

Operating Principle

4.2 Minority Issues. It is a principle of the Association to promote respect for and sensitivity to the dignity of every person and to refrain from discrimination prohibited by federal and state law. Consistent with this fundamental philosophy, the institution shall:

- a. Have implemented its approved minority-opportunities plan from the previous self-study. If modified or if not carried out fully, the institution shall provide an explanation from appropriate institutional authorities.
- b. Demonstrate that it is committed to, and has progressed toward, fair and equitable treatment of all minority student-athletes and athletics department personnel.
- c. Formally adopt a written plan for the future for the intercollegiate athletics program that ensures the institution maintains a program, or continues progress toward a program, which expands opportunities and support for minority student-athletes and athletics personnel. The plan shall include measurable goals, persons responsible and timetables.

Equity, Welfare and Sportsmanship

4.2 Minority Issues

The minority issues subcommittee found the Department of Intercollegiate Athletics at Idaho State University to be in compliance with Operating Principle 4.2, “It is a principle of the association to promote respect for and sensitivity to the dignity of every person and to refrain from discrimination prohibited by federal and state law.”

Since the 1995 Self-Study Report and the revised 1996 plan, the Department of Intercollegiate Athletics has implemented approved activities with the assistance of the Divisions of Enrollment Planning and Student Affairs.

The subcommittee found the Department of Intercollegiate Athletics to be in compliance with the University hiring practices mandated by the ISU Human Resources Office and the ISU Affirmative Action/EEO Office. The subcommittee identified positive changes made in the recruitment process of minority student-athletes and athletic personnel. To enhance the recruitment efforts of the Division of Enrollment Planning and the Minority Advisor, Recruiter and Admissions Counselor, measures were taken to include advertisements in publications that serve minority populations and student athletic recruitment in urban metropolitan areas.

The subcommittee identified a host of activities, documents, and services that are directed towards or contribute to the maintenance, progress, and support of minority student-athletes and athletic personnel. These include: mission statement, athletic statement, statement of role and responsibilities of coaching staff and student-athletes, drug education, student-athlete disciplinary procedures, financial aid, student-athlete employment, student-athlete academic support, and minority enhancement scholarships. The responsible individuals include the Associate Director of Athletics for Student Support and Compliance, the Compliance Officer and, to a limited degree, the Office of Enrollment Planning and Student Affairs.

Self-Study Items

1. Explain how the institution is organized to further its efforts related to the minority issues operating principle above for both staff and students and provide evidence that matters concerning how minority issues are monitored, evaluated and addressed on a continuing basis.

The Affirmative Action Officer and the Director of Athletics report directly to the President. The Associate Director of Athletics for Student Support and Compliance reports to the Director of Athletics. When issues arise involving academic concerns, the Associate Director of Athletics for Student Support and Compliance makes recommendations to the Academic Vice President (see Appendix IV-2. A). The Affirmative Action Officer is responsible for investigating and reporting incidents of discrimination brought forward by students, faculty, and staff.

The Office of Enrollment Planning and Academic Services encompasses all areas of recruitment and general advising for students, including student-athletes. Two positions specifically focus on minority students: the Director of Minority Recruitment and Admissions Counseling and the Advisor and Recruiter for Minority Students. The director oversees minority recruitment and overall minority student population growth. The advisor provides diversity training for First Year Seminars and for ISU faculty, staff, and administration; this training includes the Department of Intercollegiate Athletics. Both positions recruit, advise and counsel prospective and continuing minority students. Other outreach by Enrollment Planning staff to student-athletes, including minority athletes, involves academic and overall advising, assistance with financial and adjustment issues/concerns, and making students aware of campus and community resources and services.

All minority student-athletes meet individually or in groups with the minority advisor, who provides an orientation to the City of Pocatello and the ISU campus. The minority advisor provides a candid appraisal of the conservative, homogenous racial and cultural climate of southeastern Idaho and the rest of the state. This orientation is provided to the student-athlete recruit during the first campus visitation and again after the student-athlete has chosen ISU. There is regularly scheduled contact with all at-risk students, including at-risk student-athletes, during the freshman year. It may continue informally thereafter.

During the campuswide new student orientation program, minority student orientation is offered as a special service. In the fall of 1999 an orientation to Pocatello was initiated and co-hosted by community organizations and ISU faculty and staff for new minority student-athletes and all other new minority students.

2. For the three most recent academic years, provide the racial or ethnic composition for full-time senior administrative athletics department staff members (i.e., assistant athletics directors up through the athletics director level); other full- and part-time professional (i.e., non-clerical) athletics department staff members (such as trainers, ticket managers, academic support staff, and facility managers, even if the position is not funded by or does not report to the athletics department); full- and part-time head coaches; full- and part-time assistant coaches (including graduate assistant, volunteer and restricted-earnings coaches); faculty-based athletics board or committee (e.g., faculty senate subcommittee on athletics, faculty athletics committee) members, and other advisory or policy-making group (e.g., governing board for athletics, student-athlete advisory committee) members (if any). [Note: Use Attachment No. 2 to compile the data requested in this self-study item and Self-Study Item Nos. 3 and 4. Much of the information can be gleaned from existing NCAA reports.]

In Appendix IV-2. B, Part A reflects the racial or ethnic composition of full-time senior administrative, department staff members, and other full- and part-time professionals. Included is information addressing the breakdown of the ISU Athletics Advisory Board and the NCAA Compliance Committee. The three report years are 1996-97, 1997-98, and 1998-99.

3. For the three most recent academic years, provide the racial or ethnic composition for student-athletes who received athletics aid and for the students generally.

In Appendix IV-2. B, Part B, reflects the student-athletes on financial aid as compared to students generally at Idaho State University. The three report years are 1996-97, 1997-98, and 1998-99.

