic Compliance Review section of this report. Although academic integrity is also reviewed and reported on by the Athletic Certification Review Subcommittee, the bulk of matters pertaining to academic integrity were addressed by and reported in the Academic Review section of this report.

A. Governance and Commitment to Rules Compliance

The NCAA's principle of institutional control vests in the Chancellor the responsibility for the conduct of UMKC's athletics program, including the actions of the Athletics Department's staff and representatives of its athletics interests, operations and personnel. The IAC provides campus constituencies opportunities to provide input into formulation of policies and to review periodically the implementation of such policies on behalf of the Chancellor.

1. Equity

UMKC, through the Division of Diversity Access and Equity (DDAE), "has the opportunity to set new standards in higher education by accomplishing what very few institutions can claim—a diverse faculty, staff and student body reflecting the community that it serves." According to the DDAE, diversity "can only be accomplished by developing and maintaining inclusive recruitment, hiring, admission and retention programs throughout the organization." Therefore, to ensure that operations and personnel of the Athletics Department implement UMKC's commitment to diversity and to ensure that the Athletic Department's Minority Equity Plan remains consistent with the minority hiring expectations of the University, Dr. Karen Dace, Deputy Chancellor for the Division of Diversity Access and Equity, will provide diversity training to the Athletic Department's staff and personnel.

In conducting its review of the Athletic Department, the Athletic Certification Review Subcommittee learned that, effective April 30, 2010, the IAC's Annual Report, along with demographic information regarding staff, coaches and student athletes will be submitted for

review by the DDAE.¹ In addition, every six months, July and January of each year, the Athletic Department will submit summary reports of hiring practices and activities to the DDAE.²

The Athletics Department is currently working with Dr. Dace, Deputy Chancellor for the DDAE, to develop strategies for recruiting applicants from diverse and underrepresented groups and for exploring other strategies for increasing the hiring of minority coaching staff and administrators. The DDAE provides input to all campus units, including the Athletic Department, regarding the content and placement of advertisements when a campus unit seeks to fill vacancies. On May 11, 2010, the Athletic Department hosted a diversity training facilitated by the DDAE. Over 40 members of the Athletics Department staff attended the diversity training program.

2. Commitment to Rules Compliance

Since the primary function of the Athletic Compliance Review Subcommittee is to investigate rules violations and evaluate the Athletic Department's compliance with NCAA regulations, the section of the IAC addressing the Athletic Department's Committee to Rule Compliance will analyzed in the section of this report on the Athletic Compliance Review Subcommittees.

B. Academic Integrity

Since the primary function of the Athletic Academic Review Subcommittee is to evaluate the Department of Intercollegiate Athletics' academic support services and the Department's adherence to the measurable standards relative to academic Integrity, the section of this report on the Athletic Academic Review Subcommittee contains the bulk of the IAC's report on its evaluation of the academic integrity within and outside the Athletic Department.

C. Equity and Student Athlete Well-Being

The following is the Athletic Certification Review Subcommittee's review and analysis of the Athletic Department's commitment to Minority Equity, Gender Equity and Student Athlete Well-Being.

¹ According to the DDAE, it has not received either the annual report or the demographic information to date.

² DDAE has not received the summary report of the Department's hiring practices.

1. Minority Equity

The Certification Review Subcommittee assessed the Athletic Department's progress, since the 2008-09 academic year, in meeting identified goals with respect to the department's Minority Equity Plan. Of the eight (8) areas of concerns that were the focus of the subcommittee's evaluation, only five (5) of those concerns will be the focus of this section of the IAC's report. The other three matters, institutional governance as it relates to minority equity, minority student athletes participation in governance, and finally programs for minority student athletes are addressed elsewhere in this report. Under this section of the report, the following matters are discussed: (1) Methods for evaluating progress toward achieving minority equity goals; (2) Structural organizational policies that support identification and recruitment of qualified minority candidates, and the Athletic Department's internal structure for rewarding conduct that celebrates diversity; (3) Achievement of enrollment objectives and graduation goals for minority student athletes, and assessment of coaches' commitment to recruitment of minority student athletes; (4) Comparative review of minority student athlete populations to evaluate whether ethnic minority populations are increasing; and (5) Expanding employment opportunities for minorities within the Athletic Department.

a) Methods for evaluating progress toward achieving minority equity goals;

Following diversity training facilitated by the DDAE on May 11, 2010, the Athletics Department, with input from DDAE, began developing appropriate methods for documenting attendance of Athletic Department's staff and other personnel at diversity trainings and workshops hosted by DDAE and other departments throughout the University. In the upcoming academic year, the Athletic Department staff and other personnel who have not attended the University Discrimination and Harassment training will be identified and required to attend such training. The Athletic Department will report on the number of its personnel who have attended such training. In August or September 2010, Dr. Karen Dace will provide 2 to 3 hour diversity training, titled "Now is the Time."

b) Structural organizational policies that support identification and recruitment of qualified minority candidates and a structure for rewarding conduct that celebrates diversity within the Athletic Department;

During the 2009-10 academic year, pursuant to the terms of Athletic Department's Minority Equity Plan, DDAE representatives conducted a meeting with the Athletic Department's staff regarding the importance of maintaining commitment to UMKC's institutional minority plan. During the meeting conducted on May 11, 2010, Marlana Dickerson

and Kristi Ryujin, DDAE representatives, evaluated the department's affirmative action and diversity plan, minority recruitment training, and the UMKC's institutional minority plan.

The Department is working to devise an awards program to acknowledge excellence and leadership in support of the Athletic Department's diversity mission statement. The specific details of the rewards-recognition will be established by the end of the 2010-11 academic year. The Athletic Department will meet with the DDAE to discuss best practice and development of the incentive program.

c) Achievement of enrollment objectives, graduation goals for minority student athletes and assessment of coaches commitment to recruitment of minority student athletes;

The graduation rate for UMKC's student-athletes is higher than the general student population. The freshmen cohort 2002-03 student athletes graduation rate is 56%, compared to 44% for all students. Although the 2002-03 graduation rates for minority student athletes was also 56%, minority women student athletes fared much better than minority men student athletes: The graduation rate for women minority student athletes was 70%, while the graduation rate for minority men student athletes was only 33%.

Although the four-year graduation rate for minority student athletes was three percentage points higher (47%) than the graduation rate for all UMKC minority students (44%), the graduation rate for minority men student athletes showed the same disturbing trend as that reflected in the 2002-03 freshman graduation rate. The four-year graduation rate for minority student athletes was 47%, the four-year graduation rate for minority men student athletes was 40%, while minority women was at 52%.

According to NCAA, the Graduation Success Rate (GSR) for all UMKC student-athletes who entered college in the 2002-03 academic year was 83%. Although the GSR for UMKC minority student athletes is also 83%, the GSR for men minority student athletes was significantly lower than women minority student athletes: men 74% and women 91%.

The Athletic Department has developed a mechanism for evaluating recruitment efforts to ensure equitable representation of minority student-athletes on teams. Using a performance review evaluation form, sports supervisors conduct performance evaluations of Assistant Coaches by their respective head coach's efforts at minority recruitment. As part of the annual employee performance evaluation, coaches, including head coaches, are assessed on their ability to demonstrate recruiting efforts targeted at equitable representation of minority student-athletes on teams. The Athletic Department uses a new recruiting system

called Scoutware that allows the department to track how many minority student athletes are recruited.

d) Comparative review of minority student athlete populations to evaluate whether ethnic minority populations are increasing;

Coaches have been made aware of the Athletic Department's commitment to aggressively recruit minority student athletes and are required to document their recruitment efforts. The purchase of the new software mentioned above, Scoutware, aids in this documentation process as it allows coaches to track prospects that have been recruited. To address the challenges of minority student athletes choosing other schools due to greater support and funding, prospects are informed of and encouraged to apply for scholarships from other academic units prior to arriving to the University.

e) Expanding employment opportunities for minorities within the Athletic Department;

The Athletics Department is currently working with Dr. Dace, Deputy Chancellor for the DDAE, to develop strategies for recruiting applicants from diverse and underrepresented groups and also to explore other avenues and approaches for increasing the hiring of minority coaching staff and administrators. When positions become available the Athletic Department advertises on other organizations websites and in minority publications. For example, the head coaching positions for Women's Basketball and Track and Field were advertised on the Black Coaches Association (BCA) website).

