

Administrative and Educational Support Report

Athletics

Annual Action Plan Annual Assessment Report

June 2007 – May 2008



Annual Action Plan: June 1, 2007–May 31, 2008

Unit: Athletics

UTPA Mission: The University of Texas-Pan American (UTPA) serves the higher education needs of a rapidly growing, international, multicultural population in the South Texas Region. The University preserves, transmits and creates knowledge to serve the cultural, civic, and economic advancement of the region and the state. The University provides students advanced instruction in academic programs offered through innovative delivery systems that lead to professional certification, and baccalaureate, master’s and doctoral degrees. Through teaching, research, creative activity and public service, UTPA prepares students for lifelong learning and leadership roles in the state, nation and world community.

Division: Enrollment and Student Services

Unit Head: Scott Street

Unit Mission: The Intercollegiate Athletics Program of The University of Texas-Pan American supports and complements the educational mission of the institution by attracting student-athletes from within and beyond the primary service region of the university, and providing them with the opportunity to further their education while participating in intercollegiate athletics competition in regional, national and international venues; by providing an environment to promote and enhance the emotional well-being and the social development of student-athletes; by giving members of the university community - students, faculty, staff and alumni-an entertaining and enlivening program of activities to help create a sense of institutional identity, unity and pride; by offering the citizens of the region the opportunity to view a variety of intercollegiate sports by providing athletics expertise and service to the people and public schools of the area and by promoting community support for the university; and by helping to extend the recognition and reputation of the university beyond the bounds of its geographical location. In seeking to fulfill its mission, the athletics program will provide an environment that is committed to fair and equitable treatment of both male and female student-athletes as well as staff members. In addition, the athletics program will promote sensitivity to diversity issues for all student-athletes and staff in accordance with NCAA principles, university policies and any affiliated conferences. The athletics program expects student-athletes, coaches and all others associated with intercollegiate athletics to embrace the principles of sportsmanship and ethical conduct. The University of Texas-Pan American competes as a member of Division I in the National Collegiate Athletic Association.

University Goal:

Division Objective: Enrollment

Annual Action Plan June 1, 2007–May 31, 2008

Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
Increase support of student-athlete welfare in selected areas	Identify student-athletes that are at risk academically and coordinate and enforce all resources available through the Athletic Department and the University	Support student-athletes in academic performance Prepare plan to improve selected teams APR	Student-Athletes cumulative GPA will be maintained at a 3.0 Improve APR to the NCAA required 925	Utilize campus resources to the fullest

University Goal:

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Division Objective:

Engagement	
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Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
Promote UTPA Identity and Spirit through Athletics	Promote attendance of students at Athletic Events	Student attendance will increase at least 5%	Use student ID scanners to capture the student attendance	
	Maximize opportunities for student-athletes, coaches and staff to interact with students	Number of opportunities for interaction	Actual number of events scheduled and attended	
	Collaborate with student groups, housing, Greek system and others to promote student pride and UTPA Identity	Number of opportunities for interaction	Actual number of events scheduled and attended	
Increase Financial support of Athletics from the public	<i>Involve all athletics department coaches and staff in educating the public about the UTPA athletics program through media outlets and one-on one meetings.</i>	<i>Level of sponsorship and philanthropic funding from the public</i>	<i>Increase the sponsorship and philanthropic funds received from the public compared to last year as reflected in departmental financial statements</i>	

Annual Action Plan June 1, 2007–May 31, 2008

Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
Pursue all options to attain athletic conference affiliation	<p>Pursue affiliation with existing conferences either for individual teams or the program as a whole</p> <p>Collaborate with other institutions to establish a new conference focusing on basketball or (eventually) program as a whole</p>	Progress in attaining conference affiliation	Conference affiliation is attained either for individual teams or the program as a whole.	

University Goal:

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Division Objective:

Effectiveness

Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
Assure conformance to the rules and regulations of the NCAA, UT System, and UTPA	<p>Full implementation of NCAA-specified compliance program</p> <p>NCAA Compliance Coordinator continually adapts program for changes in the NCAA requirements</p>	<p>Extent and nature of findings in annual audits</p> <p>Extent of NCAA secondary violations that indicate willful or unacceptable negligence in compliance assurance.</p>	<p>Zero significant findings in annual audits- UT System performs financial audit; Internal Audits reviews in different compliance areas on rotation.</p> <p>AD Director, Athletic Compliance Committee and Compliance Support Services independently review reports of secondary violations- there should be none that indicate willful or unacceptable negligence in compliance assurance and the trends must show that we learn from our mistakes.</p>	