4. For the three most recent academic years, provide the racial or ethnic composition of student-athletes who received athletics aid by the eight sport groups listed in the graduation-rates disclosure form. Also, for those sports not at the varsity level for three years, indicate the year in which the sport was recognized by the institution as a varsity sport.

In Appendix IV-2. B, Part C, reflects the racial or ethnic composition of student-athletes by the eight sport groups listed. The three report years are 1996-97, 1997-98, and 1998-99.

5. Report on the institution's implementation of its plan to address minority issues from its previous certification self-study. Specifically, include: (a) the original plan, (b) the action(s) taken by the institution, (c) the date(s) of action(s), (d) action(s) not taken or not completed, and (e) explanation(s) for partial completion.

The table on pages 80-88 summarizes progress made on the minority issues plan for improvement from the previous certification self-study. It is prefaced by a report dated March 31, 1996 entitled, "Minority Opportunities Plan for Idaho State University Intercollegiate Athletics Response to NCAA Athletics Certification" on page 79.

Minority issues are addressed through the Division of Enrollment Planning, where diversity training has been provided, and will continue to be provided, to the faculty, staff and students. Seminars on diversity training are also provided at the ISU Outreach Center. Requests from a college or department on campus are honored quickly. The Diversity Resource Coordinator has provided training over a five-year period. Films and panels are used to foster the discussion and understanding of diversity. The Minority Advisor/Admissions Counselor will continue to offer training. Diversity training was also provided to 30 First Year Seminar classes (minority student-athletes are enrolled) during the 1998-1999 academic year and will continue to be offered through the Division of Enrollment Planning. The Division of Student Affairs is also involved in diversity training and will conduct sessions for First Year Seminar classes this academic year. The Division of Enrollment Planning will continue to provide diversity training, minority outreach, advising, and admissions counseling to all minority students, including minority student-athletes.

Appendix IV-2. C lists all student minority organizations and their respective officers.

Minority students, including minority student-athletes, are contacted by letter by the Director of Minority Recruitment after they have been admitted to the university. Minority students who register, identified through computer searches, are contacted again at the beginning of each semester by the Minority Advisor, Recruiter and Admissions Counselor and the Coordinator of Advising and Recruitment of Native American Students. Beginning spring 2000, any minority student, including minority student-athletes, who appear on the academic probation list will be personally contacted by the minority counselors in the Office of Supplemental Academic Advising. All students, including minority students, will be contacted with a letter at approximately the seventh week of class, reminding them of mid-terms, encouraging meetings with advisors, and informing them of campus resources.

As of September 1999, the Diversity Resources Coordinator position has been changed to a permanent Minority Advisor, Recruiter and Admissions Counselor. The position is part of the professional staff in the Supplemental Academic Advising Center, housed in the Division of Enrollment Planning.

A directory identifying campus and community minority resources will be available for Fall 2000. This directory will be developed by Enrollment Planning and distributed to all new

freshman minority students during orientations, visitations, and First Year Seminar classes, as well as and through the mail.

Following are highlights from the 1996 Minority Opportunities Plan:

Summary Highlights

Role and Mission

- Revised mission statement, which now reflects the Department of Intercollegiate Athletics' commitment to minority student-athletes.

Academic Support

- Revision in available study sessions with daytime hours is now offered. Monitoring is now available for all student-athletes.
- Institution has created a fifth-year aid committee to address funding opportunities for fifth-year athletes.

Campus Climate

- The Department of Intercollegiate Athletics was able to address campus climate by involving campus representatives without the establishment of a campus minority resources committee.
- Enrollment Planning, Student Affairs, Student Activities, and the State of Idaho Human Rights Commission annually create a directory of minority community and campus organizations.
- Affirmative Action/EEO Officer was a non-voting ex-officio member on the Athletics Advisory Board. The position is now a voting member.

**Minority Opportunities Plan
For Idaho State University Intercollegiate Athletics
Response to NCAA Athletics Certification
March 31, 1996**

Executive Summary

The purpose of this report is to respond to the NCAA Committee for Athletics Certification by providing a comprehensive institutional plan for addressing minority opportunities at Idaho State University in its intercollegiate athletics program.

The report is divided into two main parts: the Analysis and Appraisal, which discusses the historical context and the current environment for minority students and minority student-athletes at Idaho State University; and the Minority Opportunities Plan for Improvement, which presents recommendations for implementation by the institution.

The Minority Opportunities Plan for Improvement identifies a series of issues to be addressed, and defines goals to be met by Idaho State University to strengthen its intercollegiate athletics program. The Plan assigns responsible parties and completion dates for implementation of the objectives.

The key objectives are to:

- Revise the Athletics Department mission statement to indicate its commitment to equitable opportunities for minorities.
- Charge the Athletics Department with developing and implementing a plan for identifying and hiring minorities as coaches and senior administrators.
- Review the availability and usage of support services provided to minority student-athletes for progress toward degree attainment, and commit additional resources where needed.
- Strengthen the campus visitation process for minority student-athletes by emphasizing academic requirements; social, cultural and behavioral expectations; and by presenting accurate demographic and historical information that reflects the campus community and the southeast Idaho region.
- Enhance orientation programs for minority student-athletes to assure acculturation to the University and the community by adding programming, such as NCAA Life Skills.
- Improve internal and external communications regarding minority student-athletes to ensure racially fair treatment.
- Implement an annual evaluation system, reported to the University President by the Athletics Advisory Board, of coaches, sports programs, treatment of minority issues, and of the Athletics Department through use of student evaluation forms, written and oral exit interviews, and coaches' self-assessments.

