

# Department of Athletics

## Detailed Assessment Report 2013-2014

### **Mission / Purpose**

The Athletic Department seeks to help the University of West Alabama accomplish its purpose through a comprehensive program of male, female, and coed intercollegiate athletics, superior athletic training and sports medicine support, and academic support services. UWA's intercollegiate athletic programs operate under the National Collegiate Athletic Association (NCAA), the Gulf South Conference (GSC), and the National Intercollegiate Rodeo Association (NIRA). The University seeks to conduct all athletic competition in accordance with the Constitution and Bylaws of the NCAA, the GSC, and the NIRA.

### **I. Goals and Outcomes/Objectives, with Any Related Measures, Targets, Findings, and Action Plans**

#### **A. Goal: Address major educational issues**

Address the major educational, social, cultural, and economic issues of the region and in doing so promote a positive self-image of the institution and the area.

#### **1. Objective: Support student athletes' success in achieving academic goals**

The Athletic Department and programs will support student athletes' success in achieving academic goals.

#### **a. Measure: Student athletes will maintain the minimum GPA required by GSC and NCAA**

All student athletes will maintain the minimum GPA required by GSC and NCAA rules and regulations. End-of-term GPA reports will provide evidence for this measure.

#### **1. Achievement Target:**

All sports will maintain at least a 2.00 or better team GPA.

#### **2. Findings (2013-2014) - Target: Partially Met**

Baseball ended the year with a team GPA of 2.90, Football ended the year with a team GPA of 2.06, Men's Basketball ended the year with a team GPA of 1.98, Men's Cross Country ended the year with a team GPA of 3.02, Men's Tennis ended the year with a team GPA of 3.79, Rodeo ended the year with a team GPA of 2.72, Men's Soccer ended the year with a team GPA of 2.70, Men's Golf ended the year with a team GPA of 2.77, Men's Track ended the year with a team GPA of 3.04, Softball ended the year with a team GPA of 3.47, Volleyball ended the year with a team GPA of 3.37, Women's Basketball ended the year with a team GPA of 2.49, Women's Cross Country ended the year with a team GPA of 3.09, Women's Tennis ended the year with a team GPA of 3.30, Women's Soccer ended the year with a team GPA of 3.11, Women's Golf ended the year with a team GPA of 3.03, and Women's Track ended the year with a team GPA of 3.07.

#### **3. Action Plan:**

##### **Increase Student GPA's**

Continue to encourage student athletes to utilize tutoring programs provided by the athletic department to help facilitate and increase in overall student and team GPA's.

**Established in Cycle:** 2013-2014

**Implementation Status:** Planned

**Priority:** High

**Implementation Description:** Utilize mentor and tutoring programs offered by athletic department

**Responsible Person/Group:** Head Coach, Coaching Staff, and student athletes.

**b. Measure: Student athletes will attend scheduled classes**

Student athletes will attend scheduled classes. Coaches' survey and attendance reports will verify attendance.

**1. Achievement Target:**

Student athletes will attend 90% of scheduled classes.

**2. Findings (2013-2014) - Target: Met**

Class attendance was monitored by the Academic Advisors office. Students' class attendance was monitored through progress reports sent to teachers. Tutors were set up for any students needing additional help for classes through the Athletic Academic Advisors office. Students were encouraged to utilize campus computer labs, writing labs, math labs, etc. to help them achieve their academic goals.

**c. Measure: Student athletes will attend scheduled Study Halls**

Student athletes will attend scheduled Study Halls. Attendance records will be analyzed.

**1. Achievement Target:**

100% of student athletes will attend scheduled Study Halls.

**2. Findings (2013-2014) - Target: Met**

Coaches monitored scheduled study halls to make sure that all student-athletes attended. Any student-athletes that needed additional help with classes were set up with a tutor through the Athletic Academic Advisor's office

**d. Measure: Tutoring program will have a standard success rate in increasing GPA's of athletes enrolled**

Tutoring program will have a standard success rate in increasing GPA's of athletes enrolled. Comparative Analysis of mid-season progress reports and end-of-term grade reports will provide evidence for this measure.

**1. Achievement Target:**

Tutoring program will have a 50% success rate in increasing GPA's of athletes enrolled.

**2. Findings (2013-2014) - Target: Met**

End of the semester grades show that the majority of the student athletes that had utilized tutors provided by athletics maintained acceptable GPA's. Overall team GPA's have increased, which proves the athletic tutoring program is helpful to student athletes who are serious about utilizing the service available to them.

**e. Measure: Athletic Mentor Program**

The Student-Athlete Mentor Program was introduced with the start of Fall Semester 2012 and just completed a second successful semester of monitoring, advising and serving as a sounding board for student-athletes. Athletic department administrative staff, as well as faculty and staff from across campus, serve as volunteer mentors for student-athletes assigned to them by the Athletic Academic Advisor. Each mentor is assigned student-athletes to meet with once each week to discuss and recommend strategies to remedy any problems being encountered. Mentor meetings can include discussions about academics,

as well as problems in their sports programs and in their personal life should they choose to discuss.

**1. Target:**

Program is designed to help student-athletes remedy any problems they may encounter, whether it is academic, athletic, or personal. This program was designed to be a place for the athlete to be able to discuss anything in confidence with his/her mentor.

**2. Findings (2013-2014) - Target: Met**

Mentoring Evaluations 2013-2014 Summary of evaluations: The main consensus of mentees (96%) said that the program helped with one or more of the following: organization, study habits, understanding classes, and avoiding procrastination. 85% of mentees said that they would like to be more focused, study more, prepare more, and procrastinate less next semester. The majority of mentees mentioned the need for continued improvement in the following areas: note taking, writing skills, specific courses, and meeting deadlines. \*\*Answers were very similar to #1: 95% of mentees said this program helped them academically. 100% of mentees said this program helped them mentally. 85% of mentees stated that this program decreased test or workload anxiety. 94% of mentees said mentoring made them a more confident student. 94% of mentees felt their mentor was concerned about their academic success. 94% of mentees said this program taught them how to seek help when needed. 100% of mentees said they would recommend this program to a teammate. 80% of mentees rated the mentoring program a 10/10, 15% of mentees gave the program a 9/10, and 5% of mentees gave the program an 8/10.