2. IAC's Recommendations Regarding Minority Equity

- The IAC notes that the "Now is the Time" diversity training was never conducted. Therefore, the Subcommittee recommends that the Athlete Department contact DDAE to schedule this diversity training session.
- The IAC recommends that the Athlete Department complete development of the awards program during the 2010-11 academic year.
- The IAC recognizes that the Federal Graduation Rate (FAR) and Graduation Success Rate (GSR) calculations measure graduation in a six-year time frame from initial college enrollment. In the case of UMKC, these rates are calculations for student athletes entering UMKC during the 2002-03 academic year. The disparity between both the FGR and GSR for minority men student athletes -- as compared to the same rates for minority female student athletes -- point to a disturbing trend. The

Subcommittee, therefore, recommends that the Athlete Department evaluate whether the FGR and GSR for minority men student athletes have improved since the 2002-03 cohort. The IAC further recommends that the Athletic Department develop an academic plan to address this disparity in graduation rates.

- The IAC recommends that the Athletic Department report on the effectiveness of the Scoutware in documenting and tracking recruitment of minority student athletes.
- The IAC recommends that the Athletic Department determine whether advising prospective minority student athletes to seek other outside scholarships increase the number of minority student athletes who choose UMKC?
- The IAC recommends that the Athletic Department, at the end of the 2010-11 academic year, report on its collaboration with DDAE to develop strategies for recruiting applicants from diverse and underrepresented groups and on its efforts to explore other avenues and approaches for increasing the hiring of minority coaching staff and administrators.
- The IAC recommends that a copy of the IAC's Annual Report be delivered to the DDAE and that the Athletic Department provide the DDAE demographic information regarding staff, coaches and student athletes.
- UMKC's outdoor track & field student athletes have had to train off campus because the newly constructed Durwood Soccer stadium is an adequate training facility for these student athletes. The travel time potentially raises academic, student athlete well-being and, because the minority student athletes are a majority members, minority equity issues. If UMKC is to develop a facility's plan to meet the needs of women's and men's indoor and outdoor track & field student athletes, UMKC must consider how gender and race intersection with respect to female minority student athletes. UMKC must also consider how gender, race and student athlete well-being issues intersect at the crossroads of male and female minority student athletes. The IAC recommends that the Athletic Department develop a strategic facility plan that takes into consideration how to balance the unique minority equity, gender equity interest of minority female student athletes, and the student athlete well-being needs of all its student athletes.
- The IAC recommends that the Athletic Certification Review Subcommittee evaluate what effect does training daily off campus have on minority women and men student athletes who participate in indoor and outdoor track & field student athletes. Those

student athletes were transported to 68 Inside Sport's Indoor facility, which is located in Overland Park, Kansas, for indoor training track & field training.

- The IAC recommends that the Athletic Department place high priority on determining the feasibility of constructing an outdoor facility, preferably close to campus, and an indoor track facility where UMKC's track & field student athletes because this sports lacks adequate training and competition facilities.

3. Gender Equity Plan

The subcommittee focused on thirteen (13) areas of concern as it evaluated the Athletic Department's progress towards meeting the terms of its Gender Equity Plan. However, two of those areas, (a) Maintaining proper ratios between student athletes and trainers and medical services providers, and (b) Availability of housing and dining facilities services to increase the number of student athletes living on campus, are addressed under the Student Athlete Well-Being section of this report. The following issues regarding the Athletic Department's Gender Equity Plan will be addressed in this section of the report: (1) Progress towards achieving gender equity in athletic scholarship awards by increasing athletic room & board scholarship for men's sports; (2) Progress toward accommodation of the interest and abilities female student athletes; (3) Progress towards achieving gender equity in equipment and supplies for female sports; (4) Ensuring equity between female and male sports in game scheduling and scheduling of practice times; (5) Equity assessment in travel and per diem allowance for women's sports; (6) Availability of tutoring on an equitable basis; (7) Equity in coaches' compensation within the Athletic Department; (8) Availability of comparable practice and competitive facilities and locker rooms for both women's and men's sports; (9) Ensuring publicity and media equity between women's and men's sports; (10) Ensuring gender equity within Athletic Department staff; and (11) Ensuring recruiting equity by increasing equivalency sports.

a) Progress in achieving gender equity in athletic scholarship awards by increasing athletic room & board scholarship for men's sports

Student athletes' tuition scholarships for all sports are fully funded. However, with respect to room and board scholarships, not all sports are fully funded. In the 2009-10 academic year, only the three following sports were funded at 100% of the NCAA maximum number of room and board scholarships: (1) women's basketball, (2) Volleyball and (3) men's basketball. Both men's tennis and men's golf were funded at 44.44 % of the NCAA maximums and were also funded at a higher percentage than women's golf and women's tennis, which were respectively funded at 33% and 25%.

These percentages are misleading because the NCAA maximum number of room and board scholarships for women's tennis (8) and women's golf (6) are both higher than the allowable number of scholarships for men's tennis (4.5) and men's golf (4.5). A difference in one scholarship changes the percentages significantly. Men's golf and men's tennis have each awarded two (2) of their 4.5 room and board scholarships. Those two scholarships represent 44.44% of their allowable scholarships. The same two women's sports awarded three (3) of their maximum allowable scholarships of eight (8) for women's tennis (33%) and six (6) for women's golf (25%).

When compared to all other sports, including 100% funding for women's basketball, women's volleyball and men's basketball, the number and percent of allowable room and board scholarships awarded in the 2009-10 academic year to student athletes in the following sports seems to indicate a relative imbalance among these sports: women's track & field and cross country (11%), women's soccer (14.28%), men's track & field and cross country (15.87%), women's softball (16%) and men's soccer (20.20%). One may justifiably conclude the funding imbalance represents a mixed bag. The Athletic Department proposes to close the gap in relative funding imbalances by increasing the number of room and board scholarships for men's and women's sports by 2012-13. Men's basketball will continue to be funded at 100% of the maximum allowable scholarships. Men's soccer will increase by 41 % to 51% of the NCAA's maximum room and board scholarships. Men's Track & Field/Cross Country will increase by 36% to 52% NCAA's maximum room and board scholarships by the 2012-13 academic year. Both men's tennis and men's golf will increase to 100% of the NCAA maximums. Women track & field and cross country will increase from 11% to a projected 50% by the 2012-13 academic year.

However, by the 2012-13 academic year, the three sports which are projected to be funded at the lowest percent of NCAA's maximum room and board scholarships are women's sport: women's track & field and cross country (50%), women's softball (50%). Although the projected increases are significant, this still may implicate gender equity.

The current funding imbalance appears, however, to raise both gender and minority equity issues with respect to women's track & field which is currently funded at 11% of the NCAA maximum eighteen (18) room and board scholarships . Gender equity issues are raised because this is a women's sport. Minority equity issues are raised because track & field and cross country represent a significant number of minority student athletes for both women's and men's track & field and cross country. Further, because the student athlete well-being issues discussed in later in this report is specifically related to two sports with such a high number of minority student athletes, minority equity issues are implicated. Finally, minority equity is also implicated when one considers that the Athletic Department project to increase the maximum

of the NCAA allowable room and board scholarships by the 2012-13 academic year for women's Track & Field and Cross Country to 50%, men's track & field and cross country to 52%.

b) Progress toward accommodation of the interest and abilities of female student athletes

Title IX prohibits discrimination "on the basis of sex" by any institution receiving federal funds. Although intercollegiate athletics was not the focus of Title IX when enacted, it became clear from the scope of the original legislation that intercollegiate athletic would ultimately be impact by Title IX.³ In an effort to counter attempts to essentially exempt the revenue generating sports of men's football and basketball from its reach, Congress enacted Senator Jacob Javits' compromise legislative amendment that "directed the Secretary of Health, Education and Welfare (HEW) to develop implementation regulations for intercollegiate athletics, with 'reasonable provisions considering the nature of particular sports.'"⁴ The Office of Civil Rights (OCR), which was given the authority to develop regulations implementing Senator Javit's amendment, promulgated regulations currently applied to Title IX.

