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**Equity and Student-Athlete Welfare Self Study Report
March 21, 2006**

Final Draft 1/19/2006
Gender Equity Self-Study Question 1

List all “corrective actions,” “conditions for certification” or “strategies for improvement” imposed by the NCAA Division I Committee on Athletics Certification in its first-cycle certification decision (if any) as they relate to Operating Principle 3.1 (Gender Issues).

There were no corrective actions or conditions for certification during the previous self-study. The strategy for improvement was to “enhance the institution’s gender equity plan by establishing goals beyond the Fall of 2001 in order to ensure continued progress toward future goals and to maintain the current status of the program in this area.”

The action taken by Florida State University in January 2000, was to enhance the institution’s gender equity plan by establishing goals beyond the Fall of 2001 to 2005-06 to ensure continued progress toward future goals and to maintain the current status of the program in this area.

The strategy for improvement was completed in January 2000.

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Gender Equity Self-Study Question 2

Report on the implementation of the plan to address gender-equity issues developed by the institution during its first-cycle process.

1. a) The original gender equity plan included an item to construct new locker rooms and meeting space for men's and women's golf and to renovate the golf practice areas. b) The golf facility was built and the practice areas renovated. c) The golf facility and golf practice area renovations were completed in 2001. d) This item was completed; an explanation for partial or noncompletion is not applicable.
2. a) The plan included adding women's rowing, hiring a head coach, and developing a five-year plan for success. b) Potential head coach candidates were interviewed. The practice and competition site developed two sinkholes and dried up. c) Head coach candidates were interviewed in 1999 and the sinkholes developed in 1999. In 2004, the lake still had not refilled. d) The practice and competition site dried up due to two sinkholes. Rowing was not pursued as no other suitable site was found.
3. a) The addition of women's equestrian, hiring a head coach, building facilities, and developing a five-year plan for success was an item in the original gender equity plan. b) An opportunity was presented to the Department of Athletics to consider equestrian as a potential additional women's sport. c) In 2002, the Department of Athletics was presented with an opportunity to add women's equestrian as a new sport. d) Due to a lack of necessary support services (i.e., veterinary medicine) and appropriate required sport facilities, it was decided not to pursue this sport.
4. a) The construction of locker rooms at the track facility was part of the original gender equity plan. b) A construction plan was completed and an architect was put on retainer. c) As of 2005, the construction plan was on hold. d) The locker rooms were on hold until 2005 due to the University master plan which included relocating the entire track complex off campus. The current plan is to build a new track building which will include locker rooms with a tentative opening in the summer 2007.
5. a) Monitoring female participation in varsity athletics and the number of walk ons in women's sports was part of the original gender equity plan. b) The Compliance Office produces the Equivalencies and Participation Report a minimum of four times annually. This report is reviewed by the Equity and Student-Athlete Welfare Subcommittee (ESAW), the Department of Athletics Executive Staff and Senior Staff as well as the sport oversights (Senior Associate and Associate Athletic Directors responsible for overseeing sports). c) The monitoring process is ongoing. d) As this item is ongoing, an explanation for partial or noncompletion is not applicable.
6. a) The original gender equity plan included constructing a concession and ticket booth at Tully Gym. b) Concessions cart added to lobby. c) In 2001, Tully Gym had a concessions cart. d) A ticket booth was not required since admission is free.
7. a) Continue to monitor compliance with Title IX through the use of the Office of Civil Rights (OCR) thirteen areas of concern, financial aid and proportionality; and to meet regularly with coaches, student-athletes, and administrative staff to assess the organizational "climate" regarding gender equity concerns. b) The ESAW meets with the Student-Athlete Advisory Council, all women's sports head coaches, student-athletes, and Department of Athletics staff to produce an annual report to the Athletics Committee and Director of Athletics. c) The monitoring process is ongoing. d) As this item is ongoing, an explanation for partial or noncompletion is not applicable.
8. a) Conducting a salary equity review for coaching and professional staff on an annual basis was part of the original equity plan. These reviews will incorporate both market and equity factors. b) The ESAW will conduct a salary review and report on a biannual basis. c) The ESAW revised the frequency of the review from an annual review to a biannual review. d) As this item is ongoing, an explanation for partial or noncompletion is not applicable.

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Gender Equity Self-Study Question 3

Describe any additional plans for improvement/recommendations in the area of Operating Principle 3.1 (Gender Issues) developed by the institution since the first-cycle certification decision was rendered by the Committee on Athletics Certification.

Since the first-cycle certification, there have been several improvements in the area of Operating Principle 3.1 Gender Issues. A synopsis of these improvements is described below.

Facilities

In 2005, a heritage and tradition area celebrating women's athletics was completed.

In 2004, a new athletics building was completed and houses all student-athlete support services in a central location (strength and conditioning, sports medicine, athletics academic support, athletics student services, compliance, training table, as well as sports marketing and sports information); a new volleyball competition floor was installed; a locker room for female coaches and administrative staff was constructed; renovated women's tennis locker room and lounge used by men's and women's tennis teams; added Internet access in tennis lounge; added new tennis court benches and umpire chairs; new game day carpets were added to the Civic Center; renovated lobby (new carpet and furniture) and replaced sound system in Tully Gym; retrofitted storage room to make a fitness room at golf; completed the golf teaching center and the short range practice area; the track surface was renovated, restrooms renovated and lights and bleachers were added to the track facility; all court lights at basketball training center replaced; updated soccer locker room furniture; installed synthetic surface under team benches at soccer; and completed softball stairway; installed new softball locker room carpet; and added lighting at softball batting cages.

In 2003, 1,850 chair back seating was added to the softball stadium; the seating project was completed for volleyball as well as several cosmetics enhancements to the arena, locker rooms and spectator areas; sports medicine facility completed; completed activation of the Swing Analysis Center, activated security/access system, and added showcase of Seminole All-Americans and PGA/LPGA pros at golf; track resurfaced and infield re-sodded; created new GA work area, new coach area, study room/student lounge/trophy display area for track; and new portable backboards were added to the Civic Center.

In 2002, the basketball training center (housing sports medicine, strength and conditioning, offices, and practice court) was completed; new basketball goals and shot clocks were added to the Civic Center; awnings and scoreboards were installed at the tennis facility; tennis courts resurfaced and facility pressure washed; the equipment and laundry rooms were renovated in Tully Gym; new flags on soccer/softball esplanade added; and graphics added to soccer and softball press box facilities.

In 2001, the new golf facility opened.

Personnel

Additional full-time staff were added in the areas of women's health and wellness (2004), women's sports marketing (2004), full-time learning specialist (2001 and 2005), strength and conditioning (2001), equipment (2001), and in sports information (2001).

In 2003, the swimming distance coaching position was upgraded to a .50 FTE with benefits.

In 2002, the number of graduate assistants for swimming increased by two.

In 2001, the second assistant in women's volleyball was upgraded to a 1.0 FTE.

In 2000, the third assistant in women's basketball was increased from .50 FTE to 1.0 FTE; the second assistant in women's soccer was increased to a 1.0 FTE; and the second assistant in women's softball was increased to a 1.0 FTE.

Participation

In 2003 Florida State Athletics, began a new effort in its commitment to gender equity with respect to participation rates. The Equity and Student-Athlete Welfare Subcommittee (ESAW) consistently monitor this program. Plan key points include:

- ✓ Maintain competitive teams while striving for conference and national excellence.
- ✓ Focus on developing women's cross country, indoor track, and outdoor track as initial sports with increased participants.
- ✓ Encourage women's participation as walk ons with incentives, i.e., the possibility of travel and team apparel worn by all squad members.
- ✓ Reduce men's roster sizes minimally.
- ✓ Continue to explore opportunities for adding a new women's sport.

Final Draft as of 3/3/06
Gender Equity Self-Study Question 4

Explain how institution is organized to further its efforts related to the gender issues operating principle for both athletics department staff and student-athletes and provide evidence that matters concerning gender equity are monitored, evaluated and addressed on a continuing basis

Florida State University addresses Operating Principle 3.1 Gender Issues with a comprehensive approach. The various populations, the university community, the Department of Athletics, and the student-athletes each have an active role. The organizational structure of Florida State University with respect to the gender issues operating principle is discussed below.

The President of the University has the ultimate responsibility for compliance with gender issues. Compliance with gender equity is an evaluation item of the President's annual performance evaluation as conducted by the Board of Trustees. The Faculty Athletics Representative (who has in the past been Title IX Coordinator is now currently the Athletic Committee Chair) monitors gender issues. The Board of Trustees represents the next level of responsibility and it has a subcommittee, Student Affairs/Athletics, to fulfill and monitor gender equity in athletics. The University President also appoints a Title IX Coordinator for the University as well as an Athletics Committee oversight group. The Equity and Student-Athlete Welfare Subcommittee (ESAW), of the Athletics Committee, reports annually to the Director of Athletics on gender issues.

The university and student-athlete communities are represented on ESAW. The role of ESAW provides oversight and makes recommendations to the Athletics Committee and Director of Athletics. Examples of regular ESAW activities include:

- ✓ Monitoring equivalencies and participation rates
- ✓ Meeting with the Student-Athlete Advisory Committee
- ✓ Meeting with student-athletes from each women's athletic team
- ✓ Meeting with coaches from all women's athletic teams
- ✓ Meeting with Department of Athletics staff and administrators
- ✓ Make recommendations to Director of Athletics
- ✓ Give annual report to Athletics Committee and Director of Athletics
- ✓ Attend annual NCAA Gender Equity meeting

The Department of Athletics strategies for monitoring and reviewing gender issues include:

- ✓ The Department of Athletics executive staff meet every other week and monitors the equivalencies and participation rates several times throughout the academic year
- ✓ The Department of Athletics senior staff meet every other week
- ✓ The Department of Athletics hold monthly coaches meetings
- ✓ Sport oversight staff (Senior Associate and Associate Athletic Directors who are responsible for overseeing sport programs) meet twice a month
- ✓ Each sport oversight monitors the equivalencies and participation rates of their sports

- ✓ The State of Florida requires the Florida State University and Department of Athletics to complete an annual athletics report which examines diversity in athletics program administration and leadership and gender equity in athletics and athletic participation
- ✓ The Department of Athletics Compliance Office prepares the equivalencies and participation rates report a minimum of four times annually
- ✓ Complete the annual Equity in Athletics and Disclosure Report
- ✓ Exit interviews of student-athletes are conducted and equity is a part of the exit interview written survey
- ✓ The Student-Athlete Advisory Council (comprised of two student-athletes from all sports) meets on a regular basis and discusses and identifies equity issues. The SWA attends all SAAC meetings.
- ✓ Equity information is included in the student-athlete manual
- ✓ Equity is a guiding principle of the Department of Athletics and is described in Policies and Procedure Manual which is available on the Department of Athletics official website

Final Draft as of 3/3/06
Gender Equity Self-Study Question 5

Using your institution's completed EADA survey form and the worksheets for the three most recent academic years for which the information is available, analyze, explain and address any discrepancies through institution's gender-equity issues plan for the future, in the data between male and female student-athletes and comment on any trends or significant changes.

The Equity in Athletics Disclosure Act (EADA) reports for 2002-2003, 2003-2004, 2004-2005 were analyzed for trends or significant changes. Overall, the data were essentially consistent for the three years. Total scholarship dollars, operating expenses, team travel, revenue and overall expenses saw increases for both male and female teams. Salaries for head coaches and assistant coaches of both men's and women's teams increased.

Florida State University fully funds the NCAA allowable number of scholarships, 141.20 for male student-athletes and 97 for female student-athletes. The number of scholarships awarded will vary each year based on a variety of factors such as whether a coach decides to use all of their scholarship monies, attrition of student-athletes, and whether the student-athletes are in-state or out-of-state. The amount of total scholarship dollars has increased 12 percent for female student-athletes and 13 percent for male student-athletes during the three-year timeframe being examined.

