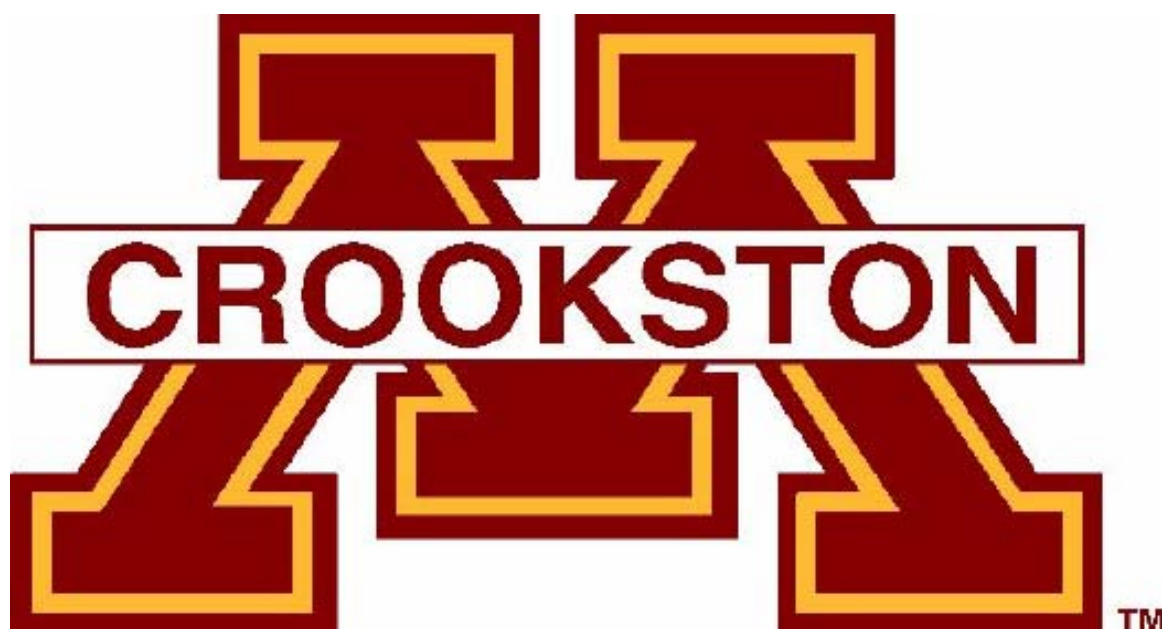


UNIVERSITY OF MINNESOTA, CROOKSTON
ATHLETIC REVIEW COMMITTEE REPORT



NOVEMBER 2006

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INTRODUCTION/CHARGE

In June of 2006, University of Minnesota, Crookston's (UMC) Chancellor, Charles H. Casey established an Athletic Review Committee to study the status of the intercollegiate athletic program on campus. The charge to the committee was to analyze the following information:

- Academic success of UMC student athletes, including recruiting, retention and graduation rates
 - Competitive success of UMC athletic programs
 - Impact of athletics on student enrollment at UMC with special consideration for students of color on campus
 - Overall financial support for athletics at UMC compared with peer institutions, including numbers of coaches and support staff, operating expenses, etc.
 - Scholarship support for UMC student athletes
 - Outside fundraising support for UMC athletic programs
 - Strengths and challenges of alternative divisions or conferences
 - Community involvement with UMC athletics
 - Compliance with NCAA policies
 - Overall visibility of the UMC athletic program and impact on the mission of UMC
-

Report Objectives/Purpose:

To show what athletics in general, bring to a university (the role of athletics).

To examine where we are currently and where we need to be in order to be more competitive.

To analyze three different options for UMC which include the National Collegiate Athletic Association (NCAA) Division II, Division III, and the National Association of Intercollegiate Athletics (NAIA) and how they would compliment the university.

UMC Athletic Department's Mission:

To serve as a window to the University in an environment of integrity and equity that enables student athletes to achieve excellence in their academic and athletic pursuits.

UMC Athletic Department's Core Values:

- *Pride*: a confident, humble pride that has its genesis in discipline, unity, and accomplishment
- *Personal integrity in words and deeds*: enables Golden Eagle Athletics to develop a culture that optimizes educational opportunities for student-athletes and a valued working environment for employees.
- *Respect for human dignity*: Every individual, regardless of the magnitude of their accomplishments, warrants respect and honor.
- *Honoring Excellence*: Pursuit of excellence in all areas of life: academic, athletic, personal, and social.
- *Vision*: Become a 'model' athletic program for small public universities in the country.

UNIVERSITY OF MINNESOTA, CROOKSTON ATHLETIC REVIEW COMMITTEE MEMBERSHIP 2006

Glenn Olsen, Ph.D.

University of North Dakota; Chair of Committee; Teambacker Member

Rick Eber

University of Minnesota, Crookston; Admissions Director; Teambacker Member

Joan Ebnert

University of Minnesota, Crookston; Former Student Athlete

Stephanie Helgeson

University of Minnesota, Crookston; Athletic Director; Teambacker Executive Board Member

Justin Henry

University of Minnesota, Crookston; Former Student Athlete

Chuck Hiller

Bremer Bank; Trust Officer; Teambacker Board Member

Lynn Holleran

University of Minnesota; Associate to Chief of Staff, Office of the President

Birman Jenkins

University of Minnesota, Crookston; Asst. Basketball Coach; Former Student Athlete; Teambacker Member

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Crookston National Bank; Former Student-Athlete; Teambacker Executive Board Member

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Odland, Fitzgerald, & Reynolds; Attorney; Teambacker Executive Board Member

Gary Purath

Regional Agriculture Businessman; Teambacker Member

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Rich Stangle

University of Minnesota, Crookston; Student Association President; Current Student Athlete

Shannon Stassen

University of Minnesota, Crookston; Head Football Coach; Teambacker Member

Vicki Svedarsky

Community Member; Retired School Counselor; Teambacker Member

Kari Torkelson, O.D.

Optometrist; UMC Alumni Association; Former Student Athlete; Teambacker Board Member

John Vallager

Drees, Riskey & Vallager Ltd.; Accountant & Partner; Teambacker Member

EXECUTIVE SUMMARY

The following sections provide a brief summary of the gathered information from each subcommittee of the Athletic Review Committee.

1. Facilities:

The upgraded facilities that UMC needs to be competitive regardless of affiliation are apparent from the committee report. The need for a new fitness/recreation center is recognized and being planned, locker rooms need upgrading, Lysaker Gymnasium has become outdated and needs extensive remodeling and outdoor football, baseball and soccer fields need upgrading. The ice rink for hockey at the Crookston Civic Arena is also in need of renovation.

2. Support Systems

Using information shared with us by other schools, our committee found that UMC is understaffed and under-funded compared to other universities within our conference.

There are services efforts in place for student athletes that include orientation sessions, student support through counseling and career services, mentor systems, faculty advisors, disability services, mandatory study table for student athletes, student support services, academic assistance center, diversity and multicultural affairs, student health services and faculty advisor. The support systems in place should be reviewed to assure the student athlete is provided with all necessary support to remain athletically and academically successful.

In the findings, UMC falls into a lower percentage in the NSIC for athletic training staff, administrative assistants, assistant athletic directors, sports information staff, coaching staff and graduate assistants. UMC is more comparable with support staff in the UMAC and the DAC (*to view support systems, see Exhibit E*).