The OCR issued policy interpretations that established the following three alternative tests for determining compliance with the requirements of Title IX.

- (1) Whether intercollegiate level participation opportunities for male and female students are provided in numbers substantially proportionate to their respective enrollments; or
- (2) Where the members of one sex have been and are underrepresented among intercollegiate athletes, whether the institution can show a history and continuing practice of program expansion which is demonstrably responsive to the developing interest and abilities of the members of that sex; or
- (3) Where the members of one sex are underrepresented among intercollegiate athletes and the institution cannot show a continuing practice of program expansion such as that cited above, whether it can be demonstrated that the interests and abilities of the members

³ B. Glen George, *Forfeit: Opportunity, Choice, and Discrimination Theory Under Title IX*, 22 YALE J.L. & FEMINISM 1, 5 (2010).

⁴ *Id.*

of that sex have been fully and effectively accommodated by the present program.⁵

The percentage of female student athletes reflects an upward trend from 2007 to 2009. Precisely, female participants were 51.3% of UMKC's student athletes in 2007-08. That number increased to 55.2% 2008-09, and again increased in 2009-10 to 55.4% of student-athletes. The 55.4% of female student-athletes is almost proportional to the UMKC's female enrollment which is 58.1% of the student body. The total number of female student athletes has increased yearly from 116 in 2007-08, to 144 in 2008-09, and again in 2009-10 to 150. Finally, women's soccer was added 2009-10, which helped to decrease the gender disparity of student-athletes. However, although there is a steady increase the percentages of female student athlete, the only figures that have been provided for male student athletes indicate that for the 2009-10 academic year male student athletes make up 44% of UMKC's student athletes. Male students make up 42% of UMKC's student population.

Title IX was enacted to prohibit discrimination on the basis of sex. The lack of proportionality between the percentage of female students in the student population and female student athletes has become a short hand measure or default measure for discrimination in a number of cases. The combination of the number of male student athletes and the growing percentage of female students in the student body makes it difficult for an institution to achieve proportionality.⁶ Institutions that field a football team face a significant problem in meeting the proportionality requirement established by the OCR's test. At these institutions there is usually a large disparity between the percentages of female student population and percentages of female student athletes. Generally, the percentage of male student athletes is often significantly greater than female student athletes, although the reverse is the case with in the general student body. UMKC is unique in that it does not have a football team and the percentage of female student athletes (58.1%) exceeds the percentage of male student athletes (44%) by 14.10 percent.

Without further study, the IAC is not able to reach any conclusions regarding the significance of the above facts.

⁵ *Id.*

⁶ George, *supra* note 3, at 7.

c) Progress towards achieving gender equity in equipment and supplies for female sports

The Athletic Certification Subcommittee noted that when compared to the 2008-09 academic year, equipment expenditures for women's sports showed an increase equal to expenditure for men's sports. However, there was an increase in expenditures for Men's Basketball of \$6,000. There were not comparable increases in equipment expenditures for women's basketball in the 2008-09 academic year. However, the budget for equipment expenditures for men's basketball was \$6,000 less than that of women's basketball. Presumably the differential increase in equipment expenditures for men's basketball corrected deficiencies which existed the year before. The Athletic Department projected a 2% increase on equipment budgets in all sports through the 2012-13 academic year. These projections reflect that expenditures increases will be equal for men's and women's sport.

d) Ensuring equity between female and male sports in game scheduling and practice time scheduling

The Subcommittee on Certification Review considered facility usage for practice times by comparing the practice time utilization during weeks 43 (October) of the 2008-09 and (October) of the 2009-10 academic years. Week 43 was selected because it occurs during Men's and Women's Basketball, Volleyball, Track and Field, and Men's and Women's Soccer and represents a period of highest utilization. In the 2009 season, however, Men's soccer did not utilize practice hours at Swinney (Durwood Stadium) and Women's Soccer did not exist. Therefore, the data indicates that total team practice hours increased 64.5 hours or 55% from 2009 to 2010: Women's sports showed a 44.8% increase while men's sports seemingly showed a 125.8% increase. However, this seemingly large increase over the 2009 figure is because the men's soccer team did not utilize Swinney during the in 2009 season. In 2010, mixed sports show an increase of 11.22% practice time usage of Swinney over 2009.

The facilities utilization report does not assess whether men's or women's team utilized any other facility for practice, nor did it assess whether utilizing other practice facilities off campus had any impact on student athletes.

e) Equity assessment in travel and per diem allowance for women's

The travel expenditures for women's volleyball and women's softball are significantly higher by some \$21,000 than men's and women's soccer. Expenditures for volleyball are 140% greater than expenditures for men's and women's soccer. Expenditures for women's softball is also 140% greater than both men's and women's soccer. The expenditures for both women's volleyball and women's softball are 233% greater than women's track & field. The disparity in

spending for these women's sport may raise minority equity questions, since a significantly greater minority population of women student athletes are on women's track & field as compared to women's volleyball.

The Athletic Department has a proposed annual budget plan for increasing travel budgets that reflect annual increases of 3% from 2009-2013. More specifically, 2008-09 and 2009-10 reflect a 3% increase proportionally and the Athletic Department has forecasted to do the same for 2010-11 and 2011-12.

f) Availability of tutoring on an equitable basis

A total of 18 tutors provide tutoring services to student athletes: 11 female, 7 male; 3 minorities, and 2 international. These tutors are provided across varied disciplines and are available by appointment. In the Fall 2009 semester, August 24 to December 12, student athletes completed 11,000 hours in study hall and attended 1,500 tutoring appointments. Tutors for the department's tutoring program are generally recommended by professors, are interviewed and references are checked before appointment to the program. Following appointment, tutors are required to attend an orientation. All tutoring for student athletes occur in study hall. Student athletes receive tutoring in a range of academic disciplines, from Math to Art History and Chemistry to foreign languages studies.

The Subcommittee finds that tutors are provided to all student athletes on an equitable basis. However, the Academic Review Subcommittee has provided a more comprehensive review of academic support services and the Subcommittee on Certification Review will defer to recommendations made by the Academic Review Subcommittee.

g) Equity in coaches' compensation within the Athletic Department

Currently, Golf reflects the only sport in which the salaries of women's coaches are in the top 1/3 of the summit league female coaches' salaries. Specifically, the 2009-10 salary for women's golf was 2nd highest of the 10 coaches included (i.e., top 1/3). Both women's basketball and men's & women's track & field are in the bottom 1/3 in compensation within the Summit League. The head coach of women's basketball is a female. The head coach of both men's and women's track & field is a minority female coach.

The number of female assistant coaches does not equal to or exceed the number of male assistant coaches, but some progress has been made. There were 8 female assistant coaches at UMKC during the 2007-08 academic year. That number dropped to 6 during the 2008-09 academic year and increased to 11 during the 2009-10 academic year. There were 10

male assistant coaches at UMKC during the 2007-08 academic year. That number increased to 15 during the 2008-09 academic year and increased again to 16 during the 2009-10 academic year.

The Budget Review Subcommittee has provided a more comprehensive review of coaches' compensation and the Subcommittee on Certification Review will defer to recommendations made by the Budget Review Subcommittee.

h) Availability of comparable practice and competitive facilities and locker rooms for both women's and men's sports

The Athletic Certification Review Subcommittee determined that locker room and practice facilities for women's and men's soccer teams are comparable. Both teams practice and contest games at the newly constructed Durwood Soccer Stadium. The Athletic Department is in negotiations with Plaza Tennis and the Kansas City Parks and Recreation to create a bubble to cover the six tennis courts next to Brush Creek for men and women's tennis. This facility will include locker space. Parks and Recreation owns caves and the bubble will be stored there (go up in October and come down in April-March). The price tag for this endeavor will be \$550,000, 50% of the cost will be covered by KC United). The city of Kansas City will pay for erecting and taking down the bubble.

