

**Appalachian State University Athletics Department
2007-2012 Diversity Plan**

Program Areas	Issues in the Self-Study	Measurable Goals	Steps to Achieve the Goals	Individuals/Offices Responsible for Implementation	Specific Timetable for Completion
<p>1. Institutional and Athletics Department Commitment</p>	<p>1. Revise as needed the Athletics Department's commitment to diversity</p> <p>2. Ensure broad-based participation in the development and approval of the athletics diversity plan</p> <p>3. Publicity of athletics department's commitment to diversity and inclusion</p>	<p>1. Detail diversity goals in the athletics mission statement</p> <p>2a. Ongoing and enhanced recruiting of diverse student-athletes, coaches and athletics staff to review and participate in the development and approval of the diversity plan and other written statements on diversity and inclusion</p> <p>2b. Broad-based approval of the <u>2007-12 Athletics Diversity Plan</u></p>	<p>1. Revisit the Athletics Department mission statement and other statements and offer appropriate revisions for diversity goals and new statements as needed</p> <p>2a. Recommend that the Chancellor's Task Force for Diversity consider athletics in the university plan and that the athletics plan complements the university plan</p> <p>2b. Ensure that broad-based groups have been involved in the development and approval of the <u>2007-12 Athletics Diversity Plan</u></p> <p>3. Publicize approved written diversity statements on GoASU.com; send statements to all athletics staff and student-athletes; include statements in student-athlete planner and in orientation sessions for all student-athletes and staff</p>	<p>1. Director of Athletics; SWA; Sport Administrators; Minority Enhancement Committee</p> <p>2a. Athletics Council and Athletics Administrators</p> <p>2b. Director of Athletics; Minority Enhancement Committee; Athletics Council; Chancellor</p> <p>3. Director of Athletics, Sports Information Director, website provider; Life Skills Coordinator, Compliance Director</p>	<p>1. Spring 2008 and annually thereafter</p> <p>2a. Spring 2008</p> <p>2b. Spring 2008</p> <p>3. Fall 2008 and ongoing thereafter</p>

**Appalachian State University Athletics Department
2007-2012 Diversity Plan**

Program Areas	Issues in the Self-Study	Measurable Goals	Steps to Achieve the Goals	Individuals/Offices Responsible for Implementation	Specific Timetable for Completion
2. Evaluation	Athletics Department should consistently develop and review data related to monitoring the department's commitment to diversity and inclusion	<p>1. Review and offer revisions to the Athletic Department's mission statement and other statements as they relate to a commitment to diversity and inclusion</p> <p>2. Monitor the Athletics Department activities for consistency with the developed goals and objectives set forth in the institution and athletics department's written commitments to diversity and inclusion</p> <p>3. Consult with the Chancellor's Task Force for Diversity on any areas athletics needs to improve or develop concerning diversity and inclusion</p>	<p>1a. Develop focus groups involving diverse student-athletes to enhance feedback</p> <p>1b. Replicate the on-line survey of student-athletes to ascertain if there is a perceived difference of treatment of white student athletes and those of color</p> <p>2a. Conduct surveys of coaches, departmental personnel and selected student-athletes to evaluate how the department and/or individual sport teams are doing in meeting the issues in the diversity plan</p> <p>2b. Monitor exit interviews of diverse student-athletes to identify issues that need to be addressed, determine if modifications need to be made and/or determine if new programs should be offered</p> <p>3. Share data as requested with the Chancellor's Task Force for Diversity</p>	<p>1. Minority Enhancement Committee; Director of Athletics; Faculty Athletics Representative; Athletics Administrators with assistance from the Department of Institutional Research, Assessment and Planning (IRAP)</p> <p>2a. Minority Enhancement Committee</p> <p>2b. Sport Administrators; Minority Enhancement Committee</p> <p>3. Athletics Administrators; Minority Enhancement Committee; Athletics Council</p>	<p>1a. Spring 2008 and annually thereafter</p> <p>1b. Fall 2009</p> <p>2a. Spring 2008 and annually thereafter</p> <p>2b. Spring 2008 and annually thereafter</p> <p>3. Spring 2008 and annually thereafter</p>

