Program Write-up with Task Force Comments

ATH Athletics

Program Summary

Task Force: Thank you for the time and effort you put forth in your report. Through the USAP process, we are working to create a culture of continuous improvement; setting specific and measurable goals is an important step in the process of moving IPFW toward this culture of improvement. Part of this effort is getting individuals and units at IPFW to think differently about planning and the future. The work of Athletics is critical to IPFW and we greatly appreciate the time you spent on this significant endeavor.

The USAP Task Force as noted that Advising and Student Success are heavily featured in the unit. Many other units mention a concern about advising. Perhaps athletics advising services could serve as model or go-to resource for academic units. Additional feedback is provided for each goal in the appropriate section below.

Thank you again for being part of this important initiative.

Criterion: #1: Mission - How does your unit support the mission of the university? This may include your mission and vision statements. (no more than 200 words)

Question: Mission - How does your unit support the mission of the university? This may include your mission and vision statements. (no more than 200 words)

IPFW Department of Intercollegiate Athletics enhances the University’s overall mission and vision demonstrated by 1) fostering student success; 2) impacting the local economy 3) emphasizing intellectual and social advancement of students; 4) providing intensive mentoring; 5) integrating life and work experiences; 6) celebrating diversity in an inclusive culture, and 7) community engagement.

Further, the Department aims to generate pride and school spirit for students, faculty, staff, donors, alumni and Fort Wayne as it strives to create a stronger University through improving the support of those stakeholders. The public relations, positive media exposure, and service provided by the Athletics Department benefit IPFW and Fort Wayne. In conjunction with its Div. I athletics program, the University’s accomplishments are communicated to the Northeast Indiana Region and beyond.

The mission of IPFW Intercollegiate Athletics (revised 11/4/2014) is to foster an environment of growth in the areas of academics, athletics, and social responsibility. IPFW coaches, staff, and student-athletes work to enhance IPFW’s reputation by reaching for academic and athletic excellence. The Mastodon Academic Performance (MAP) Center provides on-going academic advising as well as support for career and personal development. MAP’s ultimate goal is supporting the accomplishment of a higher education degree.

The IPFW Department of Intercollegiate Athletics stresses three core values: Academic Excellence, Social Responsibility and Athletic Intensity:

- Academic Excellence. Academic achievement is the first priority of our student-athletes.
- Social Responsibility. Student-athletes strive to become good citizens and better-rounded individuals by giving back to campus and our community with grass root-type of projects.
- Athletic Intensity. Student-athletes at IPFW have an opportunity to compete at the highest level of intercollegiate competition and are reminded to do so with good sportsmanship and the intensity of a champion as they represent themselves, their families and the University.
Question: I. Foster Student Success - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area I: Foster student success.

