

## Introduction to Self-Study Report

### Institutional Information

1. Type of Institution: Public
2. Year institution was founded: 1903
3. Special Affiliation? No
4. Coeducational? Yes
5. Total student enrollment (undergraduate and graduate combined) [using a full-time-equivalency (FTE) basis]: 21,820

Note: Based on the National Center for Educational Statistics (NCES) definition for FTE. Total full-time students plus one-third of part-time students for fall 2006.

6. Number of Faculty [using a full-time-equivalency (FTE) basis]: 1,642

Note: This is the instructional FTE reported to the State of Michigan for faculty and graduate assistants for the 2005-2006 academic year.

7. Highest level of academic degree offered: Doctoral (Ph.D.)
8. Institution's governing entity: Board of Trustees
9. a. Regional accreditation agency: Higher Learning Commission of the North Central Association
9. b. Date of most recent regional accreditation self-study:

September 2005: Focused Visit Self-Study Report (focused visit took place in November 2005)  
November 2000: Comprehensive Visit Self-Study Report (comprehensive visit took place in February 2001)

9. c. Current accreditation status: Accredited

### Athletics Information

1. Subdivision status of athletics program (Academic Year 2007): I-A
2. Conference affiliation(s) or independent status (Academic Year 2007):

Baseball	Mid-American Conference
Football	Mid-American Conference
Men's Basketball	Mid-American Conference
Men's Ice Hockey	Central Collegiate Hockey Association
Men's Soccer	Mid-American Conference
Men's Tennis	Mid-American Conference
Softball	Mid-American Conference
Women's Basketball	Mid-American Conference

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Women's Cross Country	Mid-American Conference
Women's Golf	Mid-American Conference
Women's Gymnastics	Mid-American Conference
Women's Soccer	Mid-American Conference
Women's Tennis	Mid-American Conference
Women's Track, Indoor	Mid-American Conference
Women's Track, Outdoor	Mid-American Conference
Women's Volleyball	Mid-American Conference

**3. Athletics program structure ('X' all that apply):**

- one combined athletics department
- separate men's and women's departments
- incorporated unit separate from institution
- department within a physical education division

**4. Date of NCAA major infractions case(s) (if any) since previous certification self-study and impact (if any) on the areas of the certification program:**

N/A

**5. Other significant events (with dates) in the history of intercollegiate athletics program:**

The Gender Equity Plan, submitted by Western Michigan University in the first cycle of NCAA certification, included the expansion of women's varsity sports to enhance women's sport opportunities. Full athletic NCAA scholarship allocations were supported for the following additions: women's soccer (added in 1996), women's golf (added in 1998), and women's synchronized skating (added in the fall of 1999).

The following facility improvements were carried out to enhance the student-athlete experience, to enable intercollegiate athletics at WMU to remain competitive, and to provide a safe competing and practicing environment and equitable opportunities for all male and female student-athletes:

- Bill Brown Alumni Football Center, dedicated 1998
  - \$11 million facility renovation for new student-athletes
  - Office space for football, baseball, and softball coaches
  - Suites for corporate sales for game day to generate revenue for building

- Donald J. Seelye Center, dedicated 2003
  - Indoor athletic center for football, men's and women's soccer, softball, baseball, golf
  - New office space for head and assistant coaches in men's and women's soccer, baseball, softball, golf
  - Suites for football game day
  - New locker rooms for golf, men's and women's soccer, baseball, softball
  - Equipment room
  - Weight room
  - W Club Room
  - Classroom/meeting rooms
  - Historical display

2006: Kanley Track received new bleachers, and adjustments were made to the surface patching. The track surface is still on the list for improvement.

2006: Ebert Softball Field was totally renovated, receiving new bleachers, fencing, press box, field surface.

2006: Sorensen Tennis Courts were torn down and rebuilt for the men's and women's tennis programs. Additional renovations will be made in 2007 and 2008.

2006: The lower level of Lawson Ice Arena was totally renovated to improve safety and enhance the student-athlete experience.

2006-2007: Ellis Academic Center was expanded using endowment funding.

2006: Waldo Stadium's playing surface was removed and FieldTurf installed to improve the safety and competitiveness of the football program.

Plans and fund raising have been approved for the renovation of the Hyames Field baseball stadium. The project is scheduled to move forward after the 2007 baseball season.