**Appalachian State University Athletics Department
2007-2012 Diversity Plan**

Program Areas	Issues in the Self-Study	Measurable Goals	Steps to Achieve the Goals	Individuals/Offices Responsible for Implementation	Specific Timetable for Completion
3. Organization and Structure	The Athletics Department will monitor and evaluate its organization and structure annually with an emphasis on promoting equity and diversity	<p>1. Develop and maintain concrete steps to promote and publicize diversity and inclusion in athletics</p> <p>2. Improve and maintain educational efforts on diversity and inclusion for coaches, staff and student-athletes in the Athletics Department</p>	<p>1. Annually disseminate statements of commitment to diversity and inclusion to departmental staff, coaches and student-athletes</p> <p>2. Evaluate annually whether the athletics department mission statement and commitment to diversity statement are being included in department publications, media guides and website</p> <p>3. Incorporate a commitment to diversity statement in employee appointment letters and contracts</p> <p>4. Add a diversity evaluation component into administrators' and coaches' performance evaluations</p>	<p>1. Director of Athletics and Minority Enhancement Committee</p> <p>2. Minority Enhancement Committee; Director of Athletics; Sports Information Director; Assoc. Athletics Director for Public Affairs</p> <p>3. Director of Athletics; Athletics Administrative Assistant; University Attorney; Chancellor; Board of Trustees</p> <p>4. Director of Athletics; Faculty Athletics Representative and SWA</p>	<p>1. Spring 2008 and annually thereafter</p> <p>2. Fall 2008 and annually thereafter</p> <p>3. Fall 2008 and annually thereafter</p> <p>4. Fall 2008 and annually thereafter</p>

**Appalachian State University Athletics Department
2007-2012 Diversity Plan**

Program Areas	Issues in the Self-Study	Measurable Goals	Steps to Achieve the Goals	Individuals/Offices Responsible for Implementation	Specific Timetable for Completion
4. Enrollment	<p>Maintain the recruitment of diverse student-athletes consistent with the diverse student body population</p> <p>Strengthen the relationship between the Admissions Office and the Athletics Department</p>	<p>1. To have incoming diverse student-athlete populations consistent with the diverse populations of each incoming fall class</p> <p>2. Recruitment of prospective student-athletes who have met initial eligibility standards set forth by the NCAA Eligibility Center</p> <p>3. Athletics personnel will be educated through admission practices workshops and with the Admissions Pro software</p> <p>4. Provide academic services i.e. study hall, tutoring, SI, and additional academic aid necessary for student achievement, retention, and graduation</p>	<p>1. Affirmative recruitment of diverse student-athletes in sports primarily dominated by white student-athletes in order to enlarge the potential talent pool</p> <p>2. Formal review of initial eligibility documentation by members of the Academic Services for Athletes program (prior to offering NLI)</p> <p>3. As needed, the Office of Admissions, in conjunction with Academic Services for Athletes, will conduct workshops for the sole purpose of adequate training and understanding of changes in admissions practices</p> <p>4. Periodic review of academic progress reports – make provisions for increased academic assistance when necessary. Qualified students receive accommodations by University faculty as outlined in their Individualized Education Plans (IEP)</p>	<p>1. Head Coaches; Office of Admissions; Athletics Administrators</p> <p>2. BC Committee of the University; Head Coaches; Academic Advisors for Student-Athletes; Compliance Director; Director of Athletics</p> <p>3. Director of Academic Services for Athletes; Athletics Administrators; Head Coaches; with assistance from the Office of Admissions; Admissions Pro software designers</p> <p>4. Academic Services for Athletes; Compliance Director; Athletics Administrators; Head Coaches</p>	<p>Fall 2008 and annually thereafter</p> <p>2. Fall 2008 and annually thereafter</p> <p>3. Fall 2007 and as required</p> <p>4. Fall 2007 and annually thereafter</p>