- (I) Focused on campus initiative to intentionally and purposefully recruit students meeting Chapman, Chancellor’s Merit, Merit, Doermer and Distinguished scholarship criteria (252 total students in last three years)
- (I) Student-athletes graduate at more than double the rate of the general student population (Federal Rates: 61% student-athlete, 25% IPFW general population)
- (I) Student-athletes (263) earned a combined 3.14 grade point average in 2013-14, marking 11-straight years of higher than a 3.0 combined student-athlete GPA
- (I) 67% of all student-athletes achieved better than a 3.0 gpa in 2013-14
- (I) Seven teams with a perfect score of 1,000 Academic Performance Rate (APR) – APR is an NCAA measurement of academic success each semester tracking eligibility, retention, and graduation
- (I) 2013 NCAA Graduation Success Rate of 85% (Second in Summit League, while higher than Purdue, IU and Ball State)
- (I) 2014 NCAA Graduation Success Rate of 82% (Second in Summit League, while higher than Purdue and Ball State and just shy of IU’s mark)
- (I) A sample of national individual academic recognition in the last year:
  - Women’s basketball’s Amanda Hyde earned back-to-back Div. I-AAA Scholar Athlete of the Year and Capital One Academic All-America First Team
  - Men’s tennis’ Gerard Guell earned CoSIDA Academic All-District First Team
  - Softball’s Larissa Franklin earned CoSIDA Academic All-District First Team
  - (I) Summit League academic recognition
    - 66 Mastodon student-athletes (more than any other Summit League institution) were named to the fall 2013 Academic Honor Roll (3.0 gpa or higher in semester when they compete)
- (I D) Student-athletes account for 20% of all international students at IPFW
- (I B) This unit dedicated over 2,000 documented hours to community service, campus service and personal development.
- (I B) University Service & Community Service through SALT
  - Student Athlete Leadership Team (SALT) members actively promote the participation of their teams in many IPFW University events. IPFW student-athletes volunteered for the BIG Event, Diversity Week, the Summit League Food Fight, Homecoming, the IPFW Heath Fair, and numerous other university events. SALT led in the planning, running, and promoting of the 5K “Run It Walk It” for Chris Brown, to create an IPFW Endowed Memorial Scholarship Fund in the name of their fellow IPFW student-athlete. Inspired by the tragic loss of a cross country student-athlete, SALT created a significant gift (over $79,000 to date) to the University that will provide scholarships for years to come (featured in IPFW Impact Report 2014). Other specific examples of last year’s activities:
    - COMPASS Suicide Awareness “Gatekeeper” Training – A total of 119 student-athletes and staff have been trained. Four student-athletes and two staff are trained to serve as program trainers, vital for the program to continue on campus
    - IPFW Color Stomp 4K – Color Stations and Runners to benefit Allen County SPCA
    - Nutrition for College Athletes by Peer Health Educators & Judy Tillappaugh
    - “Out of the Darkness” American Foundation for Suicide Prevention (AFSP) 2013
    - Bystander Education Presentation by Peer Health Educators in HPER H16
    - NOH8 Campaign – Promoting Tolerance and Discouraging Hate Speech 2013, 2014
    - “Project Robin Hood” Toiletry Donation to Matthew XXV 2013, 2014
    - Basketball Homecoming Volunteers – Sheet Decorating Contest 2014
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- SCAN (Stop Childhood Abuse and Neglect) “Mitten & Hat” Program $500 2013, 2014
- Summit League FOOD FIGHT Competition to benefit Community Harvest Food Bank, approximately 4,200 # of Food, 2014
- “Run It/Walk It for Chris Brown” 7th Annual Memorial Scholarship Coordinated with Judy Tillapaugh, and Three Rivers Running Company (donated $150.00 Event Food and Event Staff Volunteers) 2013
- Health Fair Participants, Set-up, Tear Down and Food Demonstrations 2013, 2014
- THE BIG EVENT March 29, 2014 Approximately 60 Student-Athlete and Athletic Department Volunteers
- 7th Annual “Dons Supporting Turnstone” with $500 Donation, April 2014
- (I B) Pink Out – Teams engage with the community and raise funds for the Vera Bradley Foundation and raise awareness for breast cancer (raised over $5,000 during 13-14)
- (I B) Big Brothers/Big Sisters of IPFW Halloween at Housing 2013 & 2014 – Approximate 35 Littles visited 16 Rooms for Trick or Treating

• (I A, I B) Mastodon Academic Performance Center
  - (I B) Pass Program: Over 13,500 monitored study table hours last year and intrusive advising
  - (I B) HPER classes for freshmen success - with topics focusing on time management, wellness, financial aid information, bystander education, etc.,
  - (I, II B, III A) Career Workshops for student-athletes partnering with IPFW Career Services, Federated Insurance and Northwest Mutual

Question: II. Creation of Knowledge - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area II: Promote the Creation, Integration, and Application of Knowledge.
(II C) The Mastodon Academic Performance (MAP) Center – The MAP Center provides on-going academic advising, career and personal development, and encourages service to campus and the community through SALT. The MAP Center is highly effective in the areas of academic support and student-athlete affairs program. (See Goal #4 Signature Program)

Student Athlete Leadership Team (SALT) – Comprised of two student-athletes from each team and its purposes and objectives are the following:

- (II B, II C) To streamline and promote efficient communication between Athletic Department administration and student-athletes, in order to better serve the needs of both, and to offer suggestions on programs designed to serve those needs.
- (II B) To encourage and promote the involvement of student-athletes with the general campus community and the Fort Wayne.
- (I A, B) Provide programs encouraging academic achievement, athletic achievement, career development, personal development, and service to campus and community. (Assessment by Mastodon Cup competition)
- (I, II B, III A) Career Workshops for student-athletes partnering with IPFW Career Services, Federated Insurance, Northwest Mutual
- (II) Tennis/Cross Country’s Tim Saltys selected to give 2014 Commencement Speech
- (II) June 24, 2013 – Nomination Tim Saltys to DI SAAC
- (II) Tim Saltys Elected Summit League Representative to DI National SAAC, Hailie Ripley Elected Vice President Summit League SAAC
- (II) July 27-29, 2013 Summit League Representatives– Chicago, IL (Tim Saltys & Hailie Ripley)

(II B) “Campus Spotlight” – IPFW faculty and staff recognized at Men’s Basketball games to promote their respective unit and personal contributions to IPFW (2013, 2014)

Question: III. Regional Hub - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area III: Serve as a Regional Intellectual, Cultural, and Economic Hub for Global Competitiveness.

