

**Unit Effectiveness Plan for 2003-2004**  
**Department(Unit): Intercollegiate Athletics - Administration**  
**College (Division): President**

**Unit Mission or Purpose:**

The University of Texas at Arlington is committed to the belief that a successful intercollegiate athletics program contributes substantially to a comprehensive collegiate environment. A primary goal of the Athletics Department is to have its student-athletes achieve in both their academic and athletic endeavors and to become knowledgeable, discriminating and productive citizens. The intercollegiate athletics program is an integral part of the public image projected by the University and a major contributor to the development of a sense of pride and esprit de corps within the University community. Consequently, the University should develop and maintain a successful, high quality intercollegiate athletics program for both men and women involving a broad range of sports with a large number of students participating directly or indirectly.

The University is committed to conducting its athletics program in a manner which strictly conforms to NCAA regulations and the NCAA's definition of amateurism. The am

**Articulation of how unit mission/purpose relates to University mission:**

A primary goal of the Athletics Department is to have its student-athletes achieve in both their academic and athletic endeavors and to become knowledgeable, discriminating and responsible, productive citizens. The characteristics go hand-in-hand with the primary mission of the University of Texas at Arlington. The intercollegiate athletics program is an integral part of the public image projected by the University and a major contributor to the development of a sense of pride and esprit de corps within the University community.

**Unit Functions:**

<b>Intended outcome</b>	<b>Related Institutional Goal/Objective/Strategy</b>	<b>Action Steps</b>	<b>Method of Assessment (Who, What, When)</b>	<b>Results of Assessment</b>	<b>Proposed Changes and Recommendations for Improvement</b>	<b>Resources Needed for Proposed Changes</b>
1. At least 40% of those student-athletes participating in the intercollegiate athletics program will achieve honor roll status with a 3.0 grade point average or better each	Goal 1: Provide an environment that fosters a broad-based education designed to facilitate successful careers, personal development and community service.	The Associate Athletic Director (Academics and Student Services) and the Athletics Academics Coordinator will provide appropriate academic support services which	The Associate Athletic Director will prepare an academic achievement report each semester which identifies student-athletes who have achieved a 3.0 gpa or better during the	HONOR ROLL STATUS:For fall semester 2002, 44.6% of all UTA student-athletes and 46.3% of all female student-athletes achieved honor roll status with a 3.00 gpa or higher. For	The Director of Athletics, the Sr. Associate Athletics Director for Academics and Student Services and the Academics and CHAMPS/Life Skills Coordinator will	The student athletics fee which was implemented in 1999 provides funding for academic support