**2. Objective: Student athletes will demonstrate the ability to work within diverse groups to accomplish a single goal**

Student athletes will demonstrate the ability to work within diverse groups to accomplish a single goal.

**a. Measure: Teams will defeat a portion of their opponents in and out of GSC conference**

All teams will defeat a portion of their opponents in and out of GSC conference

**1. Achievement Target:**

All teams will defeat at least 50% of their opponents and have an invitation extended for post-season play.

**2. Findings (2013-2014) - Target: Partially Met**

Football finished the season 8-3 and won a share of the GSC Championship. Volleyball finished the season 12-18 and lost in the first round of the GSC Tournament. Men's Basketball finished the season 17-11 and earned an NCAA Regional Tournament bid for the first time since 1982. Women's Basketball finished the season 5-22 and lost in the first round of the GSC Tournament. Baseball finished the season 27-18 and went two-and-out in the GSC Tournament. Softball finished the season 24-25 and went two-and-out in the GSC Tournament. Men's Tennis finished the season 23-3 and lost in the Finals of the GSC Tournament and then lost in the NCAA South Region 1 Tournament. Women's Tennis finished the season 16-7 and continued on to the quarterfinals of the GSC Tournament. Men's Cross Country finished the season 3rd in Conference. Women's Cross Country finished the season 9th in Conference. Rodeo finished the season with the Women's team 9th and the Men's team 3rd in the Ozark Region; the Men's team had 2 athletes that continued on to compete in the Collegiate National Finals Rodeo. Women's Soccer finished the season 11-8 and continued on to the Quarter-Finals of the GSC Tournament. Men's Soccer finished the season 11-7-1 and

continued on to the Finals of the GSC Tournament. Men's Golf finished 8th in the GSC. Women's Golf finished 4th in the GSC.

**3. Action Plan:**

**Continue to try and recruit top quality athletes**

Each sport will continue to try and recruit top quality athletes and improve coaching strategies

**Established in Cycle:** 2010-2011

**Implementation Status:** In-Progress

**Priority:** High

**Implementation Description:** Each sport will continue to try and recruit top quality athletes and improve coaching strategies so that each team can perform to their peak ability and have the opportunity to continue on to post-season play.

**Implementation Notes:**

**7/31/2014** The UWA Athletic Department will continue to try and recruit top quality athletes each year. The hiring of coaches with international recruiting connections in recent years has helped increase the number of international student athletes.

**3. Objective: Student athletes and athletic staff will demonstrate commitment to excellence**

Student athletes and athletic staff will demonstrate commitment to excellence.

**a. Measure: NCAA and/or GSC rules will be adhered to by athletic programs, athletic staff, and athletes**

NCAA and/or GSC rules will be adhered to by athletic programs, athletic staff, and athletes. NCAA and GSC reports will provide evidence for this measure.

**1. Achievement Target:**

Each sport will have zero (0) violations reported.

**2. Findings (2013-2014) - Target: Partially Met**

For 2013-2014, football was cited for one minor violation for exceeding maximum scholarship equivalency by NCAA. Infraction penalty will be levied in the 2015-2016 academic year in the form of .24% reduction of available football scholarships. Men's Basketball was cited for a minor recruiting violation. There were no violations reported by the NIRA for UWA Rodeo.

**3. Action Plans:**

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**Implementation Notes:**

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**b. Address minor football and men's basketball violations**

Football received one minor violation by the NCAA for exceeding maximum scholarship equivalency. NCAA will impose penalty in the 2015-2016 academic year by reducing available football scholarships by .24%. Men's Basketball was cited for a minor recruiting violation. Violations will be addressed by Athletic Director and Compliance Director.

**Established in Cycle:** 2013-2014

**Implementation Status:** Planned

**Priority:** High

**Implementation Description:** 1. Train all coaches on recruiting rules and scholarship equivalency limits of NCAA and GSC. 2. Compliance Director will stringently monitor team scholarship equivalency amounts to ensure no future violations occur. 3. Prepare to reduce football scholarships by 24% in the 2015-2016 academic year. Penalty for men's basketball violation will be reported when notified by NCAA.

**Responsible Person/Group:** Athletic Director, Compliance Director, Head and Assistant Coaches

**b. Measure: Student athletes and coaches will comply with practice limitations**

Student athletes and coaches will comply with practice limitations of 20 hours/week.

**1. Achievement Target:**

Teams will be required to turn in weekly athletic accountable hour's logs (practice, weights, conditioning and competition) which will be signed by a student athlete verifying adherence to hour's limitations.

**2. Findings (2013-2014) - Target: Met**

All UWA athletic teams turned in weekly log sheets to the Faculty Athletic Representative which showed that they complied with the weekly athletic limitations for practice, weights, conditioning and competition as set forth by the NCAA and GSC. This is verified by schools Faculty Athletic Representative.

**3. Action Plan:**

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**Implementation Notes:**

**7/31/2014** The UWA Athletic Department will continue to try and recruit top quality athletes each year. The hiring of coaches with international recruiting connections in recent years has helped increase the number of international student athletes.

**c. Measure: Student athletes will report fair treatment by athletic staff**

Student athletes will report fair treatment by athletic staff. The Senior Exit Interview will provide evidence for this measure.

**1. Achievement Target:**

80% of student athletes will report fair treatment by athletic staff.

**2. Findings (2013-2014) - Target: Met**

During end of semester individual athlete meetings held by each sport, over 80% of athletes overall indicated that they were treated fairly by all athletic staff. However, two coaches were not given favorable end-of-the-year evaluations by graduating seniors. These coaches were notified of the unfavorable comments and had discussions with the Director of Athletics and Associate Director of Athletics on how to address these issues in the future. Reports are kept in the Associate Director of Athletics' office.

**d. Measure: Student athletes and athletic staff will report satisfaction with athletic training support**

Student athletes and athletic staff will report satisfaction with athletic training support provided. Senior Exit Interviews will provide evidence for this measure.