The University intends to move the soccer fields from the WMU Research and Technology Park to the Valley Field areas. The project is scheduled for planning in 2007-2008 and implementation in 2008-2009.

2005-2006: WMU won the MAC Jacoby Trophy for women's sports.

January 2006: WMU played football in the Inaugural International Bowl in Toronto, Canada.

## Previous Certification Self-Study

### 1. Date of previous orientation visit, evaluation visit and interim self-study report (if applicable):

First-Cycle Orientation Visit:	October 26, 1997
First-Cycle Evaluation Visit:	November 3-6, 1998
Interim Self-Study Report:	November 15, 2003

### 2. Initial certification-status decision rendered by the NCAA Committee on Athletics Certification (and date):

First-Cycle Status: Certified May 10, 1999

### 3. Subsequent actions or changes in certification status (if any) made by the NCAA Committee on Athletics Certification (and date):

Interim Self-Study Status: Reaffirmed Certified Status August 23, 2004

### 4. Changes in key senior-level positions, institutional or athletics program (if any), since the institution's previous certification self-study:

#### INSTITUTION

Since WMU's 1997-98 NCAA Division I Athletic Certification Self-Study, significant changes have occurred in the positions of president, provost, and vice presidents.

Dr. Diether H. Haenicke, who served from 1985 as WMU's fifth president, retired in July 1998. Dr. Elson S. Floyd began his term as president in August that year. Following Dr. Floyd's departure in January 2003, Dr. Judith I. Bailey assumed office as the seventh president of WMU in late spring of 2003. In fall 2006, after the Board of Trustees voted to terminate Dr. Bailey's contract, Dr. Haenicke returned as interim president.

Dr. Timothy Light, provost at the time of the 1997-98 self-study, stepped down in April 2000. Over the next four years, a number of short-term/interim appointees occupied the position. Dr. Linda M. Delene, formerly vice provost for academic planning and assessment, was appointed provost and vice president for academic affairs in July 2004. Following Dr. Delene's resignation in May 2006, Dr. Janet I. Pisaneschi, dean of the College of Health and Human Services since 1989, was named to a one-year term in the position.

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In addition, although each of the senior leaders in business and finance, information technology, development, and legal affairs and general counsel has been in office for six years or more, new vice presidents have been appointed in recent years in the key areas of legislative affairs, research, and student affairs:

Robert M. Beam has served as vice president of business and finance since 1985. On his retirement in June 2007, he will be succeeded by Lowell P. Rinker, currently associate vice president for business and finance.

Having served as head of information technology since 1997, Viji Murali was named vice president in September 1999.

During the preparation of WMU's 1997-98 self-study report, the areas of development, legal affairs, and legislative affairs were part of the same administrative unit:

Carl M. "Bud" Bender has been responsible for development matters since 1997. He was named vice president of development in June 2000.

Carol L. J. Hustoles officially succeeded Keith Pretty as general counsel in July 1999. Ms. Hustoles was named vice president for legal affairs and general counsel in July 2002. In December of that year, Assistant General Counsel Carrick Craig was promoted to associate general counsel.

The Office of Legislative Affairs was established in December 1998 by President Floyd. Prior to that time, all legislative matters were handled by Keith Pretty as general counsel for the University. Jeff Breneman, who became the office's first associate vice president in January 1999, was promoted to vice president and chief of staff in July 2002. Mr. Breneman was succeeded by Greg Rosine in September 2003. In June 2005, Mr. Rosine assumed the new position of senior vice president for advancement and legislative affairs, in which capacity he oversees the offices of legislative affairs, development, alumni relations, and university relations, providing a coordinated outreach effort for WMU.

In June 2002, Donald Thompson, vice president for research, was named deputy assistant director of the National Science Foundation's Directorate for Education and Human Resources. Jack Luderer, associate vice president for research, was promoted to vice president in July 2002. Leonard Ginsberg assumed administrative responsibility for the division when Dr. Luderer became executive director of the Biosciences Research and Commercialization Center (BRCC) in May 2005.

Following Theresa A. Powell's resignation, Diane K. Anderson was appointed vice president of student affairs and dean of students in July 2002. Dr. Anderson had served as interim vice president since October 2001, when the Board of Trustees granted Dr. Powell one year's professional administrative leave.