Minority Issues
Actions Completed From Previous Self-Study

Concern Issues in the Self-Study	Steps to Achieve Measurable Goals	Responsible Party*	Completion Date	Goal Accomplished	Explanation
<p>Role and Mission:</p> <p>Lack of inclusion of a commitment to equitable opportunities for minorities in Athletics Department's Mission Statement.</p>	<p>Revise Mission Statement:</p> <p>Revise the Athletics Department Mission Statement to indicate the institution's commitment to equitable opportunities for minorities.</p>	<p>Director of Athletics, and Athletics Advisory Board</p>	<p>10/14/99</p>	<p>Yes</p>	<p>The Mission statement reflects commitment to minorities.</p>
<p>ISU Staff:</p> <p>No Athletics Department policy that targets the hiring of minorities as coaches and administrators.</p>	<p>Target Minority Hiring:</p> <p>Develop and implement a plan for identifying and hiring minorities as coaches and senior administrators.</p>	<p>Director of Athletics, Affirmative Action Officer, Campus Minority Resource Committee, Minority Advisor, Recruiter and Admission Counselor, and the Director of Human Resources</p>	<p>12/31/96</p>	<p>Yes</p>	<p>The Athletic Department follows the University Affirmative Action Guidelines.</p>
<p>Academic Integrity and Support:</p> <p>Problematic access to support services for student-athletes because of scheduling conflicts.</p>	<p>Increase Academic Support:</p> <p>Review the availability and usage of support services provided to student-athletes for progress toward degree attainment.</p>	<p>Director of Athletics, and Associate Director for Compliance and Student Support</p>	<p>05/01/96</p>	<p>Yes</p>	<p>Revision in study sessions was made. Daytime hours are available with tutor and mentor assistance. Appropriate parties monitor student progress.</p>
<p>Limited resources available to</p>	<p>Determine what services are</p>	<p>Athletic Department,</p>	<p>07/01/96</p>	<p>Yes</p>	

Concern Issues in the Self-Study	Steps to Achieve Measurable Goals	Responsible Party*	Completion Date	Goal Accomplished	Explanation
strengthen programs for minority student-athletes, and where found these need to be coordinated with other campus units.	lacking or underutilized and seek resources to strengthen programs, e.g., to provide consistency in support services to minority students. Also, review the possibility of making the Diversity Resources Coordinator a permanent position.	Student Affairs, Enrollment Planning, Financial Services, and the ISU Administration	07/01/97	Yes	This position is permanent in the Division of Enrollment Planning.
Insufficient resources and limited program breadth available to fifth-year student-athletes to complete their degrees.	Commit resources to a fifth-year program that provides internships, meaningful work opportunities or mentoring experiences for student-athletes who have exhausted their athletic eligibility to complete their programs of study.	Director of Athletics, Associate Director of Athletics, Athletics Department Fiscal Officer, Bengal Foundation, Student Affairs, Enrollment Planning, NCAA Academic Integrity Committee, Athletics Advisory Board, and the Minority Advisor, Recruiter and Admission Counselor	Incomplete 07/01/97	Partial	Funds are limited for fifth year opportunities. Department has fee waivers available for fifth year students. Fifth year aid committee has been created to address funding opportunities.
Better assessment of high-risk student-athletes for improved academic success and persistence to graduation.	Evaluate whether to implement a policy that would require at-risk student-athletes to be redshirted their first year of attendance. The purpose of such a policy would be to	NCAA Compliance Academic Integrity Subcommittee, Athletics Department, and the Athletics Advisory Board	Incomplete	Yes	Through assessment it was determined that this goal was not appropriate. Was not feasible

Concern Issues in the Self-Study	Steps to Achieve Measurable Goals	Responsible Party*	Completion Date	Goal Accomplished	Explanation
	give these student-athletes more time to focus on building an academic foundation and acclimating to the college environment.				to mandate redshirt status.
<p>Recruiting Practices:</p> <p>Inconsistent written information about demographics, cultural and behavioral expectations presented to prospective student-athletes.</p>	<p>Strengthen Recruiting Practices:</p> <p>Continue to strengthen the campus visitation process by emphasizing academic requirements, social, cultural and behavioral expectations; and by presenting accurate demographic and historical information that reflects the campus community and the Southeast Idaho region. Prepare a series of handouts that address these concerns.</p>	<p>Coaches, Associate Director of Athletics, Enrollment Planning, Minority Advisor, Recruiter and Admission Counselor, and the Campus Minority Resources Committee</p>	07/01/96	Yes	The Athletic Department and the Divisions of Enrollment Planning and Student Affairs are actively involved in the orientation process.
<p>Limited funding to provide necessary materials to any prospective student-athletes that reviews information about college choice, the recruiting process, and compliance issues.</p>	<p>Improve student recruiting by budgeting for and utilizing the NCAA Guide for the College-Bound Student-athlete, and the NCAA Initial-Eligibility Clearinghouse Guide, Making Sure You are Eligible to Participate in College Sports.</p>	<p>Athletics Department Fiscal Officer, Coaches, Associate Director, and the Office of Enrollment Planning</p>	07/01/96	Yes	Fiscal Officer monitors budgets and Compliance Officer monitors eligibility.
Improved screening of student-	Comply with the October,	Director of Athletics,	Completed	Yes	