**1. Achievement Target:**

80% of student athletes and athletic staff will report satisfaction with athletic training support provided.

**2. Findings (2013-2014) - Target: Met**

Over 80% of student athletes indicated satisfaction with the athletic training support they received as indicated from individual meetings held at the end of the semester by each sport and through Senior Athlete Exit Interview forms. Over 80% of coaches indicated that they were satisfied with the treatment and coverage that their sport and student athletes received from the athletic training staff as indicated from athletic staff meetings.

**4. Objective: Student athletes will demonstrate effective leadership skills**

Student athletes will demonstrate effective leadership skills

**a. Measure: Student athletes will report involvement in on-campus or community/civic organizations**

Student athletes will report involvement in on-campus or community/civic organizations such as SGA, FCA, fraternities, sororities, etc. as indicated on the Senior Exit Interview.

**1. Achievement Target:**

50% of student athletes will report involvement in on-campus or community/civic organizations such as SGA, FCA, fraternities, sororities, etc.

**2. Findings (2013-2014) - Target: Met**

Over 50% of student athletes indicated involvement in various on-campus organizations as indicated through their individual athlete meetings held at the end of the semester by each sport. Athletes from all sports participated in the Read across America at the Campus School as well as at local schools. The Student Athlete Advisory Committee helped raise money for the Make a Wish Foundation by taking up money at campus athletic events. Women's Soccer raised money for the Breast Cancer Research Foundation of Alabama and the Men's and Women's Tennis team raised funds for the Cystic Fibrosis Foundation. The UWA athletic department encourages each athlete and athletic team to collectively participate in community service hours. The top three teams with the highest number of community service hours at the end of each year receive promo money that can be used to purchase Adidas gear.

**5. Objective: The Athletic Department will help improve the image and support of UWA**

The Athletic Department will help improve the image and support of UWA.

**a. Measure: Increase general attendance at athletic events**

Increase general attendance at athletic events

**1. Achievement Target:**

50% increase general attendance at athletic events

**2. Findings (2013-2014) - Target: Met**

General attendance increased 50% or better for all UWA athletic events as indicated from the attendance record taken by Sports Information at all home sporting events. During each home athletic event, the Sports Information department conducts head counts. These numbers are estimations because an accurate head count is almost impossible to obtain.

**6. Objective: Investigate adding new sports**

Investigate adding new sports to the Department of Athletics as needed.

**a. Measure: Investigate and add new sports as appropriate**

Investigate and add new sports as appropriate.

**1. Achievement Target:**

Add Men and Women's Golf starting in Fall 2013. Men and Women's Outdoor Track begin full competition in Spring 2014.

**2. Findings (2013-2014) - Target: Met**

Men and Women's Outdoor Track was added in the Spring 2013, and the teams only competed minimally the first semester and were at full competition level in the Spring of 2014. Men's and Women's Golf was added in the Fall of 2013.

**3. Action Plans:**

**a. Investigate and add new sports as appropriate.**

Continue to investigate adding additional sports to Athletics as funding is available.

**Established in Cycle:** 2011-2012

**Implementation Status:** In-Progress

**Priority:** High

**Implementation Notes:**

**7/31/2014** Athletics will continue to investigate the addition of new sports.

Additional sports will be added as mandated by NCAA and GSC to maintain compliance.

**b. Additional Budget Needs for 2013-14 Athletics**

Director of Athletics: Increase salaries budget to fund assistant director of compliance position (\$13,689). Increase scholarships budget by \$3,000. Sports Information: Increase scholarships budget by \$4,000. Cross Country (Men's & Women's): Maintain NCAA scholarship equivalencies budget (estimate 4% increase). Increase supply/equipment budget (shoes & uniforms) \$3,000.00 per team. Track & Field (Men's & Women's): Develop a Track & Field budget line for team travel at \$7,000 per team. Volleyball: Maintain NCAA scholarship equivalencies budget (estimate 4% increase). Increase team travel budget by \$5,000. Increase supply/equipment budget by \$3,000. Women's Soccer: Maintain NCAA scholarship equivalencies budget (estimate 4% increase). Increase recruiting budget by \$3,000. Men's Soccer: Maintain NCAA scholarship equivalencies budget (estimate 4% increase). Ensure the addition of an assistant men's soccer coach (\$12,000). Increase recruiting budget by \$3,000. Football: Maintain NCAA scholarship equivalencies budget (estimate 4% increase). Increase food and lodging budget by \$20,000. Increase game transportation budget by \$15,000. Increase recruiting budget by \$7,000. Women's Basketball: Maintain NCAA scholarship

equivalencies budget (estimate 4% increase). Increase equipment budget by \$4,000. Increase food and lodging budget by \$12,000. Increase game transportation budget by \$10,000. Increase recruiting budget by \$3,000. Men's Basketball: Maintain NCAA scholarship equivalencies budget (estimate 4% increase). Increase equipment budget by \$4,000. Increase food and lodging budget by \$12,000. Increase game transportation budget by \$10,000. Increase recruiting budget by \$3,000. Softball: Maintain NCAA scholarship equivalencies budget (estimate 4% increase). Increase equipment budget by \$4,000. Increase food and lodging budget by \$4,000. Increase game transportation budget by \$5,000. Increase recruiting budget by \$3,000. Baseball: Maintain NCAA scholarship equivalencies budget (estimate 4% increase). Increase equipment budget by \$4,000. Increase food and lodging budget by \$4,000. Increase game transportation budget by \$5,000. Increase recruiting budget by \$3,000. Men's and Women's Tennis: Maintain NCAA scholarship equivalencies budget (estimate 4% increase). Increase equipment budget by \$3,000 for each team. Increase food and lodging budget by \$3,000 for each team. Increase game transportation budget by \$3,000 for each team. Increase recruiting budget by \$1,000 for each team. Men's and Women's Rodeo: Maintain scholarship equivalencies budget (estimate 4% increase). Increase equipment budget by \$8,000. Increase game transportation budget by \$8,000. Increase recruiting budget by \$4,000. Women's Golf: Move women's golf budget lines to amounts in multi-year plan. Men's Golf: Move men's golf budget lines to amounts in multi-year plan.