### **DIVISION OF INTERCOLLEGIATE ATHLETICS**

The Division of Intercollegiate Athletics has enjoyed stability in terms of senior leadership:

Paul DeVries was hired as director of compliance in June 2001. He was preceded in the post by Chris Reynolds, who left in October 2000 to join the staff at the University of Notre Dame.

Rob Hunt was promoted from director of athletic facilities to associate director of athletic fund raising in August of 2005 after Jerry George resigned as director of fund raising to join the staff at Michigan State University.

Dr. Adrian E. Edwards, professor of business and finance, was appointed faculty athletics representative and chair of the faculty athletic board by President Haenicke in April 1992. He served three terms, concluding in 1998.

Dr. Patrick Forrest, professor of accountancy, was appointed faculty athletics representative and chair of the faculty athletic board by President Haenicke in May 1998. In 2001, Dr. Forrest was appointed to a second three-year term by President Floyd. He did not fully complete his tenure and resigned in 2003.

Following Dr. Forrest's resignation, President Floyd appointed Dr. Gary Mathews, professor of social work, to the posts of faculty athletics representative and chair of the faculty athletic board. Dr. Mathews served in both capacities from 2003 to 2006, after which he chose to not be reconsidered for another term of appointment.

Mr. Fred Sitkins, professor of industrial manufacturing and engineering, was appointed faculty athletics representative and chair of the faculty athletic board by President Bailey in June of 2006 for a three-year appointment.

**5. Significant changes impacting the institution and/or athletics program, if any (e.g., conference affiliation, sports sponsored, changes in admissions standards, significant changes in graduation rates, changes in mission statement of the athletics program, changes in fiscal stability/condition of the athletics program), since the institution's previous certification self-study:**

## **INSTITUTION**

### Proposal 2

In November 2006, Michigan voters adopted a constitutional amendment that prohibits any public university from discriminating against or granting preferential treatment to any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public education. The amendment became effective December 23, 2006. This proposal is now Article I, §26 of the Michigan Constitution.

In response to Proposal 2, WMU attached the following caveat to its January 2007 public draft of the Equity and Student-Athlete Well-Being Subcommittee Report: "This Self-Study Instrument, including any statement or excerpt contained herein, is not intended to and should not be construed to discriminate against or grant preferential treatment to any individual or group in violation of applicable law." The following sentence was added to the caveat for the subcommittee's March 29, 2007 public draft: "The actions taken to implement any portion of this Self-Study Report shall be taken in compliance with applicable law."

### Admissions Standards

There were no significant changes in WMU's admissions standards.

### Graduation Rates

There were no significant changes in WMU's six-year graduation rates:

1995 – 53.1%  
1996 – 53.2%  
1997 – 56.1%  
1998 – 54.7%  
1999 – 54.4%

## **DIVISION OF INTERCOLLEGIATE ATHLETICS**

### Conference Affiliation

Western Michigan University is a member of the Mid-American Conference in all 15 men's and women's sports, and of the Central Collegiate Hockey Association (CCHA) in the sport of men's ice hockey.

The Mid-American Conference is governed by an active group of institution presidents that meets at least three to four times a year. MAC has experienced both growth and decline in institution membership in all sponsored WMU sports over the last 10 years:

In 1997, the MAC added Marshall to the league in all sports. In 2001, the MAC added Central Florida as a member in football only. Marshall left the MAC in 2005 to join Conference USA. Central Florida left the MAC in 2005 to join Conference USA. In 2002-2003 (tennis) and 2005 (soccer), in order to keep in place the NCAA Championships automatic-qualifier requirements, the MAC added Indiana University-Purdue University Fort Wayne (IPFW) to the league in the sports of tennis and men's soccer (men's tennis was added in the spring of 2003). In 2005, the MAC added IPFW as an affiliate member for men's soccer. Beginning fall 2007, the MAC will add Temple University as a member in the sport of football. The MAC has been notified that IPFW will be discontinuing its membership, beginning fall 2007, to join the Mid-Continent Conference.