- (III C) IPFW Athletics hosted over 125 competitive sporting events on campus in last year. Mastodon fans including donors, alumni, youth and the FW community have opportunity to enjoy Div. I athletics at IPFW.
- (III D) Fitness Day 2012 (224 kids), 2013 (350 kids), 2014 (490 kids) – host annual event for Fort Wayne Community schools to emphasize health and wellness
- (III C) “Top Ticket” IPFW vs. Ball State Men’s Volleyball rated premier sporting event in state
- (III C) IPFW athletics alumni go on to compete professionally. Just a few examples: Lloy Ball, Eddie Rivera, and Jeff Ptak (m. volleyball), Luis Jocobo, Frank Gaines, Pierre Bland, and David Simon (m. basketball), Mayara Schlindwein and Jessie Manwaring (w. volleyball)
- (III D) Mini Dons Sport Program – A free sports program for hundreds of area youth to come to IPFW’s campus and be coached by IPFW coaches and student-athletes in a fun environment. IPFW athletics provides all programming, personnel, and tickets while the Wilson Foundation provides funding for equipment.
- (III C, D) Teams conduct Camps and Clinics all year, bringing over 1,000 prospective students to campus yearly. (Men’s Soccer, Men’s Basketball and Women’s Volleyball host team camps. Track hosts open track meets. Baseball, Softball, Men’s Basketball, and Women’s Volleyball host individual youth camps and clinics too.)
IV. - Create a Stronger Univ - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area IV: Create a Stronger University through Improving the Support of Stakeholders and the Quality and Efficiency of the Organization.

- (IV C) IPFW Athletics and its multimedia rights partner, Learfield Sports, introduced PBS39 as IPFW’s TV partner for 2014-15. PBS39 will broadcast a total of eight contests including men's and women's basketball and men's volleyball. This partnership provides a marketing vehicle for the entire University.
- (IV C) Hosted eight Alumni events including golf outings, competitions, and dinners
- (IV C) Athletics Scholarship Endowments reached over $5 million
- (IV C) Mastodon Athletic Scholarship Fund raised $38,235 (2013-14)
- (IV C) Hosts pre-game socials for donors to cultivate and steward donor relations
- (IV C) Since July 1, 2014 Mastodon Athletics Scholarship Fund has grown $11,838
- (IV C) 73% towards $250K fundraising goal to name court in Gates Center to honor long-time Coach
- (IV C) Completion of $2.2 million campaign to endow men’s volleyball scholarships
- (IV C) Only men’s volleyball program in the nation to endow all 4.5 scholarships
- (IV C) Chris Brown Scholarship grew to $79,000
- (IV C) Honored 11 Alumni, inducting them into the IPFW Athletics Hall of Fame in the last three years
- (IV C) Partnered with campus to host Homecoming
- (IV C) Hosted 2013 & 2014 Mastodon Madness to build basketball and University brand in FW
- (IV C) Mastodon Stomp 5 K run (Raises money for Track and Cross Country Teams)

**Question:** Other Accomplishments - Please list any other significant accomplishments from the last three years that do not align with Plan 2020.

- Women’s Basketball earned post-season invite to WBI (2013 & 2014)
- Men’s Basketball: school-record 25 wins, advanced to 2nd round of CIT post-season tournament (2013-14)
- Women’s Volleyball: 2012 Summit League Championship, advanced to NCAA tournament (2012)
- Softball: Summit League Championship, advanced to NCAA tournament (2012)
- Women’s Tennis: Summit League Championship, advanced to NCAA’s (2010, 2011, 2013)
- 32 Student-athletes earn All-League accolades in 2013-14

**Criterion:** #3: Accreditations - Program specific accreditation and status

**Question:** Accreditations - What program-specific accreditations and status do you have, if any?

- (IV) NCAA Div. I classification
- Summit League membership

**Question:** Constraints/Benefits - How do these accreditations constrain or benefit the work of your unit, if applicable?
• **(IV) NCAA Div. I classification**

Benefits:

• As a Div. I member, IPFW has to meet minimum scholarship requirements, sport sponsorship requirements, and commit to institutional control.
• As a Div. I member, IPFW has access to financial resources (like men's basketball tournament revenue share and annual NCAA Academic Enhancement funds) while the University benefits from media exposure and “status” of Div. I label. This label differentiates IPFW from other nearby institutions and places us on same playing field status as Purdue, IU, Ball State, etc.,
• National programming for inclusion and diversity, academic success and benchmarking, career planning, and student-athlete wellness.