**Established in Cycle:** 2013-2014

**Implementation Status:** Finished

**Priority:** High

**Implementation Description:** University Budgets// Continue to work hard with fundraising and keeping the community and surrounding area involved with athletics.

**Projected Completion Date:** 07/30/2013

**Responsible Person/Group:** University Budget/Coaches and Athletic Staff

**Additional Resources Requested:** See above request for budget increase needs. \$ 256,813 (total scholarship budget increases), \$318,415 (total other budget lines)

**Budget Amount Requested:** \$575,228.00 (recurring)

**Implementation Notes:**

**7/31/2014** New budget requests will be entered for 2015-2016 budget year.

## **7. Objective: Continue to improve Department of Athletics**

Department of Athletics will continue to improve efficiency and effectiveness of the office.

### **a. Measure: Continue to update Computer and Software**

Update software/computer systems yearly for athletic departments as needed

#### **1. Achievement Target:**

Update software in sports information office, ticketing software and overall departmental software. Update/upgrade athletic computer systems.

#### **2. Findings (2013-2014) - Target: Met**

Purchased new Laptop and Desktop computer for New Assistant Compliance Director through grant money from the NCAA. Men's Basketball purchased new laptop through fundraising money, and Women's Basketball purchased new laptop through university budget.

## **B. Goal: Improve academic performance of student athletes**

Continue to improve academic performance of student athletes and improve the institution's ranking within the Gulf South Conference



**1. Objective: Support student athletes' success in achieving academic goals**

The Athletic Department and programs will support student athletes' success in achieving academic goals.

**a. Measure: Student athletes will maintain the minimum GPA required by GSC and NCAA**

All student athletes will maintain the minimum GPA required by GSC and NCAA rules and regulations. End-of-term GPA reports will provide evidence for this measure.

**1. Achievement Target:**

All sports will maintain at least a 2.00 or better team GPA

**2. Findings (2013-2014) - Target: Partially Met**

Baseball ended the year with a team GPA of 2.90, Football ended the year with a team GPA of 2.06, Men's Basketball ended the year with a team GPA of 1.98, Men's Cross Country ended the year with a team GPA of 3.02, Men's Tennis ended the year with a team GPA of 3.79, Rodeo ended the year with a team GPA of 2.72, Men's Soccer ended the year with a team GPA of 2.70, Men's Golf ended the year with a team GPA of 2.77, Men's Track ended the year with a team GPA of 3.04, Softball ended the year with a team GPA of 3.47, Volleyball ended the year with a team GPA of 3.37, Women's Basketball ended the year with a team GPA of 2.49, Women's Cross Country ended the year with a team GPA of 3.09, Women's Tennis ended the year with a team GPA of 3.30, Women's Soccer ended the year with a team GPA of 3.11, Women's Golf ended the year with a team GPA of 3.03, and Women's Track ended the year with a team GPA of 3.07.

**3. Action Plan:**

**Increase Student GPA's**

Continue to encourage student athletes to utilize tutoring programs provided by the athletic department to help facilitate and increase in overall student and team GPA's.

**Established in Cycle:** 2013-2014

**Implementation Status:** Planned

**Priority:** High

**Implementation Description:** Utilize mentor and tutoring programs offered by athletic department

**Responsible Person/Group:** Head Coach, Coaching Staff, and student athletes.

**b. Measure: Student athletes will attend scheduled classes**

Student athletes will attend scheduled classes. Coaches' survey and attendance reports will verify attendance.

**1. Achievement Target:**

Student athletes will attend 90% of scheduled classes.

**2. Findings (2013-2014) - Target: Met**

Class attendance was monitored by the Academic Advisors office. Students class attendance was monitored through progress reports sent to teachers. Tutors were set up for any students needing additional help for classes through the Athletic Academic Advisors office. Students were encouraged to utilize campus computer labs, writing labs, math labs, etc. to help them achieve their academic goals.

**c. Measure: Student athletes will attend scheduled Study Halls**

Student athletes will attend scheduled Study Halls. Attendance records will be analyzed.

**1. Achievement Target:**

100% of student athletes will attend scheduled Study Halls.

**2. Findings (2013-2014) - Target: Met**

Coaches monitored scheduled study halls to make sure that all students-athletes attended. Any student-athletes that needed additional help with classes were set up with a tutor through the Athletic Academic Advisor's office

**d. Measure: Tutoring program will have a standard success rate in increasing GPA's of athletes enrolled**

Tutoring program will have a standard success rate in increasing GPA's of athletes enrolled. Comparative Analysis of mid-season progress reports and end-of-term grade reports will provide evidence for this measure.

**1. Achievement Target:**

Tutoring program will have a 50% success rate in increasing GPA's of athletes enrolled.

**2. Findings (2013-2014) - Target: Met**

End of the semester grades show that the majority of the student athletes that had utilized tutors provided by athletics maintained acceptable GPA's. Overall team GPA's have increased, which proves the athletic tutoring program is helpful to student athletes who are serious about utilizing the service available to them.

**e. Measure: Athletic Mentor Program**

The Student-Athlete Mentor Program was introduced with the start of Fall Semester 2012 and just completed a second successful semester of monitoring, advising and serving as a sounding board for student-athletes. Athletic department administrative staff, as well as faculty and staff from across campus, serve as volunteer mentors for student-athletes assigned to them by the Athletic Academic Advisor. Each mentor is assigned student-athletes to meet with once each week to discuss and recommend strategies to remedy any problems being encountered. Mentor meetings can include discussions about academics, as well as problems in their sports programs and in their personal life should they choose to discuss.

**1. Achievement Target:**

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**2. Findings (2013-2014) - Target: Met**

Mentoring Evaluations 2013-2014 Summary of evaluations: The main consensus of mentees (96%) said that the program helped with one or more of the following: organization, study habits, understanding classes, and avoiding procrastination. 85% of mentees said that they would like to be more focused, study more, prepare more, and procrastinate less next semester. The majority of mentees mentioned the need for continued improvement in the following areas: note taking, writing skills, specific courses, and meeting deadlines. \*\*Answers were very similar to #1: 95% of mentees said this program helped them academically. 100% of mentees said this program helped them mentally. 85% of mentees stated that this program decreased test or workload anxiety. 94% of mentees said mentoring made them a more confident student. 94% of mentees felt their mentor was concerned about their academic success. 94% of mentees said this program taught them how to seek help when needed. 100% of mentees said they would recommend this program to a teammate. 80% of mentees

rated the mentoring program a 10/10, 15% of mentees gave the program a 9/10, and 5% of mentees gave the program an 8/10.