### Sports Sponsored

In October 2003, President Judith I. Bailey appointed and charged the Sports Sponsorship Review Committee with conducting a comprehensive review of the Division of Intercollegiate Athletics and presenting its findings to Athletic Director Kathy Beauregard in a report to be completed by December of that year. In view of the unfavorable economic conditions, Dr. Bailey

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asked the committee to address the question: "What changes, if any, should be made in the area of sponsored sports as Western wrestles with some very serious budgetary challenges?" The review took place in the context of Universitywide budget reductions, as part of which intercollegiate athletics was given a reduction target of \$1,386,288 for budget planning for 2003.

The committee's broad-based membership consisted of Chuck Elliott, co-chair and public-at-large appointee; Lewis Walker, co-chair and professor emeritus; Donald Alexander, professor of economics; Kim Foster, W Club representative and former student-athlete; Dean Honsberger, associate vice president for budget and planning; Linda Law, professor of health promotion, education and recreation, member of faculty athletic board, and chair of the subcommittee for gender equity; Gary Mathews, WMU AAUP president, chair of faculty athletic board, and faculty athletics representative; and Jan VanDerKley, associate vice president for finance.

President Bailey charged the committee with conducting its study within the following operating parameters: NCAA Division 1-A membership, Mid-American Conference membership, Central Collegiate Hockey Association membership, Title IX compliance and gender equity review, and no pre-determined number of sponsored sports. The committee was also charged with seeking public comment, looking at ways of maintaining the competitiveness of the athletics program, sustaining support for student-athletes in academic advising, health, and safety, and ensuring that student-athletes retained their scholarships in the event of their sport being discontinued.

At the time of the committee's appointment, WMU sponsored nine men's sports (baseball, basketball, football, cross country, ice hockey, indoor track, outdoor track, soccer, and tennis) and eleven women's sports (basketball, cross country, golf, gymnastics, indoor track, outdoor track, soccer, softball, synchronized skating, tennis, and volleyball). In accordance with MAC and NCAA Division 1-A membership requirements, and with WMU's active membership of the CCHA, President Bailey identified the following as protected sports: men's basketball, baseball, football, women's basketball, softball, and volleyball.

The review process consisted of approximately 250 hours of meetings, including 13 meetings of the Sports Sponsorship Review Committee; many additional hours spent obtaining and analyzing information, including written statements from student-athletes, employees, alumni, and the general public; meetings with head coaches and athletics administrators; and two well-advertised and well-attended public forums at which 52 people chose to speak.

In regard to non-MAC-required sports at WMU, coaches were interviewed on their perceptions of the particular strengths and weaknesses of their respective sports programs; those programs' ability to be competitive at the Division 1-A level, given their current level of sponsorship; their primary justifications for the continued sponsorship of their sport; the influence of their program on Title IX / gender equity; and ways to enhance the safety of the student-athletes, coaches, facilities, etc., in regard to their respective programs.

The interviews with coaches of MAC-required sports (and ice hockey) addressed ways to enhance the competitiveness of each sport under the existing economic conditions at WMU; ways to enhance the safety of the student-athletes, coaches, facilities, etc., in regard to each program; important issues or concerns regarding academic matters and student-athletes' graduation rates; reallocation of resources to help safeguard sponsored sports at WMU; and Title IX / gender equity issues.

After thorough deliberation, the committee recommended eliminating men's indoor, outdoor, and cross-country track for a savings of \$370,722 and synchronized skating for a savings of \$164,350, making a total savings of \$535,072.

Skating was recommended for elimination in part to address Title IX compliance and in part to address the need for additional budget reductions. The rationale for recommendations regarding men's sports was similar. Because student-athletes participated on multiple track teams, it was determined that partial elimination would increase recruiting difficulty and that budget savings would be realized only if all three track sports (indoor, outdoor, cross country) were eliminated. In addition, men's track had the greatest number of participants and therefore the most impact on Title IX compliance.

### Admissions Standards

There were no significant changes in the Division of Intercollegiate Athletics' admissions standards.

### Graduation Rates

In the three years studied (the entering classes of 1997, 1998, and 1999), student-athletes maintained a higher graduation rate than the general student body. With the exception of the 1999 class, which trailed the general student body total by two percent, the one-year rates and the four-year averages for student-athletes consistently exceeded University rates by ten percent or more.

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Graduation rates for male and female student-athletes exceeded the norms for males and females on campus in all categories except the 1998 male student-athlete rate, which was five percent below the overall male student total for that particular year. All other one-year rates and four-year averages favored student-athletes.

