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COMMITTEE ON ACADEMIC PLANNING AND REVIEW

14-15 CAPR 12  
Monday, January 12, 2015

**TO:** The Academic Senate

**FROM:** The Committee on Academic Planning Review (CAPR)

**SUBJECT:** 14-15 CAPR 12: CAPR Report of [Athletics 2013-2014 Five-year Program Review](#)

**PURPOSE:** For Action by the Academic Senate

**ACTION REQUESTED:** Acceptance of the Five-Year Program Review of the University Intercollegiate Athletics Program (UICAP) California State University East Bay. It is recommended that the program continues without modification. The date of the next Five-Year review is 2018-2019.

**BACKGROUND:**

At its meeting on November 20, 2014, CAPR invited members of the UICAP to orally present the outcome of their five-year review process completed in 2013-2014 and submitted to CAPR for review in 2013-2014 as prescribed in the Academic Program Review Procedures (08-09 CAPR 23 (revised)). Interim Athletics Director, Dr. Donald Sawyer and Ms. Marissa Parry Clavin, presented a summary of the Athletics five-year review to CAPR, and participated in a question and answer session.

Since the most recent CAPR Five-Year Review of Kinesiology and Physical Education in 2007-2008 (at which time the University Intercollegiate Athletic Program was housed within the Department of Kinesiology and Physical Education), UICAP was moved from the Department of KPE, within the College of Education and Allied Studies to its present reporting line within the Division of Administration and Finance, reporting directly to the Vice President and CFO.

Understanding the University Intercollegiate Athletic Program is not an academic degree program, certificate, or credential program, nor a curricular program similar to General Education and Liberal Studies, the CAPR Five-Year Academic Program Review document is incongruent with the reporting requirements for the NCAA, CCAA, and CSU regarding the organization and conduct of the program.

In a meeting with Athletics and the CAPR Chair in 2013, it was decided to use the recent self-study and accompanying NCAA review process to move the CSUEB athletics program from Division III back to Division II as the outside reviewer and accreditation process as it is most similar to an academic outside accreditation.

Documentation for the University Intercollegiate Athletic Program in meeting the CAPR Five-Year Program Review requirements included:

- Confirmation Letters from the NCAA regarding the programs compliance with the NCAA policy and regulations, including five-year Institutional Self-Study Guide II, 2012-2013, including the results and response to the findings of the ISSG.
- Submission Summary. A report of 3-5 pages providing background of the UICA program and summarizing the ISSG report and findings, and institutional response.
- The NCAA Institutional Self Study Guide II 2012-2013, will serve as the program's plan, which is divided into two parts: Section one covers compliance related matters, and Section two covers strategic initiative related matters.
- UICAP Plan for the next five years.

## **BACKGROUND AND PROGRAM OVERVIEW**

The University Intercollegiate Athletic (UICA) Program's core values and principles are founded upon sportsmanship, fair play, following the rules, respect for our opponent, ethical conduct and academic success. These values and principles provide the foundation for which the UICA program has become known at CSUEB. All of the student-athletes are integrated and embedded into the "fabric" of University life, and are enriched by a total University experience which includes programming that actively involves them academically, athletically, and socially. Today, the UICA program continues the rich traditions of a high-quality athletic competitive experience for student-athletes, and especially the expectation that SA's academic success and graduation accompany athletic participation.

The University Intercollegiate Athletic Program is a member in good standing in the NCAA Division II, competing in one of the premiere conferences in the country as a member of the California Collegiate Athletic Association (CCAA), which includes 11 CSU institutions, and one UC institution. The UICA program sponsors fifteen sports, six for men (Baseball, Basketball, Cross Country, Golf, Soccer and Track and Field) and nine for women (Basketball, Cross Country, Golf, Soccer, Softball, Swimming, Volleyball, Water Polo, and Track and Field). The total numbers of student-athletes participating in 2013-14 are 274 (114 male, 42%; 160 female, (58%). The self-identified race-ethnicity of the student-athletes for the 2013-14 year include: White/Non-Hispanic 36%, Hispanic/Latina 17%, African-American 8%, Asian 4%, International 5%, Hawaiian/Pacific Islander 3%, American Indian/ Alaskan 1%, Decline to State 27%.