<p>semester. The student-athletes participating in the intercollegiate athletics program will achieve at least a 40% graduation rate for the year, achieve at least a 75% graduation rate for those student-athletes who complete their NCAA athletics eligibility at UTA and will achieve a graduation rate higher than the general student body.</p>	<p>Objective 1.3: Provide and support a student-centered academic environment that enables students to achieve their educational goals.</p> <p>Strategy 1.A.5. Student retention  Strategy 2.A.9. Advising  Strategy 2.B.1. Customer service  Strategy 2.B.4. Learning and tutorial  Strategy 2.B.8. Student Living Environment  Strategy 2.B.10. Advising</p>	<p>encourage academic success by student-athletes. They will also continually monitor each student-athlete's academic efforts and progress and suggest assistance programs and services as appropriate.</p>	<p>semester and which also indicates the percent of the student-athlete population that they represent. The Associate Athletic Director will annually nominate student-athletes for University, Southland Conference, and NCAA academic honors and will prepare the NCAA Graduation Rate Reports.</p>	<p>the spring semester 2003, 39.6% of all student-athletes achieved honor roll status with 50.5% of female student-athletes achieving honor roll status during this particular semester. For the fall semester 2003, 38.2% of all student-athletes achieved a 3.00 gpa average or higher (42.6 of the men). For the spring semester 2004, 38.8% of all student-athletes achieved honor roll status with 48.2% of the female student-athletes being recognized with 3.00 gpa or above.</p> <p><b>GRADUATION RATES:</b> In FY2002, the graduation rate for student-athletes who completed their athletics eligibility at UTA was 84%. This figure rose to 85% for the just recently released Federal and NCAA graduation rates report (for FY2003 year).</p> <p><b>INTENDED OUTCOME ACHIEVED:</b> Yes, for certain semester and by gender for goal on honor roll status. Yes for graduation rate.</p>	<p>continually evaluate the academic support services for all student-athletes and when necessary, will make changes for enhancing the support services. Academics support services will include tutorial services, structured study hall, the provision of study hall computers, timely monitoring of grade reports, the make-up of exam policy while student-athletes are on University-sponsored trips, etc.</p>	<p>services. In addition to increased financial support from external resources (corporate sponsorships, fund raising from major gift donors and Maverick Club members), the continued increase in enrollment and the number of credit hours should provide the additional funding necessary to enhance the academic support services for student-athletes.</p>
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				<p>PERSON(S)/GROUP WHO EVALUATED RESULTS AND MADE RECOMMENDATIONS FOR IMPROVEMENTS:  The Sr. Associate Athletics Director for Academics and Student Services performed the evaluation for the intended outcome and together with the Director of Athletics and the Academics and CHAMPS/Life Skills Coordinator provided recommendations for improvements.</p>		
<p>2. Men's and women's intercollegiate athletics teams will win at least three Southland Conference team sports championships and will finish no lower than third place in the rankings for the Southland Conference Commissioner's Cup and the respective All Sports Trophies for Men and Women.</p>	<p>Obj. 1.3: The University will promote and support an environment where students can achieve success in their athletic goals and become involved in various aspects of campus life.  Obj. 6.2: The University, through its intercollegiate athletics department, will increase public awareness and promote understanding of UTA.  Obj. 6.3: The activities of the intercollegiate athletics program will enhance interactions with</p>	<p>On an annual basis, the administrative/support staff will work to provide the necessary resources and the coaching staff will provide the guidance for the student-athletes successful athletic endeavors.</p>	<p>An annual year-end report will be submitted to the President which describes the athletics achievements of the intercollegiate athletics program.</p>	<p>In FY2003, UTA Intercollegiate Athletics achieved three Southland Conference (SLC) team championships (women's volleyball, women's softball, and men's tennis) and won three SLC Post-Season Tournament championships (women volleyball, women's softball and men's tennis) which qualified those teams for NCAA Division I post-season competition. In FY2004, UTA Intercollegiate</p>	<p>The Director of Athletics annually conducts a performance review with the head coach of each sport and discusses appropriate measures which could enhance the competitive performance of the respective teams. Requests may be made in this performance review as well as during the annual athletics budget development for resources which can improve the potential for success of each sports program. The student</p>	<p>Resources provided in the FY2005 budget are primarily from the Student Athletics Fee. Hopefully, the increases in student enrollment and credit hours will keep pace with the budgetary needs of the department. Expectations of</p>