Sport group graduation rate assessments for student-athletes compared favorably with the general student body, with the exception of men's basketball. The four-year average of the men's other category dipped in 1998 due to a one-year rate of 27 percent, but that appears to have been a one-year issue created by ice hockey student-athletes opting for professional sports careers and international students transferring out of the men's tennis program. An assessment of men's basketball covering the entering classes from 1994-1999 found that only two out of twelve student-athletes completed their athletic eligibility during that period (two others were medically exempted) and just three graduated. Student-athlete retention in the program was an obvious weakness during this period as most individuals transferred to other institutions. Also, thirteen transfer students entered the program during this period, suggesting that freshman recruitment was not emphasized. A coaching change occurred in 2000 and projections show significant improvement in retention with as many as fifteen of the nineteen freshmen who entered from 2000-2005 likely to finish their eligibility at Western Michigan University. Transfer student recruitment has been reduced and men's basketball graduation rates could exceed 60 percent over this six-year period.

With the exception of issues in men's basketball as detailed above, graduation rates for white and black student-athletes exceed those of the general student population on campus. These are the two primary ethnic groups in the student-athlete cohort, although non-resident alien totals are influenced by Canadians in the men's ice hockey program. Comparisons within the non-resident alien group are difficult because of ethnic variance among those individuals. International student-athletes are mainly Canadian hockey student-athletes and individuals competing in the men's and women's tennis programs.

### Mission Statement

On March 22, 2007, the faculty athletic board reviewed and approved its policies and procedures, including minor revisions to the Division of Intercollegiate Athletics' statements regarding mission, athletic goals, philosophy, and objectives, namely: the division will provide "superior personal and medical support for all intercollegiate athletes," "promote a climate of mutual respect with an appreciation for gender and cultural diversity," and "encourage ongoing evaluation of programs and services by promoting open communication and broad-based assessment by staff and student-athletes."

### Fiscal Stability / Condition of Athletics Program

Dr. Judith I. Bailey was appointed president of WMU, effective May 1, 2003, in the midst of a financial crisis for the University. In October 2003, President Bailey appointed and charged the Sports Sponsorship Review Committee with conducting a comprehensive review of the Division of Intercollegiate Athletics. In carrying out its charge, the committee considered the negative financial health of the state of Michigan at the time, and the impact this would continue to have on the University as a whole and on athletics in particular. The committee understood that the University had already suffered a decrease in state appropriations totaling \$12.5 million. As a result of this cut, the Division of Intercollegiate Athletics' operating budget declined by \$1.3 million, and several cost-containment measures were taken. In addition, the state had signaled its intent to levy another significant appropriation cut in January 2004, and intercollegiate athletics would receive its share of this cut. Just 20 years before, the state had provided 70 percent of WMU's operating funds; in 2003, this support was down to 41 percent and would continue to decline. The committee also considered other ways in which athletics might increase its revenue, but was unable to identify any means that would be significant enough.

The Division of Intercollegiate Athletics made significant reductions in staff, sports, student-athletes, and marketing to meet the target of \$1,386,288 for the 2003-2004 fiscal year. In December 2003, an executive order was issued to cut another \$500,000 as a one-time reduction, becoming permanent on July 1, 2004 for the 2004-2005 fiscal year. In addition to these reductions, intercollegiate athletics was required to cut another \$200,000 in permanent funding, bringing the total reduction for fiscal year 2004-2005 to \$700,000. During fiscal years 2003 through 2005, twenty-three staff members positions were eliminated permanently; four sports were eliminated; and there was a 7.5 percent reduction in operating budget operations, as well as gender equity funding reductions for sport offerings of \$250,000 permanent funding, and grant-in-aid reductions for spring and summer grant-in-aid of \$200,000 permanent funding.

## **Certification Self-Study Information**

- 1. Steering Committee Chair:** Dr. Eileen Evans
- 2. Chief report writer/editor of self-study report:** Jonathan Pugh

**3. Describe the extent of broad-based participation of campus constituencies in the self-study. Specifically, report on the opportunities that actually were provided to various individuals or groups in the broad campus community to: (a) offer input into the self-study report before its findings and plans for improvement were formulated, and (b) review the self-study report after it was drafted.**

In October 2006, President Haenicke announced the formation of the self-study steering committee and a description of its tasks to the entire WMU community via a news release, an article in the *Western News*, and an announcement on the WMU Web page.