Concern Issues in the Self-Study	Steps to Achieve Measurable Goals	Responsible Party*	Completion Date	Goal Accomplished	Explanation
athletes to comply with the 1995 State Board of Education's directive to disclose prior convictions.	1995 State Board of Education's directive that student-athletes disclose all prior juvenile or adult convictions for felony or misdemeanor offenses by creating a disclosure statement. This document is to be utilized by all coaches for screening in the early stages of recruiting.	Associate Director of Athletics, Coaches, NCAA Compliance Committee, and the Athletics Advisory Board			
Campus Climate: Increased involvement of campus representatives who have expertise in working with minority students and issues.	Enhance Orientation Programs: Appoint a Campus Minority Resources Committee to provide advice for enhanced orientation programs.	University President, in consultation with the ISU Diversity Committee, and the Faculty Athletics Representative	05/01/96	Yes	Annually, University staff and student leaders assist and attend student-athlete orientation programs on diversity/cultural issues.
Loosely coupled campus student orientation activities need to be coordinated into a comprehensive program.	Determine what additional programming, such as the NCAA Life Skills Program, is needed to formalize a comprehensive orientation for student-athletes. This includes presentation of the	Athletics Department, Student Affairs, Enrollment Planning, Athletics Advisory Board, NCAA Compliance Committee, Minority Advisor, Recruiter and	06/15/96	Yes	

Concern Issues in the Self-Study	Steps to Achieve Measurable Goals	Responsible Party*	Completion Date	Goal Accomplished	Explanation
	academic and behavioral expectations for student-athletes as well as the history and norms of the area; sensitivity training for faculty, administrative and clerical staff, coaches, and students; and issues-oriented workshops to address minority concerns. These workshops will be provided to local law enforcement and other relevant community groups.	Admission Counselor, and the Director of Residence Life			
Implementation of Blue Ribbon Committee Report recommendations regarding student-athlete conduct.	Assure student-athlete acculturation to the University and the community by reviewing recommendations from the Blue Ribbon Report, the State Board of Education's Student-Athlete Conduct Policy, and the current orientation programs for new and transfer students.	Director of Athletics, Associate Director of Athletics, Coaches, Captains' Council, Faculty Athletic representative, Minority Advisor, Recruiter and Admission Counselor, and the Campus Minority Resources Committee	08/01/96	Yes	Statement of zero tolerance included in Student-Athlete Handbook. Student-athlete signs disclosure form annually.
No student-athlete handbook in use.	Complete the student-athlete handbook by including Idaho State University's Student Code of Conduct, team rules and travel policy, NCAA eligibility	Director of Athletics, Associate Director of Athletics, Faculty Athletic Representative, and the Financial Aid and Scholarship Office	09/01/96	Yes	

Concern Issues in the Self-Study	Steps to Achieve Measurable Goals	Responsible Party*	Completion Date	Goal Accomplished	Explanation
	<p>information, and scholarship guidelines. An orientation session built around this document will be held annually, to include a full discussion of NCAA scholarship renewal requirements and ISU policies on scholarships and financial aid.</p>				
<p>No directory that identifies campus and community minority resources.</p>	<p>Create a directory that identifies campus and community resources for students of color. Also, develop a survey piece that is given to minority student-athletes on a regular basis to assess their interest and support of various diversity activities held on campus.</p>	<p>Minority Advisor/ Admissions Counselor, and the Campus Minority Resources Committee</p>	<p>09/01/96</p>	<p>Yes</p>	<p>State of Idaho Human Rights Commission creates a directory of statewide community organizations. Enrollment Planning and Student Activities Departments provide listing annually.</p>
	<p>Improve Communications:</p>				

Concern Issues in the Self-Study	Steps to Achieve Measurable Goals	Responsible Party*	Completion Date	Goal Accomplished	Explanation
Inadequate reporting procedure to report student infractions.	Develop a reporting procedure that informs appropriate officials about student-athlete infractions. These include: Campus Security, Pocatello Police Department, Student Affairs, Athletics Department, NCAA Compliance Committee, the Faculty Advisory Committee, University President, and the State Board of Education.	Director of Athletics, Associate Director of Athletics, ISU Campus Security and the Office of the Originating Report, NCAA Compliance Committee	Complete	Yes	
Inconsistent discipline administered to student-athletes by coaches.	Devise an Athletics Department Student Disciplinary Procedure and establish an Athletic Conduct Review Council for determining consistent and reasonable action for student-athlete infractions.	Director of Athletics, Associate Director of Athletics, Coaches, Athletics Advisory Board, and NCAA Compliance Committee	Completed	Yes	Standards for disciplinary procedure included in Student-athlete Handbook. Appeal process.
Variable process to report student incidents to media. Minority students and community members are concerned about developing a process that assures racially fair treatment.	Create a Media Relations Committee or discussion group, coordinated through University Relations, to work with electronic and print media representatives to ensure accurate and	Director of Athletics, Director of University Relations, Sports Information Personnel, and the Dean of Students	09/01/96	Yes	Committee consisting of Sports Information Director, Director of Athletics, and

Concern Issues in the Self-Study	Steps to Achieve Measurable Goals	Responsible Party*	Completion Date	Goal Accomplished	Explanation
	equitable reporting of student incidents.				minority coaches are in the process of developing a written policy concerning media relations.
Accountability for implementation of Minority Opportunities Plan.	Report on implementation of the Minorities Opportunities Plan to the President's Staff, Council of Deans, Faculty Athletics Advisory Board, and NCAA Compliance Committee.	Director of Athletics	09/01/96	Yes	Process on-going.
Inconsistent inclusion of University's Equal Employment Opportunity/Affirmative Action Officer on Athletics Advisory Board.	Recommend adding the University's Equal Opportunity/Affirmative Action Officer as an ex-officio member of the Faculty Athletics Advisory Board.	Faculty Senate, with the endorsement of the Faculty Athletics Representative, and the Athletics Advisory Board	Completed	Yes	Affirmative Action/EEO Officer is ex-officio on committee. Affirmative Action/EEO is now a voting member.
Improved communication between coaches and NCAA Compliance Committee following a pattern established by the Athletics Advisory Board.	Encourage the NCAA Compliance Committee to invite coaches regularly to participate in monthly meetings.	Chair, NCAA Compliance Committee	Completed	Partial	