	<p>alumni and the support of the University by alumni.  Strategy 2.B.9. Student Involvement  Strategy 2.B.1. Customer Service  Strategy 3.E.3. Administrative Process Renew  Strategy 3E.1. Resource Allocation</p>			<p>Athletics achieved two SLC team championships (men's basketball and women's tennis) and won one Southland Conference Post-Season Championship (women's tennis) which qualified that team for the NCAA Division I Women's Tennis Tournament. UTA Athletics was the recipient of the 2002-03 SLC Commissioner's Cup which recognizes the most successful program in the conference for the year. UTA Athletics finished a close second in the final standings for the SLC Commissioner's Cup in 2003-04. UTA has won the SLC Commissioner's Cup four of the last eight years and has finished with three seconds and one third. Also, UTA achieved the SLC Men's All-Sports Trophy, indicative of the top men's program in the league, both in 2002-03 and 2003-04. The women finished in second place both years in the SLC Women's All-</p>	<p>athletics fee and other funding from external resources should provide the necessary resources for success of the various sports in the intercollegiate athletics program.</p>	<p>increasing financial support from external resources will also provide valuable supplemental revenue to address intercollegiate athletics program needs and enhancements.</p>
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				<p>Sports Trophy standings. The athletics administration was able to provide funding in FY2005 for several needed support staff and resources. These additional staff include a strength and conditioning coach, a full-time marketing and promotions manager and a full-time female assistant track and field coach. An additional scholarship in women's basketball, an additional scholarship in women's track and field and two additional scholarships in women's tennis have also been funded in FY2005. All women's sports are now fully funded in scholarships.</p> <p>INTENDED OUTCOME ACHIEVED: Yes.</p> <p>PERSON(S)/GROUP WHO EVALUATED RESULTS AND MADE RECOMMENDATIONS FOR IMPROVEMENT:</p> <p>The Director of Athletics is responsible for annually evaluating the performance of each sports team and each</p>		
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				head coach and is charged with making recommendations for improvement.		
3. Meet the annual budget requirement of \$100,000 from external resources, increase Maverick Club membership by 50 persons and increase the membership in the Athletics Alumni Chapter by 50 persons.	Goal 7: The University's development program and Department of Intercollegiate Athletics will generate alumni, community and corporate contributions to enhance the intercollegiate athletics program, increase student and faculty/staff support of intercollegiate athletics and expand the community outreach program for intercollegiate athletics. Obj. 7.1: To foster an environment that facilitates fundraising success for intercollegiate athletics and benefits for the University. Obj. 7.2: To increase awareness of and advocacy for the University and its intercollegiate athletics program. Obj. 6.3: Enhance interaction and alumni support of the University through intercollegiate	The intercollegiate athletics staff will work cooperatively with the University's Development Office and the Alumni Association on fundraising, major gifts, endowments, promotional, marketing, and Maverick Club membership solicitation initiatives.  Develop a corporate sponsorship, gift-in-kind, and advertising program that provides funds to support the annual intercollegiate athletics budget.		Actual dollars raised by contributions to Intercollegiate Athletics: Per the Office of Development year-end report, in 2002-03 \$294,570.20 total including 1322 annual fund gifts of \$209,759.50 and 9 University Development gifts of \$84,810.00/808 donors listed. Per the Office of Development year-end report in 2003-04, \$302,771.30 total including 1481 annual fund gifts of \$216,481.62 and 17 University Development gifts of \$86,289.68/861 donors listed. The above figures do not include corporate sponsorships or advertising dollars generated. Three new scholarships endowed in the last two years. <b>MAVERICK CLUB MEMBERSHIP FY2003</b> - 123 new members, \$14,000+ new pledges for additional funds	With the recent hiring of a new Athletics Development Director, the goal of meeting the annual budget requirement of \$100,000 from external resources should be increased to \$200,000 annually. The goal of increasing the Maverick Club membership by 50 giving units each year should be increased at least an additional 25 giving units.	A request may be made for an approval of funding for a graduate assistant or administrative intern to be assigned for support services for the athletics development director. The funding for this request may be budgeted in the annual Intercollegiate Athletics budget or may be requested from the Office of Development.

	athletics activities. Strategy 3.D.3. Private Sector Funding. Alumni Support Strategy 3.C.1. Comprehensive Marketing Plan			generated for new Maverick Club members. FY2004 - 113 new members, \$24,000+ in pledges for additional funds generated for new members. INTENDED OUTCOME ACHIEVED: Yes. PERSON(S)/GROUP WHO EVALUATED RESULTS AND MADE RECOMMENDATION FOR IMPROVEMENT: The Office of Development and the Executive Director of the Maverick Club provided the evaluated results. The Vice President for Development, the Director of Athletics and the Athletics Development Director will make recommendations for improvement.		
4. The athletics staff and student-athlete population will accurately reflect the cultural diversity of the Dallas-Arlington-Fort Worth community and the UTA student body.	Obj. 2.2 To increase the diversity of the faculty and student body to reflect the cultural diversity in our society and to develop an appreciation and understanding of the commonalities and differences among	Through attrition and new employment, strive to employ an intercollegiate athletics staff and recruit student-athletes into the program who more accurately reflect the cultural diversity in the Dallas-Arlington-Fort Worth	Various required NCAA reports and the annual departmental year-end reports will contain information on the cultural diversity of the intercollegiate athletics staff and the student-athlete population. The CHAMPS/Life Skills	The Intercollegiate Athletics staff is comprised of 45 persons, 15 of which are white females, two black males(head men's basketball coach and assistant men's basketball coach), one Hispanic female (senior woman	The athletics administrative staff and head coaches should always be cognizant of prospective employees with cultural diverse backgrounds when hiring for departmental position openings. The coaching staff should be cognizant	The annual Intercollegiate Athletics budget provides funding for recruiting employees for the department and for

