

**UNIVERSITY OF NEBRASKA-LINCOLN'S
Athletics Certification Interim-Report
DRAFT #4**

Any comments or suggestions regarding the draft interim NCAA certification report should be directed to Herbert Howe, Associate to the Chancellor at hhowe@unl.edu by February 26, 2002.

GOVERNANCE AND COMMITMENT TO RULES COMPLIANCE

1. "Strategies for Improvement" cited in the Summary of Actions taken by the NCAA Committee on Athletics Certification prepared on August 11, 1998:

Provide evidence that the university has completed the policy manual, which contains written policies, and procedures that assign specific responsibilities in the area of rules compliance and that those procedures are in place and functioning.

Response: As reported in Chancellor James Moeser's January 5, 1999 memo to the NCAA Athletics Certification, the Athletics Department's Compliance organizational flow charts have been inserted in the Athletics Department's Policies and Procedures Manual. Further, the policies and procedures that have been assigned to the Compliance Coordinator and Assistant Compliance Coordinator (Employment and Education) are contained in the Athletics Department's Policies and Procedures Manual.

Response: The Athletics Department completed its NCAA Compliance Policies and Procedures Manual within three months of the final certification decision. A copy is available for review.

2. Recommendations from Peer-Review Team's Report dated May 8, 1998:

Section II C (2), page 5. The peer-review team recommends that the Athletics Department proceed with their plan to develop a compliance manual outlining rules-compliance procedures within three months of the final certification decision.

Response: See response to #1.

Section II C (3), page 5. The peer-review team suggests that for all future reviews the institution implement a plan to subject the Athletics Department to an institutional periodic review from an authority outside of the Athletics Department within three months of the final certification decision.

Response: The Athletics Department implemented such a plan. Carl James, former Commissioner of the Big Eight Conference, conducted a compliance

review in the Fall, 1998. Lori Ebihara, Assistant Commissioner for Compliance for the Big XII Conference, conducted a compliance review on October 29-31, 2001. We await her report. The Big XII Conference conducts these reviews every three years and, the refore, will conduct another review in 2004.

3. Institution's evaluation of its rules-compliance program by an authority outside of the Athletics Department at least every three years.

Response: See response to #2.

ACADEMIC INTEGRITY

4. "Strategies for Improvement" cited in the Summary of Actions taken by the NCAA Committee on Athletics Certification prepared on August 11, 1998:

Provide evidence that the university's athletics academic services have been subject to a more rigorous professional assessment from academic authorities outside the Athletics Department.

Response: The Chancellor's Office appointed the Intercollegiate Athletic Committee (IAC) to conduct a rigorous professional assessment of the Athletics Academic Services Unit (Hewit Center). On October 21, 1998, IAC members formed a Subcommittee to Assess Academic Services to Student-Athletes. The Subcommittee is comprised of three faculty members, including the Faculty Athletics Representative, and at least one student-athlete. It is charged with conducting an annual review of an athletics academic program. The protocol for this review requires the IAC to approve each annual subcommittee report and to provide copies of the report to the Chancellor and to the Senior Vice Chancellor for Academic Affairs. The report also is included each year in the IAC report to the University of Nebraska-Lincoln academic senate. The Subcommittee has reviewed the following athletics academic programs:

1998-1999 – Tutorial Support and Supplemental Instruction Programs. See attachment #1 for the Report.

1999-2000 – Academic Advising for Student-Athletes. See attachment #2 for the Report.

2000-2001 – Academic Curriculum. See attachment #3 for the Report.

Response: Improvement/recommendations were made by the IAC Subcommittee to Assess Academic Services to Student-Athletes after the 1998-1999 review of the Tutorial Support Program. See attachment #1.

Kim Schellpeper, Coordinator of Learning Development Programs, responded to the IAC Subcommittee to Assess Academic Services to Student-Athletes regarding the improvements/recommendations with a memo dated July 9, 1999. See attachment #4.

5. Recommendations from Peer-Review Team's Report dated May 8, 1998, Section III C (2), page 8:

The peer-review team recommends that the plan to enhance the mandated, periodic external review of academic support services be further strengthened in order to provide a more rigorous professional assessment of these services within one year of final certification process.

Response: See response to #4.

