



**NCAA Certification Program
Self-Study Draft Report
March 21, 2011**

Operating Principle 3.2: Diversity Issues

Operating Principle

It is a principle of the Association to promote respect for and sensitivity to the dignity of every person and to refrain from discrimination. In accordance with this fundamental principle, the institution shall:

- a. Have implemented its approved minority-issues plan from the previous self-study. If the plan was modified or not fully implemented, provide an acceptable explanation from appropriate institutional authorities.
- b. Demonstrate that it is committed to, and has progressed toward, fair and equitable treatment of all student-athletes and athletics department personnel with diverse racial, ethnic and other backgrounds; and
- c. Formally adopt a written plan for the future of the intercollegiate athletics program that ensures the institution maintains, or continues progress toward, a program that expands equitable opportunities and support for student-athletes and athletics personnel with diverse racial, ethnic and other backgrounds. The plan shall include measurable goals the institution intends to achieve, steps the institution will take to achieve those goals, persons responsible and timetables.

Please note, that for purposes of athletics certification, institutions have discretion to address those areas of diversity that align with the institution's overall mission and culture. However, institutions are reminded that the committee expects a comprehensive and good-faith effort throughout the self-study process. Examples of areas to review for diverse backgrounds or underrepresented groups include, but are not limited to: race, ethnicity, creed, color, national origin, age, disability, sexual orientation and gender identity, in addition to other areas such as religion, marital status, education, income, geographic location and work experience.

Item #1

List all "conditions for certification" imposed by the Committee on Athletics Certification in its Cycle 2 certification decision (if any) as they relate to Operating Principle 3.1 (Gender Issues). For each condition, provide:

- a. The original condition imposed;
- b. The action(s) taken by the institution;
- c. The date(s) of the action(s); and
- d. An explanation for any partial or non-completion of such required actions.

BSU RESPONSE:

No conditions were imposed for Operating Principle 3.2 in the Cycle 2 certification decision.

Item #2

Report on the implementation of the plan for improvement to address minority issues developed by the institution during its Cycle 2 certification process. For each issue identified provide:

- a. The original goal(s):
- b. The step(s) taken by the institution to achieve the goal(s):
- c. The date(s) the step(s) was completed; and
- d. An explanation for any partial or non-completion of the original goal(s) and/or step(s) to achieve the goal.

BSU RESPONSE:

The goal of the 2001-2006 Minority Issues Plan was to facilitate efforts to achieve diversity within its intercollegiate athletics program and to foster a comfortable climate for all prospective and current staff and student-athletes. The plan was developed by the 2001 NCAA Gender and Minority Issues subcommittee in coordination with athletics department administrative staff. The plan was reviewed by the University Senate Athletics Committee and athletics department and formally adopted by signature of the university president in January of 2002.

The program areas of the 2001-2006 plan are: Education and Training of Coaches, Administrators, and Staff; hiring Practices; Support for Minority Student-Athletes and Staff; and Evaluation and Feedback. What follows is a report on each program area identified, with a discussion of the step(s) taken by the institution to achieve the goal(s), as needed, dates the step(s) was completed and explanations for any partial or non-completion of the original goals.

Education and Training of Coaches, Administrators and Staff

Issue: Initiatives to increase awareness of diversity issues and to encourage open discussions should be continued.

Original goals: 1.) Increased awareness of and skills for addressing diversity issues, and 2) increase awareness of university and community multicultural resources among all athletic personnel and student-athletes.

Steps taken to achieve goal(s) and dates steps were completed:

Diversity Training occurred on May 19-20, 2008 for the whole athletics department. A make-up session was held on July 30, 2008 with members of the athletics department that were unable to attend in May and selected members from student affairs. A diversity training session was held in April 2009 for student-athletes.

Every August the Office of University Compliance provides a diversity training program for all Athletic department staff.

This goal was met.

Hiring Practices

Issue: Efforts to attract qualified minority candidates for athletics staff positions should be continued.

Original goals: 1.) Identification of a diverse pool of applicants by advertising in appropriate publications (local and national), historically black university and colleges would be contacted to circulate job announcements, and that networking would be utilized; 2.) Staff are familiar with the university's non-discrimination policy and understand the university's commitment to diverse hiring; 3.) Search candidates are scheduled to meet with current faculty and staff who have expertise in diversity issues.

Steps taken to achieve goal(s) and dates steps were completed:

The Athletics department personnel reported that it utilized the NCAA, NCWAA and BCA for position announcements. To ensure the staff are familiar with the university's non-discrimination policy and understands the university's commitment to diverse hiring, the Office of University Compliance addresses athletics staff during departmental staff meetings. All staff in the department sign an Acknowledgement of Notice confirming they have received information regarding the university's non-discrimination policy. This process has been in place since August 2010.