FY08 AES Assessment Results Reports

UTPA

Admin - Athletics

Unit Mission: The Intercollegiate Athletics Program of The University of Texas-Pan American supports and complements the educational mission of the institution by attracting student-athletes from within and beyond the primary service region of the university, and providing them with the opportunity to further their education while participating in intercollegiate athletics competition in regional, national and international venues; by providing an environment to promote and enhance the emotional well-being and the social development of student-athletes; by giving members of the university community - students, faculty, staff and alumni-an entertaining and enlivening program of activities to help create a sense of institutional identity, unity and pride; by offering the citizens of the region the opportunity to view a variety of intercollegiate sports by providing athletics expertise and service to the people and public schools of the area and by promoting community support for the university; and by helping to extend the recognition and reputation of the university beyond the bounds of its geographical location. In seeking to fulfill its mission, the athletics program will provide an environment that is committed to fair and equitable treatment of both male and female student-athletes as well as staff members. In addition, the athletics program will promote sensitivity to diversity issues for all student-athletes and staff in accordance with NCAA principles, university policies and any affiliated conferences. The athletics program expects student-athletes, coaches and all others associated with intercollegiate athletics to embrace the principles of sportsmanship and ethical conduct. The University of Texas-Pan American competes as a member of Division I in the National Collegiate Athletic Association.

Unit Head: Scott Street

Division: Division of Enrollment and Student Services

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Admin - Athletics - Student-Athlete Academics - We will increase support of student-athlete academics in selected areas</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2007</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Identify student-athletes that are at risk academically and coordinate and enforce all resources available through the Athletic Department and the University. 2. Increase number of full time employees in the athletic academic advising area.</p>	<p>Assessment Method: Student-Athletes cumulative GPA will be maintained at a 3.0</p> <p>The Athletics Department has implemented a department policy for mandatory studyhall for at risk student athletes. For all incoming freshmen they will be required to complete 10 hours of study hall per week, transfer student athletes must complete 8 hours of studyhall per week, and upper classmen that fall within the following GPA's 2.5 to 2.74 must complete 4 hours of study hall per week 2.49 or less must complete 8 hours of studyhall per week, and those that are a 2;75 GPA or higher or exempt from study hall. Also all student athletes that are required to complete mandatory study hall must also meet weekly with the athletics</p>	<p>10/01/2008 - Athletic department GPA's were for Fall 2007 semester 3.004 and for the Spring 2008 semester 3.000.</p> <p>GPA'S PER TEAM AND BREAKDOWN OF MANDATED STUDYHALL GROUPS There was a total of 84 student athletes that were mandated to attend required studyhall. BASEBALL - 2.606 Freshmen - 2.47 Transfers - 2.454 Upperclassmen - 2.421</p> <p>MEN'S BASKETBALL - 2.716 Freshmen - 2.6 Transfers - 2.6996 Upperclassmen - 2.29</p> <p>MEN'S CROSS COUNTRY - 2.584</p>	

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>3. Standardize academic requirements for all teams in the athletic department.</p> <p>4. Improve services for the student athletes and coaches in the athletic academic advising department.</p>	<p>academic coordinator.</p> <p>The athletics department has also implemented an academic contract that all student athletes must sign and follow to ensure academics are a priority for our student athletes.</p> <p>Criterion for Success: Support student-athletes in academic performance</p> <p>Related Documents: Athletic Department Academic Policy.doc</p>	<p>Freshmen - 2.118 Transfers - N/A Upperclassmen - 2.374</p> <p>MEN'S GOLF - 3.223 Freshmen - 3.25 Transfers - N/A Upperclassmen - 2.2</p> <p>MEN'S TENNIS - 3.032 Freshmen - 2.879 Transfers - 2.569 Upperclassmen - 2.702</p> <p>MEN'S TRACK - 2.610 Freshmen - 2.4558 Transfers - 2.514 Upperclassmen - 2.341</p> <p>Women's Basketball - 2.867 Freshmen - 3.042 Transfers - 2.72 Upperclassmen - 2.672</p> <p>Women's Cross Country - 3.157 Freshmen - 3.194 Transfers - N/A Upperclassmen - 2.079</p> <p>Women's Golf - 3.500 Freshmen - 3/656 Transfers - N/A Upperclassmen - N/A</p> <p>Women's Tennis - 3.284 Freshmen - N/A Transfers - N/A Upperclassmen - N/A</p> <p>Volleyball - 3.313 Freshmen - 3.2216 Transfers - 3.25</p>	