The number of positions for head coaches has remained essentially consistent during the three years examined. Head coaches salaries for both men's and women's coaches have increased during 2002-2004. Women's head coaches salaries have increased four percent compared to a two percent increase in men's head coaches salaries. One reason for the difference between the men's head coaches salaries and women's head coaches salaries is attributable to the football head coach salary.

Many assistant coaching positions received upgrades between 2000 and 2003. In 2000, the men's and women's tennis assistant coaches, baseball, soccer and softball second assistant coaches and the men's and women's basketball third assistant coaches were upgraded to full-time positions with benefits. The volleyball second assistant coach position were upgraded to full-time with benefits in 2001. In 2002, swimming had an increase in GA positions and the men's golf assistant coach position was upgraded to full-time with benefits. The distance swim coach for men's and women's swimming was upgraded to a part-time with benefits position and a teaching supplement and the women's golf assistant coach position was upgraded to full-time.

Salaries for men's and women's assistant coaches saw an increase in 2003-2004 with women's assistant coaches salaries increasing 28 percent and 13 percent for men's assistant coaches. One reason for the difference between the men's assistant coaches salaries and women's assistant coaches salaries is attributable to the football assistant coaches salaries.

Operating expenses (game-day expenses) are influenced by the consistently increasing costs of travel, the number of events at home or away and increased pay for officials. Trends in the percentage of total operating expenses dollars for male and female student-athletes essentially remain the same. Operating expenses for female student-athletes has increased by 30 percent compared to 20 percent for male student-athletes during the timeframe 2002-2004.

Recruiting expenses for female student-athletes has seen a 22 percent increase between 2002-2004 while the recruiting expenses for male student-athletes decreased by 8 percent during the same period. Factors that influence recruiting expenses include: the discretion of the coach, the numbers of student-athletes who need to be replaced each year and where the recruiting occurs (in-state, out-of-state, international).

With respect to participation numbers, the percentage of female and male student-athletes over the three-year period has remained essentially the same. Reviewing the unduplicated count of participants, there has been an overall three percent increase in female student-athletes and a one percent decrease in male student-athletes 2002-2004.

Men's and women's expenses for equipment and supplies both increased during the three years examined. Women's sports equipment expenses increased by 35% compared to 19% for men's sports.

Monies for team travel, which includes lodging and meals, increased for women (31%) and men (24%) for the three years of study. Expenses for women's sports also saw a noticeable overall increase of 26 percent between 2002-2004, while the men saw an increase of 14 percent.

Final Draft Question 6 as of 3/3/06
Gender Equity Program Areas Evaluation

1. Athletics Scholarships. a) The following data were reviewed: EADA reports, student-athlete equivalencies and participation reports, the annual report of the Equity and Student-Athlete Welfare Subcommittee (ESAW), and scholarship information in the Student-Athlete Handbook. b) Florida State University (FSU) fully funds the NCAA allowable number of scholarships available, currently, 141.20 for male student-athletes (SA) and 97 for female SA. Total scholarship dollars has increased 12 percent for female SA and 13 percent for male SA between 2002-2005. FSU expects head coaches in all sport programs to recruit and provide in-state and out-of-state scholarships to students. The Director of Athletics (AD), the Department of Athletics (Department Executive (ES) and Senior Staffs (SS), SWA, and ESAW review the annual EADA report and monitor the SA equivalencies and participation reports a minimum of four times annually. Sport oversight staff (Senior Associate and Associate Athletics Directors responsible for overseeing sport programs) discuss and review scholarships with their head coaches (HC). Information regarding scholarships are included in the SA Handbook (Handbook) which is given to all SA. c) No issues identified within program area evaluation. d) The Department of Athletics will continue to fund the NCAA allowable number of scholarships. Should NCAA legislation change regarding additional scholarships for women's sports, those scholarships will be added. Continue monitoring of EADA and SA equivalencies and participation rates by the AD, ES, SWA, and ESAW. Annually review the Handbook for updates to the information on scholarships. Seminole Boosters (athletics fundraising arm) will begin a campaign to endow men's and women's athletic scholarships.
2. Accommodation of Interests and Abilities. a) The following data were reviewed: annual athletics report to the State of Florida, SA equivalencies and participation reports, and the annual report of the ESAW. b) At least four times annually the SA equivalencies and participation reports are monitored by the AD, the ES, SS, ESAW. Sport oversight staff discuss and review roster sizes with their head coaches. The State of Florida monitors participation rates in annual report completed by the Department. In 1998 women's rowing was explored as an additional sport and head coach candidates were interviewed. The practice and competition site dried up due to two sink holes, a natural phenomenon. In 1999 an expert was brought to campus to examine the Tallahassee water options for collegiate rowing. The advice received was that our best option for a site was our original choice. The sport was tabled until 2004 with hopes that the lake would refill. In 2004, when the lake did not refill, rowing was not pursued as no other suitable water was found. In 2001, the Department began a program to raise the female student-athlete participation rate. The ESAW monitors this effort at least four times annually by reviewing the equivalencies and participation rates. Key components of the program include: maintaining competitive teams while striving for conference and national excellence; focusing on developing women's cross country, indoor track, and outdoor track and women's golf to increase participants; encourage women's participation as walk ons with incentives, e.g., the possibility of travel and team apparel worn by all squad members; and manage men's roster sizes to avoid growth. In 2002 an opportunity was presented to the Department of Athletics to add women's equestrian. Due to a lack of necessary support services (i.e., veterinary medicine) and appropriate required sport facilities, it was decided not to pursue this sport as a potential addition. c) No issues identified within program area evaluation. d) The AD, ES, and ESAW in conjunction with the Athletics Committee will continue to explore adding another women's sport program. Monitoring of participation rates in men's sports and encouraging walk ons in women's sports will continue by AD, SWA, ES, ESAW, and HC. The Department will continue to complete the state of Florida annual athletics report.
3. Equipment and Supplies a) The following data were reviewed: the equipment expense sections for men's and women's sports in the EADA reports, the annual report of the ESAW, the Department of Athletics Policies and Procedures Manual (Manual) section on Athletic Equipment, and the equipment information in the Handbook. b) The Manual contains a section on Athletic Equipment. The SAAC meets bi-weekly and provides a forum for student-athletes to discuss equipment and supply-related issues. Information regarding Equipment Policies are included in the Handbook which is given to all student-athletes. SA are surveyed about equipment and supplies in their exit interview. HC determine their equipment and supply needs and request the monies required through the annual budget process, which is approved by their sport oversight, the Athletics Business Office (ABO), and the AD. The Department adheres to the University, State of Florida budget and purchasing policies and procedures as well as to NCAA rules and regulations. The AD negotiates a contract with Nike, which provides a contribution to player supplies. An EADA review revealed that men's and women's expenses for equipment and supplies both increased during the three years examined. Women's sports equipment expenses increased by 35% compared to 19% for men's sports. c) No issues identified within program area evaluation. d)

Continue adherence to the budget and purchasing approval processes per the Department, University and State of Florida policies and procedures as well as to NCAA rules and regulations. Review the equipment and supplies section of the Manual on an annual basis. The AD, ES, SS, SWA, and ESAW will continue their annual evaluation and review of the EADA report. The AD and ES will continue their annual evaluation and review the results of the SA exit interviews. The SWA will continue to monitor SAAC meetings for equipment and supply-related issues. The ESAW will continue monitoring equipment and supplies as part of their annual review. Annually review the Handbook for updates to the information on Equipment Policies.

4. Scheduling of Games and Practice Times. a) Data reviewed included: the ESAW annual report, and the sport scheduling and scheduling of athletics facilities sections of the Manual. b) Compliance monitors game scheduling and practice times per NCAA rules by meeting with coaching staffs monthly and reviewing documentation submitted by each sport. The on-line Manual contains sections on sports schedules and scheduling of athletic facilities. Sport oversight staff approve competition schedules. The Associate Athletics Director for Facilities Planning, Operations and Event Management is the approval authority for all athletics facilities scheduling. Campus Recreation is responsible for scheduling Tully Gym, Leach Center and Speicher Tennis Center. The ESAW review scheduling of games and practice times and meet with the SA as part of their annual report which is presented to the AD, SWA, and Athletics Committee. The SAAC meets bi-weekly and provides a forum for student-athletes to discuss scheduling and practice-related issues. SA are surveyed about scheduling of games and practice times in their exit interview. Schedules are created by coaches and approved by sport oversight and the AD in conjunction with the Atlantic Coast Conference (ACC) while adhering to the rules of the NCAA. Schedules are distributed via the Department official website, posters, schedule cards, and in media guides. Practices are scheduled by the coaching staff with Athletics Facilities staff based on facility availability and class schedules. Practice times are monitored by Compliance. Once a month, SAAC sign off on sport practice schedules. c) The 2004-05 ESAW report found two issues: men's and women's basketball practice scheduling and the use of batting cages by softball and baseball. d) The ESAW will continue to monitor scheduling of games and practice times and will continue to meet with student-athletes and coaches as part of their data gathering for their annual report. The AD and ES will continue their annual review of the results of the SA exit interviews. Compliance will continue their monitoring of competition scheduling and practice times per NCAA directive. Continue to distribute sport schedules on the official website of the Department, posters, schedule cards, and in media guides. AD and sport oversight will monitor men's and women's basketball practice scheduling and the use of batting cages by softball and baseball to ensure equitable scheduling. Evaluate and review the sport scheduling and scheduling of athletics facilities sections of the Manual on an annual basis for revisions. The SWA will continue to monitor SAAC meetings for scheduling and practice-related issues. SAAC members will continue to sign off on practice times monthly. The ESAW will continue monitoring scheduling of games and practice times as part of their annual review.
5. Travel and Per Diem Allowance. a) Data reviewed: the Travel chapter in the Manual, appropriate sections of the EADA reports, and the annual ESAW report. b) On an annual basis, the AD, ES, and sport oversight, review travel as part of the annual budget process. Compliance, sport oversight staff, ABO, and University Travel Office approve travel requests and expenses as they occur to ensure adherence with NCAA, Department, and University rules. HC are given the flexibility in determining their mode of travel, lodging, and meals, however, sport oversight staff and the AD have final approval. The state systems allows \$21 per day as travel per diem. Sport oversights have the discretion to allow a team meal to go above the state allotment on special occasions. The Department adheres to NCAA rules regarding travel and per diem. Team travel budgets for women's athletics have increased 31% from 2002-03 to 2004-05. The SAAC meets bi-weekly and provides a forum for SA to discuss travel and per diem-related issues. SA are surveyed about team travel in their exit interview. Travel policies were re-evaluated by SAAC and new policies were implemented in 2004 to ensure SA are traveling safely. c) No issues identified within program area evaluation. d) The AD, ES, and sport oversight staff will continue their annual review of the travel budget of sport teams. Continued compliance with the Department travel and University travel process and while adhering to NCAA policies and procedures. The AD and ES will continue their annual evaluation and review the results of the SA exit interviews for travel and per diem-related concerns. Annually review the chapter on travel in the Manual. The ESAW will continue to monitor travel and will continue to meet with student-athletes and coaches as part of their data gathering for their annual report. The SWA will continue to monitor SAAC meetings for travel and per diem-related issues.
6. Tutors. a) Data reviewed included: the information regarding Academic Support and Tutors included in the Handbook, and the annual ESAW report. b) Athletics Academic Support (AAS) employs 60-75 tutors annually in all subjects needed by walk on or scholarship SA. Tutors meet with SA individually or in small group sessions as needed. All meetings are monitored by professional staff members. All tutors must attend a training

session and a session which reviews applicable NCAA compliance rules. All tutors are interviewed by AAS Tutorial Coordinator and are required to provide their transcript and two letters of recommendation. Tutors are monitored and evaluated each semester to determine continued employment. Full-time learning specialists were added in 2001 and in 2005. The learning specialists incorporate tutorial-type services into their assistance with the student-athletes they serve. The SAAC meets bi-weekly and provides a forum for SA to discuss tutorial and academic-related issues. SA complete a survey about academic services in their exit interview. c) No issues identified within program area evaluation. d) The AD and ES will continue their annual review of the results of the SA exit interviews for academic and tutorial concerns. Annually review the Handbook for updates to the information on Academic Support and Tutors. The SWA will continue to monitor SAAC meetings for academics and tutorial-related issues. AAS will continue to employ tutors in all subjects for all scholarship and walk on SA. AAS will continue their hiring and training policies for tutors and monitoring of same. The ESAW will continue monitoring tutorial services as part of their annual review.