The Senior Woman Administrator (SWA) coordinates the HR process and interview policies and procedures for the athletics department. Candidates meet with the SWA, but not with anyone outside the department. Other meetings on campus are scheduled for candidates during their visit, but these are not necessarily with an eye to addressing diversity issues on campus. A sample schedule is provided as **Appendix 2**.

Support for Minority-Student-Athletes and Staff

Issue 1: Student-athletes should be aware of the university's commitment to equal opportunity and affirmative action.

Original goal: Student athletes are familiar with the university's non-discrimination policy and its commitment to diversity.

Steps taken to achieve goal(s) and dates steps were completed:

The university's non-discrimination policy is outlined in the Student-Athlete Handbook, pages 10-11. In addition, all student athletes sign an Acknowledgement of Notice form confirming they have received information regarding the university's non-discrimination policy.

This goal was met.

Issue 2: Student-athletes should be made aware of programs and activities of campus minority organizations.

Original goal: Increased awareness among student-athletes of the activities and events organized by campus minority organizations.

Steps taken to achieve goal(s) and dates steps were completed:

The department of Athletics personnel reported that emails and notices through Blackboard were regularly distributed to the SAAC members and coaches to inform athletes of campus events. Information about campus minority organizations membership and events was sent via campus mail and was announced at the SAAC monthly meetings.

This goal was met.

Issue 3: Opportunities for minorities to gain experience in intercollegiate athletics administration

should be provided.

Original goal: Pool of applicants includes minority graduate students with an internship position filled in August 2001.

Steps taken to achieve goal(s) and dates steps were completed:

In lieu of offering internships, the Athletic Department created Graduate Assistantships that offered quality hands-on experiences for students and helped meet a staff need within the department. The Senior Woman Administrator reviewed assistantship data and indicated that since 2001 there have been 11 (40%) minority Graduate Assistants in the Athletic Department.

This goal was met.

Issue 4: Nomination of qualified minority student-athletes for NCAA Minority Internship Program and Scholarship Program should continue.

Original goal: Athletics staff recommends all qualified individuals for these opportunities.

Steps taken to achieve goal(s) and dates steps were completed:

The NCAA does not restrict the internship program to minorities. We continue to encourage women and athletes of color that are interested in athletic administration or other professional areas that offer internships to apply.

This goal was met.

Issue 5: Achievement by minority student-athletes should continue to be recognized by the university.

Original goal: All qualified minority student-athletes are nominated for university awards.

Steps taken to achieve goal(s) and dates steps were completed:

The Athletic Department recognizes the academic and athletic achievements of all student athletes through annual awards programs. The Student Athlete Advisory Committee and coaches are notified of all awards through email and Blackboard.

This goal was met.

Issue 6: Issues of concern common to minority student-athletes or affecting minority student-athletes should be identified.

Original goal: Issues of concern common to minority student-athletes or affecting minority student-athletes are identified and discussed by athletic department administrative staff.

Steps taken to achieve goal(s) and dates steps were completed:

Review of the department of athletics student athletic handbook indicates that this is addressed in the student-athlete handbook which is located online. The handbook is currently being updated and when complete, copies will be sent via email to all student-athletes.

This goal was met.

Evaluation and Feedback

Issue: Ensure progress toward goal and objectives outlined in minority issues plan.

Original goal: University completes all action steps outlined in the Minority Issues Plan and progresses toward goal and objectives listed in plan.

Steps taken to achieve goal(s) and dates steps were completed:

Each of the goal areas were examined through this self-study process.

Goals were met.

Item #3

Describe any additional plans for the improvement/recommendations developed by the institution since the Cycle 2 certification decision was rendered by the committee for Operating Principle 3.2 (Minority Issues). For each additional plan, provide:

- a. The additional goal(s);
- b. The step(s) taken by the institution to achieve the goal(s); and
- c. The date(s) the step(s) was completed.

BSU RESPONSE:

Subsequent to the 2001-2006 Diversity Plan, a plan for 2006-2011 was devised. Measurable goals were identified in the various program areas that required steps to achieve diversity. The following program areas were identified in the 2006-2011 Diversity Issues Plan: Institutional and Department Commitment; Evaluation; Organization and Structure; Enrollment; Comparison of Population; Participation in Governance and Decision Making; Employment Opportunities; and Programs and Activities.

Institutional and Department Commitment

Issue: The athletic department's commitment to diversity lacked consistency.

Additional goal(s): Yearly evaluation of commitment to diversity.

Steps taken to achieve goal(s) and dates steps were completed:

During the 2009-2010 academic year, the Athletic Department worked to develop a five year strategic plan. Within the plan the department identified five core values including the value of diversity. The plan states, "Diversity is important to us so we will listen, learn, and support differences in our department and in our key stakeholders. We will demonstrate this value through what we say and do." Prior to this statement, the department did not have an expressed statement of its commitment to diversity.