Upon further review, the IAC noted that the newly constructed Durwood Soccer stadium does not provide a comparable or competitive training facility for UMKC's women's and men's track & field program. The curves of the current practice track do not simulate competition conditions, which poses competitive training disadvantages for women's and men's track & field athletes. The women's & men's out door track & field student athletes train daily off campus. Women's and men's indoor track & field student athletes are further disadvantage because UMKC does not currently own a competitive indoor training facility for these student athletes. To find a competitive training facility, student athletes are transported to 68 Inside Sport's training facility located in Overland Park, Kansas.

The Athletic Department is working with DLR Group, an architecture firm to consider feasibility of constructing an indoor track facility. The facility is expected to be a 200m indoor track with softball field and turf area for golf, including appropriate areas for track and field events. Because of the number of women's sports team that are currently without an indoor facility -- softball, women's gulf and women's track & field and men's golf -- the lack of indoor facility raises gender equity issues.

i) Ensuring publicity and media equity between women's and men's sports

Upon review of UMKC sports teams media guides, the Subcommittee noted some insignificant differences in the number of media pages for some men's and women's sports. For example, in men's basketball there are 22 pages devoted to players while 20 media pages devoted to women's basketball student athletes. Because returning student athletes get a two-page spread in the media guide, a few more returning men's basketball student athletes fully explains the two-page difference. Further, the 20-page difference between the men's and women's media guide was attributed to the form in which the same data is depicted by the women's basketball Sport Information Director. In the women's media guide, the same statistical information appears, only in a different format.

The media guide for men's soccer have 45-pages devoted to the men's team, while the women's soccer only devote 34-pages to its media guide. The difference is fully explained in that 2009-10 represents the first year of the women's soccer program, therefore there are no past results, history, career or season records or honors included in the women's soccer media guide. Since the women's soccer program completed its first full season, more historical information will be included in the media guide.

The media guide for men's and women's track & field and cross country is a combined guide, containing a total of 70-pages. The media guide for women's volleyball and women's softball respectively contains 52 and 44 pages. The Subcommittee determined the Athletic Department provides equitable media guide coverage for women's and men's sports.

j) Ensuring gender equity within Athletic Department staff

Since 2007 the number of female staff members has increased. Specifically, the number of female staff (i.e., administrators and coaches increased from 16 in 2006-07 to 37 in 2009-10. Since the 2008-09 academic year, female staff has increase by four (4) from 33 to 37. Male staff has increased by one over the same period.

k) Ensuring recruiting equity by increasing equivalency sports

The Athletic Department is actively working on a plan to increase the recruitment of female athletes. The Athletic Department recently developed a recruitment philosophy and continues to discuss with coaches the expectations of its recruitment statement. Although the recruitment philosophy does not explicitly address the recruitment of female athletes, coaches

of women's sports, and in particular women's track and cross country, have been engaged in discussions about increasing the roster sizes of female sports.

Women's sports with rosters filled to 85% of the NCAA limit for 2009-10 include basketball, volleyball, tennis and softball. Women's sports with rosters not filled to 85% of the NCAA limit in 2009-10 include soccer, track & field and cross country and golf.

4. IAC's Recommendations Regarding Gender Equity

The IAC makes the following recommendations:

- The IAC recommends that the Athlete Department consider reviewing its plan for increasing the number of number of the allowable NCAA room and board scholarship to address the potential gender equity and minority raised by apparent imbalance between sports.
- The IAC recommends that the FAR, a Law Professor, provide a more comprehensive analysis, for Title IX purposes, of the significance of UMKC's unique situation in that it does not have a football team and that the percentage of female student athletes (58.1%) exceeds the percentage of male student athletes (44%) by 14.10 percent. Further, determination should be made of the significance of female students representing a greater percentage of its student body population, yet the percentage of female student athletes is approximate three (3) percentage points less than the percent of female students currently enrolled.
- The IAC recommends that in conducting facilities utilization analysis for the 2010-11 academic year, the Subcommittee on Athletic Certification also assess whether men's or women's team utilized facility other than UMKC facilities for practice and whether utilizing other practice off campus facilities had any impact on student athletes.
- The IAC recommends that the Athletic Department provide written explanation for why travel expenditures for women's volleyball and women's softball are significantly higher by some \$21,000 than men's and women's soccer.
- The IAC recommends that the Athletic Department provide written explanation for why expenditures for volleyball are 140% greater than expenditures for men's and women's soccer.

- The IAC recommends that the Athletic Department provide written explanation for why expenditures for women's softball is also 140% greater than both men's and women's soccer.
- The IAC recommends that the Athletic Department provide written explanation for why expenditures for both women's volleyball and women's softball are 233% greater than women's track & field.
- Since issues have been raised regarding whether the newly constructed Durwood Soccer stadium provides a comparable or competitive training facility for UMKC's affected student athletes, the IAC recommends that the Athletic Department develop strategic plan for prioritization meeting the facilities needs of these student athletes.
- The IAC recommends that the Athletic Department place high priority on determining the feasibility of constructing a 200m indoor track with softball field and turf area for golf, including appropriate areas for indoor track and field events. Since the sports affected are women's sports gender equity and student athlete issues are raised because these sports do not have adequate indoor training facilities.
- With regard to ensuring recruiting equity and increasing equivalence sports, the IAC recommends that the Athletic Department specifically outline its plans for increasing recruitment of female athletes.
- The IAC recommends that the Athletic Department amend its recently developed recruitment philosophy to explicitly address the recruitment of female student athletes.
- The IAC recommends that the Athletic Department develop specific plans for increasing the roster sizes of female sports.

5. Student Athlete Well-Being

The subcommittee also assessed the Athletic Department's progress in meeting identified goals with respect to the student athlete well-being. Although several student athlete well-being matters were assessed by the Athletic Certification Review Subcommittee under the minority and gender components of its reports, they maybe more accurately characterized as student athlete well-being issues. These include: (1) Minority student athletes' participation in governance and decision making within the Athletic Department; (2) Programs and activities for minority student athletes; (3) With respect to medical and training facilities, maintaining proper ratios between student athletes and training

a) Minority student athletes' participation in governance and decision making within the Athletic Department;

The "Student-Athlete Advisory Committee (SAAC) is a committee made up of student-athletes assembled to provide insight on the student-athlete experience. The SAAC also offers input on the rules, regulations and policies that affect student-athletes' lives on NCAA member institution campuses." SAAC includes student athlete representation from all Varsity sports. SAAC meets every 3 weeks to discuss topics pertinent to NCAA, student-athlete well-being, community service, and marketing. SAAC's organization structure, policies and procedures are controlled the organization's By-Laws. Of the 26 SAAC representatives, 4 (15%) are minority. Although there are Hispanic students athletes, currently there are no Hispanic SAAC representatives. The Athletics Department is working to ensure Hispanic participation in and representation by Hispanic student athletes in SAAC. Currently, SAAC does not participate in UMKC's Fall Orientation program; however, in the past two years, Student Affairs personnel have been contacted and a request has been made to allow student athletes and the Athletic Department staff to participate in orientation. The Athletic Department will continue to communicate the importance of their participation at Orientation and remain persistent in their efforts to seek approval.

Student athletes, -- majority and minority, male and female student athletes -- have participated in community service outreach activities on campus and in the Kansas City community. Student athlete participation has increased from previous years. Community service opportunities included, but were not limited to, UMKC Campus Move-In Day, UMKC Women's Center Walk-A-Mile in Her Shoes, Children's TLC October Pumpkin Patch, and Thanksgiving Can Collection for Harvesters and Children's TLC Groundhog Day Run. SAAC members served on various leadership committees. The leadership opportunities range from the Summit League leadership Retreat and the Mendoza Breakfast to Certified Peer Educator Training and an NCAA Coaches Clinic.

Student-athletes are notified of leadership opportunities via student athlete group emails that are sent out by Ursula Gurney, Associate Athletics Director, through the Blackboard site. These emails are sent out every Friday and are entitled "Academic Updates". In addition to leadership opportunities, student athletes are also provided other information and the Blackboard site serves as a primary mechanism for communicating with student-athletes as a group.

