

3.2.9 MINORITY ISSUES PLAN FOR IMPROVEMENT
UNEDITED PUBLIC DRAFT (3.29.07)

Elements			Steps		
<i>Program Area</i>	<i>Issue(s)</i>	<i>Measurable Goals</i>	<i>Steps to Achieve Goal</i>	<i>Individuals Responsible for Implementation</i>	<i>Specific Timetable For Completing the Work</i>
1. Institutional and Athletics Department Commitment	Continue to adhere to University and Intercollegiate Athletics commitment to Diversity.	Ensure written statements regarding diversity exist institutionally and within Intercollegiate Athletics.	Annual review by Athletic Board. Revise Intercollegiate Athletics policy statements on diversity to reflect changes in institutional statements in response to university review of impact by Proposal 2.	Intercollegiate Athletics senior staff. Athletic Board.	Yearly review, beginning in summer 2007.
2. Evaluation	Ensure Intercollegiate Athletics actions are representative of institutional and Intercollegiate Athletics diversity statements	Evaluate to what extent actions taken by Intercollegiate Athletics reflect the Division's commitment to minority and diversity issues.	Annual review by the Athletic Board. Create/revise action steps to correct any identified deficiencies following athletic board review.	Intercollegiate Athletics senior staff. Athletic Board.	Yearly review, beginning in summer 2007.
3. Organization and Structure	Maintain Intercollegiate Athletics commitment to fair and equitable treatment and expand continuing education opportunities for student athletes and staff.	Continue to make available to staff members participation opportunities in Crossroads diversity training as sponsored by DMAP. Evaluate diversity and inclusion program opportunities sponsored by the NCAA for student athletes.	Continue to disseminate Crossroads training workshop dates to staff as they become available. Provide opportunity menus to the athletic board and student athlete advisory board for review.	Intercollegiate Athletics senior staff. Athletic Board. Student Athlete Advisory Board	Yearly review, beginning in summer 2007.

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4. Enrollment	Minority student enrollment.	Use of Intercollegiate Athletics resources to assist the university with minority recruitment opportunities.	Annually review university minority enrollment figures annually. Explore ways Intercollegiate Athletics can engage with the office of admissions in recruitment of minority students.	Intercollegiate Athletics senior staff. Athletic Board. Office of Admissions staff.	Fall of 2007; annually thereafter.
5. Comparison of Populations	Minority student athlete enrollment.	Maintain minority student athlete enrollment at a rate equal to or greater than the minority student enrollment of the campus.	Review minority enrollment figures annually. Ensure coaching staff are aware of University minority enrollment programs and opportunities; use these programs as needed.	Intercollegiate Athletics senior staff. Athletic Board.	Yearly review, beginning in summer 2007.
6. Participation in Governance and Decision Making	On-going minority representation on Athletics Board and Student Athlete Advisory Board.	Annual composition of the Athletics Board and Student Athlete Advisory Board.	Review composition; actively pursue minority representation when openings become available.	University President. Athletic Director. Associate Athletic Director – Academics and Compliance.	Yearly review, beginning in summer 2007.

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7. Employment Opportunities	On-going commitment to university policies and procedures governing hiring practices.	Improve representation of female and ethnic minority staff within the Division; retain and promote female and ethnic minority staff; develop diverse applicant pool for searches where possible.	Network within intercollegiate athletics profession. Include diverse representation on search committees.	Intercollegiate Athletics senior staff. Office of Human Resources.	On-going, effective immediately.
8. Programs and Activities	Better familiarize staff and student athletes with available programming on campus.	Provision of program information on minority and diversity issues to student athletes, coaches and staff.	Include programming information within the student athlete handbook.	Athletic Director. Associate Athletic Director – Academics and Compliance.	Fall of 2007; annually thereafter.

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