7. Coaches. a) Material examined included: EADA reports for salary information, the Human Resources section of the Manual, and the ESAW annual report. b) The ESAW meet with women's sports head coaches as part of their annual report which is presented to the AD, SWA, and Athletics Committee. The ESAW does a salary review of coaches salaries on a biannual basis. The Department encourages and pays for membership in professional coaching associations, coaching certifications and training. The Department adheres to the University hiring policies. Coaching position vacancies are advertised on the University website and the NCAA website (an industry standard). Advertisements have also been posted to the National Association of Collegiate Women's Athletic Administrators (NACWAA). FSU has the full complement of coaches allowed by the NCAA. The SAAC meets bi-weekly and provides a forum for student-athletes to discuss coaching-related issues. SA are surveyed about their coaches in their exit interview. c) No issues identified within program area evaluation. d) The Department will continue to: fund the full complement of coaches allowed by the NCAA, adhere to University hiring policies and procedures, encourage participation in and pay for coaches membership in professional and coaching associations, professional development as well as coaching certifications. The AD and ES will continue their annual review of the results of the SA exit interviews for coaching concerns. The ESAW will continue to meet with women's sports head coaches as part of their annual report and will continue their biannual review of coaches salaries. The SWA will continue to monitor SAAC meetings for coaching-related issues. Annually review the chapter on Human Resources in the Manual.
8. Locker Rooms, Practice and Competitive Facilities. a) Data reviewed included: the section on Facilities Operations in the Manual and the annual ESAW report. b) A comprehensive athletics facilities master plan was developed in 1995-1996 to provide quality facilities for all SA. The plan will be completed when the track and aquatic facilities are completed. The basketball training center opened in 2003 and houses locker rooms and practice facilities for men's and women's basketball. Baseball locker rooms were renovated in 2003. Other renovations include: new carpet in football locker room (2004), new carpet and furniture (2002) and painted (2004) soccer locker room, new carpet and furniture (2002) and painted (2003) softball locker room, new carpet and lockers in tennis locker rooms (2003), redid bathroom floor and added new carpet to volleyball locker room (2002), new competition volleyball floor (2004), renovated Tully Gym lobby with new carpet and furniture (2004), renovated track surface and track restrooms (2004), added lights and bleachers to track (2004), added 1,850 chair back seating to softball stadium (2003). As part of the University master plan, the outdoor swimming facility was closed in 2004. The swimming and diving program uses the swimming facility in the student recreation facility. Architects have done renderings for a new aquatic facility. There has been a plan to add locker rooms at the track facility since 2000. Locker rooms were on hold until 2005 due to the University master plan, which included relocating the entire track complex off campus. The SAAC meets bi-weekly and provides a forum for SA to discuss locker room and practice and competitive facilities-related issues. SA are surveyed about locker rooms and facilities-related issues in their exit interview. c) The track program is in need of locker rooms and a swimming and diving facility is needed. d) Construction plan and architect on retainer for new track building with a projected building completion of summer 2007. Aquatic facility ground breaking is scheduled for spring 2006. The AD and ES will continue their annual review of the results of the SA exit interviews for locker room and facilities issues. The SWA will continue to monitor SAAC meetings for locker room and facilities-related issues. The ESAW will continue monitoring locker rooms, practice and competitive facilities as part of their annual review.
9. Medical Training and Facilities and Services. a) Data reviewed included: the Medical Services and Training Room and the Strength and Conditioning Sections of the Manual and the annual ESAW report. b) The athletic training staff has increased from 9 full-time staff, 4 graduate assistants and 30 athletic training student interns in 2002-03 to 11 full-time staff, two part-time nutritionists, five graduate assistants, and 42 athletic training

NATA-BOC curriculum students. All full-time staff and graduate assistants are certified by the National Athletic Trainers' Association. GA's are supervised by full-time staff. The staff includes an insurance coordinator who is also an ATC. The new 15,000 square foot sports medicine center opened in 2004 and is available for all SA for treatment and rehabilitation. Satellite training rooms are available at soccer/softball, basketball (opened 2003), baseball (renovated 2004), and Tully Gym. The strength and conditioning staff has increased from 6 full-time, 4 graduate assistants, and 1 intern in 2002-03 to 7 full-time, 4 graduate assistants, and 8 interns in 2004-05. In 2004, the new 14,000 square foot strength and conditioning complex opened for all SA. There are also three satellite weight rooms at basketball (opened 2003), baseball (renovated 2004), and Tully Gym. The SAAC meets bi-weekly and provides a forum for SA to discuss medical training and facilities and services-related issues. SA are surveyed about medical services and injury-rehabilitation facilities in their exit interview. c) No issues identified within program area evaluation. d) Consider having a full-time nutritionist. Examine need for a sports psychologist. The AD and ES will continue their annual review of the results of the SA exit interviews for medical training and facilities and services-related issues. The SWA will continue to monitor SAAC meetings for medical training and facilities and services-related issues. The ESAW will continue monitoring medical training and facilities and services as part of their annual review.

10. Housing and Dining Facilities and Services. a) Reviewed material included: the Training Table section in the Manual and the annual report of the ESAW. b) The Athletics Business Office (ABO) processes rent payments to various housing facilities for football, men's basketball, volleyball, men's tennis, women's track, women's basketball, soccer, men's and women's swimming or scholarship payments for rent are distributed to student-athletes on a monthly basis. Training table is offered to football, men's and women's basketball student-athletes. The ABO processes payments for meal plans for some football, men's tennis, men's basketball student-athletes, while scholarship payments for meals are distributed to student-athletes on a monthly basis. The SAAC meets bi-weekly and provides a forum for SA to discuss housing and dining facilities and services-related issues. c) No issues identified within program area evaluation. d) The SWA will continue to monitor SAAC meetings for housing and dining-related issues. The ABO will continue to process meal plan and rent payments and/or scholarship payments to student-athletes as appropriate on a monthly basis. Annually review the Student-Athlete Handbook for updates to the information on housing and dining services and the section on Training Table in the Manual. The AD and ES will continue their annual review the results of the SA exit interviews for housing and dining facilities-related issues. The ESAW will continue monitoring housing and dining facilities and services as part of their annual review.
11. Publicity. a) Data reviewed included: the Media Relations and the Marketing and Promotions chapters in the Manual, the annual ESAW report, and information regarding Media Relations included in the Handbook. b) Staff in Sports Information has increased by one full-time staff member in 2004-05 to bring a total of six full-time staff and two graduate assistants. SID's do not have overlapping sport seasons and no one staff member has responsibility for more than three sports. Media guides size and page numbers are governed by the NCAA. FSU media guides have increased in size and in quality since 2000. The increase of percent change in page number is as follows: women's basketball (43%), softball (114%), soccer (145% and spiral bound), volleyball (62% and spiral bound), men's tennis (75%), women's tennis (63%), men's golf (22%), women's golf (38%), track and field (79%), swimming and diving (61%), and cross country (150%). Since 2000, live stats have been on-line for football, soccer, men's and women's basketball, softball, and baseball. Live stats for volleyball coverage began in 2002. In 2003, free Internet radio broadcasts were provided for women's basketball and baseball. Soccer and softball free Internet radio broadcasts were added in 2004. Free Internet radio broadcasts for volleyball started in 2005. The AD negotiates a contract with Sun Sports/Fox Sports Network-Florida, which offers satellite access for all Olympic sports through live and tape delay broadcasts in addition to seasonal wrap up programs. Athletics Marketing (not including sales) is comprised of three full-time staff, three GA's, and 12 interns. Marketing utilizes a variety of methods to publicize the sport programs ranging from broadcast and print media, schedule cards, to flyers on campus. Efforts are focused on involving both the students on campus and community at-large in half-time promotions and give-a-ways. Attendance at men's sports events increased by one percent between 2002-2005 while women's sports attendance saw a 12% increase during the same timeframe. In 2004, a new student booster organization was created by the Seminole Boosters to encourage university student attendance at events. In response to concerns of SA to the ESAW that all sports wanted a poster, in 2003 Sports Information began producing posters for men's and women's cross country, men's and women's tennis, men's and women's track, men's and women's swimming, and men's and women's golf. Athletics Marketing produces posters for football, men's and women's basketball, baseball, soccer, volleyball, and softball. The SAAC meets bi-weekly and provides a forum for student-athletes to discuss publicity-related issues. All SA receive the Handbook which contains information regarding Media

Relations. SA are surveyed about publicity and promotions in their exit interview. c) No issues identified within program area evaluation. d) Find creative ways to publicize sports. Explore the use of video streaming. The AD and ES will continue their annual review of the results of the SA exit interviews for publicity-related concerns. Annually review the Handbook for updates to the information on Media Relations. The SWA will continue to monitor SAAC meetings for publicity and media relations-related issues. The ESAW will continue monitoring publicity as part of their annual review. Sports Information will continue to produce media guides for all sport programs while adhering to NCAA rules.

12. Support Services. a) Reviewed the annual ESAW report. b) Some support staff are physically located in areas separate than those teams they work with (i.e., track, golf, and tennis support). The new Moore Athletic Center opened in 2004 and houses the AD and administrative staff, the ABO, Athletics Student Services, AAS, volleyball staff, Athletics facilities staff, Compliance, Athletics Marketing and Promotions, Athletics Media Relations, Seminole Productions, football staff, sports medicine, strength and conditioning, and training table. The SAAC meets bi-weekly and provides a forum for SA to discuss support services-related issues. SA are surveyed about support services in their exit interview. c) No issues identified within program area evaluation. d) The AD, ES, and FAR will continue their annual review of the results of the SA exit interviews. The SWA will continue to monitor SAAC meetings for support services-related issues. The ESAW will continue monitoring support services as part of their annual review.
13. Recruitment of Student-Athletes. a) Data examined included: the Recruiting Policy and the Recruiting Procedures (Academic Support Section) in the Manual, EADA reports to review recruiting budget figures, and the annual ESAW report. b) On an annual basis, the AD, ES, sport oversight, review recruiting as part of the annual budget process. Compliance, sport oversight staff, ABO, and University Travel Office approve travel requests and expenses as they occur to ensure adherence with NCAA, Department, and University rules. HC are given the flexibility to determine where and how much to spend of their recruiting budget dollars. HC are expected to recruit in-state and out-of-state. Many coaches recruit international SA. Annually, there is an internal recruiting strategy meeting held by all of the coaches to review successful recruiting methodologies. c) No issues identified within program area evaluation. d) The ESAW will continue to monitor recruiting and will continue to meet with coaches as part of their data gathering for their annual report. Continue annual recruiting strategy meeting. Annually review the sections on recruiting policy and recruiting procedures in the Manual.