Constraints:

• Extensive reporting and assessment with respective deadlines
• Mandates and penalty structures for NCAA rules infractions and reports

• **Summit League membership**

Benefits:

• Developed rivalries with similar institutions
• Access to both Summit League and NCAA Championships
• Educational tools and resources
• Access to post-season athletic and academic awards/recognition

Constraints:

• Summit League core sport regulations
• Scheduling issues (missed class time, financial implications)
• Extensive reporting and assessment with respective deadlines

**Criterion:**  #4: Laws and Mandates - Federal and state laws or mandates that your unit addresses

**Question:** Federal and State Laws - What federal and/or state laws or mandates do you address, if any?
Title IX

NCAA Div. I rules compliance

Current case law

**Question:** Constraints/Benefits - How do these federal and state laws or mandates constrain or benefit the work of your unit?

- **Title IX.- Prong I compliance.** Our unit must track participation rates to meet compliance under Prong I of Title IX. The benefit is equitable gender participation rates. It is a potential constrain should we have to limit squad size to achieve compliance. (more information available if necessary.)
- **NCAA Div. I rules compliance.** As an NCAA Div. I institution, our unit must constantly monitor and document our commitment to NCAA rules compliance and education. The benefit is that IPFW can show that no major recruiting or academic violations have occurred and this campus has not been tainted by issues we read about in the news. The major constrain is the huge amount of time dedicated to this effort.
- **Current Case law (O’Bannon, Sackos v. NCAA, etc.)** Our unit must pay close attention to current case law to reduce the risk of litigation.

**Criterion:** #5: Inefficiencies - Activities that you spend resources on inefficiently or in ways that do not support the mission.

**Question:** Inefficient use of resources - On what activities, if any, do you spend resources (money, time, people, etc.) inefficiently or in ways that do not support the mission of your unit or the university? List as many as apply.

- Admissions process
- Transfer evaluations
- Limited Resource Institution classification (bottom 15% of all Div. I programs of overall funding)
- Charging by the credit hour – meeting financial aid guidelines
- Faculty appreciation/understanding for dual responsibility of student-athletes to represent University
- Proximity of League opponents - travel
- Progress towards degree evaluations
- Field maintenance (outdoor sports)
- Absence of attractive food/dining options to meet the needs of student-athletes
- Absence of campus-wide missed class policy – no consistency
- Inconsistency in academic advising support due to time and training of faculty and professional staff
- Student Housing – Financial aid issues due to structure of housing contracts not matching academic calendar
- Recruiting international students with higher TOEFL requirements and insurance premiums
**Criterion:** #6: IR and Budget Review - Review of your department profile and budget

**Question:** Contextualize IR data - Upon review of your IR Department Profile (for academic units) and FY 14-15 Budget information, are there any data you want to correct or contextualize? To view your profile or budget visit the Office of Institutional Effectiveness website: http://www.ipfw.edu/offices/ir/profiles/

NA

**Criterion:** #7: Goal One - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Task Force:**

1. Comment on the specificity of the goal:
   
   Very specific

2. Comment on the goal's measures:
   
   Straightforward, but unclear why Summit League is used as the standard

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):
   
   Administrative unit integration and limited collaborative advising produce external challenges

4. Comment on the goal’s relevance:
   
   It is relevant

5. Comment on the timeline of the goal: Reasonable

Possible opportunities for collaboration or suggestions for addressing a gap:

Possible collaboration with Financial Aid to align calendars to improve use of academic scholarships for recruitment of student athletes

**Question:** Unit Goal - What is your unit goal?

Rank at top of Summit League in academic achievement:

1. Maintain a student-athlete Graduation Success Rate (GSR) of better than 82%
2. Maintain a department combined Grade Point Average of over a 3.00
3. All teams achieve a multiyear Academic Progress Rate (APR) above 930

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.
Question: Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

high

Question: Actions - What action(s) does your unit plan to take to support this unit goal?

1. Intentionally recruit and retain 84 high-achieving students classified as Chapman, Distinguished, Merit, Chancellor Merit and Doermer Scholars per year. The Athletics Department will continue to execute this campus initiative which has proved to attract students who earn high marks and graduate from IPFW in a timely fashion.
2. Ensure NCAA best practices and improve institutional control in tracking progress towards degree and evaluation of transfer credits. Initiate interaction with the Registrar and Admissions Offices to improve process and communication.
3. Documented student-athletes meetings with athletic academic advisor and department advisor at least once per semester.
4. Continue to offer HPER class for freshman success. Adapt content to meet current students' needs.
5. Set sport specific academic goals to support unit goals.