**C. Goal: Improve overall graduation rate of student athletes**

Improve overall graduation rate of student-athletes incrementally by 2% each academic year

**1. Objective: Support student athletes' success in achieving academic goals**

The Athletic Department and programs will support student athletes' success in achieving academic goals.

**a. Measure: Student athletes will maintain the minimum GPA required by GSC and NCAA**

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**Priority:** High

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**2. Findings (2013-2014) - Target: Met**

Mentoring Evaluations 2013-2014 Summary of evaluations: The main consensus of mentees (96%) said that the program helped with one or more of the following: organization, study habits, understanding classes, and avoiding procrastination. 85% of mentees said that they would like to be more focused, study more, prepare more, and procrastinate less next semester. The majority of mentees mentioned the need for continued improvement in the following areas: note taking, writing skills, specific courses, and meeting deadlines. \*\*Answers were very similar to #1: 95% of mentees

said this program helped them academically. 100% of mentees said this program helped them mentally. 85% of mentees stated that this program decreased test or workload anxiety. 94% of mentees said mentoring made them a more confident student. 94% of mentees felt their mentor was concerned about their academic success. 94% of mentees said this program taught them how to seek help when needed. 100% of mentees said they would recommend this program to a teammate. 80% of mentees rated the mentoring program a 10/10, 15% of mentees gave the program a 9/10, and 5% of mentees gave the program an 8/10.

## **II. Other Plans for Improvement**

### **A. Continue to try and recruit top quality athletes**

Each sport will continue to try and recruit top quality athletes and improve coaching strategies

**Established in Cycle:** 2010-2011

**Implementation Status:** In-Progress

**Priority:** High

**Relationships (Measure | Outcome/Objective):**

**Measure:** NCAA and/or GSC rules will be adhered to by athletic programs, athletic staff, and athletes | **Outcome/Objective:** Student athletes and athletic staff will demonstrate commitment to excellence

**Measure:** Student athletes and coaches will comply with practice limitations |

**Outcome/Objective:** Student athletes and athletic staff will demonstrate commitment to excellence

**Measure:** Teams will defeat a portion of their opponents in and out of GSC conference |

**Outcome/Objective:** Student athletes will demonstrate the ability to work within diverse groups to accomplish a single goal

**Implementation Description:** Each sport will continue to try and recruit top quality athletes and improve coaching strategies so that each team can perform to their peak ability and have the opportunity to continue on to post-season play.

**Implementation Notes:**

**7/31/2014** The UWA Athletic Department will continue to try and recruit top quality athletes each year. The hiring of coaches with international recruiting connections in recent years has helped increase the number of international student athletes.

### **B. Investigate and add new sports as appropriate.**

Continue to investigate adding additional sports to Athletics as funding is available.

**Established in Cycle:** 2011-2012

**Implementation Status:** In-Progress

**Priority:** High

**Relationships (Measure | Outcome/Objective):**

**Measure:** Investigate and add new sports as appropriate | **Outcome/Objective:** Investigate adding new sports

**Implementation Notes:**

**7/31/2014** Athletics will continue to investigate the addition of new sports. Additional sports will be added as mandated by NCAA and GSC to maintain compliance.

### **C. Address two NCAA violations**

Two violations were cited in the 2012-2013 academic year. Steps were taken to reprimand the individual coaches who committed the violation. Education is provided to all coaches on the rules of the NCAA.

**Established in Cycle:** 2012-2013

**Implementation Status:** Finished

**Priority:** High

**Implementation Description:** 1. Daily educational meetings with track coach. 2. New

basketball coach has been hired to replace coach who committed violation. The new coach understands the rules of the NCAA. 3. All coaches are educated and trained on the rules of the NCAA. Each coach must pass a recruiting test, which ensures they are knowledgeable and understand the rules. Test is administered by Faculty Athletic Representative (FAR).

**Responsible Person/Group:** Dee Outlaw

**Implementation Notes:**

**7/31/2014** Contracts were not renewed for both the track coach and the men's basketball coach. The new track coach and men's basketball coach, along with all other coaching staff, were educated and trained on the rules of the NCAA. All coaches were administered recruiting test and passed.