6. NCAA Graduation Rates report for the three most recent academic years.

Response: There have been no significant trends or areas of concern regarding graduation rates since the preparation of the first-cycle self-study report. See attachment #5 for the official NCAA Graduation Rates Reports released in 1998, 1999 and 2000. Graduation rates will be the topic of the IAC Subcommittee study during the current academic year and is expected by the middle of Spring Semester, 2002.

FISCAL INTEGRITY

7. "Strategies for Improvement" cited in the Summary of Actions taken by the NCAA Committee on Athletics Certification prepared on August 11, 1998:

Inform the certification committee if the institution's proposed process to bring all booster club groups under the "umbrella" of the Cornhusker Club is altered by actions taken by the Internal Revenue Service.

Response: As reported in Chancellor James Moeser's January 5, 1999 memo to the NCAA Committee on Athletics Certification, the Internal Revenue Service granted 501(c) (3) status to the Husker Athletic Fund (HAF) on October 5, 1998 allowing the HAF to assume financial oversight of

the booster clubs providing financial and volunteer support to the University of Nebraska-Lincoln Athletics Department.

With the exception of four accounts (primarily consisting of certificates of deposit that have not yet reached maturity) all assets have been transferred from individual booster clubs to the HAF. All remaining assets will be transferred on or before June 15, 2002.

8. Recommendations from Peer Review Team Report dated May 8, 1998:

Section IV C (1), page 11. Consolidate booster groups under Husker Athletic Fund control.

Response: The peer-review team concurs with the institution's recommendation that booster groups be completely consolidated under the "umbrella" Huskers Athletics Fund by the fiscal year of the institution's certification decision.

Section IV C (2), page 11. Apply budget review procedures uniformly. The peer-review team recommends that the institution uniformly apply its procedures for the formal presentation of its budget to the Chancellor, Vice Chancellor for Business and Finance, and the Chancellor's Cabinet within three months of the certification decision.

Response: As originally reported in Chancellor James Moeser's June 25, 1998 memo to the NCAA Committee on Athletics Certification, presentation to, and approval of, the Athletics Department budget by the Chancellor and vice chancellors has been standard operating procedure for many years. Currently, the standard practice requires that the Athletics Director formally present the budget annually to the Chancellor with input from the and Vice Chancellor for Business and Finance, and that the Athletics Director discuss with them any capital or other large budget item as necessary. The Chancellor, with input from the Vice Chancellor for Business and Finance, reviews, controls, and approves the department's budget with additional oversight provided by the Athletics Subcommittee of the Board of Regents.

Section IV C (3) Suggestion No. 1: Continue to improve communication with constituents and campus. The peer-review team suggests that the Foundation, University and Athletics Department continue to improve communication, information exchange and documentation by the next regular certification cycle.

Response: As originally noted in Chancellor James Moeser's June 25, 1998 memo to the NCAA Committee on Athletics Certification, the Athletics Department and University continuously look for ways to improve communication and business processes with the Foundation. In addition to ongoing operational modifications (forms, reports and procedures), the Foundation and Athletics Department are piloting a program in which Athletics will have on-line access to its own accounts at the Foundation. The Athletics Department continues to strengthen its working relationship with the Vice Chancellor for Business and Finance, including the hiring of the Associate Athletics Director for Business and Finance from the VCBF's Fiscal Affairs Office.

EQUITY, WELFARE AND SPORTSMANSHIP

9. "Strategies for Improvement" cited in the Summary of Actions taken by the NCAA Committee on Athletics Certification prepared on August 11, 1998:

Provide evidence that the university's gender-equity and minority-opportunities plans will be reviewed and disseminated through a process that reflects broad-based campus participation. The committee acknowledges the Chancellor's June 25, 1998, letter but continues to have concerns about whether the plans address the unique issues facing the institution, because an individual from outside the institution developed the plans. Therefore, the committee further requests that the institution provide a plan to monitor the implementation of the plans through the involvement of individuals within the institution representing a broad base of knowledge and experience.

Response: As noted in correspondence to the NCAA from Chancellor James Moeser, dated September 28, 1998, and January 5, 1999, the plans were not developed by an individual outside the institution. The plans were drafted by the Athletics Director. A variety of persons, based upon their specific skills and as noted in the plan document, are responsible for implementing the plan under the general oversight of the Athletics Director. Both plans have been included in the Athletics Department's annual reports since 1997 and both are listed on the homepage of <http://www.huskers.com>, the department's website. This website receives an average of more than 370,000 hits per day with an average stay of eight minutes. This manner of dissemination allows for on-going input from the campus community and beyond. The Athletics Director is responsible for ensuring both plans are implemented.