3. Conference Affiliation

National Association of Intercollegiate Athletics (NAIA) Dakota Athletic Conference (DAC) advantages: possibility of being more competitive, depending on sport; similar size institutions with similar investments in operating budgets and staffing; travel distances and expenses are compatible; staffing seems to be more comparable; continued ability to offer athletic scholarships, and waivers of tuition are allowed in the DAC.

National Collegiate Athletic Association (NCAA) Division III Upper Midwest Athletic Conference (UMAC) advantages: possibility of being more competitive – similar size institutions with similar investments in operating budgets and staffing; men's hockey will have a long-term solution and all other sport programs would be viable; the NCAA provides conference staff, sports information positions, grants and marketing strategies that can increase visibility and support recruitment efforts.

National Collegiate Athletic Association (NCAA) Division II Northern Sun Intercollegiate Conference (NSIC) advantages: membership in the NSIC and the ability to offer scholarships has increased the number of student athletes and students of color; the NCAA provides conference staff, sports information positions, grants and marketing strategies that can increase visibility and support recruitment efforts where we draw a majority of our students; the NCAA provides a balance between institutional controls and compliance with rules and regulations

4. Educational

The subcommittee report indicates that UMC student athlete's academic record compares very favorably in most areas including graduation rates for NCAA Division II colleges and the main campus of the University of Minnesota. Other findings include the percentage of student athletes at UMC is significantly higher compared to schools in the Dakota Athletic Conference (DAC) in the NAIA, the Upper Midwest Athletic Conference (UMAC) in the NCAA Division III and Northern Sun Intercollegiate Conference (NSIC) in NCAA Division II. Another finding is the limited number of majors available to students at UMC compared to the three conferences who were significantly higher.

From the data available, it is noted that UMC has a larger percentage of minority student athletes compared to the DAC. Information on minority student athletes could not be obtained from the UMAC or the NSIC. NCAA Division II athletics brings diversity to the UMC campus. According to Office of Diversity and Multicultural Affairs, 42 percent of all students of color on the UMC campus have been recruited by coaches in various athletic programs and participate in varsity competition.

5. Fiscal and Personnel

The UMC Athletic Department budget is currently \$1.7 million, which ranks last in the Northern Sun Intercollegiate Conference (NSIC), while the NCAA Division II average is approximately \$2.6 million. The mean in the NSIC is \$2.6 million, UMAC mean is \$0.7 million and the DAC mean is \$1 million. Financial reporting is inconsistent between conferences and within a conference. The subcommittee attempted to supplement the information with a questionnaire; however, institutions did not complete information requested and the variables in reporting information is so significant that equivalent comparisons are not possible. Differences in personnel (number of coaches and salaries) are very similar to the differences in total athletic department expenses as documented in the Athletic Task Force FY 05 data.

For UMC to be competitive in the North Sun Intercollegiate Conference (NSIC), funding levels would need to be increased to bring us closer to the average. As a result, private fundraising efforts would also need to be improved.

UMC athletic department funding by the university is currently considered high as a percent of the total budget but UMC has a higher percent of its student population involved in athletics than other institutions of the university system.

6. Constituencies

The information was compiled from five surveys which included faculty and staff; current and former students; alumni athletes; current athletes; businesses; organizations; and Teambacker members. These surveys indicated that athletic programs must be successful and more competitive in order to attract greater private financial support and overall participation.

THE ROLE OF THE ATHLETIC DEPARTMENT

How Athletics Supports the University of Minnesota, Crookston Mission

Intercollegiate athletics helps support the University's mission by offering activities that enhance students' personal and cultural development, while providing lifelong skills and team building techniques that will benefit the future of each student athlete. Athletics also provides community awareness and involvement. The University of Minnesota, Crookston receives statewide publicity, which also benefits the recruitment of students and ultimately proves to be a major contributor in providing exposure for UMC, regionally and nationally. Intercollegiate athletics inspires more opportunities and builds a connection for alumni, as a way to increase the potential for future gift giving to the University.

The University of Minnesota, Crookston's affiliation with NCAA Division II and the Northern Sun Intercollegiate Conference provides a unique balance between athletics and academics. It enables the student athlete to obtain a rich and quality education, allowing professional growth and development from a hands-on, four-year, career orientated institution, while participating in athletics at a competitive and highly respected level.

Athletics on the University of Minnesota, Crookston campus provides commitment to gender equity and diversity, while upholding a greater sense of integrity, leadership, sportsmanship and ethical behavior to the overall campus dynamic.

Intercollegiate Athletics

The University of Minnesota, Crookston athletic program is currently in its ninth year as a member of the National Collegiate Athletic Association (NCAA) Division II and eighth year as a member of the Northern Sun Intercollegiate Conference (NSIC) – member schools include; Bemidji State University, Concordia St. Paul, Northern State University, Wayne State College, Winona State University, Minnesota State University Moorhead, Upper Iowa University, Southwest Minnesota State University, University of Mary. The hockey team competes in the NCAA Division III Midwest Collegiate Hockey Association (MCHA) and the Equestrian team competes in the Intercollegiate Horse Show Association (IHSA). With some 280 student athletes the athletic program has grown over the last decade. Many athletes have earned All-Conference and All-Academic honors while competing for UMC.

Past and Ongoing Successes

Some of the recent *athletic teams' accomplishments* include:

- 2006 Women's Basketball ranked 8th out of 25 on the Academic Honor Role in Division II by the Women's Basketball Coaches Association (WBCA)
- 2006 Men's Golf Super Regional's
- UMC student athletes have also received numerous all-conference and all-academic team awards
- Joe Hasz All-Time NSIC Scoring Leader (Men's Basketball)
- 2004-2005 Nationals Participant (Women's Golf)
- 2004-2005 Nationals Participant (Men's Golf)
- 2004-2005 Nationals Participant (Equestrian)
- 2004-2005 MCHA Runner-Up (Hockey)
- 2003-2004 Nationals Participant (Equestrian)
- 2003-2004 Nationals Participant (Men's Golf)

- 2003-2004 A Division II, Top 25 poll ranked team at No. 8, with a 3.451 cumulative team grade point average in the WBCA Academic Honor Roll, highest-rated school in the NSIC (Women's Basketball)
- 2002-2003 Nationals Participant (Equestrian)
- 2002-2003 NSIC Runner-Up (Women's Basketball)
- 2002-2003 Qualified for their first time ever NSIC Tournament (Soccer)
- 2003-2004 MCHA Champions (Hockey)
- 2002-2003 MCHA Champions (Hockey)
- 2002-2003 Nationals Team Participant (Men's Golf)
- 2002 NSIC Champions (Men's Golf)

The latest graduation rate for student athletes is on par with the general student population at 39 percent.

The UMC athletic program was successful in securing the **NCAA II Strategic Alliance Matching grant**. The grant allows for the hiring of a full-time Assistant Athletic Director/Senior Women's Administrator. The salary for this position is funded through the NCAA and UMC for a total of five years (year 1: NCAA 75% and UMC 25%, year 2: NCAA 50% and UMC 50%, year 3: NCAA 25% and UMC 75 %, years 4 and 5: UMC 100%). The grant contract has entered its 3rd year and the employee in this new position is continually reaching goals and expectations in regards to progress and growth within the position. Some accomplishments include: progression in the areas of marketing and promotions, game day experience, corporate sponsorships, attracting new people to events, implementing Kids Club and working with the Athletic Director in areas of budget management and planning, game management, event coordination and working weekly with the Athletic Management Team. Other responsibilities include: advising the Student Athletic Advisory Committee, supervision of Sports Information office, department interns and work-study employees, serving on various campus and national committees, monitoring Gender Equity and Title IX issues, and attending various conferences and training sessions each year.