The Athletic Department encourages minority student-athletes to apply for departmental staff positions. For instance, Khadian Kelly, a former Jamaican (included in student-athlete ethnicity data as Black/African American) track and field student-athlete,

applied for and received a graduate assistantship (Fall 08-Spring 10) with Janet Justus in the Athletic Department's Compliance area. Several other student-athletes were hired as graduate assistants or interns with the Athletics Department.

b) Programs and activities for minority student athletes;

The NCAA CHAMPS/Life Skills Program (Challenging Athletes' Minds for Personal Success) is a program created to support the student-athlete initiatives of NCAA member institutions and to enhance the quality of the student athlete experience while engaged in higher education. At the beginning of the academic year (August-September), the Athletic Department administers an electronically a yearly Needs Assessment survey that is prepared by the NCAA CHAMPS/Life Skills Program.

The Student-Athlete Affairs (SAA) Needs Assessment is an online survey tool that is administers to determine the programming needs of student athletes. The results of the survey is presented in a report that provides a rank ordering of student athletes answers to the following 11 topic areas: (1) Study Skills and Time Management; (2) Orientation and Advising; (3) Nutrition and Eating Disorders; (4) Risk Taking Behaviors/Safety; (5) Self Esteem; (6) Mental Health; (7) Communication, Support and Authority; (8) Diversity, Inclusion and Gender Equity; (9) Finances; (10) Technology; and (11) Life after Sport.

A total of 121 student athletes completed the survey and the top three areas of programmatic needs for all student-athletes were: (1) Self-esteem; (2) Resources, Goals, Internships, and (3) Coping, Stress, and Leadership. Minority student-athletes identified the same top 3 priorities emerged. These findings will be used to develop specific programming and activities throughout the year for minority, majority, male and female student athletes.

The Student-Athlete Support Services Office (SASSO) partnered with UMKC's Career Services to offer a series of events for student-athletes during the 2009-2010 academic year. The following events were scheduled and well attended.

DATE	EVENT	HOST
October 2009	Resume Building Workshop	SASSO
March 2010	Etiquette Dinner	SSASO
April (13-14) 2010	Mock Interviews	Career Services

This partnership will continue during the 2010-2011 academic year as SASSO and Career Services have already established their programming for the upcoming year.

c) Medical and Training Facilities and Services

The Athletic Certification Review Subcommittee relied on a follow-up review of facilities and practice time which was conducted by Diversity and Equity Consultant, Tim O'Brien during the week of January 18, 2010. According to report titled —Equity Report, student athletes had adequate access to both medical care by doctors and training staff. However, since increasing the number of physicians to three (3) and arranging regularly schedules of three (3) days weekly in the training room and providing easier access to the Truman Medical Center for other treatments (x-rays etc) medical care for the student-athletes has improved significantly. Both student athletes and coaches have the increased availability and access to the doctors was unanimously recognized the improved access to medical care.

Finally, increasing the athletic training staff -- student athletes have access to two female trainers, two male trainers and one graduate assistant -- has improve availability of services both on campus and when teams travel for competition. The redesign of the physical plant where training services are delivered -- primary training room and new smaller room -- has significantly improved student athletes access to and "availability and quality of the training services."

d) Housing and Dining Facilities Services

Recent campus construction of dorms has resulted increasing the number of student athletes living on campus and thereby improving the college experience for student athletes. All first year student-athletes on full athletic grant and aid in the form of scholarships live on campus residential housing, either Oak Street or Johnson Hall. After their freshman year, student athletes may live off campus if they have a GPA of 2.5 or greater and their coaches agree to their off campus living arrangements.

6. IAC's Recommendations Regarding Issues of Student Athlete-Well Being

- The IAC recommends that the Athletic Department develop a plan to ensure more minority participation in SAAC, particularly Hispanic student athletes.
- The IAC recommends that the Athletic Department determine why SAAC does not participate in fall orientation and to develop a plan for SAAC's participation in fall orientation.
- The IAC recommends that the Athletic Certification Review Subcommittee evaluate the student athlete well-being issues raised by student athletes who participate in

indoor and outdoor track & field, golf and softball student athletes when they have to train off campus because UMKC lacks adequate facilities.

IV. Academic Review

The Academic Review Subcommittee is responsible for evaluating the Department of Intercollegiate Athletics' academic support services and for implementing the NCAA's operating principle regarding Academic Integrity. The Subcommittee report addresses corrective actions taken by the Intercollegiate Athletic Department with respect to recommendations of the 2008 NCAA Athletics Certification Committee relating "Review of Academic Support Services for Student-Athletes".

A. Academic Integrity

Academic Integrity is one of the NCAA's fundamental principles. This principle provides that "an intercollegiate athletics program shall be designed and maintained as a vital component of the institution's educational system, and student-athletes shall be considered an integral part of the student body. Consistent with this philosophy, the institution shall demonstrate that:

- a. The institution admits only student-athletes who have reasonable expectations of obtaining academic degrees;
 - 1) If the academic profile of entering student-athletes, as a whole or for any student-athlete subgroup, is significantly lower than that of other student-athlete or comparable student body groups, the contrast shall be analyzed and explained by appropriate institutional authorities.
 - 2) If the graduation rate of student-athletes, as a whole or for any student-athlete subgroup, is significantly lower than that of other student-athletes or comparable student body groups, this disparity shall be analyzed, explained and addressed (through specific plans for improvement) by appropriate institutional authorities.
- b. Academic standards and policies applicable to student-athletes are consistent with those adopted by the institution for the student body in general or NCAA standards, whichever are higher;
- c. The responsibility for admission, certification of academic standing and evaluation of academic performance of student-athletes are vested in the

same agencies that have authority in these matters for students generally; and

- d. Written policies related to scheduling are established in all sports to minimize student-athletes' conflicts with class time and/or final examination periods due to participation in intercollegiate athletics, consistent with the provisions of Constitution 3.2.4.13."

B. Academic Advising

The Academic Review Subcommittee determined the Intercollegiate Athletic Department has significantly improved its ability to monitor student athletes' academic degree progress and their progress toward graduation. Academic degree progress and progress towards graduation is monitored by the Student Athlete Support Services Office (SASSO). Student athletes are required to meet, at minimum, annually with their Academic Unit Advisor. During meetings with Academic Unit Advisors, student athletes complete an Athletic Degree Projection Form which enables student athletes to determine and maintain academic degree progress toward graduation. The SASSO ensures compliance with this requirement by placing an administrative hold on student athletes' account, preventing student athletes from registering for classes. The administrative hold is removed after the student athlete returns his or her completed Athletic Degree Projection Form to the SASSO.

The SASSO encourages student athletes to utilize UMKC's Degree Audit Reporting System (DARS). Once a student athlete uses DARS to request a degree audit, the system automatically generates an academic progress toward degree completion report. Completion of the degree audit is not a confirmation of the requirements for degree completion. Confirmation occurs after the student athlete meets with their Academic Unit Advisor. After the meeting with Academic Unit Advisor, the Academic Unit Advisor confirms the student athlete's progress toward earning their degree.

DARS may also be used by student athletes to conduct "What If" reports for other majors student athletes may be considering. DARS automatically generates the "What if" report, which determines the student athlete's course requirements for the projected degree program. The student athletes again meets with the Academic Unit Advisor to confirm that the projected degree report will enable the student athlete to maintain progress toward earning the projected degree.

C. Priority Registration

UMKC's priority registration program is an additional tool used to ensure student athletes will remain on track for their academic degrees. Under UMKC's priority registration system students are assigned early or designated registration times up to two weeks before general registration. The priority registration program reduces the likelihood that student athletes miss enrolling in courses that must be taken in the sequence if the student athlete is to remain on track for degree completion.

The SASSO encourages all student-athletes to take advantage of priority registration by sending emails to alert student athletes of their priority registration dates. At-risk student-athletes, however, are individually scheduled to register for their classes. The SASSO has been able to increase participation in the priority registration program by also scheduling class registration by teams. Members of the sports team registers for classes with SASSO staff in study hall during the period of priority registration period. Registration is conducted only after student athletes have met with their respective Academic Advisors and obtain approval course schedules.