The athletics department shares minority-based programming information originating from the university, with all student athletes. This information is shared utilizing both print and electronic media. For example, emails are sent to coaches and athletes announcing events, information is announced at SAAC meetings and the Associate AD distributes information within the department.

Explanation for partial or noncompletion of original goal(s) and/or step(s) to achieve the goal:

The department was to conduct a yearly evaluation of its commitment to diversity beginning in May 2008 and there is no evidence that this yearly evaluation has occurred. An improvement

plan in this area will include an annual review of the Diversity Issues Plan for 2011-2016 to be conducted by the University Senate Athletics Committee.

Evaluation

Issue: The athletic department needs an evaluation on the commitment to diversity.

Additional goal: Survey minority student-athletes on their experiences, through exit interviews as well as conduct programming on diversity issues.

Steps taken to achieve goal(s) and dates steps were completed:

An exit survey and interviews were conducted by members of the athletic staff and the Faculty Athletic Representative (FAR.) The interview results are collected and the senior staff along with the FAR review the data to identify changes that may be warranted. These occur on an annual basis. A copy of the exit interview document and on-line survey were uploaded.

The goal was met.

Organization and Structure

Issue: Continue to promote equity and diversity within the department

Additional goal: Continue to look at professional development opportunities to promote equality and diversity, as well as professional openings in the department and make sure that a minority is represented on the interview committee and as a candidate.

Steps taken to achieve goal(s) and dates steps were completed:

To ensure the staff are familiar with the university's non-discrimination policy and understands the university's commitment to diverse hiring, the Office of University Compliance addresses athletics staff during departmental staff meetings. All staff in the department sign an Acknowledgement of Notice confirming they have received information regarding the university's non-discrimination policy. This process has been in place since August 2010.

The Senior Woman Administrator (SWA) coordinates the HR process and interview policies and procedures for the athletics department. Candidates meet with the SWA, but not with anyone outside the department. Other meetings on campus are scheduled for candidates during their visit, but these are not necessarily with an eye to addressing diversity issues on campus. A sample schedule is provided as **Appendix 2**.

The goal was met.

Enrollment

Issue: 19% of our student-athletes are minority compared to 10.4% of the student body

Additional goal: Continue to keep those numbers at a high rate.

Steps taken to achieve goal(s) and dates steps were completed:

The percentage of student-athletes from underrepresented populations continues to be above the university's minority student population. Coaches are encouraged to recruit students from underrepresented groups, but coaches are not given mandates regarding recruitment goals. Discussions regarding recruitment are held with coaches and the senior athletic administration during yearly evaluations.

The goal was met.

Participation in Governance and Decision Making

Issue: Student-Athlete Advisory Committee has not been a good representation of minority athletes. Continue to make minority athletes aware of leadership and post graduate opportunities.

Additional goals: Increase opportunities for diversity on SAAC and work with campus to notify students of vacancies on campus committees.

Steps taken to achieve goal(s) and dates steps were completed:

Steps taken to achieve goal(s) and dates steps were completed:

A review of the last three years of rosters for the SAAC found that on average 20% of the membership is from an underrepresented group. On average, 19% of our student-athletes are from underrepresented populations. Representation on SAAC was appointed by the Senior Woman Administrator (SWA). The SWA received recommendations from the coaching staff and outgoing members of SAAC. These recommendations are reviewed to ensure underrepresented groups are included on SAAC.

This goal was met.

Programs and Activities

Issue: Student-athletes need to be made aware of programs that are geared toward minority students.

Additional goals: A list of programs will be placed on blackboard for all student-athletes.

Steps taken to achieve goal(s) and dates steps were completed:

As discussed above in Institutional and Department Commitment, the athletics department utilizes a variety of methods to communicate with student-athletes of programs that are geared toward minority students. These include both print, electronic formats as well as announcements made by coaches during team meetings. Student athletes report that they are made aware of these announcements.

The goal was met.

** Resources used: NCAA Cycle 2 Report; 2001-06 Diversity Plan; 2006-11 Diversity Plan; Ball State Student Athlete Handbook; emails and conversations with the SWA, and Ball State Athletics*

Item #4

Explain how the institution is organized to further its efforts related to the diversity- issues operating principle for both department of athletics staff, coaches and student athletes.

BSU RESPONSE:

There are multiple campus offices that offer programs and training on diversity issues. The Office of Institutional Diversity, in Academic Affairs, leads the institution's efforts at providing programs and training for faculty and staff. The Multicultural Center and the Office of Student Life, in Student Affairs, provide numerous diversity events and programs for students. The

Athletics Department collaborates with these units in offering diversity programs to its student-athletes, coaches, and staff. The SWA heads up the Athletic Department's diversity efforts.