Question: Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

1. Annual tracking of NCAA GSR rates to meet 82% or better
2. Semester and annual tracking of GPA measurements to meet 3.0 or better
3. Annual tracking of APR scores to meet a 930 or better score

Question: Resources - Are you able to accomplish this unit goal with your current resources?

Yes ~ with the current institutional structure for academic scholarships which support and incentivizes coaches to recruit high-achieving students (including out-of-state and international students).

No ~ If the structure and criteria for qualifying for those academic scholarships becomes more restrictive.

Question: Needed Resources - If you don't have enough resources, what additional resources do you need to accomplish this unit goal?

NA

Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?
1. Evaluation of IPFW academic scholarships criteria are not currently on same timetable of competitive Div. I recruiting calendar. Students looking for the best value prior to their senior year in high school, might not select IPFW because they are not certain of their scholarship status.

2. Lack of training, experience and resources for academic departments to provide adequate advising for all IPFW students.

3. Lack of a clearly defined certification protocol in which the registrar and academic department advisors evaluate all IPFW students’ progress towards degree.

4. New leadership in the Admissions Office has different interpretation of application of scholarship criteria. It is more restrictive than previous application and has narrowed the field of students who can qualify for these academic scholarships.

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

This goal can be assessed and achieved on annual basis

**Criterion:** #8: Goal Two - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Task Force:**

1. Comment on the specificity of the goal:
   
   Clear and specific.

2. Comment on the goal's measures:

   Straightforward

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):

   Seems achievable

4. Comment on the goal’s relevance:

   Financially Relevant

5. Comment on the timeline of the goal:

   Reasonable

   Possible opportunities for collaboration or suggestions for addressing a gap:

   Office of Advancement

**Question:** Unit Goal - What is your unit goal?

Plan and execute an annual event to raise funds for athletics scholarships (40K in fall of 2015, 45K in fall of 2016, and 50k in 2017).
Question: IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

I B 1 & 5

III D

IV C 1, 2, 4

Question: Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

high

Question: Actions - What action(s) does your unit plan to take to support this unit goal?

1. Plan and execute Annual “Run 4 scholarships” (A four-mile run and two-mile walk event) to become the primary fundraising activity to benefit athletics scholarships.
2. Set date and establish event committee by Feb. 2015. Build comprehensive action time-line, secure sponsors, organize athletics teams, recruit alumni, and publicize event.
3. Collaborate with Advancement Office to ensure best practices and optimize resources.

Question: Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

Annual Fall event income in dollars and participation.

Year 1: $40k

Year 2: $45k

Year 3: $50k

Question: Resources - Are you able to accomplish this unit goal with your current resources?

yes

Question: Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

NA

Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

Competing events on campus in the community

Staff time dedicated to planning another event and increased job duties
Question: Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

See Metrics

Criterion: #9: Goal Three - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

Task Force: 1. Comment on the specificity of the goal:

Clear and specific Note on context: Not directly relevant to goal

2. Comment on the goal’s measures:

Straightforward

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):

Requires additional funding

4. Comment on the goal’s relevance:

Unclear. More evidence needs to be presented to support the claim that achieving the goal will improve IPFW’s visibility.

5. Comment on the timeline of the goal:

Reasonable

Possible opportunities for collaboration or suggestions for addressing a gap:

Are all sports we currently have needed? How many sports are needed to be Div. 1?

Question: Unit Goal - What is your unit goal?

All teams qualify for Summit League/MIVA Tournament competition and finish ranked at least in the top-half of Summit League/MIVA standings every year. (Note: sports have differing tournament formats.)

Context: Success on the court or playing field (particularly in men’s or women’s basketball) has proven to attract new applicants. For example, Florida Gulf Coast University and Butler University’s recent success in the NCAA men’s basketball tournament translated into large increases in student applications (35% and 41%).

College sports also serve as a marketing vehicle through media coverage and game broadcasts which are essentially free advertising for the University. The value of that exposure was quantified for several universities after they made recent unlikely runs in the NCAA Men’s Basketball Final Four. Studies assessing the impact of basketball success reported that George Mason University received an equivalent of $677 million in media exposure and Butler enjoyed $410 million in exposure.
**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

I

III

IV

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

high

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

1. Recruit student-athletes who can raise the level of competition within each team.
2. Emphasize outcome of this goal during coaches’ annual written evaluation.
3. Adjust non-conference schedules as necessary to better prepare team for League competition.
4. Set sport specific competitive goals to support this unit goal.

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

Track League Tournament berths for each team – “Yes or No” for each sport on annual basis.

Evaluation of each team’s final regular-season League standings for “top half” performance – “Yes or No” for each sport on annual basis.