In both the fall 2009 and spring semester of 2010, over 70% of all student-athletes registered for classes within the first 5 days of priority registration.

D. Collaboration Across Campus

In order to more effectively deliver academic support services to student athletes, the SASSO collaborates with academic professionals across campus. In doing so, the Athletic Department demonstrates its commitment to ensuring that Athletic Department and its student athletes remain an integral part of the academic mission of UMKC. This commitment is reflected in the department's effort to educate academic advising colleagues of the special advising needs of student-athletes and of NCAA academic regulations that affect non-athletic academic professionals across campus. The Associate Athletic Director for Student-Athlete Services represents the department at monthly Advising Forums presented by the Division of Student Affairs. Additionally, twice yearly, the Associate Athletic Director for Student-Athlete Services presents at UMKC's Advising Forums.

Through collaboration between the Registrar's Office and SASSO, SASSO Liaisons have been established within each Advising Unit across campus. The liaison serves as the main contact between SASSO and the Advising Unit. Over 80% of UMKC's student-athletes are enrolled in the College of Arts & Sciences, Henry W. Bloch School of Business and Public Administration and the School of Education. The Associate Athletic Director for Student-Athlete Services meets regularly with the liaisons in these academic units. These meeting have helped to improve each academic unit's knowledge of the unique experience of student athletes and

the collaborative role played by the SASSO. Importantly, these meetings assist members of each academic unit in understand their role in NCAA compliance.

Beginning in the summer of 2011, the SASSO will bring together both SASSO Liaisons from each Academic Unit and the Associate Registrar in a forum to discuss the needs of each constituency's role in educating student athletes. In addition, weekly meetings currently occur between the Associate Registrar, the Registrar and Associate Athletic Director for Student-Athlete Services around the same topic.

1. Tutoring

In an effort to make student-athletes more aware of the academic resources available on campus, SASSO's Learning Service Coordinator has partnered with resource units on campus, including Supplemental Instruction (SI), Writing Lab, Math Lab, Bloch Tutoring and Language Lab. Student-athletes are encouraged to make use of these campus resources. The Learning Services Coordinator is a recently hired fulltime staff of the SASSO. The primary responsibility of the Learning Services Coordinator is to ensure that the academic support services needs of student-athletes are being met. The Learning Services Coordinator also oversees study hall, the department's tutorial program and, more importantly, works closely with at-risk student athletes and performs advising services to student-athletes in general. The SASSO also added a Graduate Assistant to its office. The Graduate Assistant currently works with the Life Skills program, established to provide skills support and mentoring the student-athletes. These additions have significantly increased the academic support services offered to the student-athletes.

A total of 18 tutors (11 female, 7 male; 3 minorities, 2 international) across varied disciplines are available to student athletes. Tutors are recommended by professors, they are interviewed by the SASSO, their references are checked and they attend an orientation program developed by the SASSO. All tutoring occurs in study hall. Student athletes schedule individual tutoring appointments. Between August 24 and December 12 of the fall semester of 2009, student athletes completed 11,000 hours in study hall and attended 1,500 tutoring appointments.

The SASSO evaluated the effectiveness of service delivery, through the use of two new surveys instruments that were incorporated into SASSO's annual plan. SASSO used both surveys in 2009-10 to understand the needs of its student-athletes. Over 90% of the student-athletes surveyed stated they were more than satisfied with the services offered by SASSO and receive quality academic advising. At end of the 2010-11 academic year, SASSO will hold meetings with each team to evaluate delivery of academic support services. Additional

information will be gathered at the beginning of each academic year from student-athletes who are required to participate in the Life Skills NCAA survey.

SASSO has expanded and refined the way it defines at-risk student-athletes. Using the NCAA's Facilitating Learning and Achieving Graduation (FLAG) program, SASSO has overhauled its own at-risk program. SASSO is one of a handful of NCAA schools participating in the NCAA's pilot program. At-risk student-athletes are evaluated based on several factors including – academic history, personal history, sport environment, and transfer status. Academic Success

UMKC's student athletes are experiencing incredible academic success. The cumulative GPA for all UMKC teams for 2009-10 academic year was 3.10. That cumulative GPA resulted in a 4th place ranking within the Summit League. The cumulative team Academic Performance Rate (APR) for the 2009-10 academic year of 964, ranked UMKC the 3rd highest in the Summit League. There were 48 Scholar Athletes for the fall of 2009. Scholar Athletes are student athletes earning a GPA of 3.5 and above. During the winter-spring semester, 67 student athletes were named to Summit League All-League Academic Honors Team. The women's tennis team earned its third straight ITA All Academic Team Award. There were also 41 Summit League All-League Academic Honorees for fall sports.

2. Success Skills

The Athletic Department continues to demonstrate its commitment to ensuring student athletes learn success skills development through the College of Art & Science course, A&S 100, which is led by SASSO. The course teaches student athletes preparedness skills, study skills, time management, note and test taking strategies, and effective writing and grammar skills. The course considers pedagogical issues unique to student-athletes. SASSO also encourages the promotion of academic skills to all student-athletes by conducting workshops for all levels of student-athletes including, WEPT workshops, note taking skills, text book reading. Furthermore, using weekly e-mail communications, SASSO ensures that student-athletes are aware of campus success skills workshops.

During the 2009-10 academic year, the Athletic Department, through the SASSO has taken a leadership role in expanding the Life Skills program. The Life Skills program also has a new focus area dedicated to career development. During the 2009-10 academic year, a partnership was established with UMKC's Career Services and SASSO that jointly implemented the following programs for the student-athletes:

- A Resume Workshop in October
- The Etiquette Dinner in March

- The Mock Interviews Seminar in April
- The Life Skills program also created a special partnership with Career Athletes, bringing a speaker to campus in February

The Life Skills & SAAC has also provided access to community outreach program which enables student athletes to participate in many events on the campus and community the following including:

- **Community Service Outreach (Campus/Community)**
 - UMKC Campus Move-In Day
 - Department of Athletics Orientation Day
 - UMKC Women's Center Walk-A-Mile in Her Shoes
 - Children's TLC October Pumpkin Patch
 - Thanksgiving Can Collection for Harvesters
 - Call-A-Thon
 - Children's TLC Groundhog Day Run
 - UMKC Winter Warm-Up
 - Summit League Food Fight
 - UMKC Career Services Etiquette Dinner
 - Relay for Life
 - UMKC Career Services Mock Interviews
 - Children's TLC Duck Race on the Plaza
 - Blue and Gold Games
 - CHAMPS Challenge
 - Rock n' Roo Talent Show
- **Leadership Opportunities**
 - Summit League Leadership Retreat
 - Mendoza Breakfast
 - TAASU Breakfast
 - Certified Peer Educator Training
 - NCAA Leadership Conferences
 - NCAA Coaches Clinic
 - SASSO has also created academic workshops to better prepare all student-athletes for their academic pursuits, including a WEPT Workshop which occurs twice per semester.

E. Study Hall

Expanded academic support services offered through SASSO can be seen in *Gradesfirst*, a study hall monitoring system purchase and installation in study hall facility. The system tracks study hall usage, tutor usage and mentor usage. In the fall 2009 semester the student-athletes logged 11,000 hours and attended 1,500 tutoring appointments. In spring 2010 the student-athletes logged 9,700 hours and attended roughly 1,400 tutoring appointments. Since the fall 2009 study hall has been proctored from 2-6pm on Sunday, 8-9pm Monday-Thursday and 9-4pm on Friday. Proctor ensures the study hall facility remains conducive to studying. Study hall rules have been implemented, and an electronic card swipe system allows SASSO to track study hall usage.

Furthermore, increasing the tutoring staff from 6 to 18 and implementation of a more rigorous new tutoring program has enabled SASSO to more effectively meet the academic support needs of the department's student-athletes.