Student athletes also participate in many community service activities through the **Student Athletic Advisory Committee (SAAC)**, which is a committee made up of student athletes assembled to provide insight on the student-athlete experience. The SAAC also offers input on the rules and regulations and policies that affect student-athletes' lives on NCAA member institution campuses. NCAA legislation mandates that all member institutions have SAAC's on their respective campuses. The purpose of SAAC may vary across campuses; however the following five points reflect the primary purposes of SAAC and should serve as a guideline when developing a strategic plan:

- Generate a student-athlete voice within the institution
- Solicit student-athlete response to proposed NCAA legislation
- Suggest potential NCAA legislation
- Organize community service efforts
- Create a vehicle for student-athlete representation on campus-wide or conference-wide committees

UMC's SAAC participate in a wide variety of activities including alcohol/drug education, educational outreach, and community outreach. The SAAC projects such as "Book Buddies" and "Meals on Wheels" have been a positive bridge builder to the community. The SAAC was honored in 2002 with the Dale Knotek Community Service award and continues to take part in significant projects throughout the community of Crookston and on campus. Volunteer programs such as "Habitat for Humanity", the Polk County Public Health's "Fitness Fever" and other programs with a mentoring influence are just a few areas in which SAAC is an essential part of

ongoing program success. Nationally the SAAC is involved with the "Make a Wish" foundation at the Division II level. In 2006 Division II SAAC's raised over \$100,000 for "Make a Wish". Our SAAC officers will also have the opportunity to attend the annual NSIC Spring Meetings where they will be a part of a larger volunteer project in collaboration with other member's SAAC's.

The UMC Athletic Department was successful in receiving the **NCAA II Degree Completion Award twice**, which was awarded to Amy Kuznia, Women's Basketball player in April of 2004 and Christie Chappell, Women's Soccer player in 2006.

In the fall of 2003 the UMC Athletic program went through a **compliance audit** by the NCAA. A blueprint program has been put in place to ensure athletic compliance in the NCAA. A **compliance committee** has been established on campus to monitor and ensure initial and continuing eligibility along with all aspects of NCAA compliance.

Current Strategies

The Intercollegiate Athletic program added women's tennis in the fall of 2005, which enables the athletic program to maintain compliance in the Northern Sun Intercollegiate Conference. The UMC Athletic Department applied and was awarded a NCAA Coaching Enhancement Grant (\$15,000 per year for 2 years) in order to secure funding for a Head Women's Tennis position.

In a coordinated effort by the Athletic Department and the UMC Teambacker organization, a full-time athletic fundraiser position was proposed in spring 2005. The position was approved by the UMC administration in August of 2005 and since then the UMC Development Office has hired a person on an annual contract agreement. Funding for this position comes primarily from the Teambacker organization.

Athletic scholarships have increased by \$54,000 for 2006-07 season, which brings the scholarship total to \$366,000.

Funding was secured to renovate the fitness center, which was completed in the spring of 2006.

Near Term Changes

The UMC administration secured Higher Education Asset Preservation and Replacement (HEAPR) funding to complete the football field and track complex upgrades. The project is scheduled to start in the spring of 2007 and when finished will include ticket, restrooms and a concession area.

Longer Term, High Impact Changes

The Knutson gymnasium was renovated in the mid 1980's to provide a fitness area for students, but in order to improve and maintain the highest quality intramural, recreational and programming opportunities the University of Minnesota, Crookston goal is to encourage the development of a state-of-the-art facility to ensure students' needs are being met. As students are demanding more in the areas of fitness and wellness we need to be able to be competitive with other universities in the region and offer a facility that is up-to-date.

A new fitness-recreation center could provide UMC with an indoor track, additional activity courts for basketball, volleyball, tennis, indoor ice rink, pool, climbing wall, additional cardiovascular and weight-lifting machines as well as an aerobic (dance) facility.

A fitness assessment program could also be offered, which would include a fitness level test, a body composition test, blood pressure screening, a nutrition consultation and an exercise program designed for individuals.

Aerobics classes could be held throughout the year, which could include; low-impact, high-low impact, toning, cross conditioning, yoga, stability ball, Pilates and others.

UMC is currently working with the city of Crookston in a collaborative effort to fund a community/wellness/recreation center. Plans are to secure bonding in 2008 for the project.

NCAA Division II Membership Key Points

1. Geographic Location

Due to the geographic location of UMC, we are in an excellent region to participate with other nearby NCAA II institutions (NSIC and NCC). The proximity of these institutions helps to keep travel costs to a minimum.



2. Media Recognition

Being a part of the NSIC provides weekly exposure through the Northern Sun Spotlight radio show, which is broadcasted throughout five states in the Midwest; North Dakota, South Dakota, Minnesota, Iowa and Nebraska. There is more media recognition for institutions participating in NCAA Division II than there is at the NCAA Division III or NAIA levels. Currently UMC is participating as a NCAA Division II member which has given the institution a tremendous amount of publicity that can not be measured by dollars. In 2006, Winona State (NSIC member) won the NCAA Division II Men's Basketball National Championship giving not only the NSIC national recognition but also affiliated members including the Crookston campus.

3. Recruiting

Recruiting is enhanced by the opportunity for student athletes to receive an athletic scholarship. Approximately 130 of 280 athletes that play an intercollegiate sport receive an allotment of athletic scholarship (totaling over \$300,000). The majority of athletes at UMC would not be here without athletic aid. Approximately 70 student-athletes in our Hockey and Equine programs do not receive athletic aid. Equestrian is considered to be an emerging sport in NCAA Division II and Hockey participates at the Division III level, where athletic scholarship allocations are not permitted.

4. Academic Offerings

The ability to offer athletic scholarships is important to recruiting and retaining students at UMC. Because the Crookston campus has a limited number of academic majors, retention becomes difficult when athletic scholarship options are not available.

5. Fundraising

The UMC Teambackers, the athletic fundraising arm, raises an average of approximately \$150,000 annually which is designated to operating budgets, salary and about 50 percent is designated to athletic scholarships.

6. Student Athlete Experience

Some of the experience that athletes receive at UMC's current level includes:

- a. Playing in the best professional, NCAA Division I and Division II venues in the country (Williams Arena, Hubert H. Humphrey Metrodome, Alerus Center, Ralph Engelstad Arena, etc)
- b. Playing against some of the top NCAA Division II teams in the country
- c. Experience of playing in front of over 10,000 fans
- d. There are challenges due to the competitiveness of the teams which is also a factor in student athlete experience

7. Sport Sponsorship Requirements

NCAA Division II requires a minimum of 10 sports for sponsorship.

8. NCAA Money

The NCAA returns approximately \$80,000 (\$8,000 per/institution) to the NSIC as part of an enhancement fund. The NSIC conference office uses the enhancement funds to provide better services for student athletes and training for coaches and administrators alike. The NSIC also distributes grant funds to each school; \$1,600 for CPR certification, \$4,500 academic enhancements for student athlete's tutoring, etc., \$300 student athlete training, \$250 Student Athletic Advisory Committee.

UMC has also been awarded two grants from NCAA Division II; the Strategic Alliance Matching Grant program, which enabled UMC to hire a full-time Assistant Athletic Director and this past year, received a coaching enhancement grant for \$15,000 a year for two years

in which we were able to hire a Head Women's Tennis/Assistant Women's Basketball Coach.