#### **D. Budget amount needed for all sports**

Cross Country (Men's & Women's)- Increase supply/equipment budget (shoes & uniforms), \$3,000.00 increase needed; Develop a "Home" course capable of hosting a medium sized collegiate meet, \$5,000.00 (private land landscaping); Softball- Construct block wall in front of dugouts - \$2,500; Cover Bull-pen and batting cages, \$15,000; Purchase new travel suits for team (Adidas contract requirement), \$2,500; New dugout jackets for team, \$2,500; Install permanent heaters in dugouts, \$800; New scoreboard (9 inning board with runs, hits, and errors), \$12,000; Men's Basketball- Increase food and lodging budget, \$12,000; Increase equipment budget, \$5,000; Increase recruiting budget, \$3,000; Increase game transportation, \$10,000; Build a new athletic arena, \$???; Women's Basketball- Increase Scholarships, \$18,025 needed; Increase recruiting budget, \$6,500; Increase food, lodging and travel budgets, \$10,000; Increase Coaches Salaries, \$8,000; Add a GA Coach Position, \$12,000; Men's and Women's Tennis- Hire an assistant coach, \$18,000; Add a GA coach position, \$8,000; Host Conference Championships, jamborees, and crossovers, \$1,000; Add Building between courts 1&2 and 3&4, \$50,000; Host Statewide USTA Tennis Tournament, \$1,000; Create an equipment budget (uniforms, shoes, balls string, etc.), \$10,000; Increase food, lodging and travel budget, \$7,000; Baseball- Increase private Donations, \$1,000; Upgrade sprinkler system, \$10,000; Increase food and lodging/recruiting/equipment budgets, \$38,000; Add new scoreboard with message center, \$120,000; Replace outfield fence with new one, \$12,000; Purchase new pitching machine, \$12,000; Add an additional GA coach position, \$10,000; Volleyball- Create an equipment budget (uniforms, shoes, balls, net system, setter tool, etc.), \$5,000; Increase general expense budget, \$5,300; Build new athletic arena, \$20 million(+); Increase recruiting budget (international recruiting trips), \$2,500; Men's and Women's Rodeo- Increase Scholarships, \$5,000; Increase recruiting budget, \$1,000; Create food and lodging budget, \$10,000; Increase transportation budget, \$8,000; Add on to Horse Barn, \$8,000; Create Stock Feed budget, \$10,000; Build more fence for practice stock, \$3,000; Football- Increase Scholarships to full NCAA limits, \$50,000 increase; Increase general expense budget, \$15,000; Upgrade facilities to create additional office spaces, \$50,000; Increase equipment budget (uniforms, shoes, gloves, socks, sideline headsets for coaches, etc.), \$20,000; Increase recruiting budget, \$7,000; Upgrade existing weight room, \$5,000; Women's Soccer- Create locker room, \$25,000; Hire an assistant coach, \$18,000; Add a GA coach position, \$8,000; Increase recruiting budget (international recruiting trips), \$5,000; Increase transportation budget, \$8,000; Create an equipment budget (uniforms, shoes, balls, net system, etc.), \$7,000; Increase food and lodging budget, \$4,000

**Established in Cycle:** 2012-2013

**Implementation Status:** Finished

**Priority:** High

**Implementation Description:** Need increase in budgets

**Projected Completion Date:** 07/18/2012

**Responsible Person/Group:** University Budget/Coaches and Athletic Staff

**Additional Resources Requested:** Continue to work hard with fundraising and keeping the community and surrounding area involved with athletics.

**Budget Amount Requested:** \$20,000,000.00 (recurring)

**Implementation Notes:**

**7/31/2014** New budget requests will be entered for the 2015-2016 budget year.

**E. Additional Budget Needs for 2013-14 Athletics**

Director of Athletics: Increase salaries budget to fund assistant director of compliance position (\$13,689). Increase scholarships budget by \$3,000. Sports Information: Increase scholarships budget by \$4,000. Cross Country (Men's & Women's): Maintain NCAA scholarship equivalencies budget (estimate 4% increase). Increase supply/equipment budget (shoes & uniforms) \$3,000.00 per team. Track & Field (Men's & Women's): Develop a Track & Field budget line for team travel at \$7,000 per team. Volleyball: Maintain NCAA scholarship equivalencies budget (estimate 4% increase). Increase team travel budget by \$5,000. Increase supply/equipment budget by \$3,000. Women's Soccer: Maintain NCAA scholarship equivalencies budget (estimate 4% increase). Increase recruiting budget by \$3,000. Men's Soccer: Maintain NCAA scholarship equivalencies budget (estimate 4% increase). Ensure the addition of an assistant men's soccer coach (\$12,000). Increase recruiting budget by \$3,000. Football: Maintain NCAA scholarship equivalencies budget (estimate 4% increase). Increase food and lodging budget by \$20,000. Increase game transportation budget by \$15,000. Increase recruiting budget by \$7,000. Women's Basketball: Maintain NCAA scholarship equivalencies budget (estimate 4% increase). Increase equipment budget by \$4,000. Increase food and lodging budget by \$12,000. Increase game transportation budget by \$10,000. Increase recruiting budget by \$3,000. Men's Basketball: Maintain NCAA scholarship equivalencies budget (estimate 4% increase). Increase equipment budget by \$4,000. Increase food and lodging budget by \$12,000. Increase game transportation budget by \$10,000. Increase recruiting budget by \$3,000. Softball: Maintain NCAA scholarship equivalencies budget (estimate 4% increase). Increase equipment budget by \$4,000. Increase food and lodging budget by \$4,000. Increase game transportation budget by \$5,000. Increase recruiting budget by \$3,000. Baseball: Maintain NCAA scholarship equivalencies budget (estimate 4% increase). Increase equipment budget by \$4,000. Increase food and lodging budget by \$4,000. Increase game transportation budget by \$5,000. Increase recruiting budget by \$3,000. Men's and Women's Tennis: Maintain NCAA scholarship equivalencies budget (estimate 4% increase). Increase equipment budget by \$3,000 for each team. Increase food and lodging budget by \$3,000 for each team. Increase game transportation budget by \$3,000 for each team. Increase recruiting budget by \$1,000 for each team. Men's and Women's Rodeo: Maintain scholarship equivalencies budget (estimate 4% increase). Increase equipment budget by \$8,000. Increase game transportation budget by \$8,000. Increase recruiting budget by \$4,000. Women's Golf: Move women's golf budget lines to amounts in multi-year plan. Men's Golf: Move men's golf budget lines to amounts in multi-year plan.

**Established in Cycle:** 2013-2014

**Implementation Status:** Finished

**Priority:** High

**Relationships (Measure | Outcome/Objective):**

**Measure:** Investigate and add new sports as appropriate | **Outcome/Objective:** Investigate adding new sports

**Implementation Description:** University Budgets// Continue to work hard with fundraising and keeping the community and surrounding area involved with athletics.

**Projected Completion Date:** 07/30/2013

**Responsible Person/Group:** University Budget/Coaches and Athletic Staff

**Additional Resources Requested:** See above request for budget increase needs. \$ 256,813 (total scholarship budget increases), \$318,415 (total other budget lines)

**Budget Amount Requested:** \$575,228.00 (recurring)

**Implementation Notes:**

**7/31/2014** New budget requests will be entered for 2015-2016 budget year.

**F. Address minor football and men's basketball violations**

Football received one minor violation by the NCAA for exceeding maximum scholarship equivalency. NCAA will impose penalty in the 2015-2016 academic year by reducing available football scholarships by .24%. Men's Basketball was cited for a minor recruiting violation. Violations will be addressed by Athletic Director and Compliance Director.