The Office of Institutional Diversity (OID) provides several diversity programs on a yearly basis to the campus community. OID sponsors the Diversity Associates Program in which faculty and staff members apply for and awarded grants to research a diversity-related theme and provide a presentation to the campus on their research. Diversity Seminars, such as the Diversity Research Symposium, allow faculty, staff, and students the opportunity to hear national scholars present their research. OID is directed by the Associate Provost for Diversity.

The Multicultural Center's role is "to help ethnic minority students on campus, we also assist in educating the campus community on issues regarding race and diversity." The Multicultural Center is in the Division of Student Affairs and offers a variety of programs for all students on campus. Amongst its offerings are the Perspectives Discussion Series, the Excel Mentor Program, and the Heritage Film Series. Additionally, the Center sponsors and co-sponsors a variety of guest speakers on diversity issues.

The Office of Student Life sponsors four multicultural student organizations that "celebrate diversity and provide cultural awareness for the entire campus community." These organizations, the Asian American Student Association, the Black Student Association, the Latino Student Union, and Spectrum are open to any Ball State student. Additionally, the Office of Student Life as part of its leadership development program hosts a series of keynote speakers each year on a variety of topics. The SWA in the Athletics Department serves as a member of the committee that determines which speakers will be invited to campus. Diverse speakers included Juan Williams in spring 2008; Gary Brackett and Arun Gandhi in 2008-2009; Jesse Jackson and Edward James Olmos were speakers during the 2009-2010 academic year; Tamika Catchings during the fall 2010 semester; and Jim Caldwell in spring 2011.

Item #5

Describe the institution's written statements (e.g., vision, statements, mission statements, diversity statements, policies, plans) that address issues of diversity, including where the statements are published. Describe how the institution's written statements are communicated directly to department of athletics staff, coaches and student-athletes.

BSU RESPONSE:

Ball State has many written statements and policies relative to diversity issues. These are described in detail below. These statements are communicated to Athletics coaches, staff, and student-athletes through the Athletics Department Strategic Plan, emails regarding diversity programs and issues on campus, and through the student-athlete handbook.

Ball State's Strategic Plan – *Education Redefined: Strategic Plan 2007-2012*

<http://cms.bsu.edu/about/strategicplan.aspx>.

This document, created by faculty, staff, and administrators, in its "values and culture statements," states that "we expect all members of the university community...to recognize, respect, and welcome the diverse cultures, heritages, and perspectives within our institution and the larger community" (page 3).

- Learning Goal 1, Objective A of the strategic plan states that the university will "attract, enroll, retain, and graduate a more selective and diverse student body." Included in the

steps to achieve this objective are goals that by 2012 15% of the applicants and total enrollment of the university will be from underrepresented minorities.

- Community Goal 4, Objective D states that Ball State will “increase diversity of student, faculty, and staff populations and enhance the climate supporting diversity.” Targets for reaching this goal are by 2010 faculty diversity will be 15% and staff diversity will be 9.5%.

Equal Opportunity and Affirmative Action Policy

Approved by the Board of Trustees and reviewed annually by the President, the university’s equal opportunity and affirmative action policy describes the university’s efforts towards ensuring equal opportunity for students, faculty, and staff at the university. The policy is found online at the university’s website

<http://cms.bsu.edu/About/AdministrativeOffices/Legal/EqualOpportunity.aspx>)

Department of Athletics Strategic Plan, 2010-2015

The Department of Athletics’ Strategic Plan list diversity as one of its core values. It states: “Diversity is important to us so we will listen, learn, and support differences in our department and in our key stakeholders. We will demonstrate this value through what we say and do.”

(source: Ball State University Department of Athletics Strategic Plan, 2010-2015)

Sources for item #5: Education Redefined: Ball State Strategic Plan, 2007-2012; Ball State University Equal Opportunity and Affirmative Action Policy; Department of Athletics Strategic Plan, 2010-2015.

Item #6

Describe how matters concerning diversity issues for department of athletics staff, coaches, and student-athletes are monitored, evaluated, and addressed on a continuing basis.

BSU RESPONSE:

The process that is used to address diversity issues on a continual basis is monitored based on exit interviews that all senior student-athletes participate in after their athletic eligibility has expired. Mid-point interviews are also used during the sophomore (athletically) year to evaluate their collegiate experience for the first two years.

The coaches and athletic staff are made aware through staff meetings and other communiqué that any diversity issues are handled by athletic administration and if the department is incapable of handling an issue the athletic administration are aware of campus offices that are best prepared to handle specific situations.

Item #7

Describe the programs and activities the institution has in place for coaches, department of athletics staff and student-athletes that address diversity issues, including programs and activities designed to address the needs of the underrepresented groups or individuals of diverse backgrounds.