Throughout the self-study process, the report writer/editor and members of the three subcommittees conducted data-gathering interviews or had informal discussions with the following key campus constituents:

Report writer/editor Jonathan Pugh consulted the following individuals for data on changes impacting the institution and athletics program since the 1997-98 certification self-study: Jeff Stone, associate athletic director of compliance and a member of both the NCAA recertification self-study steering committee and the academic integrity subcommittee, on January 24, 2007; Sharon Carlson, director of archives and regional history, on January 26; and Kathy Beauregard, director of intercollegiate athletics and a member of the NCAA recertification self-study steering committee, on January 26.

On behalf of the Governance and Commitment to Rules Compliance Subcommittee, Keith Hearit, chair, and other subcommittee members interviewed Faculty Senate President Paul Pancella on January 24; Kathy Beauregard, director of intercollegiate athletics and a member of the NCAA recertification self-study steering committee, on February 12; Registrar Barbara McKinney, a member of the NCAA academic integrity subcommittee, on February 15; Lunny Green, statistician in the registrar's office, on February 15; Mark Delorey, director of student financial aid and scholarships, and David Ladd, associate director of financial systems, on February 16; Mary Lagerway, president of the faculty senate and a member of the NCAA recertification self-study steering committee, on February 19; Jeff Stone, associate athletic director of compliance and a member of both the NCAA recertification self-study steering committee and the academic integrity subcommittee, on February 19; David Corstange, senior associate athletic director and a member of both the NCAA recertification self-study steering committee and the governance and commitment to rules compliance subcommittee, on February 19; Paul DeVries, director of compliance and a member of both the NCAA recertification self-study steering committee and the governance and commitment to rules compliance subcommittee, on February 19; Pamela Liberacki, associate director of admissions and a member of the NCAA academic integrity subcommittee, on February 19; Fred Sitkins, faculty athletics representative and a member of both the NCAA recertification self-study steering committee and the governance and commitment to rules compliance subcommittee, on February 19 and 20; Rob Hunt, director of development for intercollegiate athletics, on February 20; Bob Boughner, faculty emeritus and member of the governance and commitment to rules compliance subcommittee, on February 25; and David Glenn, associate vice president for institutional equity, on February 27. Dr. Hearit and other subcommittee members also met with the following individuals at intercollegiate athletics' February 15 "Third Thursday Thirty" standing meeting on compliance matters: Becki Bishop (assistant coach, cross country), Chris Brooks (associate head coach, ice hockey), Steve Hawkins (head coach, men's basketball), Matt Kellogg (assistant coach, women's soccer), Tim Knox (director of operations, football), Kathy Leitke (head coach, softball), Ryan Manning (assistant coach, volleyball), Ken Murczyk (assistant coach, volleyball), Jamie Spitale (associate head coach, softball), and Cindy Trout (head coach, women's golf).

On behalf of the Academic Integrity Subcommittee, Cindee Quake-Rapp, chair, consulted James Gilchrist, vice provost for academic operations and a member of the NCAA recertification self-study steering committee, on September 29, 2006; Betty Dennis, director of university curriculum, on November 2; Donna Mearing, director of the Center for Academic Support Programs and coordinator of the Alpha Program, on November 2; Gary Mathews, former faculty athletics representative and former chair of the faculty athletic board, on February 1, 2007; and Mary Lagerway, president of the faculty senate and a member of the NCAA recertification self-study steering committee, on February 7, 12, and 14. On an ongoing, informal basis, Dr. Quake-Rapp also met with the following members of the academic integrity subcommittee for discussions related to their respective areas of expertise: Jeff Stone, associate athletic director of compliance and a member of the NCAA recertification self-study steering committee; Pamela Liberacki, associate director of admissions; Halbert Bates, director of recruitment and retention in the Haworth College of Business; Kevin Knutson, director of academic advising in the College of Arts and Sciences; and Registrar Barbara McKinney.