F. Academic Progress Monitoring

The Athletic Department's Academic Monitoring program makes both coaches and SASSO administrators immediately aware of student athletes' current academic status. The monitoring program also anticipates whether a student athlete is likely to experience academic eligibility problems in the future. The eligibility monitoring structure described above was established by a Memorandum of Understanding between the Office of Student Affairs and the Athletic Department. As a result, by the third week of each semester SASSO produces an Eligibility Review List (ERL) for each member of a team's coaching staff. The ERL discloses the current academic eligibility status of each student athlete. The monitoring system also enables UMKC to avoid NCAA infractions which would occur if student athletes compete while, unbeknownst to the department, ineligible. Coaches and SASSO administrators review and discuss the implication of each student's status and develop specific academic support plans for respective student athletes.

G. Monitoring of Academic Performance

The Athletic Department is able to monitor student athlete academic throughout each semester through the computerized monitoring system *Gradesfirst*. Twice each semester the program is utilized to send out grade checks to each student's professor. In the fall and spring semesters roughly 50% of professors responded to the automated grade check system. If a professor does not respond, SASSO then directly emails the professor in the case of at-risk

student-athletes.

H. Graduation Rates:

As noted in the discussion beginning on page 9 of this report, student athletes consistently graduate at a rate higher than the general student body. Minority student athletes also graduate at a higher percentage than minority students at UMKC. However, the IAC noted a disparity between the graduation rates of minority student athletes and other student athletes and, particularly that female minority student athletes graduate at a significantly higher rate than minority male student athletes.

I. Transfer Students

The Subcommittee is aware that the eligibility of and academic performance of transfer students is a national concern of the NCAA. The Athletic Department is out front of this issue. In spring 2009, utilizing UMKC's Degree Audit Reporting System, SASSO created a new process to ensure that transfer students athletes enter UMKC eligible to compete. SASSO created "What If Audit" reports which project the degree progress of transfer student-athletes. When SASSO is notified of a potential transfer recruit, a "What If Audit" request is sent the Academic Advising Unit, along with a copy of the transfer student's transcript. The Academic Advising Liaison in the Advising Unit indicates the student-athlete's potential progress toward graduating.

In spring 2010 SASSO created additional 2-4 and 4-4 transfer documents which is used internally to ensure compliance with NCAA transfer regulations. A 2-4 transfer is a student athlete who is transferring from a Junior College. A 4-4 transfer is a student athlete transferring to UMKC from another 4-year institution. Further, SASSO meets with each transfer recruit to discuss potential progress towards graduation issues. SASSO also assigns 2-4 transfers to study hall hours and mentors to ensure academic success at UMKC.

J. IAC's Recommendations Regarding Academic Review

- The IAC recommends that the Athletic Department develop a plan for improving the percentages of all student-athletes registered for classes within the first 5 days of priority registration.
- The IAC recommends that the SASSO consider developing a strategy to increase the percentages of professors responding to the automated grade check system from 50% to 70% by the 2010-11 academic year.
- The IAC recognizes that the federal graduation and graduation success rates it examined for the UMKC student athletes are based on the six (6) year graduation

rate for student athletes entering UMKC during the 2002-03 academic. The disparity between both the federal graduation and graduation success rates for minority men student athletes as compared to the same rates for minority female student athletes point to a disturbing trend. The Subcommittee, therefore, recommends that the Athlete Department evaluate whether the federal graduation rate and graduation success rates for minority men student athletes has improved since the 2002-03 cohort. The IAC further recommends that the Athletic Department develop an academic plan to address this disparity in graduation rates.

V. Compliance Review Subcommittee

The Athletic Compliance Review Subcommittee is primarily responsible for investigating rules violations and evaluating the Athletic Department's compliance with NCAA regulations. The Athletic Compliance Review Subcommittee conducts investigations into rules violations following notification by the Senior Associate Athletic Director for Compliance, the Compliance Officer, of a violation. Upon receipt of such notification, the Chair of the Compliance Review Subcommittee appoints a member of the IAC to review the investigation as the investigation is conducted by the Athletic Department. The Compliance Officer is required to keep the subcommittee member assigned to the matter apprised of the progress of the investigation and actions planned regarding the investigation.

The Investigating Representative continues to review the investigation at each step of the investigative process. The Investigating Representative is obligated to seek any needed clarification, considers the thoroughness and appropriateness of the investigative actions, and offers advice and appropriate assistance, if needed, regarding any actions to be taken in the investigation and reporting of the violation. The Athletics Department Staff is also required to alert NCAA, via an on-line submission report, of any violation and provide appropriate notice and documentation of corrective measures taken or to be taken. The Compliance Officer is also required to provide a copy of the documentation to the Faculty Athletic Representative and to the Chair of Compliance Review Subcommittee.

Finally, once the NCAA reports on its disposition of the violation, the Athletics Compliance Officer is required to forward the NCAA's report to the Compliance Subcommittee Chair and the IAC Investigating Representative assigned to the investigation of that violation. The Athletic Department request for waiver of any violations must be signed by the Athletic Director and or the Chancellor or Faculty Athletic Representative.

The Athletics Compliance Officer, Janet Justus conducted monthly compliance meeting with all coaching staff members, graduate students and coaching and other volunteers. These meeting were also attended by the Athletic Department's senior staff administrators, including the athletics director. In addition, the Compliance Officer conducted bi-weekly compliance

meetings with the coaching staff of individual teams during which matters concerning squad list management, personnel and team-specific matters were addressed.

A. NCAA Violations

UMKC is required to self-report any NCAA rules violations it believes may have occurred. A secondary violation is a violation “that is isolated or inadvertent in nature, provides or is intended to provide only a minimal recruiting, competitive or other advantage and does not include any significant recruiting inducement or extra benefit...” NCAA Bylaw 19.02.2.1

All violations of NCAA regulations other than secondary violations are considered major violations. Violations that provide extensive recruiting or competitive advantage to an institution are considered major violations. Multiple repeated secondary violations under Bylaw 19.02.2.1., may be considered major violations.

B. Major Infractions

The Athletic Compliance Review Subcommittee is pleased to announce that UMKC committed no major violation during the 2009-10 academic.

C. Secondary Violations

The number of secondary violations increased by five (5) during the 2009-10 academic year. Within the NCAA Division I circles, an increase in reported violation may be more a reflection of the institution’s commitment to rules compliance and that the Athletic Department’s compliance checks and balances are working as expected, rather than an indication of compliance lapses within the Athletic Department. The more effective the Athletic Department is at educating its members of rules compliance matters, the more likely that coaches, staff and volunteers will self-report secondary or other violations. The fact that self-reported secondary violation have increased over the 2009-10 academic is evidence that the Athletic Department takes seriously its commitment to rules compliance.

Year	Legislative Relief Waivers	Student-Athlete Reinstatement Requests	Secondary Infractions	Initial-Eligibility Waivers	Progress-Toward Degree Waivers
2009-10	3	5	12	0	3
2008-09	1	3	7	1	3
2007-08	1	3	2	0	0
2006-07	0	0	2	0	0

D. Initial Eligibility Waivers

During the 2009-10 academic year, the Athletic Department filed no request for waiver of initial eligibility of any prospective student athlete. The NCAA membership has authorized the granting of exceptions to the initial academic eligibility requirements for student athletes entering an institution, so long as the waiver is based on objective evidence that demonstrates circumstances in which a student's overall academic record warrants the waiver.

E. Request for Reinstatements

During the 2009-10 academic year, the Athletic Department submitted five (5) request to the NCAA for reinstatement of lost eligibility of student-athletes involved in NCAA rules violations. The compliance processes in place at UMKC enables the Athletic Department to timely discover student-athletes that may have been involved in an NCAA violation. Once the violation is discovered, the Athletic Department must declare the student-athlete ineligible, investigate the violation, and self-report the violation to the NCAA. Along with the report, the Athletic Department is required to submit its request for reinstatement of the student-athlete's eligibility by the national office staff. The NCAA violations for which the Requests for Reinstatements were submitted were all unintentional violations. All student athletes for which Request for Reinstatement were filed during the 2009-10 academic year were granted by the NCAA.

F. Legislative Relief waivers

During the 2009-10 academic year, the Athletic Department submitted three (3) request for legislative relief.