Concern Issues in the Self-Study	Steps to Achieve Measurable Goals	Responsible Party*	Completion Date	Goal Accomplished	Explanation
<p>Oversight and Evaluation:</p> <p>Incomplete evaluation system for assessment of performance of individuals and programs within the Athletics Department.</p>	<p>Evaluate Athletics Department:</p> <p>Implement an improved annual evaluation system of coaches, sports programs, treatment of minority issues, and of the Athletics Department through use of student evaluation forms, written and oral exit interviews, and coaches' self-assessments. Report evaluation summary to University President on a yearly basis.</p>	<p>Director of Athletics and Athletics Advisory Board</p>	<p>Completed</p>	<p>Yes</p>	<p>Athletics Advisory Board involved in the development of coaches, players, and exit interviews. Process on-going.</p>
<p>Insufficient plan for fulfilling responsibility toward minorities in the Athletics Department.</p>	<p>Perform annual and on-going evaluation of Minorities Plan for Improvement: mission, hiring procedures, academic support, recruiting practices, orientation programs, and communications. Report progress to University President on a yearly basis.</p>	<p>Athletics Advisory Board and Director of Athletics</p>	<p>04/01/97</p>	<p>Yes</p>	<p>Process on-going</p>

6. Using the program area checklist for minority issues, please: (a) describe how the institution has ensured a complete study of these areas, (b) provide data demonstrating the institution's commitment across each of the areas, and (c) explain how the institution's future plan for minority issues addresses each of these areas.

6.1. Institutional and Department of Intercollegiate Athletics Commitment – *Development and maintenance of written statements that address the issues of diversity.*

6.1.a. Various persons on the NCAA Certification Committee for Minority Issues, hereafter known as the Committee, were assigned to research each objective of the previous plan for minority issues. These reports were reviewed with the Director of Athletics. A draft statement in response to the items on the “area checklist for minority issues” was written by the Department of Intercollegiate Athletics in the form of a mission statement for minority issues as a result of our meeting. This mission statement will be presented to the ISU Athletics Advisory Board for approval.

6.1.b. Previous plan was completed and is found under questions #5.

6.1.c. The Director of Athletics also asked the Committee to assist him with the drafting of the Stand Alone Institutional plan for addressing minority opportunities for the future of the intercollegiate athletics program. This plan was drafted to address what the Committee and the Department of Intercollegiate Athletics see as ongoing needs and problems facing minority members of the University community. Several meetings were held between the chair of the Committee, the Director of Athletics, and the Associate Director of Athletics for Student Support and Compliance to review progress on the plan and to assure that the plan met with the approval of both the Director of Athletics and the Committee. This plan will be given to the NCAA Compliance Committee for Oversight. Based on this work, it is the Committee's evaluation that the Department of Intercollegiate Athletics and the institution are committed to minority issues.

6.2. Evaluation – *Periodic review of athletics department activities for consistency with goals and objectives set forth in the institution's and athletic department's written commitments to diversity.*

6.2.a. The Committee reviewed annual evaluations, questionnaires, and exit interview questions utilized by the Department of Intercollegiate Athletics. The Committee also interviewed staff of the Department of Intercollegiate Athletics regarding the use of these tools.

6.2.b. The Athletics Advisory Board has responsibility for ongoing oversight and annual evaluation of the policies and procedures followed by the Department of Intercollegiate Athletics. Supervision of program implementation and enforcement of the guidelines by which the Department of Intercollegiate Athletics must abide are important safeguards that this board provides for the institution. The ISU NCAA

Compliance Committee also plays a key role in working with the Department of Intercollegiate Athletics to ensure compliance with NCAA rules and regulations. A more comprehensive, formalized evaluation process established by the Department of Intercollegiate Athletics and reviewed by the Athletics Advisory Board is recommended.

6.2.c. A concern was raised that the evaluations were not being administered uniformly across sports. Only five minority student-athlete exit interviews were recorded in the last three years. Because of this concern, the evaluation section of the plan has been drafted and the oversight for this plan is being placed under the NCAA Compliance Committee. The ISU NCAA Compliance Committee periodically reviews the progress of the Department of Intercollegiate Athletics toward achieving its diversity goals. This committee meets on a monthly basis and is composed of experts within the Offices of Student Affairs, Enrollment Planning, and Academic Affairs. This is addressed in the Minorities Opportunities Plan for the Future found under question 7.

6.3. Organization and Structure – *Policies, and/or organization, and/or activities of the athletics program and its activities to help enhance diversity.*

6.3.a. The Committee reviewed policies of the Department of Intercollegiate Athletics as they pertain to minority issues and interviewed the Director of Athletics and the Associate Director of Athletics for Student Support and Compliance.

6.3.b. The Director of Athletics has the primary responsibility for policies, organization and activities to enhance diversity, and the Associate Director of Athletics for Student Support and Compliance is the contact person for diversity issues within the Department of Intercollegiate Athletics. This person is a member of the ISU Diversity Committee and keeps the student-athletes and staff informed of the various diversity activities on campus.

6.3.c. The existing structure will be continued with the creation of a new board to be called the Minority Advisory Board, pending approval from the Faculty Senate. See Plan for Improvement under question 7.

6.4. Enrollment – *Goals of the institution for enrollment of minority students and minority student-athletes.*

6.4.a. The Committee reviewed the recruitment and related activities of the Department of Intercollegiate Athletics through a question and answer session with the Director of Athletics and the Associate Director of Athletics for Student Support and Compliance. A goal of the Department of Intercollegiate Athletics is to recruit and retain the best academic and athletic students available. With a relatively small recruiting base within southeast Idaho, the coaches tend to expand their recruiting to include areas with larger populations. This increase in the recruiting base creates a diverse population from which the athletes are recruited.