**Established in Cycle:** 2013-2014

**Implementation Status:** Planned

**Priority:** High

**Relationships (Measure | Outcome/Objective):**

**Measure:** NCAA and/or GSC rules will be adhered to by athletic programs, athletic staff, and athletes | **Outcome/Objective:** Student athletes and athletic staff will demonstrate commitment to excellence

**Implementation Description:** 1. Train all coaches on recruiting rules and scholarship equivalency limits of NCAA and GSC. 2. Compliance Director will stringently monitor team scholarship equivalency amounts to ensure no future violations occur. 3. Prepare to reduce football scholarships by 24% in the 2015-2016 academic year. Penalty for men's basketball violation will be reported when notified by NCAA.

**Responsible Person/Group:** Athletic Director, Compliance Director, Head and Assistant Coaches

#### **G. Increase Student GPA's**

Continue to encourage student athletes to utilize tutoring programs provided by the athletic department to help facilitate and increase in overall student and team GPA's.

**Established in Cycle:** 2013-2014

**Implementation Status:** Planned

**Priority:** High

**Relationships (Measure | Outcome/Objective):**

**Measure:** Student athletes will maintain the minimum GPA required by GSC and NCAA |

**Outcome/Objective:** Support student athletes' success in achieving academic goals

**Implementation Description:** Utilize mentor and tutoring programs offered by athletic department

**Responsible Person/Group:** Head Coach, Coaching Staff, and student athletes.

#### **H. Upgrade Computer and software systems**

Upgrade needed for computers and software systems

**Established in Cycle:** 2013-2014

**Implementation Status:** In-Progress

**Priority:** High

**Implementation Description:** Work with IT department for recommended vendors for computers systems. Purchase software from specific vendors.

**Responsible Person/Group:** Stan Williamson/Penny Dew

**Additional Resources Requested:** Improve computer systems as needed @ \$1,600 each (computer and printer); Software update for Sports Information Office \$12,600 (Stat Crew \$1,600 - Side Arm \$6,000 - Stretch Internet \$5,000); Software update for General athletic department \$13,880 (Logistical Athletic Solutions \$11,000 - Vendini - \$2,880)

**Budget Amount Requested:** \$28,080.00 (recurring)

**Implementation Notes:**

**7/31/2014** Department of Athletics will continue to upgrade computer and software systems as necessary.

### **III. Analysis Questions and Analysis Answers**

#### **A. What specific strengths did your assessments show? (Strengths)**

The University of West Alabama Athletic Department continues to become a more well-rounded department with points of emphasis showing through in the areas of academics,



athletic competition, and community involvement. UWA Athletics is committed to ensuring its student-athletes obtain a quality education by providing mentoring, tutoring, and mandatory supervised study halls. Athletic Staff, Coaches, and mentors encourage student-athletes to not only give their all in the area of competition but also encourage the student-athletes to excel in the classroom. Success on the field of competition has become more of the norm rather than the exception and has lead the athletic programs to be stronger in the classroom as well. UWA Athletics continues to grow in its role as part of the Livingston community and has helped in building a greater sense of pride in the university and community. UWA Athletics has become and will continue to develop as a positive rallying point for students, staff and alumni.

**B. What specific weaknesses or challenges did your assessments show? (Weaknesses)**

Through this assessment, the department knows that UWA Athletics will need to continually address academic issues with student-athletes. The department will need to continually address other issues such as drug education and community service activities as these are part of the educational experience of UWA student-athletes. Compliance education for staff will continue to be an emphasis throughout the year. Overall resources available will continue to be a challenge in order to implement and continue the programs in place. These will be issues the staff will need to address each and every academic year.

**C. What plans were implemented?**

1. Student athletes attended 90% of scheduled classes. 2. 100% of student athletes attended scheduled study halls. 3. Tutoring program had a 50% success rate in increasing GPA's of athletes enrolled. 4. Teams turned in weekly athletic accountable hours logs (practice, weights, conditioning and competition) which were signed by a student athlete verifying adherence to hours limitations. 5. 80% of student athletes reported fair treatment by athletic staff. 6. 80% of student athletes and athletic staff reported satisfaction with athletic training support provided. 7. 50% of student athletes reported involvement in on-campus or community/civic organizations such as SGA, FCA, fraternities, sororities, etc. 8. Mentees said that the program helped with one or more of the following: organization, study habits, understanding classes, and avoiding procrastination. Mentees also stated that this program decreased test and/or workload anxiety and that they felt their mentor was truly concerned about their academic success. 9. Men and Women's Golf was added in Fall 2013 and Men and Women's Outdoor Track was added in the Fall of 2013 with full competition beginning in Spring 2014. 10. Athletic/sports information computer systems and software programs were updated/upgraded.

**D. What plans were not implemented?**

1. Men's Basketball did not maintain a team GPA of 2.00. 2. Volleyball and Women's Basketball did not defeat 50% of their opponents but both teams did receive an invitation to progress on to post-season competition. 3. For 2013-2014, football was cited for one minor violation for exceeding maximum scholarship equivalency by NCAA. Infraction penalty will be levied in the 2015-2016 academic year in the form of .24 reduction of available football scholarships. Men's Basketball was cited for a minor recruiting violation. Penalty for men's basketball violation will be reported when notified by NCAA. There were no violations reported by the NIRA for UWA Rodeo.

**E. How will assessment results be used for continuous improvement?**

The goals that were not met will be reviewed with more interest and strategic plans will be put in place to address these areas. Through the implementation of plans during 2013-14, the UWA Athletic staff has and will continue to work with all available resources to continue to improve opportunities for UWA student-athletes.