**Final Draft question 7 as of 3/3/06
Proposed Gender Equity Plan 2005-2010**

Elements			Steps		
Program Area	Issues	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing the Work
1. Athletics Scholarships	No issues identified within program area evaluation.	Fully fund all NCAA allowable scholarships.	Fund two additional soccer scholarships in 2006-07 as allowed by new NCAA legislation passed January 2006.	Director of Athletics	Prior to start of 2006-07 academic year.
		Increase women's endowed scholarships.	Implementation of a capital campaign.	Director of Athletics; Seminole Boosters (athletics fundraising arm)	Fall 2006-2010
	Maintenance plan included.		The Department of Athletics will continue to fund the NCAA allowable number of scholarships.	Director of Athletics	2005-2010
			Continue monitoring of EADA and student-athlete equivalencies and participation rates.	Director of Athletics, Department of Athletics Executive Staff, SWA, and Equity and Student-Athlete Welfare Subcommittee (ESAW)	2005-2010
			Annually review the Student-Athlete Handbook for updates.	Student Services Staff	2005-2010
			Bring in outside consultant to audit equity plan.	Director of Athletics; ESAW	2006-07

Program Area	Issues	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing the Work	
2. Accommodation of Interests and Abilities	Athletics participation ratio is not proportional to the general student body.	Increase the ratio of participation on women's teams.	Encourage walk ons in all women's sports particularly tennis, basketball, volleyball.	Director of Athletics; Sport Oversight (Senior Associate and Associate Athletics Directors responsible for overseeing sport programs); SWA, Head Coaches; ESAW	2005-2010	
			Continue walk ons in women's cross country and track, softball, golf, and soccer.			
			Monitor walk ons in baseball, football, track, and swimming.			
	Maintenance plan included.		Each semester monitor participation numbers on men's and women's teams.	Explore adding another women's sport program.	Director of Athletics; Department of Athletics Executive Staff; SWA; ESAW	2005-2010
			Complete annual state of Florida athletics report.	Director of Athletics; SWA	2005-2010	
			Monitor participation rates in men's sports and encourage walk ons in women's sports.	Director of Athletics, SWA, Department of Athletics Executive Staff, ESAW, and head coaches	2005-2010	
		Bring in outside consultant to audit equity plan.	Director of Athletics; ESAW	2006-07		

Program Area	Issues	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing the Work
3. Equipment and Supplies	No issues identified within program area evaluation. Maintenance plan included.	Adhere to requirements of Nike contract. Provide fair and equitable equipment and supplies to student-athletes.	Advise equipment managers and head coaches of appropriate contract specifics.	Director of Athletics; Sport Oversight	2005-2010
			Annual review of equipment and supply needs and adherence to contract rules.	Director of Athletics; Sport Oversight	2005-2010
			Negotiate Nike contract.	Director of Athletics	2005-2010
			Continue adherence to the budget and purchasing approval processes per the Department of Athletics, University and state of Florida policies and procedures as well as to NCAA rules and regulations.	Director of Athletics; Athletics Executive Staff; Athletics Business Office	2005-2010
			Review EADA report.	Director of Athletics, Department of Athletics Senior and Executive staff, SWA, and ESAW	2005-2010
			Annually review the Student-Athlete Handbook for updates.	Student Services Staff	2005-2010
			Monitor equipment and supplies.	ESAW; Compliance	2005-2010

			Monitor student-athlete exit interviews.	Director of Athletics; Department of Athletics Executive Staff	2005-2010
			Monitor SAAC meetings.	SWA	2005-2010
			Review Department of Athletics Policies and Procedures Manual for updates.	Sports Oversight	2005-2010
			Bring in outside consultant to audit equity plan.	Director of Athletics; ESAW	2006-07
Program Area	Issues	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing the Work
4. Scheduling of Games and Practice Times	Competition times of baseball, softball, soccer, volleyball, tennis, track overlap.	Reduce the number of occurrences where sport competition times overlap to the extent possible.	Head coaches and sport oversights will consult sport schedules of other in-season sports.	Director of Athletics; Sport Oversight; Head Coaches	2005-2010
	Maintenance plan included.		Monitor competition scheduling and practice times.	ESAW; Compliance	2005-2010
			Continue monitoring of competition scheduling and practice times per NCAA directive.	Compliance	2005-2010
			Review Department of Athletics Policies and Procedures Manual for updates.	Sport Oversight, Athletics Facilities	2005-2010
			Monitor student-athlete exit interviews.	Director of Athletics; Department of Athletics Executive Staff	2005-2010

			Monitor SAAC meetings.	SWA	2005-2010
			Continue to distribute sport schedules on the official website of the Department of Athletics, posters, schedule cards, and in media guides	Sports Information; Marketing	2005-2010
			Monitor men's and women's basketball practice scheduling and the use of batting cages by softball and baseball to ensure equitable scheduling.	Director of Athletics; Sport Oversight	2005-2010
			SAAC members will continue to sign off on practice times monthly.	Student Services; Compliance	2005-2010
			Bring in outside consultant to audit equity plan.	Director of Athletics; ESAW	2006-07
Program Area	Issues	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing the Work
5. Travel and Per Diem Allowance	No issues identified within program area evaluation. Maintenance plan included.	Provide fair and equitable modes of transportation, meals, lodging, and length of stay	Monitor sport programs annual travel budget.	Director of Athletics; Sport Oversight; Head Coaches; Compliance; Athletics Business Office	2005-2010

		to student-athletes.	Monitor and approve sport programs travel requests, expenses while adhering to department, University, and NCAA policies and rules.	Director of Athletics; Sport Oversight; Compliance; Athletics Business Office	2005-2010
			Monitor student-athlete exit interviews.	Director of Athletics; Athletics Executive Staff	2005-2010
			Monitor SAAC meetings.	SWA	2005-2010
			Monitor travel and per diem allowances.	ESAW; Compliance	2005-2010
			Review Department of Athletics Policies and Procedures Manual for updates.	Athletics Business Office	2005-2010
			Bring in outside consultant to audit equity plan.	Director of Athletics; ESAW	2006-07
Program Area	Issues	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing the Work
6. Tutors	No issues identified within program area evaluation. Maintenance plan included.	Provide fair and equitable access to tutorial support.	Monitor numbers of student-athletes accessing tutorial services.	Director of Athletics; Director of Athletics Academic Support	2005-2010
			Continue to employ tutors in all subjects for all scholarship and walk on student-athletes.	Director of Athletics Academic Support	2005-2010

			Continue hiring and training policies for tutors and monitoring of same.	Director of Athletics Academic Support	2005-2010
			Review tutorial training and hiring methods.	Director of Athletics; Director of Athletics Academic Support	2005-2010
			Monitor SAAC meetings.	SWA	2005-2010
			Annually review the Student-Athlete Handbook for updates.	Student Services Staff	2005-2010
			Monitor student-athlete exit interviews.	Director of Athletics; Department of Athletics Executive Staff	2005-2010
			Review Department of Athletics Policies and Procedures Manual for updates.	Director Athletics Support	2005-2010
			Bring in outside consultant to audit equity plan.	Director of Athletics; ESAW	2006-07

Program Area	Issues	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing the Work
7. Coaches	No issues identified within program area evaluation. Maintenance plan included.	Ensure coaches salaries and compensation are equitable within the Department of Athletics.	Continue adherence to University hiring policies.	Director of Athletics	2005-2010
			Continue to fund the full complement of coaches allowed by the NCAA.	Director of Athletics	2005-2010
			Continue to encourage participation in and pay for coaches membership in professional and coaching associations, professional development as well as coaching certifications.	Director of Athletics; Sport Oversight	2005-2010
			Continue to meet with women's sports head coaches as part of annual report.	ESAW	2005-2010 biannually
			Review Department of Athletics Policies and Procedures Manual for updates.	Department of Athletics Executive Staff	2005-2010
			Bring in outside consultant to audit equity plan.	Director of Athletics; ESAW	2006-07
		Ensure coaches salaries are competitive within the	Annual review of coaches salaries compared to ACC.	Director of Athletics; Sport Oversight	2005-2010

		Atlantic Coast Conference (ACC).	Biannually conduct a review of coaches salaries and compensation.	ESAW	2005-2010 biannually
		Ensure quality coaching is consistent.	Monitor student-athlete exit interviews.	Director of Athletics; Department of Athletics Executive Staff	2005-2010
Program Area	Issues	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing the Work
8. Locker Rooms, Practice and Competitive Facilities	Track locker rooms needed.	Provide track program with locker rooms.	Construction plan and architect on retainer for new track building.	Director of Athletics; Athletics Facilities	2007
	Swimming and diving facility needed.	Provide swimming and diving program with facility.	Architects have completed rendering for new aquatic facility.	Director of Athletics; Athletics Facilities	2007
	Maintenance plan included.	Provide fair and equitable locker rooms, practice and competitive facilities for all student-athletes.	Assess annually needs of sports programs for locker rooms, practice and competitive facilities.	Director of Athletics; Department of Athletics Executive Staff; ESAW	2005-2010
			Implement facilities maintenance and upgrade review.	Director of Athletics Facilities	2005-2010
			Implement heritage and tradition plan for achievement recognition.	Assistant Athletics Director for Media Relations	2005-2010
			Replace soccer scoreboard.	Director of Athletics Facilities	Summer 2006
			Replace softball scoreboard.	Director of Athletics Facilities	Summer 2006
	Install new track scoreboard.	Director of Athletics Facilities	Summer 2007		

			Monitor SAAC meetings.	SWA	2005-2010
			Annually review the Student-Athlete Handbook for updates.	Student Services Staff	2005-2010
			Monitor student-athlete exit interviews.	Director of Athletics; Department of Athletics Executive Staff	2005-2010
			Review Department of Athletics Policies and Procedures Manual for updates.	Department of Athletics Executive and Senior Staffs	2005-2010
			Bring in outside consultant to audit equity plan.	Director of Athletics; ESAW	2006-07
Program Area	Issues	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing the Work
9. Medical Training and Facilities and Services	No issues identified within program area evaluation. Maintenance plan included.	Provide fair and equitable medical training and facilities and services for all student-athletes.	Assess annually needs of sports programs regarding medical training and facilities and training.	Director of Athletics; Department of Athletics Executive Staff; ESAW	2006 and ongoing each year subsequent.
			Explore adding a sports psychologist to staff.	Director of Athletics; Department of Athletics Executive Staff; Director of Sports Medicine	2006-07
			Explore feasibility of adding a full-time- sports nutritionist.	Director of Athletics; Athletics Executive Staff; Director of Sports Medicine	2006-07
			Monitor SAAC meetings.	SWA	2005-2010

			Annually review the Student-Athlete Handbook for updates.	Student Services Staff	2005-2010
			Monitor student-athlete exit interviews.	Director of Athletics; Department of Athletics Executive Staff	2005-2010
			Review Department of Athletics Policies and Procedures Manual for updates.	Director of Sports Medicine	2005-2010
			Bring in outside consultant to audit equity plan.	Director of Athletics; ESAW	2006-07
Program Area	Issues	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing the Work
10. Housing and Dining Facilities and Services	No issues identified within program area evaluation. Maintenance plan included.	Provide fair and equitable housing and dining and facilities and services for all student-athletes.	Assess annually needs of sports programs regarding housing and dining facilities and services.	Director of Athletics; Department of Athletics Executive Staff; ESAW	2005-2010
			Continue processing meal plan and rent payments and/or scholarship payments to student-athletes as appropriate on a monthly basis.	Athletics Business Office	2005-2010
			Monitor SAAC meetings.	SWA	2005-2010
			Monitor student-athlete exit interviews.	Director of Athletics; Department of Athletics Executive Staff	2005-2010

			Review Department of Athletics Policies and Procedures Manual for updates.	Department of Athletics Executive and Senior Staffs	2005-2010
			Annually review the Student-Athlete Handbook for updates.	Student Services Staff	2005-2010
			Bring in outside consultant to audit equity plan.	Director of Athletics; ESAW	2006-07

Program Area	Issues	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing the Work
11. Publicity	No issues identified within program area evaluation. Maintenance plan included.	Provide fair and equitable publicity for all student-athletes.	Assess publicity for all sports programs.	Director of Athletics; Department of Athletics Executive Staff; ESAW	2005-2010
			Explore feasibility of utilizing video streaming.	Director of Athletics; Department of Athletics Executive and Senior Staffs	2006-07
			Continue producing media guides for all sports programs while adhering to NCAA rules.	Sports Information	2005-2010
			Provide on-line stats and Internet radio broadcasts for all sports programs.	Sports Information	2005-2010
			Maximize television exposure through the Sun/FSN-FL contract for all sports programs.	Director of Athletics; Sports Information	2005-2010
			Produce posters for all sports programs.	Sports Information; Marketing	2005-2010
			Monitor SAAC meetings.	SWA	2005-2010
			Annually review the Student-Athlete Handbook for updates.	Student Services Staff	2005-2010
			Monitor student-athlete exit interviews.	Director of Athletics; Athletics Executive Staff	2005-2010