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up																																													
		<p>Upperclassmen - 2.56</p> <p>Women's Track - 3.104</p> <p>Freshmen - 2.634</p> <p>Transfers - 2.079</p> <p>Upperclassmen - 2.439</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Maintenance & Operation: \$5000.00 cost for SAMS system to track student athletes academics electronically</p> <p>Resources Needed - Travel: \$1500.00 travel to N4A convention for continuing education for academic advisors</p>																																														
	<p>Assessment Method: Improve APR to the NCAA required 925</p> <p>Criterion for Success: Prepare plan to improve selected teams APR</p>	<p>10/01/2008 - APR results for 2007-2008</p> <table border="1"> <thead> <tr> <th data-bbox="1088 774 1265 805">SPORT</th> <th data-bbox="1276 774 1512 805">SINGLE YEAR</th> <th data-bbox="1534 774 1693 805">MULTI YEAR</th> </tr> </thead> <tbody> <tr><td data-bbox="1088 805 1265 837">Baseball</td><td data-bbox="1276 805 1512 837">895</td><td data-bbox="1534 805 1693 837">836</td></tr> <tr><td data-bbox="1088 837 1265 869">M Basketball</td><td data-bbox="1276 837 1512 869">962</td><td data-bbox="1534 837 1693 869">924</td></tr> <tr><td data-bbox="1088 869 1265 901">M Cross Country</td><td data-bbox="1276 869 1512 901">893</td><td data-bbox="1534 869 1693 901">905</td></tr> <tr><td data-bbox="1088 901 1265 933">M Golf</td><td data-bbox="1276 901 1512 933">875</td><td data-bbox="1534 901 1693 933">962</td></tr> <tr><td data-bbox="1088 933 1265 965">M Tennis</td><td data-bbox="1276 933 1512 965">1000</td><td data-bbox="1534 933 1693 965">922</td></tr> <tr><td data-bbox="1088 965 1265 997">M Indoor Trk</td><td data-bbox="1276 965 1512 997">857</td><td data-bbox="1534 965 1693 997">904</td></tr> <tr><td data-bbox="1088 997 1265 1029">M Outdoor Trk</td><td data-bbox="1276 997 1512 1029">857</td><td data-bbox="1534 997 1693 1029">888</td></tr> <tr><td data-bbox="1088 1029 1265 1061">W Basketball</td><td data-bbox="1276 1029 1512 1061">900</td><td data-bbox="1534 1029 1693 1061">940</td></tr> <tr><td data-bbox="1088 1061 1265 1093">W Cross Country</td><td data-bbox="1276 1061 1512 1093">1000</td><td data-bbox="1534 1061 1693 1093">952</td></tr> <tr><td data-bbox="1088 1093 1265 1125">W Golf</td><td data-bbox="1276 1093 1512 1125">1000</td><td data-bbox="1534 1093 1693 1125">973</td></tr> <tr><td data-bbox="1088 1125 1265 1157">W Tennis</td><td data-bbox="1276 1125 1512 1157">1000</td><td data-bbox="1534 1125 1693 1157">964</td></tr> <tr><td data-bbox="1088 1157 1265 1189">W Indoor Trk</td><td data-bbox="1276 1157 1512 1189">895</td><td data-bbox="1534 1157 1693 1189">913</td></tr> <tr><td data-bbox="1088 1189 1265 1220">W Outdoor Trk</td><td data-bbox="1276 1189 1512 1220">886</td><td data-bbox="1534 1189 1693 1220">925</td></tr> <tr><td data-bbox="1088 1220 1265 1244">Volleyball</td><td data-bbox="1276 1220 1512 1244">944</td><td data-bbox="1534 1220 1693 1244">938</td></tr> </tbody> </table>	SPORT	SINGLE YEAR	MULTI YEAR	Baseball	895	836	M Basketball	962	924	M Cross Country	893	905	M Golf	875	962	M Tennis	1000	922	M Indoor Trk	857	904	M Outdoor Trk	857	888	W Basketball	900	940	W Cross Country	1000	952	W Golf	1000	973	W Tennis	1000	964	W Indoor Trk	895	913	W Outdoor Trk	886	925	Volleyball	944	938	
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		<p>These are preliminary results and could possibly go up and this is an ongoing process.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Continue Current Strategy(s)</p>																																														