9. University of Minnesota

With the departure of the University of Minnesota, Duluth and the University of Minnesota, Morris from the NSIC, UMC has the only University of Minnesota presence in the NSIC. This is advantageous in recruiting.

10. Diversity

NCAA Division II athletics brings diversity to the UMC campus. According to Office of Diversity and Multicultural Affairs, 42 percent of all students of color on the UMC campus have been recruited by coaches in various athletic programs and participate in varsity competition.

ISSUES CONSIDERED

A. FACILITIES

Regardless of conference affiliation, UMC needs to look at upgrading the athletic facilities. A comprehensive look is defined below.

Lysaker Gymnasium

Lysaker gymnasium was built in 1981, which was then considered to be the premier facility in Northwest Minnesota for volleyball and basketball games as well as tournaments. The Minnesota State High School League has utilized the facility since its inception but after 24 years the facility needs to be updated:

- The gymnasium needs a new floor: on both side courts the tartan is peeling up although repairs have been made and the main court has an uneven playing surface, which increases injury occurrences. The ability to create a collegiate atmosphere including the ability to move the bleachers closer to the playing floor is difficult.
- Two of the four locker rooms are outdated.
- The equipment room and storage areas are compacted and the building lacks any additional space to be utilized for storage, equipment and necessary maintenance supplies along with additional office space.
- As Lysaker has become outdated, new facilities in the area, such as the Ralph Engelstad Arena in Grand Forks and another in Thief River Falls have been looked to by various organizations like the MSHSL to host tournament games, which ultimately causes a loss in revenue for UMC.
- Higher Education Asset Preservation Restoration (HEAPR) funding was approved and the upgrade of the fitness center is completed.

Outdoor Football Field and Track Complex

- The outdoor football/track complex needs to be completed with ticket area, locker rooms, showers, bathrooms and concessions. HEAPR funding has been secured, project will start spring 2007.
- Possibility of turf surface on the football field with a portable dome would result in less maintenance in the future, the possibility of hosting playoff games and other UMC athletic teams could utilize this facility.
- Bids went out for the resurfacing of the track in the fall of 2006 and the work will be completed in the spring of 2007.

Baseball Diamond

- The UMC baseball diamond needs new fencing, dugouts, scoreboard, lights and PA system.

Soccer Field

- The soccer field needs dugouts, lights, scoreboards, press box with storage shed and PA system

Hockey – Crookston Civic Arena

- The hockey team practices and plays at the Crookston Civic Arena. The locker rooms and showering areas are in need of renovation. A new facility would prove to be beneficial and would be utilized by the community, high school and UMC (project plans are currently underway).

Wellness Center

- The long-term goal would be to secure funding for a new wellness center on campus; this could be a joint project with the high school and community. Options are currently being explored (*to view the 2005 Regents Report on Recreational Facilities, see Exhibit D*).

Facility Comparisons: (*To view facility comparisons, see Exhibit A, B & C*)

Purpose:

To compare NCAA Division II, NCAA Division III and NAIA facilities.

Process:

We researched conferences and their membering universities around the North Central area in National Collegiate Athletic Association (NCAA) Division II, Division III and National Association of Intercollegiate Athletics (NAIA) and compared their facilities as well as roster size.

The researched conferences include the NCAA DII Northern Sun Intercollegiate Conference (NSIC) which is made up of 10 membering universities: Bemidji State University, Concordia University - St. Paul, University of Mary (N.D.); University of Minnesota, Crookston; Minnesota State University Moorhead; Northern State University (S.D.); Southwest Minnesota State University; University of Upper Iowa; Wayne State University (Neb.); and Winona State University.

In the NCAA DIII level we researched the Upper Midwest Athletic Conference (UMAC) which consists of eight membering universities: Bethany Lutheran College; Crown College; Martin Luther College; University of Minnesota, Morris; Northland College; Northwestern College; Presentation College; and The College of St. Scholastica.

The NAIA conference, Dakota Athletic Conference (DAC) is made up of eight membering universities: Black Hills State University; Dakota State University; Jamestown College; Mayville State University; Minot State University; South Dakota School of Mines and Technology; and Valley City State University.

Each school's number of facilities was researched which included the gymnasium, football field, locker rooms, weight room, practice facilities, training room, soccer field, softball field, softball field, equine and tennis. We surveyed each school requesting details of their facilities (size, capacity, etc.) and availability of facilities.

B. SUPPORT SYSTEMS

Using information shared with us by other schools, our committee found that UMC is understaffed and under-funded compared to other universities within our conference. The committee polled members of the NSIC, DAC and UMAC to gather data to compare UMC. We communicated with directors from Sports Information, Athletics, Admissions, Financial Aid and research university websites to compile the statistics in the attached spreadsheet (*to view support systems, see Exhibit E*).

In the attached spreadsheet, you will find the school, state, conference, enrollment, quantity of full-time trainers, athletic administrative assistants, assistant athletic directors, sports information staff, number of sport offerings, number of coaching staff and total graduate assistants. In the findings, UMC falls into a lower percentage in the NSIC for athletic training staff, administrative assistants, assistant athletic directors, sports information staff, coaching staff and graduate assistants. UMC is more comparable with support staff in the UMAC and the DAC (*see Exhibit E*).

Services That Support Retention Efforts:

The UMC Athletic Department has implemented the following programs or efforts to help enhance student-athlete retention. Retention of student-athletes is undoubtedly one of our highest priorities as an athletic coaching staff and administration.

- At the beginning of each school year (fall term) the athletic department hosts an orientation session for all student athletes including incoming freshman, transfers and returnees. During the session, a thorough review of the student-athlete handbook is administered that includes expectations, policies, procedures and compliance issues. The Alcohol, Tobacco, and Other Drugs (ATOD) representatives share information and perform a survey as well.
- UMC coaching staff is encouraged and continually reminded to provide direction to the student athletes regarding the usage of on-campus Student Support Services, Counseling and Career Services, Advisors and Disability Services.
- The Student Athletic Advisory Committee (SAAC) provides an opportunity for student-athletes to voice concerns and issues they may have as an individual or as a team.
- Mandatory study tables are administered to most teams; especially to those teams and student-athletes that typically demonstrate problems academically.
- Coaches meet with each player on a regular basis, both in-season and post-season (weekly, or bi-weekly at minimum).
- The Faculty Athletic Representative has started the process of exit interviews for those student-athletes that graduate, transfer or leave school. These interviews are implemented as a tracking tool to obtain information about experiences, comments and concerns regarding the student's time at UMC. The Admissions Department/First Year Experience is also conducting a similar program currently.
- The UMC Athletic Department is implementing a new mentoring program "UMC Heads Up!" (Helping Empower Student-Athletes to Developmentally Succeed and Understand Potential). The Associate Director of Athletics and the Assistant Director of Athletics/SWA have researched the program, designed a protocol, met with staff and coaches and will implement the program in spring 2007. "Heads Up" is designed to

assist first-year student athletes to adjust to the demands of BOTH intercollegiate athletics and university academics by communicating with student athletes who have successfully completed their first year.

C. CONFERENCE AFFILIATIONS

Both NCAA Division II and Division III require 10 sports for sponsorship. The NAIA has no minimum for sport sponsorship and the DAC has a minimum of six sport sponsorships.

UMC has three conference and division affiliations possible.