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

No. Most teams can’t realistically achieve this goal with the current resources dedicated to their programs.

Many teams are funded (in terms of scholarships and operational budgets) at near or at the very bottom of the Summit League which makes finishing in the competitive top-half very challenging, if not impossible. Of IPFW’s 16 sports:

- Five teams (men’s and women’s basketball, men’s and women’s volleyball, and women’s tennis) are funded in the top-half of its league in terms of scholarships. Not coincidently, all-five of those teams finished in the top-half of league standings in 2013-14.
- Two teams (men’s soccer and men’s tennis) rank exactly in the middle in terms League Grant-In-Aid Comparison.
- Nine teams rank below the bottom half in the League Grant-In-Aid Comparison. Three sports are last (baseball, men’s cross country, and women’s golf) and four are second to last (women’s cross country, and women’s indoor & outdoor track & field, and women’s soccer).
- IPFW is classified as a Limited Resources Institution (LRI), which means the IPFW Athletics Department’s overall funding ranks in the bottom 15% of 351 NCAA Div. I institutions.
- IPFW ranks last in the Summit League in recruiting expenses for all sports.
- IPFW men’s and women’s basketball rank 6th of 9 in the League in operating expenses.
Question: Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

1. Additional scholarship and recruiting dollars to approach at least League averages in every sport.
2. Additional staff to recruit and retain student-athletes
3. Upgraded facilities (locker rooms, baseball field, softball field, outdoor track, etc..) to compete for student-athletes with institutions in our region like Butler, Oakland, Ball State, Valparaiso, etc.,
4. Seek additional donors and private resources to recruit and retain the best Div. I student-athletes possible to reach this unit’s high academic and competitive goals.

Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

1. IPFW’s image on campus and in the community: it is “not committed to Div. I athletics” – this damages recruiting and ability to attract new donors/fans.
2. Turnover of four head coaches in about six months which results in a “transition time” for those programs.
3. A wider competitive gap in the future due to anticipated changes in NCAA legislation which permit more spending on student-athlete welfare items (food, insurance, etc..).

Question: Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

Though not realistically attainable for most teams, each team will immediately strive for this goal and assess at year’s end. The athletics department is comprised of coaches, staff and student-athletes who are committed and accustomed to “doing more with less” as evident by programs like the Softball’s 2nd of 7 teams 2014 Summit League finish (5th of 7 in Grant-in-Aids) and Men’s Tennis’ 2nd of 6 teams 2014 Summit League finish (4th of 7 in Grant-in-Aids), and Men’s Basketball’s 2nd place of 9 teams 2014 Summit League finish (6th of 9 in operating expenses).

Criterion: #10: Goal Four - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

Task Force:
1. Comment on the specificity of the goal:

Clear

2. Comment on the goal's measures:

Need to revise measures so they are more clearly related to the goal

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):

Unclear

4. Comment on the goal’s relevance:

Unclear until criteria for signature program are defined by administration.

5. Comment on the timeline of the goal:

Not specified.

Possible opportunities for collaboration or suggestions for addressing a gap:

Explore opportunities for collaboration with Registrar’s office as it relates to tracking progress towards degree completion

**Question:** Unit Goal - What is your unit goal?

**Signature Program Designation for the MAP Center.** Since retention, graduation, and fostering student success have all been identified as highest priority in IPFW’s strategic plan, and since the MAP Center has been successful in accomplishing all of these high priority goals, a goal for the Athletic Department is to have the MAP Center, its academic support program (PASS) and its student-athlete affairs program, recognized as a Signature Program for IPFW.

**Rationale:** IPFW student-athletes are graduating at a rate of more than double that of the general IPFW student population. This is highly atypical, most university’s graduation rates when comparing the student-athlete population to the general student population are within a few percentage points, sometimes with the general population being higher than that of the student-athletes.

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.
**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

*high*

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?
Continue the Student-Athlete Affairs and PASS (Promoting Academic Success of Student-Athletes) programs. *Note these programs include monitoring academic progress, student-athlete engagement and learning. More detailed descriptions of programs are available upon request.

The Student-Athlete Affairs and PASS Programs support the following six basic areas:

Academic Achievement – publicly acknowledged for individuals, teams and department through IPFW media, Fort Wayne media, Summit League publications and national venues such as ESPN

Athletic Achievement – reported and publicized through media same as #1

SALT – active student organization with monthly meetings

Career Development – specifically tailored to the skills and needs of student-athletes

Personal Development – opportunities for development and education on issues such as suicide awareness (COMPASS) bystander education (Peer Heath Educators), substance abuse prevention (NCAA myPlaybook), and nutrition (IPFW Health and Wellness)

Community Service and Engagement – active promotion and attendance at IPFW and other community service events

Area 1 is monitored/reported in semester and yearly GPA and overall GSR and can be compared with other DI programs. Areas 2-6 are assessed monthly and reported annually.