BSU RESPONSE:

Diversity Training occurred on May 19-20, 2008 for the whole athletics department. A make-up session was held on July 30, 2008 with members of the athletics department that were unable

to attend in May and selected members from student affairs. A diversity training session was held in April 2009 for student-athletes.

The Student-Athlete Handbook (page 70-71) produced by the athletic department includes information regarding the Multicultural Center on campus. In addition, all student athletes and Athletic Department staff sign an Acknowledgement of Notice confirming they have received information regarding the university's non-discrimination policy. Every August the Office of University Compliance provides a diversity training program for all Athletic department staff.

Ball State offers a variety of programs to benefit all students and employees through the Office of Institutional Diversity and the Multicultural Center. Several administrators in the athletics department are available to address the needs of minority students, including the FAR and the senior athletic department staff.

Item #8

Describe how the institution actively recruits department of athletics staff, coaches and student-athletes from underrepresented groups or diverse backgrounds including a description of actions and strategies taken to increase diversity.

BSU RESPONSE:

The institution posts job announcements in several publications including the NCAA news, National Association of Collegiate Women Athletic Administrators (NACWAA), and the Black Coaches and Administrators (BCA). The publications attract both females and people of color. Coaches are strongly encouraged to recruit underrepresented groups and make every effort to reach the underrepresented group in recruiting efforts.

The percentage of student-athletes from underrepresented populations continues to be above the university's minority student population. Coaches are encouraged to recruit students from underrepresented groups, but coaches are not given mandates regarding recruitment goals. Discussions regarding recruitment are held with coaches and the senior athletic administration during yearly evaluations.

Item #9

Describe institutional and department of athletics hiring practices to ensure the department of athletics demonstrates a commitment to diversity in hiring procedures for department of athletics staff and coaches. Compare and explain any differences that exist between institutional hiring practices and department of athletics hiring practices. Please provide the date of your most recent assessment and comparison of the institution's and athletics department's hiring practices. Note: this assessment and comparison must occur at least once every five years.

BSU RESPONSE:

The Office of University Compliance meets with athletic department staff involved with Human Resources and hiring practices at least once a year to discuss policies and procedures. There are no differences in the hiring practices of the athletic department and the institution. The last date that the Office of University Compliance met with the athletic department staff involved with hiring practices was Thursday, December 2, 2010.

Item #10

Describe institutional and department of athletics polices related to the use of outside firms (e.g., search firms) and truncated or expedited hiring processes. Describe the actual hiring practices used by your institution since the previous self-study for any positions (e.g., coaches, staff) determined to be high profile at your institution.

BSU RESPONSE:

The athletic department does not use search firms for any new hires within the athletics department. The hiring process within the athletics department is the same as that for the institution. New positions are advertised in appropriate trade or professional publications for at least two weeks prior to inviting candidates for an interview. Candidates must provide specific credentials required for a given position including a college transcript to ensure the candidate meets the minimal education required for the position. This must be done before the campus interview can take place. This is the process followed for professional personnel positions at the institution.

Item #11

For the three most recent academic years, analyze and explain the data regarding the racial or ethnic composition for the following:

- a. Full-time senior administrative department of athletics staff members (i.e., assistant director of athletics up through the director of athletics level);
- b. Other full- and part-time professional (i.e., non-clerical) department of athletics staff members (such as directors of operations, athletic trainers, ticket managers, academic support staff and facility managers, even if the position is not funded by or does not report to the department of athletics);
- c. Full- and part time head coaches;
- d. Full- and part-time assistant coaches (including graduate assistant and volunteer coaches);
- e. Faculty-based athletics board or committee (e.g., faculty senate subcommittee on athletics, faculty athletics committee) members; and
- f. Other advisory or policy-making group (e.g., governing board subcommittee for athletics, student-athlete advisory committee) members (if any).

BSU RESPONSE:

Senior staff (AD, associate AD; assistant AD)

Race	2009-10	2008-09	2007-08
White	3	3	3
Black	1	1	1
Hispanic	1	1	1

Other professional staff (Advisor; assistant/assoc. AT; assistant/assoc. SI; business manager; compliance; equipment; facilities; FAR; fundraiser; head AT; life skills; promotions; strength; ticket manager) – counted SWA & SID in senior staff category since both are associate Ads

Race	2009-10	2008-09	2007-08
White	25	23	26
Black	0	1	1

Hispanic	0	0	2
Two or more	1	1	1

Head coaches – full/part time

Race	2009-10	2008-09	2007-08
White	17	19	20
Black	2	2	1
Hispanic	0	0	0
Two or more	0	0	0
NR Alien*	0	1	1

Assistant coaches – full/part time

Race	2009-10	2008-09	2007-08
White	21	24	23
Black	8	8	6
Hispanic	0	0	0
Two or more	0	1	0
NR Alien*	0	0	0
Native American	1	1	1