The academic success for the program participants include the following: Six-year graduation rate reported to NCAA for 2012 was 79%, and for 2013 was 65%. Further, nearly 60% percent of the student-athletes have a grade point average of 3.0 or higher. Last year 48% of the total SA's entered as freshman, 42% transferred from 2-year community colleges, and 10% transferred from other four-year institutions. Fifty-four percent of SA's come from Northern California, 25% from Southern California, 5% are international students and the remaining 16% represent 12 other states. The most common majors in order of rank for the 274 student athletes this year are: Kinesiology (23%), Business (12%), Human Development (8%), Communications (7%), Criminal Justice (7%), Psychology (5%), Biological Sciences (4%) and Health Science (4%). Grade point averages for teams during Winter 2014 ranged from a high of 3.34 (Women's Soccer) to 2.71 (Women's Golf).

## **Program Philosophy**

As members of NCAA Division II and the CCAA and consistent with both organizational missions, the CSUEB Intercollegiate Athletic Program embraces the position that a well-conducted intercollegiate athletics program is based on sound educational principles and practices, is a proper part of the educational mission of the University and that the educational welfare of participating student-athletes is of primary concern. The UCIA program is intrinsically linked to the University Mission Statement, the Eight Strategic Shared Commitments, and the University Institutional Learning Outcomes for students. As a member in good standing of the NCAA and CCAA, the University Intercollegiate Athletic Program supports and works to enhance the following values and principles:

- Promotes academic success of its student-athletes, measured in part by student athletes graduating at a higher or at least at the same rate as the institution's student body;
- Participation in intercollegiate athletics benefits the educational experience of its student-athletes and the entire campus community;
- Offering opportunities for intercollegiate athletics participation is consistent with the University's mission, Strategic Shared Commitments and student first philosophy;
- Contributes to student-athletes becoming good citizens, leaders and contributors in their communities;
- Fosters equitable participation and competitive excellence, encouraging sportsmanship and ethical conduct, enhancing diversity and developing positive societal attitudes in all of its athletics endeavors;
- Believes in scheduling the majority of its athletics competition with other members of Division II, insofar as regional qualification, geographical location and traditional or conference scheduling patterns permit;
- Recognizes the need to "balance" the role of the athletics program to serve both the campus (participants, student body, faculty-staff) and the general public (community, area, state);
- Provides opportunity for participation in intercollegiate athletics by awarding athletically related financial aid to its student-athletes;
- Believes that institutional control is a fundamental principle that supports the educational mission of a Division II institution and assumes presidential involvement and commitment;
- All funds supporting athletics is controlled by the institution, operates within an institutionally approved budget, and compliance with and self-enforcement of NCAA regulations is an expectation of membership.

## **Student Athlete Outcomes**

The fundamental service the UICA program provides student-athletes is the opportunity to develop and express sport skill in a highly competitive environment. Participation with the UICA program provides unique learning opportunities as a result of student-athletes' participation (practice and competition) in a highly competitive athletic experience requiring athletic prowess and advanced sport skills as a result of training and extensive practice. This program, much like other performing arts within the University, theatre, music, art, and dance provides students with unique programming that engages them in experiential learning that make

important contributions to their physical, intellectual and social development, and through this intense engagement, interaction and development- graduation and retention rates are enhanced.

Fundamental and foundational to the UICA program is the notion that athletic participation must move in tandem with academic progress and graduation. Student athletes are expected to graduate at a rate higher than the general population of students. The UICA program at CSUEB, as with all other CSU institutions, is viewed as an integral part of the college experience for the participating student-athletes, their family, friends, students, faculty and staff, and community members through game day experiences and special events. As part of a customer satisfaction survey for services in the Planning for Distinction Process, the quality and effectiveness of service provided by the UICA program found that both the students, and faculty/staff viewed the quality of the program as high (4.0 out of 5) and perceived the importance of the program also very high (4.4 out of 5). In addition, the UICA program provides a point of pride and tradition for the University which spans its 57- year history in service to students and the citizens of California.