			Review Department of Athletics Policies and Procedures Manual for updates.	Department of Athletics Executive and Senior Staffs; Assistant Athletics Director Media Relations	2005-2010
			Bring in outside consultant to audit equity plan.	Director of Athletics; ESAW	2006-07
12. Support Services	No issues identified within program area evaluation. Maintenance plan included.	Provide fair and equitable support services for men's and women's sport programs.	Assess support services for men's and women's sport programs.	Director of Athletics; Department of Athletics Executive Staff; ESAW	2005-2010
			Provide monthly team-building event for all department staff to interact.	Director of Athletics	2005-2010
			Monitor SAAC meetings.	SWA	2005-2010
			Monitor student-athlete exit interviews.	Director of Athletics; Department of Athletics Executive Staff	2005-2010
			Bring in outside consultant to audit equity plan.	Director of Athletics; ESAW	2006-07
Program Area	Issues	Measurable Goals	Steps to Achieve Goal	Individuals Responsible for Implementation	Specific Timetable for Completing the Work
13. Recruitment of Student-Athletes	No issues identified within program area evaluation. Maintenance plan included.	Provide fair and equitable recruiting of students.	Assess recruiting for men's and women's sport programs.	Director of Athletics; Department of Athletics Executive Staff; Compliance; ESAW	2005-2010

			Offer in-house recruiting strategy meeting to review successful recruiting methodologies.	Director of Athletics; Sport Oversight; Coaching Staffs	2005-2010
			Bring in outside consultant to audit equity plan.	Director of Athletics; ESAW	2006-07

Draft as of 3/3/06
Gender Equity Self-Study Question 8

Describe the institution's efforts to ensure the plan for addressing gender-equity issues for the future of the intercollegiate athletics program was developed through a process involving broad-based participation and received institutional approval.

The Florida State University gender equity plan is a comprehensive roadmap for addressing gender equity issues for the future of the intercollegiate athletics program. It meets the criteria for the NCAA Certification's Operating Principle 3.1 Gender Issues. The University President and the Director of Athletics approve the gender equity plan.

The gender equity plan is a broad-based effort with input by the Director of Athletics and Senior Staff of the Athletics Department as well as the Equity and Student-Athlete Welfare Subcommittee. The ESAW is comprised of members of the University faculty and staff, student-athlete, and the Senior Woman Administrator. The gender equity plan is also reviewed by the Board of Trustees and the State of Florida as part of an annual gender equity report.

Operating Principle 3.2 Minority Issues

1. *List all “corrective actions,” “conditions for certification” or “strategies for improvement” imposed by the NCAA Division I Committee on Athletics Certification in its first-cycle certification decision (if any) as they relate to Operating Principle 3.2 (Minority Issues). In each case, provide: (a) the original “corrective action”, “condition”, or “strategy” imposed; (b) the action(s) take by the institution; (c) the date(s) of the action(s); and (d) and explanation for any partial or non-completion of such required actions. Please note, the institution is not required to respond to recommendations for required actions developed by the peer-review team unless those same recommendations were adopted by the Committee on Athletics Certification.*

There were no “corrective actions,” “conditions for certification” imposed by the NCAA Division I Committee on Athletics Certification in its’ first-cycle certification decision as they relate to Operating Principle 3.2 The strategy for improvement was to “enhance the minority issues plan by establishing goals beyond 2001 in order to ensure progress toward future goals and to maintain the current status of the program in this area.”

2. *Report on the implementation of the plan to address minority issues developed by the institution during its first-cycle certification process. Specifically, include: (a) the original plan, (b) the action(s) taken by the institution, (c) the date(s) of the action(s), (d) and explanation for any partial or non-completion of such required actions. [Please note: Within minority issues written plans, specific numerical targets may place an institution at legal risk and are not expected nor should be included in an institution’s written plan. If an institution has already submitted a plan to the committee that includes specific hiring numbers, the committee will not hold the institution accountable for achieving those specific numerical targets. Rather, the committee advises institutions to submit plans that have broad, flexible non-numeric hiring goals.*

Actions to Achieve the Minority Equity Plan
1999-2004

a) Coordinate minority mentorship and internship efforts with the Sport Administration undergraduate, graduate, and doctoral program.

b) We have developed strong partnerships with Sports Management Program within the Department of Sports Management/Recreation/Physical Education and the Department of Leadership Education and Policy Studies. Minorities from all departments are encouraged to apply for internships and assistantships within the Department of Athletics and annually minorities are employed in the Athletic Marketing Office, Student Services, Academic Support, Business and other offices within the Department of Athletics. c) Accomplished and Ongoing each semester d) completed

a) Network within the university faculty and community to publicize athletic opportunities for minorities, i.e., increasing visibility of the task force through class lectures and presentation to minority student organizations.

b) Staff members from the Department of Athletics are available to speak to classes, civic organizations and student groups. Staff teach Freshman Year Experience Course, and Career Development Course. Diversity is emphasized in both classes. Both these courses expose students to the wide variety of opportunities on campus. There are at least ten minority student organizations on campus such as the Black Student Union, that provide opportunities for minorities. c) Accomplished and Ongoing d) completed

a) Attend meetings of the Black Graduate Students in Physical Education Club b) attempts were made to attend,

but a group became inactive in 1999 c) Group became inactive in 1999 d) Group became inactive in 1999

a) Perform community outreach activities to minority youth sport organizations.

b) Through a grant from Ounce of Prevention, FSU student-athletes have adopted several underperforming schools (72% minority) and have weekly contact with those students. Last year student-athletes performed over 4500 hours of service to the community focusing on underperforming schools and youth sport organizations such as the YMCA and the Boys Club. c) Accomplished and Ongoing d) completed

a) Place advertisements for senior athletic administrative and coaching position in appropriate ethnic and women's publications.

b) Most advertising today is through electronic publications and through web based advertising. Advertising is done through NCAA, BCA, NACWAA, NACDA as well as all general releases of the University's Personnel Office and the ACC. c) Accomplished and Ongoing.

a) Develop in conjunction with the University Department of Human Resources Office of Diversity Enhancement and Compliance, a plan which ensures attendance by Department of Athletics personnel at conferences, job fairs, and workshops geared to ethnic minority candidates in college athletics.

b) Florida State University has been actively involved in several diversity programs sponsored by the NCAA including Leadership Institute for Ethnic Minority Males, NCAA Men's Coaching Academy for Minorities, and Diversity Training workshops. Several employees are members of the BCA, and FSU actively recruits minority candidates when positions are open and actively seeks to employ minorities when positions are created. c) Accomplished and Ongoing d) complete

a) Establish contacts with and utilize existing minority resources at appropriate organizations such as the ACC, NCAA, Black Coaches Association, Minority Athletics Administrators Association, and Women's Sports Foundation.

b) Extensive networking is done to notify all minority resources when a position is open or created. Working with the University's Department of Human Resources Office of Diversity Enhancement and Compliance, all employment is posted and available to candidates. c) Accomplished and Ongoing d) complete

a) Identify and monitor graduate assistant coaching candidates that can be developed and promoted to full-time assistant coaching positions.

b) FSU assertively employs former underrepresented student-athletes as Graduate Assistants and have moved them into full-time coaching positions either at Florida State or at other universities. c) Accomplished and Ongoing d) complete

a) Conduct a salary equity review for coaching and professional staff on an annual basis. These reviews will incorporate both market and equity factors.

b) Salaries are studied from both the ACC perspective and nationally to insure equity. Using surveys of the Division IA Athletic Director's Association and the ACC, FSU remains competitive in salaries. c) Accomplished and Ongoing d) complete

a) Monitor minority turnover rates in coaching and professional staff positions on an annual basis.

b) Turnover is monitored by the Executive Staff responsible for the department or staff that is affected. Every effort is made (as indicated in other parts of this document) to continue to support and promote cultural diversity. Also reviewed by the University Athletic Committee. c) Accomplished and Ongoing d) complete

a) Conduct a survey annually to assess the organizational climate and perceptions of opportunities held by current minority coaches and professional staff. A similar survey should be conducted during employee exit interviews. b)

In 2003, FSU conducted extensive diversity training with staff, coaches and students. A

survey was done and shared with all staff members and members of the Student-Athlete Advisory Council. Employee exit interviews assess the overall work experience at Florida State, including the organizational climate. c) Accomplished and Ongoing d) complete

a) Monitor and document the outreach efforts of Olympic sport coaches to facilitate the recruitment of minority athletes.

b) Recruitment of student-athletes is monitored and documented through the Compliance Office and by the Executive Staff. All staff continue to encourage cultural diversity in recruiting. c) Accomplished and Ongoing d) complete

a) Monitor minority student-athlete participation in athletics, particularly the Olympic sports.

b) All teams continue to be culturally diverse with limited African American participation in baseball and swimming and diving during the 3 years studied. This is addressed in our 2005-2010 plan. c) Ongoing. Our plan is to continue to actively recruit African American participants in baseball and swimming. d) High school programs currently show less participation by African Americans in these sports thereby making the recruiting pool smaller.

a) Provide yearly cultural diversity training for all employees of the Department of Athletics.

b) The Department of Athletics sponsored a week of NCAA diversity training in the Spring of 2003, for all student-athletes, staff, and coaches. The program was mandatory and well received by all groups. The University offers diversity training through Human Resources each semester. All staff are notified of these programs and encouraged to attend. Florida State Department of Athletics is involved intensively in awareness training with regard to our Seminole history and heritage. c) Accomplished and Ongoing d) complete

3. Describe any additional plans for improvement/recommendations in the area of Operating Principle 3.2 (Minority Issues) developed by the institution since the first-cycle certification decision was rendered by the Committee on Athletics Certification.

The Department of Athletics has developed partnerships with academic programs such as the Sports Management Program which provides tuition waivers to insure that internships and assistantships are offered each semester. The structure of the athletics' program provides annual monitoring of minority enrollment and personnel issues. All recruitment and hiring of staff is monitored by the University's Department of Human Resources Office of Diversity Enhancement and Compliance and reflects the policies of the entire campus. The University Athletic Committee has oversight responsibility for the Department of Athletics and an active Equity and Student Athlete Welfare Subcommittee (ESAW) of the Athletic Committee works closely with the Department on student issues as well as part of the process of selecting new staff.

4. *Explain how the institution is organized to further its efforts related to the minority issues operating principle for both athletic department staff and student athletes and provide evidence that matters concerning minority issues are monitored, evaluated and addressed on a continuing basis.*

University-wide, the President has appointed an Associate Director of Human Resources to head the Office of Diversity Enhancement and Compliance to develop, administer and coordinate compliance, diversity and inclusion initiatives for students, faculty, staff and visitors in collaboration with the Office of the Dean of the Faculties. Key stakeholders also include Vice Presidents for Finance and Administration and Student Affairs and the Office of the Provost. The Department of Athletics works with this office to monitor, evaluate and/or address various minority issues on a continuing basis. Student-athlete issues are reported through individual students and the Student Athlete Advisory Council. Student-athletes have access to all minority services of the university and are monitored by the ESAW Subcommittee, a part of the University Athletic Committee.