	<p>cultures.</p> <p>Strategies 2.23 Maintain a commitment to curricula and student life programs that provide all students with an opportunity to develop an understanding of and an appreciation for commonalities and differences among cultures.</p> <p>Strategy 1.B.1. Recruiting Efforts</p> <p>Strategy 1.B.2. Cultural Sensitivity</p>	<p>community and the UTA student body. The CHAMPS/Life Skills orientation course for freshmen student-athletes will have a component of at least one session dealing with cultural diversity issues.</p>	<p>class for student-athletes will have at least one session on cultural diversity issues which will expose them to the commonalities and differences among cultures.</p>	<p>administrator/academics and life skills coordinator) and one Hispanic male (assistant stadium manager). Had one additional Hispanic male staff member in 2003-04 (assistant men's basketball coach). In 2003-04, the full-time undergraduate enrollment at UTA was 6,414 males (48%) and 7,072 females (52%). The student-athlete participation numbers in 2003-04 were 104 males (54%) and 86 females (45.3%). The cultural diversity make-up of the full-time undergraduate student enrollment at UTA in 2003-04 was 55.5% white, 13.8% black, 12.5% Hispanic, 12.3% Asian, 0.7% American Indian and 5.2% foreign. The cultural diversity make-up of all UTA student-athletes in 2003-04 was 56.5% white, 24.2% black, 3.4% Hispanic, 1.4% Asian, 0% American Indian and 14.5% foreign. The Department of Athletics is required to complete</p>	<p>of prospective student-athletes from culturally diverse backgrounds when recruiting student-athletes for their respective programs.</p>	<p>recruiting student-athletes for participation in the Intercollegiate Athletics Program. Every effort is made to recruit minorities and/or women for position openings. Every effort is also made to recruit minorities for athletics scholarships and sports teams. The freshmen CHAMPS/Life Skills and college adjustment class should have at least one session on cultural diversity issues. Funds for these initiatives are provided for in the annual</p>
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				<p>several year-end federal and NCAA reports which request information on cultural diversity of the athletics staff and the student-athletes participating in the program (Equity in Athletics Disclosure Act Report). The academics and life skills coordinator is a Hispanic female and also serves as the senior woman administrator. The CHAMPS/Life Skills and college adjustment class for student-athletes has at least one class session on cultural diversity issues.</p> <p><b>INTENDED OUTCOME ACHIEVED: Yes.</b></p> <p><b>PERSON(S)/GROUP WHO EVALUATED RESULTS AND MADE RECOMMENDATIONS FOR IMPROVEMENT:</b></p> <p>The Senior Associate Athletics Director/Compliance Coordinator gathered the information with the assistance of the Office of Institutional Research and Planning and the Registrar's Office.</p>		Intercollegiate Athletics budget.
5. The Department	Strategies 1.31: Recruit,	The intercollegiate	The Director of Athletics	The Director of Athletics	Approximately four years	The funds