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

Continued Assessment of the following:

Annual Collection of Graduation Success Rates (GSR) as compared to similar institutions as well as GRS compared to non-Limited Resource Institutions (LRI), such as Purdue University, Indiana University, Ball State University. Note: *This metric is tied to Goal I – maintaining a GSR of 82% or higher will keep IPFW on par or ahead of other DI Athletic Department programs.* NOTE unlike IPFW, none of these other institutions are Limited Resource Institutions. GSR data is collected on an annual basis in accordance with rules governing its reporting and release.

Monitor the GPA each semester of every team and of the entire student-athlete population. Coaches and student-athletes are made aware, at a minimum of twice a year, of the expectation of at least a 3.0 GPA.

Monitor each student-athlete GPA for eligibility and for any students with a term GPA of 2.5 or below. Any student below a 2.5 will be placed in the intrusive advising portion of the PASS Program that includes twice a month meetings with a MAP advisor and mandatory study table hours. Attendance is taken for PASS meetings and hours are recorded for study table.

MAP Academic Support Programming Data Collection

**Academic Progress Reports (Grade Checks)** – Requests sent to professor/instructors each semester starting at week 5-6 on achievement. Strive for at least a 70% return rate from professors. (Note: It is not within the power of MAP to mandate the return of grade checks, these are requested.)

**Missed Class Worksheets** - Student-athletes in season are to meet with each instructor to discuss
athletic commitments which may involve missed class time. Missed Class Worksheets are to be filled out with an agreement of work to be made up or rescheduling of exams, papers, etc. between each student and instructor. Completed Missed Class Worksheets are due by the end of the first week of classes. Returned worksheets are recorded and filed in case a need to reference them arises during the semester.

**Study Tables** – Attendance at study tables is tracked daily and weekly reports and records are maintained for all student-athletes required to attend study tables as well as for those using them voluntarily. Weekly reports are sent to coaches, sport oversight and MAP advisors. Student-athletes participate in approximately 8000 hours of monitored study time in the Fall semesters and approximately 5500 hours of monitored study time in the Spring semesters. The number of hours required by each student can vary depending on their class standing, CUM and term GPAs.

**Semester Progress Toward Degree checks** – At the conclusion of each semester all student-athletes are reviewed for how many hours they have passed that will count toward their degree. Exact hours toward degree are recorded and if there are any discrepancies between the MAP Center records and those of the department they are reconciled. Each student-athlete is monitored for meeting a minimum % of hours toward their degree. (Sophomores 40%, Juniors 60%, Seniors 80%). This monitoring of % is a requirement of the NCAA and any student failing to meet these requirements will be declared ineligible by the IPFW Compliance Office.

**Mandatory Semester Meeting with MAP Advisor** – Before registering each student-athlete is required to meet with their assigned MAP Advisor. At that meeting the following are discussed:

- **Registration for the next semester’s classes**
- **Current performance in each class**
- **Academic support – referrals may be recommended for tutoring, etc.**
- **NCAA eligibility requirements and the status of each student with those requirements**

100% participation is expected and monitored each semester.

**Freshman Success Class** – Continue to offer a freshman success each Fall semester with a 95% success rate or higher that is designed to address and meet the needs of student-athletes. An evaluation is completed at the end of the semester, and reviewed for potential changes. Topics covered include but are not limited to NCAA rules, strategies for academic success, ethics in sport and financial aid literacy.

**Student Athlete Affairs Program** – As measured through participation in the “Mastodon Cup” - Data is collected on monthly basis and reported annually in the following areas:

- **SALT** – Monthly meetings attendance 80-85% as measured by the sign-in sheet or “make-up” appointments by SALT representatives to review meeting minutes. 80% attendance or through make-up of meetings or membership as a SALT representative is forfeited.

- **Engagement in Community** – The Athletic Department expects documents and tracks approximately 2000 + hours of service to the community and engagement with campus events. These service hours are contributed by student-athletes, coaches and Athletic Department staff.

- **Support of University Programs** - Per university event, approximately 25-30% participation and support are expected, and monitored. Events designated have been NOH8, The BIG EVENT, & Pink Out. COMPASS, a suicide awareness and prevention gatekeeper training program has been completed by 119 student-athletes, coaches, trainers and staff to date.
**Career Development** - Twice a year specific programming that focuses on student-athlete career related issues will be offered. This is coordinated with the IPFW Career Development Office. Attendance is voluntary, and each presentation is evaluated by the student-athletes.