5. *For the three most recent academic years, provide the racial or ethnic composition for full-time senior administrative athletic department staff members (i.e., assistant athletic directors up through the athletics director level); other full- and part-time professional (i.e., non-clerical) athletics department staff members (such as trainers, ticket managers, academic support staff and facility managers, even if the position is not funded by or does not report to the athletics department); full- and part-time head coaches; full- and part-time assistant coaches (including graduate assistant and volunteer coaches); faculty-based athletics, student athlete advisory or policy making group (e.g., governing board for athletics, student athlete advisory committee) members (if any). Analyze and comment on any trends over the three-year period. [Note: Use the supplied chart (Racial or Ethnic Composition on Page 33) to compile the data requested in this self-study item]*

**EQUITY AND STUDENT-ATHLETE WELFARE: SELF-STUDY ITEM NOS. 5, 6 and 7
FOR OPERATING PRINCIPLE 3.2**

Racial or Ethnic Composition

PART A: Athletics and Selected Institutional Personnel

Indicate the number* of individuals in each of the racial or ethnic groups for each personnel group listed below for the three most recent academic years. List the most recent academic year's data first. (Note: 1) Use the definition of staff members that is included in the certification of compliance forms. (2) "F" refers to full-time staff employees who are considered by the institution as 1 FTE (full-time equivalency) in the athletics department(s) and "P" refers to part-time staff employees who are less than 1 FTE in the athletics department(s).)

Year		Racial or Ethnic Group																	
		Am. Ind./AN (N)			Asian/PI (N)			Black (N)			Hispanic (N)			White (N)			Other (N)		
		1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3
Senior Administrative Athletics Dept. Staff	F	0	0	0	0	0	0	1	1	1	0	0	0	11	10	10	0	0	0
Other Professional Athletics Dept. Staff	F	1	1	1	1	1	1	12	8	10	2	0	2	91	90	84	0	0	0
	P	0	0	0	0	0	0	1	4	0	1	0	1	25	20	21	0	0	0
Head Coaches	F	0	0	0	0	0	0	1	1	1	0	0	0	16	16	16	0	0	0
	P	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assistant Coaches	F	0	0	0	0	0	0	12	12	9	1	1	0	33	33	37	0	0	0
	P	0	0	0	0	0	0	1	4	1	0	0	0	7	13	13	0	0	0
TOTALS (for Athletics Dept. Personnel)	F	1	1	1	1	1	1	26	22	21	3	1	2	151	149	147	0	0	0
	P	0	0	0	0	0	0	2	8	1	1	0	1	32	33	34	0	0	0
Faculty-Based Athletics Board or Committee Members		0	0	0	0	0	0	6	6	5	1	0	0	23	22	14	0	0	0
Other Advisory or Policy-Making Group Members		0	0	0	1	0	0	12	13	16	4	2	2	35	30	30	1	0	0

Am. Ind./AN—American Indian/Alaskan Native

Asian/PI—Asian/Pacific Islander

*For athletics department personnel serving in more than one capacity (e.g., assistant athletics director and head softball coach), use decimals in the appropriate athletics staff or coach groups to indicate the approximate percentage of a full-time position devoted to each role, with the understanding that one staff member cannot count as more than one equivalency.

Name of person completing this chart: _____

Title: _____ Date: _____

REVISED MAY 2005

EQUITY AND STUDENT-ATHLETE WELFARE

The Department of Athletics remains constant in the hiring of ethnic minorities. Each Division within the Department offers internships, assistantships, and mentoring for minorities and efforts are made at every hiring to include minority candidates in the pool of applicants selected for interviews. We continue to see few Asian and Hispanic applicants in our area, but as the population grows those areas should also increase. The growth is very consistent with that seen on the campus of FSU. Overall, the current racial and ethnic group representation within the Athletics Department has remained constant for the three-year reporting period for Senior Administrative Staff and Head Coaches. There has been some movement with a decrease across the board for other professionals and a decrease in the number of minority assistant coaches. Efforts will be made to leverage vacancies by recruiting diverse, key talent in all levels of the University. In Athletics, recruitment of assistant coaches and other professionals will be focus areas since these positions are considered feeder groups for upper level positions.

6. For the three most recent academic years, provide the racial or ethnic composition for student athletes who received athletics aid and for students generally. [Note: Use the supplied chart (Racial or Ethnic Composition on Page 33) to compile the data requested in this self-study item.]

Attached

7. For the three most recent academic years, provide racial or ethnic composition of student athletes who received athletics aid by the eight sport groups listed in the NCAA Graduation-Rates Disclosure Form. Also, for those sports not at the varsity level for three years, indicate the year in which the sport was recognized by the institution as a varsity sport. [Note: Use the supplied chart (Racial or Ethnic Composition on Page 33) to compile the data requested in this self-study item.]

Attached.

8. *Using the eight program areas for minority issues, provided as Attachment No. 3 on Page 37, please:*
 - a. *Describe how the institution has ensured a complete study of each of these eight areas,*
 - b. *Provide data demonstrating the institution's commitment across each of the eight areas,*
 - c. *Identify areas of deficiency and comment on any trends. If the institution identifies any areas of deficiency, include the deficiency in the institution's minority issues plan for the future.*
 - d. *Explain how the institution's future plan for minority issues addresses each of the eight areas.*
1. **Institutional and Athletic Department Commitment – Development and Maintenance of written statements that address the issues of diversity.**
 - a. The Department of Athletics works closely with the Department of Human Resources' Office of Diversity Enhancement and Compliance to develop and maintain written statements that are consistent with the department's commitment to diversity. Policies were reviewed by ESAW committee and a broad based committee of the university including faculty, staff, students, and coaches.
 - b. In our publications we include the University's Equal Opportunity and Nondiscrimination policy and adhere to all guidelines of the university with respect to inclusion and

diversity. These statements are available for review by the committee and are published in all university publications and the Student-athlete handbook and on the fsu.edu web site.

- c. The Department of Athletics continues the commitment to inclusiveness and diversity in staff, students and coaches.
- d. Review staff hiring numbers each year Monitoring by the ESAW Subcommittee, the Department of Human Resources and Athletic Department staff

2. **Evaluation** – *Periodic review of the athletics department activities for consistency with goals and objectives set forth in the institution’s and athletics department’s written commitments to diversity.*

- a. The Department of Athletics worked closely with the Department of Human Resources to evaluate and insure that the department acts as an inclusive department that encourages diversity in all it’s hiring practices. b) Policies were reviewed by ESAW committee and a broad based committee of the university including faculty, staff, students, and coaches. The Department of Athletics executive staff meets regularly and discusses mission and goals and evaluates current staff hiring as well as diversity in the recruitment of student-athletes. This group consists of all Associate AD’s that oversee sports programs as well as the primary divisions within the department. Semiannual retreats are held to take a broad view look at our direction and our continued commitment to our mission of diversity and inclusion as well as the advancement of the entire sports program. The University Athletic Committee, chaired by the Faculty Athletic Representative, monitors department activities for consistency in goals and objectives.
- c. The Department of Athletics continues the commitment to inclusiveness and diversity in staff, students and coaches.
- d) The Department of Athletics will continue to evaluate all areas of the program for inclusiveness and diversity.

3. **Organization and Structure-** *Policies, and/or organization, and/or activities of the athletics program and its activities to help enhance diversity.*

- a) The Department was evaluated by faculty, staff, students, coaches, and the ESAW subcommittee. Feedback was requested through the web site fsu.edu.
- b) Policies in hiring and as published in the University’s publications and the Student Athlete Handbook strictly forbid discrimination and encourage diversity. The Department is roughly organized into three distinct populations; ie, administrative and support staff, coaching staff, and student-athletes. Within this structure there is a cohesive and supportive atmosphere of inclusion. All leadership groups within the department are composed of those with diverse ethnicity, backgrounds, and experiences. Within the student population a “Culture Fest” is held each year as one of the activities that encourages students to share various ethnicities. Three leadership groups currently are supported: SAAC (Student-Athlete Advisory Council), WILD (Women in Leadership Development), and CHAMPS (Challenging Athletic Men for Personal Success). Each of these groups encourages, promotes and supports diversity and representatives come from all teams and have representatives from many countries as well as the US.

c) There were no areas of deficiency identified d) The Department of Athletics will continue policies and activities to enhance diversity.

4. Enrollment- Goals of the institution for enrollment of minority students and minority student-athletes

a) The Department was evaluated by faculty, staff, students, coaches and the ESAW subcommittee. Feedback was requested through the web site, fsu.edu. The Office of Institutional Research enrollment data.

b) Florida State University is committed to continuing enrollment of minority students as well as student-athletes. Enrollment of minorities has increased steadily during the last five years. The goal is to continue to actively recruit underrepresented minorities to the campus and to convey the spirit of inclusion within all ethnicities.

At this time the university has 24.6% enrollment of minorities. The enrollment for minorities competing on grant-in-aid in intercollegiate athletics is 41.1%. c) No areas of deficiency were identified d) The Department will continue to recruit and enroll minority student athletes.

5. Comparison of Populations- Examination of the student population and comparison of the percentage of minority student-athletes in all sports, by sport, to ensure that there are no signs of discrimination revealed through the recruitment practices of the institution.

a) The Department was evaluated by faculty, staff, students, coaches and the ESAW subcommittee. Feedback was requested through the web site, fsu.edu. The Office of compliance and sport administrators provided data.

b) A review of the student population and the comparison of the percentage of minority student-athletes in all sports shows no signs of discrimination in the recruiting practices of the institution.

c) The small number of African American and minorities competing in baseball and swimming and diving is monitored by the sport administrators and is not a result of discrimination, but is more representative of the number of African Americans and minorities competing in these sports at the intercollegiate level.

d) The Department will continue to monitor and review recruiting practices in all sports to ensure nondiscrimination.

6. Participation in Governance and Decision-Making- Involvement of minority student-athletes in the governance and decision-making processes of the athletics department, and provision of leadership opportunities (e.g., participation on student-athlete advisory committee) for minority student-athletes.

a) The Department was evaluated by faculty, staff, students, coaches and the ESAW subcommittee. Feedback was requested through the web site, fsu.edu. b) Student-athletes are involved in governance and decision-making primarily through the Student Athlete Advisory Council. Student-athletes are nominated by their coaches and teammates to serve on the SAAC. The SAAC is currently 25% minority and has had a minority president for the last 5 years. This committee is comprised of two student representatives from each team and is the liaison with the administration. The SAAC meets each semester with the Equity/Student Athlete Welfare Subcommittee of the University's Athletic Committee.

7. *Employment Opportunities*–Establishment of goals for minority employment opportunities in the athletics department and the encouragement of promotion and hiring of minority coaches and administration.

a) The Department was evaluated by faculty, staff, students, coaches and the ESAW subcommittee. Feedback was requested through the web site, fsu.edu. b) The President has appointed an Associate Director of Human Resources to head the Office of Diversity Enhancement and Compliance to develop, administer and coordinate compliance, diversity and inclusion initiatives for students, faculty, staff and visitors in collaboration with the Office of the Dean of the Faculties. The Department of Athletics works with this office to monitor, evaluate and/or address various minority issues on a continuing basis. Student-athlete issues also have access to all services of the university and are monitored by the Subcommittee on Equity and Student Athlete Welfare, a part of the University Athletic Committee. FSU follows all guidelines set by the University and applied to all departments on campus in hiring practices. In addition, minority internships are available and staff are often promoted from those internships. Sports Medicine, Ticket Office, Student Services, Facilities, Equipment as well as all sports have provided internships for minorities during the years studied. c) No areas of deficiency were identified d) The Department will continue to enhance opportunities for recruitment and employment of minorities.

8. *Programs and Activities* –Establishment of programs that address the needs and issues affecting minority student-athletes.

a) The Department was evaluated by faculty, staff, students, coaches and the ESAW subcommittee. Feedback was requested through the web site, fsu.edu
b)The Personal Development component of our Life Skills program addresses many of the needs and issues affecting minority students. Last year, all freshmen student-athletes were enrolled in a Freshman Year Experience Course designed to acquaint new students with all the services on campus. A minority graduate assistant in the Student Services Office is assigned the responsibility of notifying the SAAC and other student groups about the services and opportunities on campus. Three leadership groups are in place at this time: SAAC, WILD (Women in Leadership Development), CHAMPS (Challenging Athletic Men for Personal Success) and have a large participation from minority student-athletes (~70%) c) No areas of deficiency were identified. The Office of Student Services will assertively publicize opportunities for minority student-athletes. d) The Athletic Department will continue to enhance opportunities that address the needs and issues affecting minority student-athletes.