Athletics Committee

Race	2010-2011	2009-2010	2008-2009	2007-2008
White	17	17	15	17
Black	0	0	0	6
Hispanic	0	0	0	1
Two or more	0	0	0	0
NR Alien*	0	0	0	0
Native American	0	0	0	0

SAAC

Race	2010-2011	2009-2010	2008-2009	2007-2008
White	31	29	26	17
Black	4	4	6	6
Hispanic	2	2	1	1
Biracial	3	3	0	0
NR Alien*	0	0	0	0
Native American	0	0	0	0

**NR Aliens are also counted in one of the other columns for coaches.*

Item #12

For the three most recent academic years, analyze and explain the data regarding the racial or ethnic composition for student-athletes who received athletics aid and for all students.

BSU RESPONSE:

2009-10	Amlnd	Asian	PI	Black	Hispanic	White	NRAlien	2 or More	Unknown
All Students	66	157	18	1382	449	17764	268	283	775
Student-Athletes	0	2	0	116	9	403	10*	0	0

2008-09	Amlnd	Asian/PI	Black	Hispanic	White	NRAlien	Other
All Students	69	175	1275	392	17158	376	798
Student-Athletes	0	2	105	10	364	5*	8

2007-08	Amlnd	Asian/PI	Black	Hispanic	White	NRAlien	Other
All Students	62	172	1259	339	16882	370	765
Student-Athletes	0	4	104	13	369	15*	18

**NR Aliens are also counted in one of the other columns for student-athletes.*

Item #13

For the three most recent academic years, analyze and explain the data regarding the racial or ethnic composition of student-athletes who received athletics aid by the eight sport groups listed in the NCAA Federal Graduation Rates Report.

BSU RESPONSE:

2009-10	Amlnd	Asian	PI	Black	Hispanic	White	NRAlien	2 or More	Unknown
Baseball				2		32			
Men's basketball				13		5			
Football				50	1	75			
Men's track/CC									
Men's other sports				6	4	62	3		
Women's basketball				7		7			
Women's track/CC		2		29		80	2		
Women's other sports				9	4	142	5		
Total		2		116	9	403	10*		

2008-09	Amlnd	Asian/PI	Black	Hispanic	White	NRAlien	Other
Baseball			1		32		
Men's basketball			12		3		
Football		2	55	1	62		5
Men's track/CC							
Men's other sports			3	4	70		
Women's basketball			3		9		
Women's track/CC			26		54	4	2
Women's other sports		2	5	5	134	1	3
Total		4	105	10	364	5*	10

2007-08	Amlnd	Asian/PI	Black	Hispanic	White	NR Alien	Other
Baseball					33		
Men's basketball			17		3		
Football		2	55	1	62		5
Men's track/CC							
Men's other sports			1	4	73	4	
Women's basketball			1		12		
Women's track/CC			27		57	4	10
Women's other sports		2	3	8	129	7	3
Total		4	104	13	369	15*	18

**NR Aliens are also counted in one of the other columns for student-athletes.*

Sources: NCAA Sports Sponsorship Forms – 2010-11; 2009-10; 2008-09; SAAC Representatives Listings - 2010-11; 2009-10; 2008-09; Ball State University Fact Book 2010-11; Athletics Organizational Chart 2010-11; University Senate Athletics Committee Membership - 2010-11; 2009-10; 2008-09; 2007-08.