10. Status report on the institution's implementation of its first-cycle plan to address gender equity issues.

Response: See the attached NU Athletics Department's Gender Equity Plan, which is also found on the homepage of <http://www.huskers.com>, the department's website.

The Athletics Department offers the full complement of NCAA allowable scholarships in all sports offered by Nebraska. Under the overall supervision of the Athletics Director, assessments are made of the following areas to ensure comparable services are offered to male and female student-athletes. The Athletics Department surveys the following areas, among others, to assure:

- Sufficient equipment and supplies to meet competitive requirements.
- Adequate budget to effectively schedule competition on a nation-wide basis.
- Equitable practice times.
- Adequate budget for team travel and per diem.
- Equitable coaches' salaries.
- Equitable tutoring regardless of team status.
- Equitable facilities.
- Equitable printed publicity materials.
- Equal recruitment; however, the numbers of those recruited vary depending on the number of student-athletes to be recruited by each sport.
- In addition, both the Office of Admissions and the Office of Campus Recreation assess the athletics interest and experience of undergraduates to insure that the interests of women who wish to participate in varsity sports are being met.

Lamar Daniel has been retained by the Department as an independent consultant to audit the performance as it relates to Title IX of the 1972 Civil Rights Law, and to review the department's performance as it relates to the above listed areas. A copy is available for review.

11. Plans for improvement or recommendations developed by the institution since the first-cycle certification decision was rendered by the Committee on Athletics Certification, as they relate to gender equity issues.

Response: The Athletics Department has continued to successfully mentor and promote opportunities for women. For example, the Director of

Football Operations and the Sports Information Director are women in positions that are rarely held by women in Division I athletics departments. More recently, the Associate Athletics Director for Business Affairs is a woman hired from elsewhere in the university. At an institutional level, the Faculty Athletics Representative is a woman faculty member who, as the Richard H. Larson Professor of Constitutional Law, works actively with both staff and students in gender equity, as well as other critical areas.

The university's Office for Equity, Access and Diversity Programs has determined the department is in full compliance regarding gender equity issues.

12. Status report on the institution's implementation of its first-cycle plan to address minority issues.

Response: See attached NU Athletics Department's Diversity Plan which is also found on the homepage of <http://www.huskers.com>, the department's website and found in the 1999-00 annual report. The department works with the university's Office of Equity, Access and Diversity Programs when hiring coaches and staff to ensure conformity with federal, state and university affirmative action policies. Since 1995, the department has funded a position for a racial minority graduate student in the Department of Communications. In order to improve the number of racial minority graduates available for employment, the department works with Teachers College and Athletic Medicine in a program called MATES (Minority Athletic Training Education Scholarship).

In 2000, a head coach for men's basketball was hired. Of the group of six finalists for the position, four were people of color and all withdrew from consideration. No women applied. In 2001, a head coach for women's swimming and diving was hired. This individual is a person of color.

The MATES program, initiated in 1998, continues. From 1995 to the present, the department has funded a graduate assistant in the Department of Communication Studies.

13. Plans for improvement or recommendations developed by the institution since the first-cycle certification decision was rendered by the Committee on Athletics Certification as they relate to minority issues.

Response: The Athletics Department continues its active implementation of its diversity plan, which is reviewed by the university's Office for Equity,

Access and Diversity Programs. That office has determined the department is in full compliance regarding minority issues.

14. Actions the institution has completed or progress it has made regarding all plans for improvement/recommendations developed by the institution during its first cycle certification process in the student-athlete welfare area.

Response: The Athletics Department's efforts for improvement in the area of student-athlete welfare have continued as described in the first cycle.

15. Equity in Athletics Disclosure Act survey form and worksheets and racial or ethnic composition of student-athletes and selected institutional personnel.

Response: See the following attachments:

- **Equity in Athletics Disclosure Act survey form and worksheets.**
- **Racial or ethnic composition of student-athletes and selected institutional personnel. (Note: This item includes completion of Parts A, B and C of Equity, Welfare and Sportsmanship Attachment #1 of the current year's Self-Study Instrument.)**