6.4.b. Programs are conducted through the Office of Enrollment Planning to recruit and retain a diverse student population. These programs receive the assistance and support of the Department of Intercollegiate Athletics, the Division of Enrollment Planning, and the Division of Student Affairs.

6.4.c. ISU will continue its recruitment effort as part of its continuation of the previous plan.

6.5. Comparison of Populations – *Examination of the student population and comparison of the percentage of minority student-athletes in all sports, by sport, to the institution’s minority student population.*

6.5.a. The Committee retrieved information from the ISU Office of Institutional Research to compare the student-athlete and general student populations.

6.5.b. Over a three-year period (1996-1998), there were overall no significant statistical differences between the incidence of ethnic populations in intercollegiate athletics and in the full-time general student population. This remains true whether or not cheerleaders or fifth-year seniors are included in the computation. For the three-year period, the percentage of African American and Asian/Pacific Island students was significantly higher among student-athletes than for full-time undergraduate students. Enrollment of American Indian and Hispanic student-athletes during this same time period was somewhat lower than their occurrence in the general student population as compared to the full-time ISU undergraduate student enrollment, but the differences were not statistically significant.

6.5.c. The ISU Diversity Committee will continue to review these statistics. Furthermore, minority student-athlete prospects will be provided with documents that provide accurate and realistic information about the University and community to help them make educated decisions about attending ISU.

6.6. Graduation Rates – *Establishment of desired graduation rates for minority student-athletes and steps taken to facilitate achievement of those rates.*

6.6.a. The Committee reviewed with the Director of Athletics and the Associate Director of Athletics for Student Support and Compliance goals regarding minority student-athlete graduation and retention and actual graduation rates. The NCAA Graduation Rates Report was also consulted. See Tables 1 and 2 and Appendix II-A.

Graduation Rates: By Ethnicity

Student-Athletes

	1990			1991			1992		
Non Resident Alien	3	2	67%	3	1	33%	6	2	33%
Black	1	0	0%	6	2	33%	11	1	9%
American Indian	1	1	100%				1	0	0%
Asian/Pacific Islander							1	0	0%
Hispanic	1	1	100%	1	1	100%	1	0	0%
White	15	5	33%	26	12	46%	52	18	19%
Unknown									
Total	21	9	43%	36	16	44%	72	22	31%

Graduation Rates: By Ethnicity

All Student

	1990			1991			1992		
Non Resident Alien	9	4	44%	11	6	55%	17	2	12%
Black	6	0	0%	10	2	20%	13	1	8%
American Indian	22	4	18%	13	0	0%	13	0	0%
Asian/Pacific Islander	7	4	57%	10	3	30%	16	5	31%
Hispanic	23	5	22%	33	9	27%	30	6	20%
White	23	5	22%	33	9	27%	30	6	20%
Unknown				5	2	40%	4	0	0%
Total	90	22	24%	115	31	27%	123	20	16%

6.6.b. A goal of the Department of Intercollegiate Athletics is to have the graduation rates of student-athletes be equal to or greater than that of all other students. Steps taken to achieve this include making resources available through the Academic Support Center of the Department of Intercollegiate Athletics and the University's academic support services.

6.6.c. Strides are being made in the fifth-year aid program that provides financial aid for the student-athlete's fifth year of education. In addition, a life skills course is being proposed for all student-athletes. This should also help with the retention, welfare, and graduation of student-athletes. This is addressed under question 7 (Plans for the Future).

6.7. Participation in Governance and Decision Making – *Involvement of minority student-athletes in the governance and decision-making processes of the Athletics Department.*

6.7.a. The Committee reviewed Department of Intercollegiate Athletics policies, where provided, and interviewed the Director of Athletics and Associate Director of Athletics for Student Support and Compliance.

6.7.b. The Captains Council has been the primary vehicle for student participation in the governance of the Department of Intercollegiate Athletics. The Director of Athletics believes a more representative voice will be attained for athletes by creating a Student-Athlete Advisory Board to replace the Captains Council. This board will have representatives from all sports and will report to the Director of Athletics. This is part of the institution's future plan for minority issues.

6.7.c. Representatives of each sports team come together to form the Student-Athlete Advisory Board. This is a body that brings issues from the student-athletes to the athletics administration. Minority student-athletes are represented on the committee and all minority student-athletes have this vehicle to communicate issues to the administration. The Student-Athlete Advisory Board is currently developing a constitution and by-laws that will assure continued student input into the policies and operations of the Department of Intercollegiate Athletics. This is addressed under question 7 (Plans for the Future).

6.8. Employment Opportunities – *Establishment of goals for minority employment opportunities in the athletics department and the encouragement of promotion and hiring of minority coaches and administrators.*

6.8.a. The Committee reviewed the Department of Intercollegiate Athletics policies, conferred with the Affirmative Action Officer, and interviewed the Director of Athletics and the Associate Director of Athletics for Student Support and Compliance.

6.8.b. As noted in the “minorities in athletic work positions” report, there were three, ten, and four minority staff members in the Department of Intercollegiate Athletics for the last three respective years. This is a significantly higher rate than for the rest of the campus. The Department of Intercollegiate Athletics meets all ISU Human Resources and Affirmative Action guidelines when hiring coaches and staff members.

6.8.c. A goal of the Department of Intercollegiate Athletics is to continue with fair hiring practices. This is accomplished by having the Department of Intercollegiate Athletics go through the recruitment process with the Human Resources and Affirmative Action/EEO departments. In an attempt to inform, attract, and hire more minorities, the Department of Intercollegiate Athletics will begin sending all job announcements to appropriate organizations/agencies that represent minority groups. This is addressed under question 7 (Plans for the Future).

6.9. Programs and Activities – *Establishment of programs that address the needs and issues affecting minority student-athletes.*

6.9.a. The Committee interviewed the Director of Athletics and the Associate Director of Athletics for Student Support and Compliance and reviewed completion of the minority opportunities plan from the previous self-study.