G. Progress towards degree waiver

Year	Legislative Relief Waivers	Student-Athlete Reinstatement Requests	Secondary Infractions	Initial-Eligibility Waivers	Progress-Toward Degree Waivers
2008-09	1	3	7	1	3
2007-08	1	3	2	0	0
2006-07	0	0	2	0	0

H. Recommendation Regarding Compliance

IAC Compliance Review Subcommittee has not reviewed a case during the 2009-10 academic year where the compliance subcommittee believed that there has been gross negligence or intentional conduct intent on the Athletic Department obtaining a competitive advantage. The violations reviewed were either caused by a lack of knowledge regarding the particular rules, or the result of “special cases” that are not often caught by the typical processes that have been put in place by the UMKC Athletics Department.

The Compliance Review Subcommittee believes that the compliance department has been actively engaged in a number of activities to address and prevent violations through education of staff, coaches and athletes and improved, more proactive processes to ensure compliance with the NCAA rules. It is also clear that the Athletics Department has been diligent in establishing and fostering more productive partnerships with other offices across the university (admissions, registrar’s office, financial aid, individual instructors, etc.). As a result these improvements, the Athletic Department are catching and reporting violations, although the number of violations may have actually increased in the past several years. The Athletic Department is effectively identifying and reporting violations.

- The IAC Compliance Review Subcommittee’s recommendation has more to do with its review process. The IAC recommends that the Compliance Review Subcommittee evaluate the effectiveness of its compliance review and investigative processes to determine ways to improve service delivery.
- The IAC recommends that the Athletic Department and the IAC determine the budget impact NCAA Compliance.

VI. Budget Review Subcommittee

The Budget Review Subcommittee is responsible for evaluating the budgetary and fiscal practices of the Department of Intercollegiate Athletics, to insure fiscal responsibility and transparency. The Intercollegiate Athletics Department presents its budget report at each quarterly meeting of the Intercollegiate Athletic Committee. Carla Wilson, Senior Associate Athletic Director for Business and Finance Office/Senior Woman Administrator prepares and ordinarily presents the budget report to the IAC.

A. Comparative Budget Review

The budget report to the IAC consists of an item by item review of the Athletic Department’s budget with comparative analysis, by quarter, of prior year’s revenue and expense items. The Athletic Department has always promptly responded to questions and

request for additional documentation made by members of the IAC. The Athletic Department has been fully transparent and has consistently demonstrated its fiscal responsibility.

The subcommittee noted an improvement in fiscal year 2010 of 2009. In fiscal year, the Athletics Department actuals ended \$400,000 in deficit, as compared to \$1.2 million in deficit in fiscal year 2009. Institutional revenue allocations increased thirty five percent (35%); student fee increased five percent (5%), ticket sales thirteen percent (13%), and gifts sixty three percent (63%). Miscellaneous revenues increased twenty percent (20%). Miscellaneous revenues included items such as game guarantees and NCAA revenue distributions. Revenues increase from fiscal year 2009 to 2010 by thirty three percent (33%) overall. Over the same period expenditures, increased by nineteen percent (19%) overall. The largest increase in expenditures was seen in salaries where there was an eleven percent (11%) increase. Increases expenditures consisted primarily of bonuses paid under the coaches' contracts. An increase in expenditures was also seen in room and board scholarships, eight percent (8%). These increases were mandated by the NCAA Certification gender equity plan.

B. Gender Equity Budget Review

The NCAA Certification Gender Equity plan calls for UMKC coaches salaries for the female sports to be within the top third of the coaching salaries in the Summit League in each respective sport. In 2009-10, of the eight female sports offered by UMKC, only one is in the top 1/3 (Currently women's golf is 2nd highest salary of women's golf coaches in the Summit League, as compared to 9th of 10 in 2006-07). Even so, the women's sports coaching salaries have improved over the last three years, and have improved in the Summit League ranking by at least one spot, which is a move in the right direction.

C. Comparison Summit League NCAA Coaches Maximums

The number of coaches per sport at UMKC is very comparable with what others are doing in The Summit League. Most sports at UMKC have or are one coach away from the maximum number of coaches allowed by the NCAA. Men & women's golf has only 1 coach each, while the maximum allowed by the NCAA is 2 each; men's and women's soccer have 2 coaches each, while the maximum allowed by the NCAA is 3 each. As far as scholarships are concerned, UMKC budgets the NCAA maximum allowed, but in tuition only. The only fully funded sports (tuition, books, fees, and room and board) at UMKC are men's basketball, women's basketball, and volleyball.

D. Summit League Salary

Summit League salary surveys for last 3 years were compared. Administrative salaries are close to being in the top third of the Summit League, while the coaches' salaries, although moving in the right direction, there are still much farther behind other Summit League institutions.

E. Comparison of Student Fee Revenues

A comparison of student fee revenues generation possibilities by looking at the 2009-10 enrollment data, athletic fee per credit hour charge variations with a cap at 12 credit hours vs. no cap on credit hours was made. By increasing the current athletic fee \$5.00 per credit hour, and additional \$1.3 million dollars of revenue would be generated for athletics, without removing the cap of 12 credit hours. If the cap was removed, \$ 1.7 million dollars of additional revenue would be generated.

F. IAC Recommendations Regarding Budget Review

- The IAC recommends reorganization of the Budget Review Subcommittee.
- The IAC recommends the Chancellor request the dean of relevant Academic Units recommend faculty member for appointment to the Budget Review Subcommittee.
- The IAC recommends that the Athletic Department and the IAC determine the budget impact of issues surrounding NCAA Compliance with respect academic support services to student athletes, minority equity and gender equity, and rules compliance.

VII. Hearing Subcommittee

The Hearing Sub-Committee's responsibility is to conduct student athlete transfer hearings, if the Intercollegiate Athletic Department denies a student athlete's request to permit any other institution to contact the student athlete about transferring. If the Intercollegiate Athletic Department denies a student-athlete's request to permit any other institution to contact the student-athlete about transferring, the Intercollegiate Athletic Department is required to inform the student-athlete, in writing, that the student athlete, upon request, will be provided a hearing before the IAC Hearing Sub-Committee.

The Hearing Subcommittee had no hearing during the 2009-10 academic year. One student athlete's request to permit another institution to contact the student athlete about transferring was denied by the Athletic Department. Although proper notice was given to the student athlete regarding the right to a hearing on the denial, the student athlete did not appeal the Athletic Department's decision to deny the request to permit another institution to contact the student athlete about transferring.

VIII. Conclusions

The Intercollegiate Athletic Department takes seriously two fundamental principles of both the NCAA and UMKC: first, the Athletic Department must remain a vital part of the educational mission of the UMKC; and, second, student-athletes must remain an integral part of the student body and must be fully integrated into the academic life of UMKC. The Athletic Department appears fully committed to satisfying the recommendations of the 2008 NCAA Athletics Certification Committee and, for the most part, has done so. The IAC recommendations included in each section of this report focus primarily upon improving the Athletic Department's efforts to serve student athletes and satisfy the requirements of the NCAA. There are, however, a few matters that require further attention.

The first concerns the disparity between the Federal Graduation Rate (FGR) and the Graduation Success Rate (GSR) for UMKC's student athletes and the FGR and the GSR for UMKC male minority student athletes as compared to the same rates for female minority student athletes. This disparity points to a disturbing trend, and the Athletic Department should evaluate whether the FGR and the GSR for UMKC's male minority student athletes have improved since the 2002-03 cohort. The Athletic Department should also develop an academic plan to address this disparity if it still exist within the Athletic Department.

The second matter is more nuanced and requires careful consideration of the intersection of gender, race and student athlete well-being as UMKC considers meeting the facilities needs of the indoor and outdoor track and field program, softball and golf. These sports involve a significant number of female student athletes and minority student athletes who are disadvantaged by the lack of training facilities that realistically simulate the competition conditions. The time lost by student athletes who have to travel off campus to the location of appropriate training facilities damages student athlete welfare. As the FAR, I will conduct a careful study of the intersection of gender, race and student athlete well-being and will report on my findings to the Chancellor and the IAC.

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