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Admin - Athletics - UTPA Identity and Spirit - We will promote UTPA Identity and Spirit through Athletics</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2007</p> <p>Outcome Status: Active/Ongoing</p>	<p>Assessment Method: Use student ID scanners to capture the student attendance</p> <p>Criterion for Success: Student attendance will increase at least 5%</p>	<p>10/01/2008 - Did not meet result due to mechanical breakdown of scanner. Need to acquire new machine</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Maintenance & Operation: \$1000 for new scanner</p>	
<p>Strategies: 1. Collaborate with student groups, housing, Greek system and others to promote student pride and UTPA Identity 2. Promote attendance of students at Athletic Events. 3. Maximize opportunities for student-athletes, coaches and staff to interact with students.</p>	<p>Assessment Method: Actual number of events scheduled and attended</p> <p>Criterion for Success: Number of opportunities for interaction</p>	<p>10/01/2008 - 65 total home events for all sports for 2007-2008</p> <p>Result Type: Inconclusive</p> <p>Next Step: Continue Current Strategy(s)</p>	
<p>Admin - Athletics - Financial Support - We will increase financial support of Athletics from the public</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2007</p> <p>Outcome Status: Active/Ongoing</p>	<p>Assessment Method: Level of sponsorship and philanthropic funding from the public</p> <p>Criterion for Success: Increase the sponsorship and philanthropic funds received from the public compared to last year as reflected in departmental financial statements</p>	<p>10/01/2008 - Raised \$150,000 through cooperate sponsorship and fund raising activity</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Add New Strategy</p>	
<p>Strategies: 1. Involve all athletics department coaches and staff in educating the public about the UTPA athletics program through media outlets and one-on one meetings</p>			

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>2. Reestablish BAF to help coordinate fundraising activities to increase financial support.</p> <p>3. Increase opportunities for the Development officer to engage in corporate sponsorships.</p>			
<p>Admin - Athletics - Conference Affiliation - We will pursue all options to attain athletic conference affiliation</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2007</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Pursue affiliation with existing conferences either for individual teams or the program as a whole. 2. Collaborate with other institutions to establish a new conference focusing on basketball or (eventually) program as a whole.</p>	<p>Assessment Method: Progress in attaining conference affiliation.</p> <p>Criterion for Success: Conference affiliation is attained either for individual teams or the program as a whole. Membership into a Div I conference with an NCAA Automatic Bid for all sports.</p>	<p>10/01/2008 - June 2008 became official member of the Great West Conference</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Maintenance & Operation: \$30,000 membership dues</p>	
<p>Admin - Athletics - Compliance - We will assure conformance to the rules and regulations of the NCAA, UT System, and UTPA</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2007</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies:</p>	<p>Assessment Method: 1. Extent and nature of findings in annual audits. 2. Associate A.D. foe Compliance will monitor coaches input of recruiting information on CAI software. 3. Official record of attendance at required monthly staff meetings. 4. Official record of participation in rule of the week questions. 5. Random checks of phone calls through automated data collection program.</p> <p>Criterion for Success:</p>	<p>10/01/2008 - 4 NCAA secondary violations 11 internal violations see internal Audit report for detailed violations.</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Add New Strategy</p>	

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>1. Full implementation of NCAA-specified compliance program.</p> <p>2. NCAA Compliance Coordinator continually adapts program for changes in the NCAA by-laws.</p> <p>3. Update existing Athletic Department manual and continue as an ongoing process as needed.</p>	<p>Zero significant findings in annual audits- UT System performs financial audit; Internal Audits reviews in different compliance areas on rotation.</p>	<p>10/01/2008 - 4 NCAA secondary violations 11 internal violations see internal Audit report for detailed violations.</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Add New Strategy</p>	
<p>4. Implement use of NCAA CAI recruiting software and mandate all coaches use this for recruiting.</p> <p>5. Supply coaches with thumbdrives to store monthly cell phone records.</p> <p>6. Required monthly staff meetings.</p> <p>7. Rule of the week questions.</p>	<p>Assessment Method: Extent of NCAA secondary violations that indicate willful or unacceptable negligence in compliance assurance.</p> <p>Criterion for Success: AD Director, Athletic Compliance Committee and Compliance Support Services independently review reports of secondary violations- there should be none that indicate willful or unacceptable negligence in compliance assurance and the trends must show that we learn from our mistakes.</p>	<p>10/01/2008 - Violations do not appear to be willful in nature or due to negligence from department staff. We have updated department operating manual and have conducted seminars and rules education to help in the reduction of violations.</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Add New Strategy</p>	