6.9.b. Within the Department of Intercollegiate Athletics, the following activities are provided: new student orientations, academic advising, mentoring programs, guest speakers and workshops, and liaison for campus resources and referrals to campus services.

6.9.c. Focus group discussions are held annually and a life skills course is being proposed for all student-athletes. The programs and services outlined above are to be continued as part of the future plan.

7. Please provide a written, stand-alone institutional plan for addressing minority opportunities for the future in the intercollegiate athletics program. The plan shall include measurable goals the institution intends to achieve, steps the institution will take to achieve those goals, persons responsible and timetables.

Continue to improve where possible the programs and activities that are currently in place. The Department of Intercollegiate Athletics, when possible, will coordinate these services with the divisions of Enrollment Planning and Student Affairs. The Department of Intercollegiate Athletics recognizes that while the objectives of the 1996 Minority Opportunity Plan have been met, there still exists a need to continue some of those objectives in the future plan.

**Idaho State University Athletic Department
1999 Minority Opportunities Plan for the Future**

Measurable Goals	Steps Taken to Achieve Goals	Responsible Party*	Completion Timetable
<p>Role and Mission (OP-B)</p> <p>Inclusion of a commitment to equitable opportunities for minorities in Athletics Department's Mission Statement.</p>	<p>Mission Statement:</p> <p>Monitor the implementation of the Athletics Department Mission Statement to indicate the institution's continued commitment to equitable opportunities for minorities.</p>	<p>Director of Athletics, and the Athletics Advisory Board</p>	<p>Fall 2000</p>
<p>ISU Personnel: (OP-B)</p> <p>Implement Athletics Department policy that targets the hiring of minorities as coaches and administrators. <i>Maintain current status of senior level staff and strive to hire additional minority coaches.</i> <i>Hire an athletic minority counselor.</i></p>	<p>Target Minority Hiring:</p> <p>Monitor plan for identifying and hiring minorities as coaches and senior administrators. <i>Utilize Black Coaches Assn., Black Scholars Magazine and black colleges and universities to attract minority coaches.</i> Continue to work with the Human Resources Department and Affirmative Action/EEO Officer to ensure guidelines are followed.</p>	<p>Director of Athletics, Affirmative Action Officer, Diversity Committee, Minority Advisor, Recruiter and Admission Counselor, and the Director of Human Resources</p>	<p>Fall 2000 Annually thereafter 2002</p>
<p>Inclusion of University's Equal Employment Opportunity/Affirmative Action Officer on Athletics Advisory Board.</p>	<p>Recommend adding the University's Equal Employment Opportunity/Affirmative Action Officer as a voting member of the Faculty Athletics Advisory Board.</p>	<p>Faculty Senate, with the endorsement of the Faculty Athletics Representative, and the Athletics Advisory Board</p>	<p>Completed 11/23/99</p>
<p>Provide minority student-athletes with role models.</p>	<p>Identify individuals within the University and local communities who can serve as role models/mentors for student-athletes.</p>	<p>Associate Director of Athletics, Athletic Advisor, Minority Advisory Board, Human Resources, and Affirmative Action/EEO</p>	<p>Spring 2001</p>
<p>Recruiting Practices: (OP-C)</p> <p>Provide prospective student-athletes consistent written information about demographics, cultural and behavioral expectations.</p>	<p>Strengthen Recruiting Practices:</p> <p>Continue to strengthen the campus visitation process by emphasizing academic requirements, social, cultural and behavioral expectations; and by presenting accurate demographic and historical information that reflects the campus community and the southeastern Idaho region. Prepare a series of handouts that address these concerns.</p>	<p>Coaches, Associate Director of Athletics, Enrollment Planning, Minority Advisor, Recruiter and Admission Counselor, and the Diversity Committee, Minorities Advisory Board, and Student Affairs</p>	<p>Fall 2000 Annually thereafter</p>

Measurable Goals	Steps Taken to Achieve Goals	Responsible Party*	Completion Timetable
Ensure funding to provide necessary materials to any prospective student-athlete that receives information about college choices, the recruiting process, and compliance issues.	Improve student recruiting by budgeting for and utilizing the NCAA Guide for the College-Bound Student-athlete, and the NCAA Initial-Eligibility Clearinghouse Guide, Making Sure You are Eligible to Participate in College Sports.	Director of Athletics, Athletics Department Fiscal Officer, Coaches, Associate Director of Athletics, and the Office of Enrollment Planning	Fall 2000 Annually thereafter
Campus Climate: (OP – B&C) Expand the involvement of campus representatives who have expertise in working with minority students and issues.	Enhance Orientation Programs and Activities: Utilize Diversity Committee and appropriate University staff/program resources to provide advice for enhanced orientation programs.	University President, in consultation with the ISU Diversity Committee, and the Faculty Athletics Representative	Fall 2000 Annually thereafter
Maintain and update annually a directory that identifies campus and community minority resources.	Provide a directory that identifies campus and community resources for students of color. Also, develop a survey piece that is given to minority student-athletes on a regular basis to assess their interest and support of various diversity activities held on campus.	Minority Advisor, Recruiter and Admission Counselor, and the Campus Minority Resources Committee	Completed 11/11/99 Annually thereafter
Develop an appropriate process to ensure that student-athletes are not being treated differently than other students by on- and off-campus media.	(1)Media Relations Committee will monitor the electronic and print media to ensure accurate and equitable reporting of student incidents. (2) Establish an athletic media committee to address issues concerning fairness/accurate reporting with special emphasis on minority students.	Director of Athletics, Director of University Relations, Sports Information Personnel, and the Dean of Student Affairs Director of Athletics, Sports Information Director, University Relations, and minority coaches	Completed Annually thereafter Fall 2000
Develop consistent accountability for implementation of Minority Opportunities Plan.	Report on implementation of the Minority Opportunities Plan to the President’s Staff, Council of Deans, Athletics Advisory Board and NCAA Compliance Committee	Director of Athletics, Associate Director of Athletics and Faculty Athletics Representative	Fall 2000 Annually Thereafter