## **IV. Annual Report Section Responses**

### **A. Key Achievements**

Gulf South Conference All Sports Race: For the second consecutive year and matching their all-time highest ranking, the University of West Alabama finished third in the Gulf South Conference All-Sports Standings. Gulf South Conference Players of the Year: Nicki Gears - Women's Soccer Co-Player of the Year; Thibault Charmey - Men's Soccer Player of the Year; Kyle Caldwell - Football Offensive Player of the Year; Mitch Holgate - Baseball Player of the Year. Gulf South Conference Top Ten Honorees: Anna Shartzter – Softball; Mitch Holgate – Baseball. Athletic Academic Honors: 10 teams posted a team GPA of 3.0 or higher for the 2013-14 Academic Year. Overall UWA Student-Athlete GPA's for the 2013-14 academic year was 2.68 (2.79 for 2014 spring semester). 25 Student-Athletes earned Gulf South Conference Academic team honors for fall sports. 52 Student-Athletes (most in GSC) earned Gulf South Conference Academic team honors for spring/winter sports. 33 Student-Athletes graduated from UWA during the 2014 Spring Commencement. 27 Student-Athletes received the Division II Athletic Directors Association Academic Achievement Award. Former baseball player Jeff Branson was inducted into the Inaugural class of the GSC Hall of Fame.

### **B. Staff Achievements**

Mr. Will Atkinson - Head Softball Coach- Serves on the NFCA Division II Head Coaches Committee; Coached first-ever First Team All-American in Anna Shartzter; Coached back-to-back GSC Top Ten recipient; Organized fundraising efforts for Friends of Jaclyn Foundation (\$1,000); Coached team that completed over 400 hours of community service; Inducted into Bob Jones High School Hall of Fame. Mr. Glenn Fanelli - Head Men's and Women's Tennis Coach- Member of the NCAA Women's Regional Ranking Committee during the 2013-14 season; Coached the UWA women's tennis team to six-straight Gulf South Conference Tournament appearances, while this year's men's team went to the first round of the NCAA South Region Tournament. Has compiled a 46-6 record with back-to-back GSC runner-up finishes the last two years for men's tennis. Led men's team to a No. 9 national ranking and finished with two men's players nationally ranked. Mr. Mike Jones - Academic Advisor- Inducted into the Jones (Mississippi) Community College Athletics Hall of Fame. Ms. Janet Montgomery - Associate Director of Athletics- Chair of NCAA Coaching Enhancement Grant Committee; GSC Hall of Fame Committee; Great American Conference Senior Women's Administrator; Secured NCAA Strategic Alliance Matching Grant to fund Assistant Director of Compliance. Mr. Graeme Orr - Head Women's Soccer Coach- NCAA Women's Soccer Regional Site representative; Granted the US Soccer Coaching Federation "A" License, June 2014; NSCAA Team Academic Award, 3.11 G.P.A; 1st Place UWA Athletic community service team award for 2013-2014 with 885 Hours; Received a Strategic Alliance Grant that allowed UWA to go into local schools and host clinics. Coach Orr and his staff donated 100 soccer balls to Livingston Middle School as a result of this grant. Brought No. 1 Soccer camps to UWA in 2013 & 2014. UWA is one of 24 sites nationwide and in 2 years the camp doubled in size at Livingston, Alabama. Mr. Dee Outlaw - Director of Compliance- Inducted as a member in the inaugural Gulf South Conference Hall of Fame. Mr. Gary Rundles - Head Baseball Coach- Inducted into the Tennessee Baseball Coaches Hall of Fame

### **C. Public/Community Service**

UWA Student-Athletes completed well over 3,000 community service hours in and around the Livingston, Alabama area. These activities included work at local schools, hospitals, nursing homes as well as assisting local residents in the Livingston community. Women's Soccer led all teams by logging 38.5 hours per student-athlete.

## Planning and Assessment Approval

Department or Division: Department of Athletics

Chair or Director: Mr. Stan Williamson

Dean or Vice President: Mr. John Blackwell



12/2/14

ANNUAL PLAN		
Item	Approved	Remarks
<b>Goals</b> Goals are broad statements describing what the unit wants to accomplish. Goals relate to both the unit's mission and the University's mission. The goal(s) is stated as the University goal(s) a unit is attempting to meet.	YES <u>  X  </u>  NO <u>      </u>	
<b>Outcomes/Objectives</b> Outcomes and objectives are statements that describe in some detail what the unit plans to accomplish. Outcomes/objectives are associated with all applicable goals, strategic plans, standards, and institutional priorities.  Objectives are active-verb descriptions of specific points or tasks the unit will accomplish or reach. Outcomes are active-verb descriptions of a desired end result related to student learning and the unit's mission.	YES <u>  X  </u>  NO <u>      </u>  YES <u>  X  </u>  NO <u>      </u>	
<b>Measures</b> Measures are statements to judge success in achieving the stated outcome or objective. Measures contain information on the type of evidence and assessment tool that a unit will use to verify if stated outcome/objective has been met.	YES <u>  X  </u>  NO <u>      </u>	
<b>Achievement Targets</b> Achievement targets are the thresholds that the measures must meet for the unit to determine that it has been successful in meeting its specified outcomes/objectives. Achievement targets are measurable statements.	YES <u>  X  </u>  NO <u>      </u>	

**SELF-STUDY****Item****Approved****Remarks****Findings**

Findings are indications whether an outcome/objective was met or not. Findings are put into the system under each achievement target. Findings include an interpretation of results, possible uses of results, reflection on problems encountered, indicated improvements/changes and strengths or weakness.

YES   X  NO       **Action Plans**

Action plans are detailed plans created by the unit to meet an outcome/objective that was only partially met or not met or to make improvement to those outcomes/objectives that were met but still need some strengthening. The plan includes a projected completion date, implementation description, responsible person(s)/group, resources required, and budget amount (if applicable).

YES   X  NO       

Action plans created in previous cycles have been updated with implementation notes.

YES   X  NO       **Annual Report**

The Annual Report section contains information on key achievements, faculty and/or staff achievements, and community/public.

YES   X  NO       **Analysis Report**

The unit has reflected on and created narratives for each of the following areas: specific strengths and progress made on outcomes/objectives, specific weaknesses or challenges, plans that were and were not implemented, and how assessment results will be used for continuous improvement.

YES   X  NO       

Approved by: \_\_\_\_\_

Signature of Dean or Vice President

Date: \_\_\_\_\_

12/8/14

Received by OIE: \_\_\_\_\_

Signature of Coordinator of Planning and Assessment

Date: \_\_\_\_\_

12/8/14