### **Organizational Structure for UICA Program**

The organizational structure of the UICA program is consistent with meeting the operational, compliance, monitoring and regulatory requirements for membership in NCAA Division II and the CCAA conference. The management structure and resource allocations are similar to other CSU institutions competing in the CCAA in this regard. The organizational structure of the UICA program at CSUEB includes the Director of Athletics, one MPP responsible for Internal Operations (supervising six staff members; and Head Trainer and three Assistant Trainers), one staff leading External Operations (supervising 4 staff members), and one staff member leading Compliance and Student Services (supervising 2 staff members), 11 Head Coaches and 19 paid part-time assistance coaches. The Faculty Athletics Representative, who reports directly to the university president, works with but is not an official part of Intercollegiate Athletics.

### **OVERVIEW OF DOCUMENTS SUBMITTED TO CAPR**

The University Intercollegiate Athletics Program submitted an executive summary as well as the detailed supporting review material and feedback from the NCAA regarding granting full approval to move from Division III to Division II athletics. In addition, handouts and a PowerPoint gave a detailed synopsis of the reports in the oral participation.

In the transition from Division III status to Division II NCAA status the program had gone through external review 4 of the 5 preceding years it was agreed that the Confirmation Letters from the NCAA regarding the programs compliance with the NCAA policy and regulations, including five-year Institutional Self-Study Guide II, 2012-2013, including the results and response to the findings of the ISSG would serve as the accrediting body's program accreditation documentation.

The Institutional Self-Study Guide (ISSG) included Findings and Institutional Responses. Comprised of Two Sections:

Section 1 – Compliance (Institutional Oversight, Budget Control, Ethical Conduct, Recruiting, Eligibility, Financial Aid and Rules Compliance)

Section 2 – Strategic Initiatives (Philosophy Statement, Institutional Control and Responsibility, Athletic Operations, Student-Athlete Well Being, Health and Safety, Life in the Balance/ Overall Educational Experience, Cultural Diversity and Equity)

#### University Intercollegiate Athletics Program Five Year Plan

The Department continues to evaluate policy and practices with attention to process mapping critical paths for service to ensure timely response in both the Quality of Service, as well as the Efficiency of Services to the coaches and student-athletes.

Areas requiring additional attention include the following services and functions:

- Increased assistant coach support in several designed sports.
- Additional support services for academic advising (as part of the reorganization, a position for an Academic Advisor was established and implemented this last year).
- A position to support student athletes strength and conditioning in all sports.
- A position to support and enhance athletic training services to student-athletes.

In addition to services and functions, this is also a need for increased practice and training spaces:

- Increased need for training spaces to reduce the pressure on the gymnasium facilities and the weight room.
- Several facilities are in much need of renovation including competition spaces in Gym (seating, scoreboard and sound systems);
- The pools are in need of renovation and updating (possible 50 meter pool configuration).
- Several field spaces need renovation including the softball field, (dugouts and fences).

#### Outside Review Comments

As a member of the National Collegiate Athletic Association (NCAA) Division II, competing in the California Collegiate Athletic Association (CCAA), the UICAP has gone through a series of external reviews as the program transitioned from Division III membership to application to Division II. This process involved application to the membership process (2008), two years of Candidacy (2008-2010) and a Provisional Membership year (2010-11). Full membership to NCAA Division II was granted in July 2011. Within each of these stages of the membership process, UICAP was externally reviewed by the NCAA for compliance with Division II rules and regulations and standards (accreditation). In fact, in the first two years the program was visited twice a year and in the third year a formal review was completed by The Compliance Group (TCG) on behalf of the Division II Membership Committee at California State University, East Bay. In their letter to the NCAA, the TCG stated “Generally speaking, the institution's compliance efforts exceed all appropriate expectations of a Division II institution.” Specific findings related to each of the areas reviewed can be found in the report which is appended.