**Appalachian State University Athletics Department
2007-2012 Diversity Plan**

Program Areas	Issues in the Self-Study	Measurable Goals	Steps to Achieve the Goals	Individuals/Offices Responsible for Implementation	Specific Timetable for Completion
5. Comparison of Populations	<p>Volleyball, softball, men's and women's golf have lacked diversity either by race or ethnicity for at least two years</p> <p>Increase the number of diverse students working for the department</p>	<p>1. To increase racial and/or ethnic minority representation among these programs as feasible</p> <p>2. To maintain or increase a diverse representation among the other sport programs</p>	<p>1. Encourage all coaches of each of these programs to ensure that aggressive recruitment of racial and ethnic minority student-athletes is a part of their annual recruitment efforts</p> <p>2. Encourage all sport coaches that already have diversity on their teams to continue to do the above</p> <p>3. Encourage and solicit diverse student-athletes to apply for federal work-study, departmental internships, graduate assistantships and professional development programs in athletics and areas that provide services for athletics</p>	<p>1. Coaches; Sport Administrators; Compliance Director; SWA; Director of Athletics</p> <p>2. Other sports coaching staffs; Sport Administrators</p> <p>3. Administrative Assistant for the Director of Athletics; Sport Administrators, Head Coaches; Life Skills Coordinator; Academic Services for Athletes</p>	<p>1. Fall 2008 and ongoing each subsequent year</p> <p>2. Fall 2008 and ongoing each subsequent year</p> <p>3. Fall 2008 and ongoing each subsequent year</p>

**Appalachian State University Athletics Department
2007-2012 Diversity Plan**

Program Areas	Issues in the Self-Study	Measurable Goals	Steps to Achieve the Goals	Individuals/Offices Responsible for Implementation	Specific Timetable for Completion
6. Participation in Governance and Decision-Making	Further emphasize to diverse student-athletes any leadership opportunities within the Athletics Department	Maintain the diverse make-up of the Student-Athlete Advisory Board and Athletics Council while encouraging even greater diversity and inclusion in both groups	<ol style="list-style-type: none"> 1. Continued encouragement by coaches and senior administrators to promote diverse participation in SAAB, team community service projects, camps and clinics 2. To encourage the application and/or participation of diverse student-athletes on University committees, registered student organizations, departmental clubs, honor societies, Student Ambassadors, etc 3. Continued involvement of SAAB in periodic departmental policy reviews or policy development (e.g. substance abuse policy, recruiting policy, hazing policy, pregnancy policy) 4. Annual monitoring of diversity representation on SAAB and the Athletics Council 	<ol style="list-style-type: none"> 1. Head Coaches; Athletics Administrators, SAAB Advisor 2. Director of Athletics; Life Skills Coordinator; SAAB Advisor; Compliance Director; Academic Advisors; coaches, Sport Administrators 3. Director of Athletics; Athletics Administrators; SAAB Advisor 4. Director of Athletics; Faculty Athletics Representative; SAAB Advisor; Minority Enhancement Committee 	<ol style="list-style-type: none"> 1. Spring 2008 and ongoing each year 2. Spring 2008 and ongoing thereafter 3. Spring 2008 and ongoing thereafter 4. Summer 2008 and ongoing thereafter