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On behalf of the Equity and Student-Athlete Well-Being Subcommittee, Carrick Craig, chair, interviewed Dennis Corbin, director of medical services for intercollegiate athletics, on February 16, 2007; Craig and subcommittee member Richard Schaper interviewed Judy Gipper, director of dining services, and Lisa Hotchkiss, office supervisor for residence life, on February 21; Craig interviewed Jeff Stone, associate athletic director of compliance and a member of both the NCAA recertification self-study steering committee and the academic integrity subcommittee, on February 22; and, on March 2, Craig and subcommittee member Mary Randall-Marchese met with Chris Brooks (associate head coach, ice hockey), Mike Haines (head coach, women's soccer), Steve Hawkins (head coach, men's basketball), Chris Karwoski (head coach, men's soccer), Terry Karwoski (head coach, gymnastics), Tim Knox (director of operations, football), Kathy Leitke (head coach, softball), Colleen Munson (head coach, volleyball), and Ron Stewart (head coach, women's basketball). Also on March 2, Craig and Randall-Marchese met with the following students, of whom all except two (Koepsel and Odom) are members of the Student-Athlete Advisory Board: Joe Reitz (men's basketball, NCAA recertification self-study steering committee), Silver Laku (men's basketball), Chandra Smith (women's basketball, NCAA governance and commitment to rules compliance subcommittee), Alicia Koepsel (gymnastics), Jenna Stuppy and Nina Ojala (softball), and Michele Wittbrodt and Jill Odom (track).

Public input was invited on the steering committee's and three subcommittees' draft reports prior to preparation of the final report. The steering committee chair invited input from the Western Student Association (January 10, 2007), Faculty Senate (January 11), and president's senior leadership team (January 29) at meetings of these constituent groups. In January 2007, an article in the *Western News* announced the campuswide release of the three subcommittee draft reports, inviting members of the campus community to review the reports and to comment via e-mail or in person at either of two public forums. The subcommittee draft reports were posted to [www.wmich.edu/poapa/NCAACertification/](http://www.wmich.edu/poapa/NCAACertification/) on January 26; the two hour-long public forums were held on February 7. On March 29, following a news release and an announcement in the *Western News*, the second draft self-study report was posted to [www.wmich.edu/poapa/NCAACertification/](http://www.wmich.edu/poapa/NCAACertification/). University and community feedback on the public draft was collected via e-mail and at public forums held on April 5 and 6. President Haenicke reviewed the draft on April 12.

Throughout the self-study process, updates were communicated via the *Western News* and the WMU Web page. Results of the certification process will be communicated to the University community and alumni through the *Western News*, *WMU Magazine*, and WMU Web page, and to the local community through news releases prepared by the Office of University Relations.

#### 4. Provide a copy of the institution's written plan for conducting the self-study.

// FINAL VERSION WILL BE ADDED PRIOR TO SUBMISSION OF SELF-STUDY REPORT TO NCAA//

#### 5. Please provide the institution's mission, philosophy and goals statement and the athletics program's mission, philosophy and goals statement. Also, indicate the dates of formal approval for the latest versions.

##### **University Mission and Goals Statement**

Latest version approved by Board of Trustees on December 7, 2001

##### **Mission**

Western Michigan University is a student-centered research university, building intellectual inquiry, investigation, and discovery into all undergraduate, graduate, and professional programs. The University provides leadership in teaching, research, learning, and public service. Nationally recognized and internationally engaged, the University:

- Forges a responsive and ethical academic community
- Develops foundations for achievement in pluralistic societies
- Incorporates participation from diverse individuals in decision-making
- Contributes to technological and economic development
- Engenders an awareness and appreciation of the arts

##### **Goals**

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Western Michigan University's mission is characterized by its pursuit of the following institutional goals:

- To foster a safe, civil, and healthy University community
- To provide access to academic programs at reasonable cost and in multiple settings
- To strengthen interdisciplinary collaboration and international programs
- To increase diversity within the student body, faculty, and staff through institutional practices and programs
- To recognize excellence in the teaching, research, learning, creative work, scholarship, and service contributions of students, faculty, and staff
- To conduct ongoing assessment activities and engage in continuous improvement initiatives within the University
- To establish lifelong relationships between alumni and the University
- To advance responsible environmental stewardship
- To support community and regional partnerships that elevate civic, cultural, social, and economic life