Demographics of Teams

2009–10

Baseball: White – 32; Black – 2

Field Hockey: White – 20

Football: White – 75; Black – 50; Hispanic – 1

Men's Basketball: White – 5; Black – 13

Men's Golf: White – 11

Men's Swimming: White – 31; Black – 2

Men's Tennis: White – 8; Black – 2; Hispanic – 3

Men's Volleyball: White – 12; Black – 2; Hispanic – 1

Softball: White – 19; Black – 2

Women's Basketball: White – 7; Black – 7

Women's CC: White – 15; Black – 1

Women's Golf: White – 7

Women's Gymnastics: White – 15; Black -1; Hispanic – 2

Women's Soccer: White – 22; Black – 3; Hispanic – 1

Women's Swimming: White – 36

Women's Tennis: White – 8; Black – 1; Hispanic – 1

Women's Track, Indoor: White – 38; Black – 14; Asian – 1

Women's Track, Outdoor: White – 27; Black – 14; Asian – 1

Women's Volleyball: White – 15; Black – 2

**Totals: White – 403; Black – 116; Hispanic – 9; Asian – 2
(10 NR Aliens included in these totals)**

2008–09

Baseball: White – 32; Black – 1

Field Hockey: White – 19

Football: White – 62; Black – 55; Hispanic – 1; Asian – 2; Two or more - 5

Men's Basketball: White – 3; Black – 12

Men's Golf: White – 9

Men's Swimming: White – 38; Black – 1
 Men's Tennis: White – 4; Black – 1; Hispanic – 4
 Men's Volleyball: White – 19; Black – 1
 Softball: White – 17; Black – 1; Two or more - 1
 Women's Basketball: White – 9; Black – 3
 Women's CC: White – 8
 Women's Golf: White – 7
 Women's Gymnastics: White – 16; Hispanic – 3
 Women's Soccer: White – 21; Black – 1; Hispanic – 2; Two or more - 1
 Women's Swimming: White – 33
 Women's Tennis: White – 8; Black – 1
 Women's Track, Indoor: White – 23; Black – 13
 Women's Track, Outdoor: White – 23; Black – 13
 Women's Volleyball: White – 13; Black – 2; Other - 1
Totals: White – 364; Black – 105; Hispanic – 10; Asian – 2; Two or more – 7; Other – 1
(5 NR Aliens included in these totals)

2007–08

Baseball: White – 33
 Field Hockey: White – 17; Hispanic -1; Other - 1
 Football: White – 62; Black – 55; Hispanic – 1; Asian – 2; Other - 5
 Men's Basketball: White – 3; Black – 17
 Men's Golf: White – 9
 Men's Swimming: White – 39
 Men's Tennis: White – 6; Hispanic – 4
 Men's Volleyball: White – 19; Black – 1
 Softball: White – 17; Black – 1; Hispanic - 2
 Women's Basketball: White – 12; Black – 1
 Women's CC: White – 11; Black - 1
 Women's Golf: White – 7; Other - 1
 Women's Gymnastics: White – 16; Black – 1; Hispanic – 2; Asian - 1
 Women's Soccer: White – 25; Black – 1; Other - 1
 Women's Swimming: White – 27; Hispanic – 1; Asian - 1
 Women's Tennis: White – 7; Hispanic – 1
 Women's Track, Indoor: White – 23; Black – 13; Other - 5
 Women's Track, Outdoor: White – 23; Black – 13; Other - 5
 Women's Volleyball: White – 13; Hispanic - 1
Totals – White – 369; Black – 104; Hispanic – 13; Asian – 4; Other – 18
(15 NR Aliens included in these totals)

Ball State University Student Body

Race	2009-10	2008-09	2007-08
White	17,764	17,158	16,882
Black	1382	1275	1,259
Hispanic	449	392	339
Biracial	283	0	0
NR Alien*	268	376	370
Asian	157	175	172

Hawaiian/PI	18	0	0
Native American	66	69	62
Unknown	775	0	0
Other	0	798	765
Total	21,162	20,243	19,849

**NR Aliens are also counted in one of the other rows for student-athletes.*

Source: Ball State University Fact Book (<http://cms.bsu.edu/About/FactBook/Enrollment.aspx>)

Item #14

Using the program areas for diversity issues:

- a. Describe how the institution has ensured a complete study of each of the four program areas. This study must be conducted as part of the self-study process;
- b. Provide data demonstrating the institutions status and commitment across each of the four areas;
- c. Using the data provided in (b) above analyze and explain how the institution is meeting the needs of its student-athletes and staff with diverse racial, ethnic and other background; and
- d. Explain how the institution's written, stand-alone plan for diversity issues addresses each of the four areas, including any deficiencies identified in the institution's narrative response as listed in item (c) above.

BSU RESPONSE:

A complete study of the program areas for diversity issues was shared with the sub-committee for gender and diversity, the Chair of the Athletics Committee, and the Athletic Director. In order to thoroughly address the presenting issues, the committee reviewed the following documents:

- Athletics Department Strategic Plan for 2010-2015
- Diversity in Athletics Award Recipients Announced
- SAAC Rosters for 2008-2009; 2009-2010; 2010-2011
- Student Athlete Handbook
- Exit interview guide
- Exit Survey
- Student Athlete Support Services Evaluation and Report for 2011
- University's Affirmative Action Plan, November 1, 2010-October 21, 2011
- Institutional IPEDS data
- Meeting minutes of University Senate Athletics Committee
- Ball State University's Strategic Plan
- Sample position announcements and sample interview schedule

Assessment

An exit survey and interviews were conducted by members of the athletic staff and the Faculty Athletic Representative (FAR.) The interview results are collected and the senior staff along with the FAR review the data to identify changes that may be warranted. These occur on an annual basis. A copy of the exit interview document and on-line survey were uploaded.

During the 2009-2010 academic year, the Athletic Department worked to develop a five year strategic plan. Within the plan the department identified five core values including the value of

diversity. The plan states, "Diversity is important to us so we will listen, learn, and support differences in our department and in our key stakeholders. We will demonstrate this value through what we say and do." Prior to this statement, the department did not have an expressed statement of its commitment to diversity.