<p>will demonstrate a commitment to compliance with NCAA, Southland Conference, University and UT System regulations and policies by facilitating a comprehensive rules and procedures education and monitoring program and presenting quarterly reports on the compliance oversight activities of the Intercollegiate Athletics Compliance Committee.</p>	<p>support and train all employees to enhance their ability to deliver quality service to students, faculty, staff and members of the community.</p> <p>Strategies 1.35: Ensure that all campus facilities available to students are safe, clean and conducive to effective learning.</p> <p>Strategy 3.E.3. Administrative Process Review</p> <p>Strategies 1.312: Maintain and enhance a student living and learning environment that complements the academic program.</p>	<p>athletics compliance committee has been reorganized and merged with the Athletics Council into one group or committee to provide compliance oversight for all departmental activities. This committee will be composed of designated departmental administrative staff and several university faculty and staff external to the department who have professional expertise in areas which should be monitored within the athletics program. This compliance committee will meet monthly or more often if necessary to provide oversight for all departmental compliance activities and programs. This compliance committee will develop a risk assessment and implementation plan, monitor the NCAA rules education program, and evaluate coaches recruiting record books and student-athlete</p>	<p>and the committee will provide the Institutional Compliance Office with a quarterly report describing all compliance activities and programs for each quarter of the year.</p>	<p>and the Intercollegiate Athletics Compliance Committee have provided the Office of Assurance Services with a quarterly report describing all compliance activities for each quarter of every year evaluated. The Department of Intercollegiate Athletics has demonstrated a record of unquestioned integrity and absolute compliance with NCAA and Southland Conference regulations as well as University and University of Texas System policies and procedures. There were three very minor secondary violations of NCAA rules and one minor secondary violation of Southland Conference regulations which were all self-reported through the Southland Conference to the NCAA and for which corrective actions were immediately approved and implemented.</p> <p>INTENDED OUTCOME ACHIEVED: Yes. PERSON(S)GROUP</p>	<p>ago, the Athletics Council membership and responsibilities were combined with those of the Intercollegiate Athletics Compliance Committee to form an effective intercollegiate athletics oversight group. The various subcommittees of the Intercollegiate Athletics Compliance Committee (governance and commitment to rules compliance, academic integrity, fiscal integrity, and equity and welfare) should always strive to improve their respective monitoring activities.</p>	<p>needed for the Intercollegiate Athletics Compliance Committee oversight and monitoring activities are provided in the annual Intercollegiate Athletics budget.</p>
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		<p>eligibility documents. The committee will also address assigned tasks as directed by the institutional compliance committee. The compliance committee will evaluate the departmental policy and procedures manual and make recommendation</p>		<p>WHO EVALUATED RESULTS AND MADE RECOMMENDATION FOR IMPROVEMENT: The Director of Athletics and the Senior Associate Athletics Director/Compliance Coordinator, with the assistance of monitoring activities conducted by members of the Intercollegiate Athletics Compliance Committee completed all the evaluation results and made recommendations for improvement.</p>		
<p>6. The Intercollegiate Athletics program will demonstrate a continued commitment to gender equity by (A) demonstrating a plus or minus 5% in substantial proportionality participation, (B) compensating women's coaches with a comparable salary to men's coaches and (C) distributing the funds for athletics scholarships or financial aid equally among deserving male</p>	<p>Goal 1: Provide an environment that fosters a broad-based education for both male and female student-athletes that is designed to facilitate successful careers, personal development and community service. Obj. 1.3: Provide and support a student-centered academic community that enables students to achieve their educational goals. Strategies 1.13: Support a culture of improvement through assessment of programs and student</p>	<p>The Director of Athletics, together with the University Administration, will provide the administrative support in decision-making and program funding which demonstrates an institutional philosophy and commitment to gender equity and minority opportunities within the intercollegiate athletics program.</p>	<p>The athletic administrative staff will collect the data and prepare the annual report as required by the Equity in Athletics Disclosure Act (EADA). This report is an annual requirement and must be made available to the public by October 15th of each year.</p>	<p>For 2003-04 - Undergraduate enrollment - male 48%, female 52%, Intercollegiate Athletics participation: male - 54%, female 45.3%. Within 7% proportionality. Per the 2004 EADA Report, UTA is probably in the top 25 in the nation in Division I where the salaries for coaches has the highest share going to coaches of women's teams. UTA is probably also in the top 25 nationally in Division I</p>	<p>Future consideration should be given to providing additional intercollegiate athletics participation opportunities for women's golf program and/or a women's soccer program. The Athletics Administrative Staff has recommended roster management numbers for all men's sports to improve the program's compliance with substantial proportionality. All women's programs will</p>	<p>Additional funds generated from the Student Athletics Fee or from external resources should be directed toward the future consideration of providing additional intercollegiate athletics participation opportunities for women by</p>