9. *Using the “plan for improvement” section, please provide a written, stand-alone institutional plan for addressing minority issues for the future in the intercollegiate athletics program. The plan must address all eight program areas for minority issues as listed previously; however, an evaluation mechanism to monitor the institution’s minority-issues plan. Further, the plan must extend at least five years into the future and be active at all times. [Note: Please see the Web site for an example format*

outlining all required elements of a plan.] Within minority issues plans, specific numerical targets may place an institution at legal risk and are not expected nor should they be included in an institution's written plan. The committee advises institutions to submit plans that have broad, flexible non-numeric hiring goals.

Minority – 1/19/06

Program Area	Elements Issues	Measurable Goals	Steps to Achieve Goal	Steps Individuals Responsible for Implementation	Specific Timetable for Completing the Work
1. Institutional and Athletics Department Commitment	No issues identified within program area evaluation. Maintenance Plan included.	Continue the University and the Department of Athletics' commitment to diversity by monitoring staff employment through the Department of Human Resources and of participation by minority student-athletes as reported to the NCAA and the University.	Review staff hiring numbers each year and evaluate trends in hiring of a diverse staff. Evaluate diversity of scholarship recipients each year and evaluate trends.	Director of Athletics; Athletic Executive Staff, ESAW Subcommittee	Fall 2005 and ongoing through 2010
2. Evaluation	Athletic Department will continue to collect and review data related to diversity in hiring staff and diversity in student-athlete participation.	Monitor Athletics' Department commitment to diversity with a student-athlete survey, a staff survey, and exit interviews and reviewed by the minority/equity committee.	Collect data annually from a diversity survey of staff and students.	Athletic Executive Staff, ESAW Subcommittee	Fall 2005 and ongoing through 2010
3. Organization and Structure	No issue identified within program area. Maintenance plan included.	Maintain organization structure of the Department of Athletics to promote equity and diversity within the department. Continue to use the current structures, including the Minority/Equity Committee, to promote equity and diversity.	Annual review of the organization's structure by the University's Athletics' Committee.	Athletic Executive Staff, ESAW	Fall 2005 and ongoing through 2010

4. Enrollment	No issue identified within program area. Maintenance plan included.	Opportunities for minorities to receive grant-in-aid and participate in intercollegiate athletics will continue to reflect the general student population. Maintain opportunities for minority student-athletes to receive grant-in-aid and participation at or above those set by the university. (Minority student enrollment ranges from 11.6%-11.9%, Minorities on athletics' aid range from 34.9%-35.05).	Continue to monitor numbers of the general student population to insure participation opportunities are available at a similar rate. This process is monitored each year via the Student-Athlete Graduation Rate Disclosure Form.	Coaches, Executive Staff, Academic Support Staff	Fall 2005 and ongoing through 2010
5. Comparison of Populations	Baseball, men's golf, and swimming/diving showed the least amount of minority participation during the three year review period studied.	Continue to actively recruit minority representation in these sports.	Head coaches are encouraged to actively recruit African American students and other under represented student athletes.	Coaches, Athletic Executive Staff	Fall 2005 and ongoing through 2010
6. Participation in Governance and Decision	No issue identified. Maintenance	Continue to involve student-athletes in a	Athletics' Department shall encourage minority students to apply for departmental internships and professional development opportunities in these areas. Continue to place a priority on a diverse representation on the	Director of Student Services	Beginning 2005 and ongoing

Making	plan included.	meaningful way in the governance of the Department of Athletics.	Student-Athlete Advisory Council (SAAC). Continue to stress to coaches that their selections/nominations for SAAC should include minorities interested in serving in a leadership role.		through 2010
7. Employment Opportunities	Recruiting and Maintaining a Diverse Staff	To recruit and maintain minority staff and coaches within the Athletics' Department and to develop leadership opportunities.	Encourage minority mentorship and internship efforts within the Department Place advertisements for administrative and coaching positions in appropriate professional and ethnic publications Encourage attendance by Department of Athletics personnel at conferences, job fairs, and workshops geared to ethnic minority candidates. Establish contacts and utilize existing minority resources at appropriate organizations such as the ACC, NCAA, Black Coaches Association, Minority Athletics Administrators Association. Involve minority coaches and staff on interview committees and as part of the search process. Provide professional development opportunities for minority coaches and staff.	Executive staff, ESAW, Coaches	Beginning 2005 and ongoing through 2010
8. Programs and Activities	Student-athletes are not aware of many programs	Increase communication to all student-	Continue to survey student-athletes through exit	Director of Student Services	Beginning 2005 and ongoing

sponsored by the institution that directly target minorities

athletes regarding programs on campus and especially target the minority population.

interviews, anecdotal information and the feedback from the SAAC regarding the needs and issues affecting student-athletes.

through 2010

10. Describe the institution's efforts to ensure the plan for addressing minority issues for the future in the intercollegiate athletics program was developed through a process involving broad-based participation and received institutional approval.

The University Committee on NCAA Certification was composed of faculty, students and staff and coaches from across the university. The Subcommittee on Equity and Student Athlete Welfare had a cross section of the university including faculty, staff, students and coaches. The web sites of the University, Athletics, and Seminole Boosters, Inc. allowed for comment from anyone who would like to have input. Each of the major constituency groups were informed of the process by a member of the Steering Committee, (e.g. Faculty Senate, Student-Athlete Advisory Council, Coaching Staff, Student Affairs Staff, Seminole Booster Staff, and Student Government.)

Operating Principle 3.3 Student-Athlete Welfare

1. *List all “corrective actions.”*

There were no corrective actions, conditions for certification or strategies for improvement imposed by the NCAA Division I Committee on Athletics Certification in its first-cycle certification decision.

2. *List all 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 as they relate to Operating Principle 3.3 (Student-Athlete Welfare). Specifically include (a) the original plan; (b) the action(s) taken by the institution; (c) the dates(s) of the action (s); (d) an explanation for any partial or non-completion of such required actions. Please note, the institution will not be required to fulfill an element of the first-cycle plan if the element does not affect conformity with an operating principle.*

- a. Increase the number/percentage of student-athletes (SA’s) participating in the Exit Interview process.
- b. All exiting senior SA’s are contacted to take part in the Exit Interview process currently, and it is an opportunity for a student-athlete leaving at any other time. SA’s who take part in the Exit Interview process, receive their membership information for participation in the Varsity Club SA alumni group.
- c. This is an ongoing priority for the department.
- (d) Completed.

3. *Describe any additional plans for improvement/recommendations in the area of Operating principle 3.3 developed by the institution since the first-cycle certification decision was rendered by the Committee on Athletics Certification.*

The CHAMPS (Challenge Athletes’ Minds for Personal Success)/Life Skills program provides the foundation for the programs listed in 3.3a. This program continues to enhance the lives of the SA’s and grows as needs dictate.

- a. **Academics.** Tutoring and mentoring are services available for SA’s to facilitate and enhance their academic success at the University. The advising center has moved to new facilities in the Moore Athletic Center and advisors are available for all teams.
- b. **Athletics.** Student-Athlete Advisory Council (SAAC) meets bi-weekly and provides valuable feedback to the administration of the Department of Athletics on SA concerns. The SAAC consists of two members from each of the 19 varsity teams. SAAC is also involved in leadership development programs and serves as the SA liaison between the teams, their individual members, and the administration of the Department. The Office of Student Services (OSS) is responsible for administering two very important programs in this area; New Student-Athlete Orientation, and Exit Interview process for student-athletes leaving the University and assists in the Summer Bridge Program for entering SA’s.
- c. **Personal Development.** Seminars are offered each semester to all SA’s, with at least one being mandatory each semester. One seminar is always drug and alcohol education, and the other varies between gambling education or sexual issues education. In addition, programming

dealing with sports agents, financial issues, communication skills, leadership development, social skills, nutrition, media relations and a variety of other topics are made available to the SA's on a team and/or individual basis over the course of the year. On Tuesday nights in September, a program called Peers Helping Athletes Transition (PHAT Tuesdays) is held for freshmen, and covers such topics as nutrition, study skills, and sports psychology. Personal counseling services are provided by the University Counseling Center, the University Health Center, or off-campus organizations. The OSS has also formed two leadership development groups that meet once a month, one for women, one for men. Staff members in the OSS assist in the teaching of the First Year Experience class on campus. Student-athletes are involved in programs in leadership offered by the LEAD Center on campus.

d. Career Development. Working closely with the University Career Center, the OSS actively assists SA's with the career development process. Internship opportunities and resume workshops are presented to all SA's. A senior resume book is produced with resumes of the SA's and is sent nationally to over 300 corporations.

e. Community Service. SA's are actively encouraged to become involved in community service, activities and events. The Athletic Director's Cup for Service is presented to the athletic team that performs the most community service per team member. Our SA's have given over 4,000 hours of their time back to the community, on average, over the last few years, and are on pace to perform more than 5,000 hours for the 05-06 academic year. In conjunction with the nationally recognized Ounce of Prevention program, the department has identified a number of poor-performing schools that can benefit most from a relationship with SA's. SA's visit these schools on a weekly basis.

A new staff position, Assistant Director of Student Services, was created in 2004, to further develop and staff programming. The OSS has also grown from one (1) to two (2) graduate assistants being employed, furthering the ability to increase opportunities and programming. The Director of Student Services also serves as an advisor to the SAAC. Finally, both the NCAA Special Assistance Fund and the NCAA Student-Athlete Opportunity Fund, which provide financial assistance to qualified SA's, are administered from the OSS.

4. *Explain how the institution is organized to further its efforts related to the student-athlete welfare operating principle and provide evidence that matters concerning student-athlete welfare are monitored, evaluated and addressed on a continuing basis.*

The issue of SA welfare is explicitly incorporated into the mission statement of the Department of Athletics and the University. The OSS has a direct reporting line to both the Director of Athletics and the Vice President of Student Affairs. The program is monitored by the Equity and Student Athlete Welfare (ESAW) Subcommittee of the University's Athletic Committee and the Faculty Athletics Representative. Both the ESAW Subcommittee and the Faculty Athletics Representative meet with teams and the Student Athlete Advisory Council on an annual basis. Students may express grievances through the ESAW Subcommittee and the Faculty Athletic Representative. There is a sport oversight administrator for every team.

5. *Describe the institution's educational enhancement programs (e.g. education regarding career guidance counseling; personal counseling; health and safety; alcohol and other drug guidelines (See the NCAA Sports Medicine Handbook, Guideline No.1); non-academic*

components of the life skills programs) available to student-athletes. Describe practices and procedures in place to encourage and assure student-athletes' access to these programs.

In the area of career guidance counseling, two staff members are available to work with any SA wishing to discuss their future plans. One staff member is an instructor of a Career Development course open to all students. A resume book is produced annually by the OSS and sent to over 300 potential employers. In addition to the Mock Interview program in the Career Center, student-athletes can practice interviewing in the OSS. The Seminole Futures Career Exposition is held on campus every semester, and many SA's have found employment through this venue. A listing of potential employers is kept in the OSS and may be accessed by SA's looking for part-time and/or summer employment.

Personal Counseling is available for SA's through a number of resources. This OSS works very closely with the FSU Victim Advocate office and the Dean of Students office. For more in depth personal counseling, the OSS refers SA's to the FSU Counseling Center, and referral is also made to psychologists, counselors, and counseling professionals off campus. These services are provided free of charge to the SA.

Health and Safety. The University's Thagard Health Center may be utilized by any SA. Team doctors and the team chiropractor maintain regular office hours in the training room.