**Appalachian State University Athletics Department
2007-2012 Diversity Plan**

Program Areas	Issues in the Self-Study	Measurable Goals	Steps to Achieve the Goals	Individuals/Offices Responsible for Implementation	Specific Timetable for Completion
7. Employment Opportunities	<p>Athletics Department lacks female head coaches and diverse staff members</p> <p>There two female athletic administrators while no other diversity in the administration</p> <p>Develop leadership opportunities for diverse coaches and staff</p>	<p>1. To increase the number of female and diverse coaches and staff members within the Athletics Department</p> <p>2. To increase the number of diverse applicants for any open administrator positions</p> <p>3. Involve female and diverse coaches and staff on search committees for new coaches and staff members</p>	<p>1a. Perform targeted searches and use affirmative recruiting strategies</p> <p>1b. Commit to interview qualified female and underrepresented candidates for open positions</p> <p>2. Network with colleagues across the country and in professional associations to identify potential diverse applicants</p> <p>3a. Continue to utilize the Office of Equity, Diversity and Compliance on campus to advertise position announcements in publications/web sites of organizations that serve underrepresented populations</p> <p>3b. E-mail HBCU Athletics Departments with any open position announcements</p> <p>4. Adhere to affirmative action hiring policies and procedures</p> <p>5. Take aggressive recruiting steps to increase the development of deep, talented and diverse applicant pools in order to attract more qualified female and underrepresented applicants, thereby enhancing the Athletics Department's ability to increase diversity as well as hire the best candidates for open positions</p>	<p>1. Director or Athletics; Administrative staff; Search Committees; Head Coaches</p> <p>2. Director of Athletics; Chairs of search committees; Head coaches; Athletics Administrators</p> <p>3a. Athletics Administrative Assistant with assistance from the Office of Equity, Diversity and Compliance; Human Resource Services Department</p> <p>3b. Athletics Administrative Assistant</p> <p>4. Athletics Administrative Assistant with assistance from the Office of Equity, Diversity and Compliance and the Human Resource Services Department</p> <p>5. Chairs of search committees, Director of Athletics, Athletics Administrators; Office of Equity, Diversity and Compliance; Head Coaches</p>	<p>1. Ongoing</p> <p>2. Ongoing</p> <p>3a. Ongoing</p> <p>3b. Ongoing</p> <p>4. Ongoing</p> <p>5. Ongoing</p>

**Appalachian State University Athletics Department
2007-2012 Diversity Plan**

Program Areas	Issues in the Self-Study	Measurable Goals	Steps to Achieve the Goals	Individuals/Offices Responsible for Implementation	Specific Timetable for Completion
8. Programs & Activities	<p>There is no orientation for student-athletes to campus clubs and organizations that address the needs of under-represented groups on the Appalachian campus</p> <p>Maintain and strengthen the relationship between Student Support Services (LAP) and the Academic Advisors for Athletes (LAP)</p>	<p>1. Provide opportunities for all student-athletes, and particularly underrepresented student-athletes to actively participate in clubs and organizations</p> <p>2. To provide a system of support for “at risk” and African-American student-athletes</p> <p>3. Promote student welfare programs that explore prevalent issues pertaining to underrepresented students on the campus</p> <p>4. Athletics Department should conduct or make available ongoing diversity seminars, programming and workshops for student-athletes and staff</p>	<p>1a. Offer periodic workshops (after Phase II Orientation) that expose diverse student-athletes to life outside their respective sport.</p> <p>1b. Interaction and membership with diversity groups is encouraged and supported by coaches and administrators</p> <p>2. Provide workshops and one-on-one support for “at risk” and African-American student-athletes to develop academic and career skills</p> <p>3. Incorporate into the Champs/Life Skills program a Wellness and Personal Welfare component as it pertains to student-athletes of color attending pre-dominantly white colleges/universities</p> <p>4a. Consult with NCAA Diversity Seminar Trainers, ASU Office of Equity, Diversity and Compliance and other athletic departments to learn about viable and effective means to providing diversity seminars, programming and workshops for student-athletes and staff</p> <p>4b. Implement above starting in Spring 2009</p>	<p>1. Life Skills Coordinator with assistance from CSIL Office (including but not limited to BSA, Greek Life, etc.)</p> <p>1b. Coaching staffs; Athletic Administrators</p> <p>2. Learning Assistance Program</p> <p>3. Life Skills Coordinator; Academic Services for Athletes (LAP) with assistance from Student Support Services (LAP); BSA, NPHC, other organizations within CSIL</p> <p>4a. Athletics Administrators; Life Skills Coordinator</p> <p>4b. Athletics Administrators</p>	<p>1a. PHASE II Orientation – reviewed annually thereafter</p> <p>1b. Ongoing</p> <p>2. Spring 2008, and annually thereafter</p> <p>3. Fall 2008 and on-going thereafter</p> <p>4a. Summer 2008 and ongoing as needed</p> <p>4b. Spring 2009 and at least every 2 years</p>