<p>and female student-athletes. Data collected for an annual report will demonstrate a commitment to diversity and opportunities for minorities within the intercollegiate athletics program.</p>	<p>support services. Strategies 1.312: Maintain and enhance a student living and learning environment that complements the academic program. Strategies 3.313: Strengthen and encourage student involvement in all aspects of campus life.</p> <p>Strategy 1.A.2. Financial Aid Strategy 1.A.5. Student Retention Strategy 1.B.1. Recruiting efforts</p>			<p>where the operating budget for men's and women's teams has a higher share going to women's programs. UTA has also been recognized for the amount of financial aid for female student-athletes being much higher than the amount of financial aid provided to male student-athletes. Women's sports maximum scholarships have now also been fully funded and a full-time female assistant track and field coach has been hired.</p> <p>INTENDED OUTCOME ACHIEVED: Yes on gender equity, no on substantial proportionality with regard to athletics participation.</p> <p>PERSON(S)/GROUP WHO EVALUATED RESULTS AND MADE RECOMMENDATIONS FOR IMPROVEMENT: The Director of Athletics, the Senior Associate Athletics Director/Compliance Coordinator and the</p>	<p>encourage walk-on participants.</p>	<p>sponsoring a women's golf program and/or a women's soccer program. Estimated implementation costs were provided in a recent sports expansion analysis report completed by Neinas Sports Services.</p>
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				Associate Athletics Director for Finance and Administration completed the evaluations for the intended outcomes and made recommendations for improvements.		
7. At least seventy-five percent of the student-athletes participating in the Intercollegiate Athletics Program will be engaged in at least one community service project during each academic year. Examples of community service projects may include the annual Thanksgiving canned food drive for Mission Arlington, the reading program with Arlington ISD elementary schools or local parochial elementary schools, participation in the Texans Standing Tall peer alcohol education program for middle school students, mentoring opportunities with Big Brothers/Big Sisters,	Strategy 3.C. - Community Outreach and Service Strategy 3.C.2 - Faculty/Staff Community Involvement Strategy 2.B.9 - Student Involvement	The Academics and CHAMPS/Life Skills Coordinator who will organize and administer opportunities for student-athletes to participate in community service projects, formalized programs, initiatives and endeavors. Financial support for participation of student-athletes and athletics staff in these community service opportunities will be provided by the athletics administration. The Academics and CHAMPS Life Skills Coordinator will keep records of team and individual student-athlete participation in community service.	The Academics and CHAMPS/Life Skills Coordinator will prepare an annual departmental community service report which will be based on the records kept throughout the year on team and individual student-athlete participation in community service.	During the 2003-04 academic year, every student-athlete participated in one or more of the Department's community service projects. Community service projects during the past year included reading programs in the Arlington Independent School District and St. Alban's School, a canned food drive for Mission Arlington at Thanksgiving, a collection of pop tops of soft drink cans for the Ronald McDonald House, participation in the Arlington Big Brothers-Sisters Campus Pals program, and participation in a number of ways in the facilitation of the American Cancer Society Relay for Life held at Maverick Stadium.	The Senior Woman Administrator/Academics and Life Skills Coordinator as well as the Athletics Administrative Staff and the Student-Athlete Advisory Committee will recommend and encourage participation of UTA student-athletes in additional service projects.	The Student Athletics Fee and additional funds generated from external resources will provide funds needed for the student-athletes to engage in additional community service projects as recommended by the Student-Athlete Advisory Committee and the Athletics Administrative Staff.

<p>the American Cancer Society Relay for Life, etc.</p>			<p>INTENDED OUTCOME ACHIEVED: Yes.          PERON(S)/GROUP WHO EVALUATED RESULTS AND MADE RECOMMENDATIONS FOR IMPROVEMENT:          The Senior Woman Administrator/Academics and Life Skills Coordinator organizes, coordinates and provides administrative oversifht for all departmental community service projects engaged in by UTA student-athletes.          The SWA/Academics and Life Skills Coordinator kept records of team and individual student-athlete participation in community service. She also provided the Director of Athletics with the evaluation results for this intended outcome.</p>		
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