### **Division of Intercollegiate Athletics Mission, Philosophy, and Goals Statement**

Revised version approved by Faculty Athletic Board on March 22, 2007

#### **Mission**

The mission of the Division of Intercollegiate Athletics at Western Michigan University shall be to produce NCAA Division IA programs for men and women characterized by excellence in Athletics and Academics while being recognized as a leader among ethical, non-discriminatory, and fiscally well-managed departments. Excellence in athletic programs is determined by academic achievement, the development of character, maturity, and a sense of fair play by student-athletes while being competitive. Excellence in athletic programs is also intended to engender support for the institution among many constituents, including student, faculty, alumni, and friends at the local, state, and national levels. In striving to become a leader among peer institutions, the department subscribes fully to the philosophy and regulations set forth by the Central Collegiate Hockey Association, the Mid-American Conference, and the National Collegiate Athletic Association. The Division of Intercollegiate Athletics operates within the regulations and non-discriminatory procedures established by the Board of Trustees of Western Michigan University.

#### **Goals**

The Division of Intercollegiate Athletics has established specific goals which are approved by the Athletic Board who reviews them on an annual basis. These goals are included in Divisional handbooks and include the following:

- To have the University represented by men and women whose conduct reflects credit upon the institution and who are bona fide full-time students making satisfactory progress toward a degree;
- To encourage scholarship, sportsmanship, and fair play;
- To develop among our students, faculty, staff, and spectators a sense of responsibility for proper conduct at athletic events;
- To field well-disciplined and competitive athletes and teams, recruited, coached, and supported by people who are dedicated to the observations of and compliance to all applicable rules;
- To schedule appropriate competition for the athlete and the team;
- To provide superior medical and personal support for all intercollegiate athletes;
- To update and maintain intercollegiate athletics befitting a major state university;
- To share the athletic experience with the community and University families, enhancing the multi-faceted relationships so vital to the University;
- To provide effective direction according to University policies, including its Affirmative Action policy, and a commitment to minority representation at the University;

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- To promote a climate of mutual respect with an appreciation for gender and cultural diversity; and
- To encourage ongoing evaluation of programs and services by promoting open communication and broad-based assessment by staff and student-athletes.

### **Philosophy**

Student-athletes at Western Michigan University will be provided with the opportunity and encouraged to satisfactorily progress toward a degree. At the same time participate in an athletic program whose environment is consistent with high standards of academic scholarship, sportsmanship, and institutional loyalty.

The intercollegiate athletics program serves a variety of purposes in that it:

- Is an important part of a well-rounded state university dedicated to the service of its many constituents;
- Can and should develop character, maturity, and a sense of fair play and at the same time strive for athletic excellence;
- Is important in engendering support for the institution at the local and state levels;
- Fosters pride in the University among students, faculty, alumni, and friends;
- Generates revenue in part to support the total intercollegiate program; and
- Abides by the letter and the spirit of the law requiring non-discrimination on the basis of sex, race, creed, or national origin.

### **Objectives**

Integrating the mandates established by Western Michigan University, the Mid-American Conference, CCHA and the NCAA, the Division of Intercollegiate Athletics is guided by the following objectives:

- To employ coaches and other administrative staff members who are capable of performing as professionals in an educational community where high standards of integrity and ethical behavior, as well as sportsmanship, are expected of its members.
- To recruit student-athletes who are academically prepared for University work.
- To provide equal opportunities for both men and women by developing and sustaining programs which help student-athletes achieve their maximum academic and athletic potential.
- To operate its athletics program in a manner that enhances student-athletes educational opportunities.
- To provide financial aid to academically and athletically eligible students earning progress toward graduation, as defined by existing standards.
- To operate its sports programs at the highest possible level of intercollegiate athletics competition and seek to affiliate with institutions demonstrating a similar commitment to academic excellence and institutional integrity.
- To promote character development in student-athletes, consistent with cooperation, teamwork, leadership qualities, group loyalty and the values of the University.
- To ensure student-athletes contribution to the development of institutional morale, loyalty and school spirit.
- To maintain the facilities and medical personnel necessary to augment the physical fitness and skill of the student-athletes, as well as to facilitate the recovery of those who are ill or injured.
- To make available educational substance abuse programs for all student-athletes as well as counseling for student-athletes who may experience instances of abuse.

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- To use these athletic events as a means of wholesome recreational activity and entertainment for the participants, the student body and the community.
- To provide a means by which institutional alumni and the public at large identify with the University for mutually beneficial purposes.
- To operate within budgetary guidelines, thus ensuring fiscal integrity and a financially stable intercollegiate athletic program.

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