**Charitable Giving** – A culture of philanthropy is encouraged and built into the student-athlete experience at IPFW. Each year SALT self-funds in order to create their own budget. They vote each year on what to do with their funds and have historically decided that at the minimum each year 70% of their money goes toward charitable causes. On average SALT donates $1500-$2000 a year of the student-athletes money to charities.

SALT is the only student group at IPFW to have ever established an Endowed Scholarship. The Chris Brown Endowed Scholarship was started by SALT and continues to be supported and staffed by IPFW student-athletes, coaches and staff. The scholarship is $79,000 to date.

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

We are achieving these goals – as a LRI. In other words, we are matching or out performing other institutions who are not LRIs and do not have the financial restraints and limitations of IPFW.

A few of the best example of this are the following:

**Graduation Success Rates**

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012-13</td>
<td>85% (ahead of Purdue, Indiana, IUPUI, Ball State and Indiana State)</td>
<td></td>
</tr>
<tr>
<td>2013-14</td>
<td>82% (tied with Purdue, ahead of Ball State, IUPUI and Indiana State)</td>
<td></td>
</tr>
</tbody>
</table>

IPFW has a National reputation with the NCAA DI – An IPFW Student-Athlete represents the Summit League on the National Division I SAAC (Student-Athlete Advisory Committee). He has helped the NCAA to produce a publication that has just been released and mailed out to campuses across the country "Mind, Body and Sport: Understanding and Supporting Student-Athlete Mental Wellness" October 2014 (ISBN#978-1-4951-3175-2)

Leading campus in mental health promotion – 119 student-athletes, coaches, trainers and staff are now COMPASS trained.

**Leading SAAC (SALT) in Summit League**

**IPFW Student-Athlete Summit League President 2014-2015**

**IPFW Student-Athlete Summit League Vice President 2013-2014**

**SALT – Community Engagement Hours 6800 in the last 3 years**

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

We have matched or outpaced and outperformed IU, PU, IUPUI, Ball State and Indiana State while at the same time being a LRI. Continued and full support from the University will be essential in maintaining the successes.
Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

Inefficiencies in reporting progress toward degree as an institution requires MAP to perform a duty that most institutions have established for their entire student body within the Registrar’s Office. In other words, the Registrar’s Office is typically responsible for monitoring, confirming and certifying progress toward degree for students and student-athletes.

Time demands of continuing to meet these goals without adequate support staff.

Lack of consistency across campus academic departments in consistent use of university policy.

Question: Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

Based on the above, the MAP Center has met the goals for retention and fostering student success that have been articulated this year as 2020 goals. Since the MAP Center is currently meeting those standards and because of the desire to maintain and to continually evaluate for improvement, we would like for strong consideration to be given to the designation of the MAP Center as a Signature Program for IPFW.

Criterion: #11: Goal Five - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

Question: Unit Goal - What is your unit goal?

Question: IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

Question: Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

Question: Actions - What action(s) does your unit plan to take to support this unit goal?

Question: Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

Question: Resources - Are you able to accomplish this unit goal with your current resources?
Question: Needed Resources - If you don't have enough resources, what additional resources do you need to accomplish this unit goal?

Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

Question: Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

Criterion: #12: Goal Six - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

Question: Unit Goal - What is your unit goal?

Question: IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write "NA" or clarify.

Question: Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

Question: Actions - What action(s) does your unit plan to take to support this unit goal?

Question: Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

Question: Resources - Are you able to accomplish this unit goal with your current resources?

Question: Needed Resources - If you don't have enough resources, what additional resources do you need to accomplish this unit goal?
Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

Question: Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

Criterion: #13: Goal Seven - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

Question: Unit Goal - What is your unit goal?

Question: IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

Question: Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

Question: Actions - What action(s) does your unit plan to take to support this unit goal?

Question: Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

Question: Resources - Are you able to accomplish this unit goal with your current resources?

Question: Needed Resources - If you don't have enough resources, what additional resources do you need to accomplish this unit goal?

Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?
Athletics

Program Write-up with Task Force Comments

ATH Athletics

Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

**Criterion:** 
#14: Goal Eight - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Question:** Unit Goal - What is your unit goal?

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?
#15: Goal Nine - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Question:** Unit Goal - What is your unit goal?

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write "NA" or clarify.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

**Criterion:** #16: Goal Ten - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.
Question: Unit Goal - What is your unit goal?

Question: IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

Question: Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

Question: Actions - What action(s) does your unit plan to take to support this unit goal?

Question: Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

Question: Resources - Are you able to accomplish this unit goal with your current resources?

Question: Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

Question: Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?