- National Association of Intercollegiate Athletics (NAIA) Dakota Athletic Conference (DAC)
- National Collegiate Athletic Association (NCAA) Division III Upper Midwest Athletic Conference (UMAC)
- National Collegiate Athletic Association (NCAA) Division II Northern Sun Intercollegiate Conference (NSIC)

NAIA Dakota Athletic Conference (DAC)

Advantages:

1. Possibility of being more competitive – depending on sport
2. Staffing seems to be more comparable – Many DAC schools have education or Physical Education as a major. Therefore, part of the coaches salary is allocated from a faculty line and the other part comes from athletics, while spending a majority of their time in athletics
3. DAC dues are less expensive than the NSIC
4. UMC will still have the ability to offer athletic scholarships, but the DAC offers a large amount of waivers
5. NAIA has implemented a Champions of Character program
6. Size of institutions are comparable
7. Could be more in line with scholarship funding
8. Travel distance and expenses are comparable

Mileage Chart: DAC

Jamestown	1812 miles
Valley City	1887 miles
Mayville	2150 miles
Dickinson	2207 miles
Minot	2275 miles
Crookston	2440 miles
Dakota State	2765 miles
Black Hills	2971 miles
SD Tech	3195 miles

Challenges:

1. The DAC sponsors a minimum of six sports which means that we would have to reduce the number of sports we offer, including women's tennis and soccer, hockey and equestrian. The operation of independent sport schedules to maintain current sports would increase costs.
2. Overall support provided by conference in terms of conference staff, sports information positions and student input is limited and marketing strategies could reduce visibility of campus athletic programs and image in general, regionally and nationally, and affect recruitment efforts
3. There is limited compliance (e.g. no drug testing policies); grant and enhancement funds are not available; 80% of the NAIA are private institutions that provide more academic offerings.
4. No reimbursement for the majority of post season play with the exception of football through the NAIA and basketball through the DAC: this is minimal and there is a bid process
5. Countable aid is calculated differently:
 - a. Junior Varsity participants do NOT count
 - b. Dual sport athletes are equally prorated to each sport
 - c. Individuals do NOT count if they have a 3.6 GPA or are in the top 10% of their class
 - d. On ½ of aid to continuing students with a 3.3 – 3.59 GPA or upper 11 – 25% class rank will count against limits
 - e. Aid to entering freshmen will be exempted upon achievement of:
 - f. Minimum SAT/ACT (1053/23 = ½ exemption, 1200/27 = Full Exemption)
 - g. Cumulative high school GPA (3.50 – 3.74 = ½ exemption, 3.75 – 4.0 = Full Exemption)
 - h. High school class rank (Top 11 – 25% = ½ exemption, top 10% = Full Exemption)
6. DAC has the ability to offer minority waivers which UMC does not have access

NCAA Division III Upper Midwest Athletic Conference (UMAC)

Advantages:

1. Men's hockey will have a long-term solution to survive and possibly thrive
2. Equestrian could still be an emerging sport to help with gender equity
3. Ability to add men's soccer, as we already have a club team
4. Still be apart of a professional organization – NCAA
5. Opportunity to apply for NCAA Grants
6. Similar size institutions

Challenges:

1. UMAC has a moratorium on membership at least until 2010-11; UMC will not have a conference to compete in
2. Average ACT score is 26 in the UMAC – UMC is at approximately 22
3. Would not have the ability to offer athletic aid; in turn will make recruiting very difficult
4. Other UMAC and Division III members have large endowments that they may utilize i.e. Great football player can receive a leadership scholarship to replace athletic aid
5. Academic profiles of the UMAC institutions are very different from the NSIC; the UMAC institutions has more majors and consists of more Liberal Arts institutions

NCAA Division II Northern Sun Intercollegiate Conference (NSIC)

Advantages:

1. NCAA Division II has brought a lot of great things to this campus and community; some are difficult to measure such as publicity and others that are proven:
 - a. Increase in student-athlete enrollment: 180 Student-Athletes in 1997-98 to nearly 280 student-athletes today
 - b. Division II has brought diversity to the campus; currently 42% of the diverse students are Student-Athletes
2. Grants and enhancement funds received because we are NCAA Division II
 - a. Strategic Alliance Matching Enhancement Grant promotes diversity and gender equity in administration
 - b. Coaching Enhancement Grant promotes diversity in coaching
 - c. Two NCAA Degree Completion Awards
 - i. Women's Basketball and Women's Soccer
 - ii. \$8,500 in Enhancement Funds in 04-05 & 05-06
3. Publicity and image has been excellent; Weekly radio shows, TV shows, web casts, newspapers in areas which our coaches recruit, National championship teams in the NSIC
4. Division II provides a unique balance between athletics and academics: The NCAA and NSIC have a commitment to institutional control, compliance rules and regulations, emphasis on the development of Student-Athletes as leaders and academic excellence is highly recognized
 - a. Graduation rates are emphasized
 - b. Student-athletes have a voice in the conference with the Student Athlete Advisory Committee (SAAC)
5. NSIC Travel: UMC has the fourth best in the league with 2759

Challenges:

1. No NCAA Division II Hockey

2. UMC's facilities rank in the bottom half of the NSIC
3. UMC's funding is in the bottom half of the NSIC
4. UMC has limited academic offerings compared to other NSIC schools
5. UMC scholarship offerings rank in the bottom half of the NSIC and is the only school that does not offer waivers
6. UMC would need to increase coaching and administrative staff to align themselves with other schools within the NSIC
7. UMC would be the smallest school in the conference
8. With limited business and industry in the community and region, along with being a four year institution for only 13 years, makes private fundraising more difficult

D. EDUCATIONAL

The University of Minnesota, Crookston Students of Diversity Associate with Athletics

Breakdown for 2005-2006

Total Students of Color	112
Total PSEO/HS Special Students	26
Total Students of Color less PSEO/HS Special Students	86
Total Students of Color who have participated in Athletics in 05-06	36
Percent of Students of Color - participated in Athletics in 05-06	41.80%
Percent of Students of Color/Athletes compared to overall full time student body	(36/1053)3.4%

Information obtained from the Office of Diversity and Multicultural Affairs.

Student-Athlete GPA's for 2005-2006

Total CUM GPA for all returning Student-Athletes = 2.71

<u>Team</u>	<u>Cumulative GPA</u>
Football	2.52
Volleyball	3.03
Soccer	2.74
Men's Golf	2.33
Women's Golf	2.88
Men's Basketball	2.68
Women's Basketball	3.00
Hockey	2.58
Equine	3.02
Softball	2.89
Baseball	2.60
Tennis	2.50

Athletic Enrollment Breakdown (2005-06 Data)

(To view roster comparisons, see Exhibit F)

- 290 Student-Athletes are being tracked in the Compliance Software as of 8-1-05

- 270 Current Student-Athletes in the Compliance Software (12-Withdraws from UMC since 8-1-05, 8 - Did not enroll reason unknown)
- 253 Active current Squad List Participants
- 18 Dual Sport Athletes - they would appear on more than one squad list
- 45 Students enrolled at UMC for fall 2005 not currently participating (Reasons; Exhausted Eligibility, Red-Shirts, Not currently participating, Not currently Eligible)
- 280 Total Current Student-Athletes Tracked at UMC (Total Active Squad List members plus Students Enrolled at UMC who were recruited and/or have participated in athletics at one time or will participate when and if they get eligible minus dual sport athletes counted twice on squad lists)

These numbers will change very little at this point until semester break (05-06) when some student-athletes will graduate or make other changes (*to view UMC athletic records and participation breakdown, see Exhibit G*).

E. FISCAL AND PERSONNEL

Attached as a part of this report are the following documents:

1. Athletic Task Force FY 05 Data (*obtained from EADA Report, see Exhibit I – I, I – II, I - III*)
2. NSIC Scholarship Report for Academic Year 2005/06 (*to view the NSIC scholarship chart, see Exhibits H*).