As noted in the introduction of the report, the University Intercollegiate Athletic Program is not an academic degree program, certificate, or credential program, nor a curricular program similar to General Education and Liberal Studies, and the CAPR Five-Year Academic Program Review document is incongruent with the reporting requirements for the NCAA, CCAA, and CSU regarding the organization and conduct of the program. Therefore, in a meeting on March 3, the Chair of CAPR, met with the Director of Athletics, Sara Judd, and following discussion agreed

to the following procedures and documentation for the University Intercollegiate Athletic Program in meeting the CAPR Five-Year Program Review requirements:

Confirmation Letters from the NCAA regarding the programs compliance with the NCAA policy and regulations, including five-year Institutional Self-Study Guide II, 2012-2013, including the results and response to the findings of the ISSG, and the Submission Summary- a report of 3-5 pages providing background of the UICA program and summarizing the ISSG report and findings, and institutional response.

The Institutional Self Study Guide (ISSG) is a condition and obligation of membership within the NCAA Division II, requiring each member to conduct a comprehensive self-study every five years. The ISSG is comprised of two sections, compliance and strategic initiatives which serve three basic goals: 1) Sensitize institutional administrators and staff to potential problems in intercollegiate athletic programs; 2) identify potential problems; and 3) guide institution actions to help prevent or minimize the severity of those problems. The guide provides both positive and negative indicators and the higher the more positive indicators within an institution over negative indicators, the lower the potential for ethical and procedural violations. In addition, each of the indicators within the guide has been provided a relative importance rating to any NO response in the survey. Further, any NO response requires attention, and in some instances may require concerted action to convert the response to a YES. Much like a response to an audit, any NO response to any item which is determined a "deficiency," "significant deficiency," or "material weakness," requires a written plan for improvement. All responses that required a written plan for improvement have been completed and are on file and attached to the appended documents of the review.

The institution has received confirmation in an email to the President from the NCAA (appended) which acknowledged receipt of the ISSG, and notification that the next report is due in 2018:

This is to acknowledge receipt of the Notification of Completion form certifying your institution's compliance with NCAA Constitution 6.3.1. The completed NCAA Division II Institutional Self-Study Guide (ISSG) and supporting documentation shall be on file at your institution and available for examination on request by an authorized representative of the Association. We trust that this self-examination proved useful in identifying areas of potential concern and needed improvement while enhancing the overall integrity of the institution's intercollegiate athletics program. Inasmuch as, Constitution 6.3.1 requires a self-study test at least once every five years, it will be necessary for your institution to complete a subsequent self-study prior to 2018.

### Program Reply

The UICA program has made significant strides over the last five years.

- We are proud of the academic and athletic accomplishments of our student-athletes
- We have achieved status as a valued member of the CCAA competing in NCAA Division II.
- We look forward to enhancing our growth, recognition and distinction as a high-quality intercollegiate athletic program in the region, State and nationally through our continued success in graduating student athletes.

Dr. David Larson, Faculty Athletic Representative: Student athlete academic achievements suggest why the graduation success rate of student-athletes at Cal State East Bay has been tracking at least 20-25% higher than the student body average, the most recent six-year cohort at 65%. The department is fully committed to lifting that rate to 80% by 2020, a figure that, while aspirational, remains achievable.

With an ambitious mission clearly articulated and enlightened leadership firmly in place, Intercollegiate Athletics has positioned itself to become one of the model Division II programs in the nation over the next five years.

#### **CAPR ANALYSIS OF FIVE YEAR REVIEW:**

Based on a review of the submitted documents and the presentation by Dr. Sawyer and Ms Clavin, it's clear that the program continues to be high performing. Participation numbers in the sports are steady, and the competitive level has risen to justify the move to Division II athletics.

The review documents highlight the hard work Athletics has put in to ensure the student athlete maintains the highest level GPA possible and provides support services to ensure that. The review notes areas where more support is needed, particularly with more academic support for athletes, strength and conditioning and athletic training personnel. In addition, there are needs to upgrade many of the athletic facilities.

CAPR recommendations for the department continue to monitor and assess the success of its student athletes both as students at CSUEB as well as after they graduate. Building a strong alum component will enhance fundraising efforts for many of the facility upgrades needed. CAPR looks forward to hearing about the continued success of East Bay's intercollegiate athletic programs.

**DATE OF THE PROGRAM'S NEXT FIVE-YEAR REVIEW: AY 2018-2019**