Measurable Goals	Steps Taken to Achieve Goals	Responsible Party*	Completion Timetable
Decrease students' feelings of isolation as a result of there being small populations of minority members within the University and the small community.	Encourage minority student-athletes to interact with relevant groups in the University and local community. Encourage coaches to support minority student-athletes involvement in campus, student, and community organizations. <i>Involve 25% of student athletes in campus/community services.</i>	Director of Athletics, Associate Director of Athletics, Coaches, Minority Advisory Board, Minority Student Organizations, and Student Affairs	Fall 2000
Raise sensitivity of Athletic Department staff, including coaches, to cultural issues faced by student-athletes.	Utilize campus resources that provide diversity training for members of the Athletics Department. Allow for release time for participation in these programs. <i>Offer diversity workshops annually that all department staff will attend annually.</i>	Coaches, Director of Athletics, Associate Director of Athletics, Academic Advisors, Minority Advisor, Recruiter, and Admissions Counselor, Trainers, Student Affairs, Enrollment Planning, and Athletics Advisory Board	Fall 2000
Continue to strengthen avenues that minority student-athletes, coaches, and staff need to be able to make recommendations about how they can better be served by the Athletic Department and the University.	Change Captains Council to student advisory group <i>to address student welfare issues</i> . Provide ongoing feedback to Athletics Department through interviews, surveys, and recommendations.	Director of Athletics, Athletics Advisory Board, Associate Director of Athletics, Compliance Officer, and coaches	Fall 2000
Provide an accurate picture of the campus community, to assist minority student-athletes in making informed decisions about attending the University.	Continue to ensure that minority student-athletes are provided accurate documents about the University and local community to make informed and educated decisions about attending ISU. <i>By 2001, all minority student athletes will receive a minority student athlete directory pertaining to the local community.</i>	Director of Athletics, Associate Director of Athletics, Enrollment Planning, Minority Advisory Board, Minority Advisor, Recruiter, and Admissions Counselor, and Diversity Committee	Fall 2000 Annually thereafter
Improve minority student-athletes' incentive to stay and finish their education through fifth year aid opportunities.		Director of Athletics, Associate Director of Athletics, Fifth Year Aid Committee, Athletics Advisory Board, ISU Foundation, Bengal Foundation, and coaches.	Fall 2002

Measurable Goals	Steps Taken to Achieve Goals	Responsible Party*	Completion Timetable
	<i>Additional fund raising efforts will be made to fully fund the 5th year program by ????</i>		
Ensure minority student-athletes have access to advocacy assistance outside the Department of Athletics.	Establish a Minority Advisory Board to oversee minority issues and concerns.	Dean of Student Affairs, Director of Athletics, Director of Enrollment Planning	Fall 2001

- The first person in the list is the person with the main responsibility for the completion of the goal.

Plan for Improvement: Establish a Minority Advisory Board
(Purpose to oversee minority issues and concerns within the Athletic Department)

Membership on this board shall include representatives of the following departments/groups:

- Affirmative Action
- Student Affairs
- TRIO Student Support Services
- Faculty
- Students and student-athletes
- Athletic Department
- Community
- Enrollment Planning

Duties of the Minority Advisory Board shall include, but are not limited to:

- Provide programs to raise sensitivity to ethnic and cultural differences.
- Provide an avenue to be able to make recommendations on how minority student-athletes can be better served by the Athletic Department, University, and community representatives.
- Orientation and education for student-athletes regarding the University and Committee expectations, i.e., conduct appropriate to University and community standards.
- Serves as a board to hear grievances from student-athletes, coaches, and staff.
- Utilize campus resources to provide on an annual basis: diversity training, programs for the Athletic Department (coaches, staff, student-athletes).
- Address issues of prejudice and racism within the University and local community.
- Assist in the recruiting process of minority potential student-athletes.
- Review and evaluate progress of minority plan.

4.2 Minority Issues

	Currently Yes	Found On Page(s)	Currently No	If Currently No, Indicate Plan For Improvement Number
Has the institution:				
a. Implemented its approved minority-opportunities plan from the previous self-study?	X	Pp. 76-88		
b. Provided an explanation from appropriate institutional authorities if its minority-opportunities plan was modified or not carried out fully?	X	Pp. 75-88		
c. Demonstrated that it is committed to, and has progressed toward fair and equitable treatment of all minority student-athletes and athletics department personnel?	X	Pp. 75-88; 93-94		
d. Formally adopted a written plan for the future for the intercollegiate athletics program that ensures the institution maintains a program, or continues progress toward a program, which expands opportunities and support for minority student-athletes and athletics personnel?	X	Pp. 80-88; 94-99		
e. Developed a plan that includes measurable goals the institution intends to achieve, steps the institution will take to achieve those goals, persons responsible and timetables?	X	Pp.94-99		
	Yes	No		
On the basis of the yes/no answers above, is the institution in substantial conformity with Operating Principle 4.2 (Minority Issues)?	X			

APPENDICES -- See Section V of this report

IV-2. A, a. Compliance organizational chart

b. Statement of ISU Athletics Advisory Board Roles and Responsibilities

IV-2. B, Racial or Ethnic Composition

Part A: Athletics and Selected Institutional Personnel

Part B: Students Generally and Student-Athletes on Athletics Aid

Part C: Men's and Women's Sports Teams

IV-2. C, 1999-2000 Ethnic Minority Organizations at ISU