After reviewing the information available from the Equity in Athletics Disclosure Act (EADA) it was apparent that financial reporting is inconsistent between conferences and within a conference. For example the data is not submitted by the same office by each institution; consequently some recruiting expenses might be charged to admission and some coaches' salaries might be charged to the physical education department. The subcommittee attempted to supplement the information with a questionnaire; however, institutions did not supply complete information.

The most accurate is the NSIC Conference Scholarship Report because of reporting requirements.

Key Issues

Scholarship Dollars

The UMC Athletic Department was allocated \$245,000 in athletic scholarships for fiscal year 2003-2004; the dollar amount spent \$242,000.

The 2004-2005 proposed scholarship allotment was \$184,000. With a change in administration the 2005-06 scholarship allocation was increased to \$312,000 and the 2006-07 scholarship allocation was approved at \$366,000. As the University of Minnesota, Crookston has only been a four-year institution for the past 13 years, our alumni base is limited and the resources for contributions to scholarships are minimal (*to view the NSIC scholarship chart, see Exhibits H*).

Even with the inconsistent information available the following are the subcommittee findings:

TOTAL ATHLETIC DEPARTMENT EXPENSES

- NSIC conference mean approximately \$2.6 million
- UMAC mean is \$0.7 million
- DAC mean is \$1 million
- UMC athletic budget \$1.7 million (last in NSIC)
- UMC's current expenses include hockey and equestrian; two sports not sponsored by most other institutions (estimated total for both - \$170,000).

ATHLETIC SCHOLARSHIPS

- NSIC Conference approximate means
 - Men 24
 - Women 18
- UMC Scholarships
 - Men 17.5
 - Women 11.3

NAIA/DAC scholarships information may be understated because many athletes receive academic aid which is not allocated to the athletic department.

PERSONNEL

Differences in personnel (number of coaches and salaries) are very similar to the differences in total athletic department expenses (see Athletic Task Force FY 05 Data)

COMPETITIVE POSITION

For UMC to be competitive in the North Sun Intercollegiate Conference (NSIC), funding levels would need to be increased to bring us closer to the average. As a result, private fundraising efforts would also need to be improved.

FUNDING ATHLETICS

- Room and board waivers (which are used by some institutions) help the athletic department but create a corresponding deficit in another department and ultimately require additional university funding or redistribution funds.
- Private funding (Teambackers) currently provides support for athletics. If private support increased to \$200,000/\$250,000 all additional funds could be used for program activities.

Private Donation NSIC Comparisons

University	Private \$ Raised	Teams	Staffing	Other
Bemidji State	\$250,000	N/A	1 FT	N/A
Moorhead	\$200,000	N/A	0 FT	N/A
Southwest Minnesota State	\$113,000	N/A	1.5 FT	N/A
Northern State	1,025,000	0	2.5 FT	Includes ticket sales, corporate sponsors, etc.
Winona State	\$275,000	N/A	1 FT	N/A
Concordia-St. Paul	N/A	N/A	N/A	N/A
Wayne State College	\$200,000	\$75,000	0 FT	AD/Coaches
University of Mary	Confidential	Dispersed by VCF	N/A	Coaches and AD NOT ALLOWED TO FUNDRAISE
Upper Iowa University	\$125,000	N/A	1 FT	Asst AD-External Affairs ONLY
Minnesota, Crookston	\$150,000	\$10,000	1FT	N/A

*Information obtained by intuitions athletic administrators

- UMC athletic department funding by the university is currently considered high as a percent of the total budget but UMC has a higher percent of its student population involved in athletics than other institutions of the university system.

F. CONSTITUENCIES

(To view copies of constituency surveys, see Exhibit J - I, J - II, J - III, J - IV, J - V)

The information gathered for this report was compiled from five surveys. The five surveys consisted of the following:

- Faculty & Staff of UMC (FS Survey)
- Current and Former Students of UMC (CFS Survey)
- Alumni Student-Athletes of UMC (ASA Survey)
- Current Student-Athletes of UMC (CSA Survey)
- Businesses, Organizations & Teambacker Members (BOT Survey)

Approximately 3,000 surveys were sent out via mail and email and 544 surveys were returned. The 544 surveys consisted of 68 Faculty & Staff, 183 Current and Former Students, 66 Alumni Athletes, 99 Current Athletes, 128 Businesses, Organizations & Teambackers. 201 Additional Comments were also given on the returned surveys.

In summarizing this information, the strengths and weaknesses will be listed for the following three options:

1. Remain NCAA Division II program in the NSIC Conference.
2. Become NCAA Division III and join the Upper Midwest Athletic Conference.
3. Become NAIA Division II program and join the Dakota Athletic Conference.

Along with this, other surveys results considered to be neutral will be given and the 201 additional comments will be summarized.

Remain NCAA Division II program in the NSIC Conference

Strengths:

- If we invest and become more competitive, 33.3% of the surveys indicated that they would be more supportive, while only 3.9% said they would be less supportive, resulting in a net gain of 29.4%.
- If we invest and become more competitive, 25.3% of the surveys indicated that they would provide more financial support, while only 5.1% indicated they would provide less financial support, resulting in a financial increase of 20.2%.
- The ASA Survey indicated that receiving an athletic scholarship was a major consideration for choosing UMC for 35.7% and a minor consideration for 33.3%, while only 31% said it was not a consideration.
- The CSA Survey indicated that being a NCAA Division II program was a major consideration for choosing UMC for 44.4%, minor consideration for 34.3%, and not a consideration for 21.2%.
- The CSA Survey indicated that receiving an athletic scholarship was a major consideration for choosing UMC for 61% and a minor consideration for 12.2%, while only 26.8% said it was not a consideration.

Weaknesses:

- The ASA Survey indicated that being a member of a NCAA Division II program was not a consideration for choosing UMC for 51%, while only 20.4% indicated it was a major consideration and for 26.5% it was a minor consideration.
- The ASA Survey indicated that being a member of the NSIC conference was not a consideration for choosing UMC for 55.1%, while only 18.4% indicated that it was a major consideration and for 26.5% it was a minor consideration.

Become NCAA Division III and join the Upper Midwest Athletic Conference

Strengths:

- The surveys included approximately 13 comments regarding the need to join the UMAC.

Weaknesses:

- The surveys indicated that 12.4% would attend more events, while 29.4% would attend fewer events, for a net loss of 17%
- The surveys indicated that 6.8% would increase financial support, while 23.9% would decrease financial support, for a net loss of 17.1% of financial support.
- The ASA Survey indicated that receiving an athletic scholarship was a major consideration for choosing UMC for 35.7% and a minor consideration for 33.3%, while only 31% said it was not a consideration.

- The CSA Survey indicated that being a NCAA Division II program was a major consideration for choosing UMC for 44.4%, minor consideration for 34.3%, and not a consideration for 21.2%.
- The CSA Survey indicated that if UMC joins the UMAC conference, 51.5% would continue to participate in athletics, however 8.1% said that they would not participate but would stay enrolled and 40.4% would transfer to another college.

Become NAIA Division II program and join the Dakota Athletic Conference

Strengths:

- The ASA Survey indicated that receiving an athletic scholarship was a major consideration for choosing UMC for 35.7% and a minor consideration for 33.3%, while only 31% said it was not a consideration.
- The CSA Survey indicated that receiving an athletic scholarship was a major consideration for choosing UMC for 61% and a minor consideration for 12.2%, while only 26.8% said it was not a consideration.
- The CSA survey indicated that if UMC became a NAIA Division II program and joins the DAC conference, 66.3% would continue to participate in athletics, while 5.1% said that they would not continue to participate in athletics but would stay enrolled, and only 28.6% would transfer to another college.