Evidence could not be found that the Athletics Committee reviewed the Diversity Plan for the past three years. Therefore, an improvement plan was developed to address this deficiency. The Diversity Issues Plan for 2011-2016 specifies that the plan will be reviewed annually by the Athletics Committee.

Retention

The percentage of student-athletes from underrepresented populations continues to be above the university's minority student population. Coaches are encouraged to recruit students from underrepresented groups, but coaches are not given mandates regarding recruitment goals. Discussions regarding recruitment are held with coaches and the senior athletic administration during yearly evaluations.

The Senior Woman Administrator (SWA) coordinates the HR process and interview policies and procedures for the athletics department. Candidates meet with the SWA, but not with anyone outside the department. Other meetings on campus are scheduled for candidates during their visit, but these are not necessarily with an eye to addressing diversity issues on campus. A sample schedule is provided as **Appendix 2**.

The Office of Student Life sponsors four multicultural student organizations that "celebrate diversity and provide cultural awareness for the entire campus community." These organizations, the Asian American Student Association, the Black Student Association, the Latino Student Union, and Spectrum are open to any Ball State student. Additionally, the Office of Student Life as part of its leadership development program hosts a series of keynote speakers each year on a variety of topics. The SWA in the Athletics Department serves as a member of the committee that determines which speakers will be invited to campus.

No deficiencies were identified.

Partnerships

As highlighted above, the Athletics Department partners with the Office of Student Life to provide a host of leadership and diversity programs. The Office of Institutional Diversity (OID) provides several diversity programs on a yearly basis to the campus community. OID sponsors the Diversity Associates Program in which faculty and staff members apply for and awarded grants to research a diversity-related theme and provide a presentation to the campus on their research. Diversity Seminars, such as the Diversity Research Symposium, allow faculty, staff, and students the opportunity to hear national scholars present their research. OID is directed by the Associate Provost for Diversity.

No deficiencies were identified.

Participation in Governance and Decision Making

A review of the last three years of rosters for the SAAC found that on average 20% of the membership is from an underrepresented group. On average, 19% of our student-athletes are from underrepresented populations. Representation on SAAC was appointed by the Senior Woman Administrator (SWA). The SWA received recommendations from the coaching staff and outgoing members of SAAC. These recommendations are reviewed to ensure

underrepresented groups are included on SAAC.

A review of the University Senate Athletics Committee rosters for 2008, 2009 and 2010 revealed that underrepresented populations were not included on the committee. While membership appointment is not in the purview of the Department of Athletics, institutional efforts should be made to ensure that membership is diverse.

The Diversity Issues Plan for 2011-2016 specifies that to the extent possible efforts will be made to ensure that representation on the Athletics Committee is diverse.

Item #15

Using the “plan for improvement” section, provide an institutional diversity-issues plan that addresses all four aforementioned program areas for the department of athletics. The plan must include all required elements of a plan as noted by the committee. If a deficiency does not exist in a program area(s), the institution must include an evaluation mechanism to maintain the institution’s status in that program area(s) and action steps the institution will take if the program area(s) becomes inequitable in the future. Finally, the institution must describe how it will review its plan on an annual basis and include this information in the institution’s diversity-issues plan.

BSU RESPONSE:

Ball State’s Diversity Issues Plan 2006–2011 is provided as **Appendix 1**.

Item #16

Describe how the institution will periodically compare its diversity-issues plan with its assessment of the campus diversity climate (see Program Area No.1) using the four diversity program areas to determine if the course of action is still appropriate. Further, provide the names and titles of the individuals who will be responsible for this review.

BSU RESPONSE:

The institution’s University Senate Athletics Committee will annually compare its Diversity-Issues Plan with its Strategic Goals as identified in the 2011-2016 Diversity Issues Plan to determine if the course of action is still appropriate. The chair of the University Senate Athletics Committee will also ensure that this review occurs on an annual basis. The SWA will also ensure that this assessment is completed annually.

Item #17

Describe the institution’s efforts to ensure the diversity-issues plan for improvement was developed through a process involving broad-based campus participation and has received formal institutional approval. Further, please identify the length (e.g., five years) of this plan, including the specific years this plan will be active.

BSU RESPONSE:

The Diversity Issues Plan for 2011-2016 was developed in coordination with the athletics department administrative staff and the NCAA Certification self-study sub-committee on Gender

and Diversity. Additionally, the chair of the University Senate athletics Department was invited to participate in the development of the 2011-2016 Diversity Issues plan. The plan will be reviewed by the University Senate Athletics Committee and the athletics department administrative staff, and placed on the Web for general review and comment. The NCAA Certification University Steering Committee will then approve the plan, which will be sent to the president for formal adoption and signature.