Additionally, athletic trainers are available and on-call depending on need. At orientation, emphasis is placed on the many systems in place at FSU for safety, e.g., such as the blue light system and SAFE van. Additionally the FSU Seminole Safety Guide website is referenced in the Seminole Handbook and Planner on page 113. This Safety Guide includes institutional policies concerning campus security, such as policies concerning alcohol and drug use, crime prevention, the reporting of crimes, sexual assault, and other matters.

Transportation Policy. In 2005, the Department of Athletics updated all Transportation Policies to include new travel requirements with a renewed emphasis on safety. It is available on-line and reviewed annually.

Alcohol and Drug Guidelines are printed in Policies and Procedures Manual of the Substance Abuse Program and available on-line.

Policies and Procedures are reviewed annually by the Sports Medicine staff.

Additional non-academic educational components available to SA's include:

- A Financial Planning Seminar
- Resume Seminars.
- Internship opportunities
- Business and Professional Etiquette Dinners
- Interactive events. e.g., the Welcome Back Picnic, Culture Fest, Golden Nole Awards Banquet
- Leadership Development. The Department has two leadership groups, WILD (Women in Leadership Development) and CHAMPS (Challenging Athletic Males for Personal Success)
- Freshman Orientation to Athletics is held each fall and is followed by PHAT (Peers Helping Athletes Transition) Tuesdays where educational topics are studied more in depth (drug/alcohol, student life, academic success, stress/time management).

All programming is open to all SA's and many are mandatory. SA's are notified by direct email, web site, coaches notices, and staff announcements.

6. Describe the institution's process for conducting the student-athlete exit interviews required by NCAA Constitution 6.3.2 and the means by which this information is used to better the student-athlete experience. Describe other avenues available to student-athletes to provide input.

All SA's who are completing their eligibility for the year are contacted by the administration of the athletic department and asked to participate in the exit interview process. SA's who leave at other times of the year or stage of eligibility may request an exit interview by contacting the OSS.

Exit interviews are held each semester as the SA's exhaust their eligibility. The Exit Interview notebook consists of many items pertinent to someone about to leave college. The data is collected by the OSS, transformed into an aggregate report and statistically analyzed. In addition to any concerns pointed out to the Athletic Director, as related above, each Administrative Oversight person is given the aggregate report. Any significant issues are discussed with the appropriate department by the Director of Athletics, while maintaining the confidentiality of the SA's.

The written information from the exit interview is utilized to determine trends and develop long-term information that may be of help to the administration in developing programs and services to benefit our SA's.

SA's also have opportunities to provide input to the administration regarding the exit interview process through the SAAC.

7. Describe the institution's and/or athletics department's written grievance and/or appeals procedures available to student-athletes in areas mandated by NCAA legislation (i.e. financial aid and transfers) and in other areas (e.g. harassment, hazing, abusive behavior, sexual orientation). Also, identify the individual(s) responsible for overseeing the administration of the grievance and/or appeals procedures and describe the means by which the grievance and/or appeals are communicated to student-athletes and staff.

Written grievance policies are available from the Office of Compliance and are published in the Student-Athlete Handbook and the Department of Athletics Policies and Procedures Manual and are available on line.

Transfer issues. In accordance with NCAA rules and regulations, all SA's may seek a release to transfer to another institution, as long as they meet the necessary NCAA rules and follow FSU Athletic Department policies and procedures. Any SA who wishes to appeal the transfer policy may do so by contacting the Director of Compliance or the Faculty Athletic Representative.

Financial Aid. Subject to NCAA Bylaw 15.3.2.4, any SA whose athletic aid was reduced or not renewed, shall be provided an opportunity for a hearing. The FSU procedure is as follows;

“Upon written notification from the SA, that he/she is requesting an appeal of the reduction/non-renewal, the Office of Financial Aid will coordinate the hearing opportunity. The Financial Aid Coordinator for Athletics will contact the members of the Financial Aid Appeals Board (FAAB), the SA and the coach to coordinate a mutually convenient time for the hearing to be convened. Every effort will be made to provide an in-person meeting, however, if one of the parties cannot be present, a teleconference will be provided.

The FAAB is a five-member board composed of representatives from the following departments: Student Financial Services, University Registrar, University Admissions Office, Student Body

Representative and the Office of Financial Aid. No members of the Athletic Department will serve on the committee; however, the Director of Compliance will serve in an ex-officio capacity to assist in any necessary interpretations of NCAA rules and regulations.

With regards to Hazing, Harassment, Abusive Behavior or Sexual Orientation issues, the Athletic Department complies with university reporting requirements with regards to all state and federal laws. Appeals are referred to the Office of the Dean of Students.

Information for students is available in the Student-Athlete Handbook, the Policies and Procedures Manual, On-line, and in all official bulletins.

8. Describe the institution's educational and support programs in the area of sexual orientation. Also, describe the institution's structure and/or policies that ensure the provision of a safe environment for all students, including student-athletes with diverse sexual orientation.

Florida State has numerous educational and support programs in place, such as the Victim Advocate program, Lesbian Gay, Bisexual Student Union (LGBTSU), the Counseling Center and the Safe Zone program to name a few. Safe Zones are designated by a decal to notify students that they are welcome to seek assistance with issues of sexual orientation from this office or individual. The University and the Department of Athletics are committed to the non-discrimination policies as noted in the Student Code of Conduct and comply with university reporting requirements with regards to all state and federal laws.

9. Identify the mechanisms in place to ensure the health and safety of student-athletes and the administrator(s) responsible for the institutional awareness of health, safety, travel and sports medicine policies. Describe the process by which these policies and guidelines are disseminated within the athletics department, who receives this information and how these issues are addressed within the athletics department (Note: The institution may want to refer to the equitable medical care section of the NCAA Sports Medicine Handbook Guideline no. 1 as a guide in responding to this self-study item.

The mechanisms in place to ensure the health and safety of SA's are detailed in the Florida State University Athletics Department Policies and Procedures Manual: Section P – Medical Services / Athletic Training Room.

The Florida State University Athletic Sports Medicine Program is overseen by the Athletics Director, the Associate Director of Athletics and the Director of Sports Medicine. Each sport is provided a certified athletic trainer, who is responsible for the care of the SA's and communications between the SA's, coaches, administrators and team physicians, as well as the SA's parents/guardians. Staff certified athletic trainers and certified graduate assistant athletic trainers are responsible for communicating any medical issues regarding their SA's to the Director of Sports Medicine. All certified athletic trainers are also required to keep medical records in the Sports Medicine Database used by the Sports Medicine Program. This database is compliant with all HIPPA regulations concerning the SA's personal health information and its disclosure.

Each athletics department employee receives a current copy of the Athletics Department Policies and Procedures Manual: Section P – Medical Services / Athletic Training Room.

Certified athletic trainers individually meet with their team at the beginning of the year, usually coinciding with the compliance department squad meeting to discuss athletic training room rules and procedures. Coaches, SA's, and sport oversight administrator are provided with a list of emergency telephone numbers, contact information and athletic training room policies and procedures.

Additionally, each SA is provided a copy of the Notice of Privacy Practices (HIPPA) for the Athletics Department along with their physical exam paperwork to review and sign. If requested, they can obtain a hard copy of any of these forms for their records. SA's are also permitted to allow or deny the Athletics Department permission to share their health information. Safety policies are reviewed on a regular basis.

Travel policies are in place as stated within the Transportation Policy Manual and are reviewed on an annual basis. New policies implemented in the Spring of 2005 addressed a renewed commitment to safety by eliminating 15 passenger vans, new required busing guidelines, and requirements placed on drivers. Information is available on web site (Seminoles.com)

10. *Describe the institution's emergency medical plan for practices and games. (Note: The institution may want to refer to the emergency care section of the NCAA Sports Medicine Handbook Guideline No.1 as a guide in responding to this self study item.)*

The Florida State University Sports Medicine Program has designed and implemented an Emergency Management Plan in accordance with NCAA guidelines. Each certified athletic trainer is required to follow the Sports Medicine Program Emergency Management Plan. The Director of Sports Medicine reviews the plan annually in order to update changes in procedure, venue, personnel, and emergency contact information. This plan is available for review with content as follows:

- Communication between the Sports Medicine Program and outside agencies.
- Each of the Florida State University Athletic Teams has the following:
 - Emergency Telephone Number Lists
 - Event Planning Checklist
 - Emergency Plan
 - Venue Plans
 - Individual Injury Management
 - References

11. *Describe the institution's written emergency plan for the athletics program and specific coverage for out-of-season workouts, strength training and skills sessions. (Note: The institution may want to refer to the emergency care section of the NCAA Sports Medicine Handbook Guideline No. 1 as a guide in responding to this self-study item.)*

The Florida State University Sports Medicine Program has designed and implemented an Emergency Management Plan in accordance with NCAA guidelines. Each certified athletic

trainer is required to follow the Sports Medicine Department Emergency Management Plan. The Director of Sports Medicine reviews the plan annually in order to update changes in procedure, venue, personnel, and emergency contact information.

For all contact sports (Football, Men's Basketball, Women's Basketball, Softball, Baseball, Women's Volleyball and Women's Soccer) a certified athletic trainer is required to be in attendance for out of season workouts and skill sessions.

For non-contact sports either a certified athletic trainer, professional rescuer, a team coach or strength and conditioning coach who is certified in CPR, First Aid, and AED usage will be present during out of season workouts, weight lifting sessions, and skill sessions.

Emergency Management Plan available for review with content as follows:

- Communication between the Sports Medicine Program and outside agencies.
- Each of the Florida State University Athletic Teams has the following:
 - Emergency Telephone Number Lists
 - Event Planning Checklist
 - Emergency Plan
 - Venue Plans
 - Individual Injury Management
 - References

12. Using the four program areas for student-athlete welfare issues, provided as Attachment No. 4 on Page 37, please

- a) Describe how the institution studied these topics as they apply to all student-athletes;*
- b) Provide data demonstrating the institutions commitment to these issues for all student-athletes; and*
- c) Explain how the institution will address these topics in the future for the welfare of all student-athletes.*

Evaluation – a) Activities were measured through interaction with SAAC and through the utilization of Exit Interviews. Monthly reporting is done to the FAR (Faculty Athletic Representative) and the staff through minutes of the SAAC. The ESAW (Equity and Student Athlete Welfare) Subcommittee meets each semester with the SAAC. B) FSU Student Services is a DIA Program of Excellence and there is a commitment from the staff to these issues by staff and coaches. The budget supporting these services addresses these needs and the Director of Student Services maintains a dual reporting line to the Director of Athletics and the Vice President of Student Affairs.

c) Written student evaluations are done after all programming and staff reviews success and relevancy of every program. Needs Assessments are done annually at freshman orientation.

Organization and Structure – a) Policies and activities are reviewed by the administration/and ESAW on an annual basis to affirm that program goals are being met. b) Attendance is taken at the programs to ascertain that a high percentage of SA's (80%) are taking advantage of activities designed to enhance their welfare. c) The Office of Student Services maintains a dual reporting line to the Director of Athletics and to the Vice President for Student Affairs.

Participation in Governance and Decision-Making – a) The FSU SAAC provides the leadership for the teams. SAAC meets every two weeks and their input is requested regularly by the administration. They are the liaisons between their teams and the administration on a very regular basis. A representative from the FSU SAAC also is on the Atlantic Coast Conference SAAC. For two years, a representative from FSU was on the National SAAC. b) SAAC minutes are distributed after each meeting and a full SAAC review is done annually c) The university will continue to rely on the SAAC for participation in Governance and Decision Making

Programs and Activities –a) Information gained from NCAA Life Skills conferences, review of applicable periodicals and upon recommendation from SA's and SAAC, issues affecting SA's are considered and addressed through programming and activities. c) Programming has increased every year with new topics being presented annually. The SAs are encouraged to become involved in activities and programs on campus. Daily emails go out to SAs, coaches, and administrators reminding them of programs and activities available throughout the campus. c) FSU Student Services will continue to evaluate needs and services through feedback from exit interviews, from SAAC, and from studying current issues facing college athletes.