Weaknesses:

- The surveys indicated that 13.3% would attend more events, while 23.5% would attend fewer events, for a net loss of 10.2%
- The surveys indicated that 8.5% would increase financial support, while 20% would decrease financial support, for a net loss of 11.5% of financial support.
- The CSA Survey indicated that being a NCAA Division II program was a major consideration for 44.4%, minor consideration for 34.3%, and not a *consideration for 21.2%*

Other Surveys Results Considered Neutral

- The FS Survey indicated that 46.2% are very satisfied, 26.2% are moderately satisfied, and 9.2% are slightly satisfied with Athletic Department interaction and involvement, while only 18.4% are either slightly, moderately, or very dissatisfied.
- The FS Survey indicated that 15.4% do not attend/listen to any athletic events. Of this percent, 6.5% do not enjoy college athletics, 35.5% do not have time for athletic events, 38.7% do not attend due to the teams not being competitive, 19.4% of other.
- The FS Survey indicated that 60% consider the amount of time student athletes spend away from campus due to travel acceptable, while 18.5% consider it not acceptable.
- The FS Survey indicated that 85.3% would provide the same level of accommodation if the student athletes were required to spend more time away from campus due to travel, while 8.8% would provide a higher level of accommodation and 5.9% would provide a lesser level of accommodation.

- The FS Survey indicated that 30% believe that the student athletes are higher quality and better prepared academically since UMC changed national and conference affiliation, while 30% believe that it is that same and 40% believe the student athletes are of lesser quality.
- The CFS Survey indicated that 24.2% do not attend/listen to any athletic events. Of this percent, 41.5% said that it was due to the athletic teams not being competitive.
- The CSA Survey indicated that being a member of the NSIC conference was a major consideration for 20.2%, minor consideration for 31.3%, and not a consideration for 48.5%.
- The CSA Survey indicated that only 11.1% were very satisfied with the practice and game facilities, 43.4% were just satisfied, 22.2% were neutral, 15.2% were dissatisfied, and 8.1% were very dissatisfied.
- The CSA Survey indicated that 36.3% were either dissatisfied or very dissatisfied with the number of support staff (assistant coaches, training room, and sports information).

Additional Comments

Approximately 35 comments regarding the University needing to fund athletics, examples:

“In order for the athletic programs to be successful, they must be funded! If we lose athletes, then we lose money for the University.”

“UMC is not a D3 campus! We do not have the majors to be D3 and if we went to D3 we would lose students from this campus. Also the NAIA in this area is going away and most of the DAC teams are looking to become D2 so why move down? Also the exposure that we receive for being part of the NSIC is way too valuable. People know about the NSIC and its D2 connection. Most people do not know what the NAIA or the UMAC even are. Plus if you look at what has happened at the Morris campus, they went to the UMAC and are still under funded and are not really any better than when they were in the NSIC, Athletics bring in between 1/4 and 1/3 the students on this campus and it is time that these students got the support from faculty members on this campus. If we stay in the NSIC we can drive enrollment for this campus with athletics if it is supported both with money and effort.”

“Creating a task force to weigh out the pros & cons of athletics is important, but at UMC it has hindered the universities fund-raising efforts and placed undue stress on the coaching staff and student athletes. UMC can compete in all athletic venues if sufficient, competitive, invested funds are placed in support of Golden Eagle Athletics. Research has proven that the three most vital areas of investing dollars in Higher Ed Institutions are athletics, development/fund-raising, and admissions. If this occurs, then success will breed and the university will flourish. Staying in the current league is what needs to happen, but then one must feed all areas by funding if success is to occur.”

Approximately 21 comments regarding the need to win, examples:

“An increase in competitiveness would be beneficial for the whole community, whether this means dropping lower or not, winning creates a better collegiate atmosphere.”

“Need to put out a quality product, success breeds quality support.”

“We need to fund all the programs we offer properly. If that isn’t possible we need to get into a conference that we can favorably compete in so that we can give our athletes and programs a chance for success. SUCCESS IS NECESSARY!”

Approximately 16 comments regarding the need to stay in the NSIC, examples:

“I came to UMC to play NCAA Division II basketball for two years after I transferred in. I turned down a lot of other options available to me for that very reason. I would be extremely disappointed if we left the Northern Sun and the Division II level. If a change is made in the next year I cannot honestly say that I will remain at UMC to participate in athletics nor attend school here.”

“I believe that athletes are vital to the University. They add to the overall education to the students and add to their college experience. UMC needs to commit to the NSIC.”

“Looking at potential conferences for our athletic programs to move to, I do believe that we are currently in the right league and level, but need to support athletics in a way that is appropriate to the level of competition that we play against, including staffing, budgets for travel/equipment, and increased budgets for athletics.”

Approximately 13 comments regarding the need to join the DAC, examples:

“Should have stayed in the DAC, those were great rivalries to see and go to. More localized and good competition.”

“If UMC can get into a conference like the DAC where we are playing schools that are closely the same size it would only help the program. People don’t have any respect for the football team because we don’t win and if we get into a conference where we’re average with the rest of the schools it would only make us a stronger school.”

“I would be for a change to the DAC-10. I think it would be a better move for UMC. We would compete better and draw more student athletes to UMC.”

Approximately 13 comments regarding the need to join the UMAC, examples:

“UMC should play in the same league as the Morris campus. At this point, we are not competitive. I strongly support UMC athletes and enjoy having them in class and make provisions for them.”

“I think that facility improvements are the thing that is most needed regardless of conference affiliation. As a hockey player, I’m in favor of moving to Division 3 because I really believe UMC would become a national power due to the area we are located in and the players we could attract if given decent facilities/funding.”

“I think that it would be a good idea for UMC athletics to become a Division III school.”

Approximately seven comments regarding the need to stay the course, examples:

“I realize sometime when you are on a pattern of growth that you experience a time that you want to step back. I think this is natural when you have a down turn, but I still believe you want to stay the course. It will be best five to 10 years from now. You have to believe that you can grow.”

“Division II has not been given adequate time for UMC to become competitive. Stay the course for at least another five years.”

“I think changing from NCAA Division II would lead to less student athletes. Overtime DII could be structured with different levels as is done in DI in the NCAA. Also more small area public colleges could become members of DII. Would NCAA work with these colleges to see what keeps them from becoming a NCAA member of what could be done to help them considering joining. Not sure NAIA or DIII is a long term solutions for UMC athletics.”

SPECIAL ISSUES AND CONCERNS

Hockey

The UMC Hockey Program participates in the Mid-West Collegiate Hockey Association (MCHA). Current members of the MCHA include; Northland College - Ashland WI, Lawrence University - Appleton, WI, Marian College - Fond du Lac, WI, Milwaukee School of Engineering – Milwaukee, WI, and Finlandia University - Hancock, MI.

The University of Minnesota, Crookston is a NCAA Division II institution and does not have an option to participate in Division II Hockey because the NCAA does not recognize hockey championships at that level.

The UMC Hockey program applied for and was accepted to participate in the Mid-West Collegiate Hockey Association (MCHA) in 1998 and has participated for the past eight years. Since that time, the MCHA membership has developed and shared concerns regarding UMC's membership.

Anytime MCHA members and other Division III schools participate in a contest against UMC, the game is classified as a "no-contest" in regards to pair-wise rankings therefore, credit is not given to the member institutions competing with UMC. Of the 23 small college hockey programs in the Mid-West – 22 are NCAA Division III members while UMC participates as a Division II member.

NCAA Division III does not grant the MCHA conference an automatic bid to the national tournament because it was formed after 1996 (after the grandfather period) and has to go through the Pool B process, which is also known as the "pair-wise ranking" system.

Regarding goals and objectives, UMC will not obtain a bid to the national tournament because UMC is Division II affiliated. Those that compete against UMC Hockey will not receive credit for participation.

Because of growth in the league and the conflicts listed above; the membership has discussed at length the probability that action will be taken to remove UMC from the MCHA. A decision/vote is scheduled to take place by spring of 2007.

If UMC were to be eliminated from the MCHA, there would be two alternatives possible. (1) Participate as an independent program and (2) Initiate approval to move to a NCAA Division I program.

By participating as an independent program UMC would face many difficulties in recruiting students, travel, scheduling, and retaining student athletes. Requesting approval to move to Division I is fraught with barriers.

One way to avoid being omitted from the MCHA is to shift all UMC athletic programs to the NCAA Division III level or remain a Division II member and review the possibility of eliminating the hockey program at UMC.

Hockey Advantages/Disadvantages Listing			
Advantages	Cost	Disadvantages	Cost
30 student-athletes	\$150,000.00	Expensive Sport	
Popularity of sport in community & region		Hockey Budget operating & recruiting	\$51,000.00
Tradition at UMC		Spent	\$63,337.28
Male Sport offering		Ice rental Budgeted	\$13,000.00
		Spent (will increase to \$25,000 2006-07)	\$16,000.00
		Salary Head coach/Fringe	45,650/9,735
		Assistant coach	5,000/435
		Total cost of program	\$140,157.28
		Deficit spending	-\$18,337.28
TOTAL REVENUES	\$150,000.00	TOTAL EXPENSES	\$158,337.28

Comments:

- No Division II Conference
- Travel costs associated w/MCHA WI & MI travel
- No National Playoffs
- Arena Facilities inadequate
- No showers
- Locker room space is limited
- Seating capacity is 1200

Equestrian

The NCAA News states that the NCAA committee on women’s athletics believes there is no evidence of enough growth in the sports of handball, rugby, synchronized swimming, archery, badminton, and squash to keep them on the emerging sports list.

The committee did note and agree that Equestrian should remain on the emerging sport list because of its sponsorship and growth in recent times (NCAA News, October 24, 2005 – Vol. 42).

Emerging Sport is defined by the NCAA as one that provides additional athletic opportunities to female student athletes.

Institutions are allowed to count emerging sports towards the NCAA minimum sports sponsorship requirements and minimum financial aid awards.

The article also stated that unquestionably, Title IX opened doors in terms in making athletic opportunities available to women. The NCAA’s decision to designate selected sports as emerging sports for women has helped generate significant opportunities for female student athletes.

Practice Times and Scheduling Difficulties

Difficulty in scheduling practice has become a greater frustration for coaches and students in recent years. The best interest of the student athlete is suffering because available time for practice is becoming consistently more inconvenient and unreasonable due to class conflicts. Classes are now scheduled during the “prime” practice hours, where in the past an allotted time span of three hours between 3:00 p.m. and 6:00 p.m. was open to accommodate varsity sport practices, club meetings and other student-related interests. The addition of more adjunct faculty, limited lab availability and insufficient staffing in some areas on campus has added to

the increasing scheduling problems. The scheduling problems affect student's ability to balance the responsibilities of academics and athletics.

Gender Equity

(Information by Valerie M. Bonnette, *Good Sports, Inc., Title IX and Gender Equity Specialists*)

"Title IX" refers to Title IX of the Education Amendments of 1972, a federal civil rights statute that prohibits sex discrimination in education programs, including athletics programs, that receive or benefit from federal funding. Since nearly all educational institutions benefit from federal funding, nearly all educational institutions must comply with Title IX. The Office for Civil Rights (OCR) within the U.S. Department of Education is responsible for enforcing Title IX. The federal regulation implementing the Title IX statute became effective July 21, 1975. On December 11, 1979, OCR issued an Intercollegiate Athletics Policy Interpretation (Policy Interpretation) to clarify the Title IX regulatory requirements for athletics programs.

The 1979 Intercollegiate Athletics Policy Interpretation divides athletics issues into three major categories to be analyzed for compliance: sports offerings; scholarships; and everything else, which includes 11 program areas. The three categories are:

1. Accommodation of Interests and Abilities; UMC women's sports additions since 1998 are as follows: Soccer, Golf, Equestrian, and Tennis).
2. Athletic Financial Assistance; UMC offers scholarships in women's athletics programs with the exception of the emerging sport, equestrian.
3. Other Program Areas
 - equipment and supplies;
 - scheduling of games and practice time;
 - travel and per diem allowances;
 - tutoring;
 - coaching;
 - locker rooms, practice and competitive facilities ;
 - medical and training facilities and services ;
 - housing and dining facilities and services ;
 - publicity;
 - support services; and
 - recruitment of student-athletes.

The 1979 Policy Interpretation provides that as part of this determination, OCR will apply the following three-part test to assess whether an institution is providing nondiscriminatory participation opportunities for individuals of both sexes:

- Whether intercollegiate level participation opportunities for male and female students are provided in numbers substantially proportionate to their respective enrollments; or
- Where the members of one sex have been and are underrepresented among intercollegiate athletes, whether the institution can show a history and continuing practice of program expansion which is demonstrably responsive to the developing interests and abilities of the members of that sex; or

- Where the members of one sex are underrepresented among intercollegiate athletes and the institution cannot show a history and continuing practice of program expansion, as described above, whether it can be demonstrated that the interests and abilities of the members of that sex have been fully and effectively accommodated by the present program.

The UMC Administration and Athletic Department has made a commitment to gender equity. A survey completed in 1998 and as a result UMC has in the last six years added the following women's athletic programs: soccer, golf, equestrian, and tennis to accommodate the interests of female student-athletes. In 2003 the UMC Administration hired the first female athletic director who at that time was the youngest female athletic director in NCAA II. UMC need to continually work on scholarships, budgets and salaries of athletic administration and coaches to ensure gender equity.

Additional Information

The Importance of the Faculty Athletic Representative (FAR)

In the October 24, 2005 issue of NCAA News, an article titled *Division II Faculty Charged with Ensuring "Balance"* stated that Division II Faculty Athletic Representatives (FAR's) drafted a mission statement urging FAR's to play "a strategic role to ensure academic integrity, facilitate institutional control of intercollegiate athletics, and enhance the student athlete experience." They also urged that FAR's must collaborate with the President and appropriate constituencies "to provide significant leadership in the governance of intercollegiate athletic programs." NCAA President Myles Brand said that FAR's play an integral role in the collegiate sports model. First he said, faculty are responsible for ensuring that athletics are aligned with the university mission. Brand said "athletics are a part of the university and ancillary enterprise. The mission of college sports cannot differ from the mission of higher education."

Cleon Melsa is the Faculty Athletic Representative at the University of Minnesota, Crookston. Dr. Melsa is an Assistant Professor, teaching Chemistry at UMC. He earned his PhD in Chemistry and M.S.T. in Science Teaching from the University of North Dakota, and earned a B.A. degree in General Science Teaching from the University of Iowa. This is Dr. Melsa's fourth year as FAR.

EXHIBITS