



2009  
NCAA Division I  
Certification Self-Study  
Executive Summary

California State University, Bakersfield



## Introduction

In June 2008, California State University, Bakersfield President Horace Mitchell announced that CSUB would begin a yearlong, campus-wide effort to study the athletics program as a part of the National Collegiate Athletics Association Division I certification program. The certification program's purpose is to help ensure integrity in the university's athletics operations. While the NCAA certifies athletics programs every 10 years, this is CSUB's first NCAA self-study and is part of the university's transition to Division I athletics.

The study examined three specific operating principles, as defined by the NCAA: 1. Governance and Commitment to Rules Compliance; 2. Academic Integrity; and 3. Gender Issues, Diversity Issues and Student-Athlete Well-Being. Soraya Coley, provost and vice president for academic affairs, and Shelley Ruelas, vice president for student affairs, led the steering committee, which oversaw the overall effort. Five subcommittees were formed to conduct the self-study. To ensure broad-based participation, 69 subcommittee members — representing faculty, students, staff, student-athletes, administration, athletics staff, alumni and the Bakersfield community — were appointed.

The subcommittee members engaged in a substantial review of data, policies, and procedures from a wide variety of sources. In addition, they gathered data through personal interviews with athletic administrators, coaches, student-athletes, university personnel and external constituents.

This study has prompted an increased awareness and knowledge of the athletics program throughout the campus and the community. Additionally, the study has confirmed the strength of the athletics program and identified opportunities for improvement. This executive summary provides an overview of the self-study process, as well as observations and recommendations for each evaluation area identified by the NCAA. To review the full NCAA self-study report, visit the NCAA self-study section of CSUB's website at [www.csub.edu/ncaa](http://www.csub.edu/ncaa).

2009  
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Certification  
Self-Study  
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## Governance and Commitment to Rules Compliance

The NCAA's first operating principle addresses two areas of the athletics program:

1. Institutional Control, Presidential Authority and Shared Responsibilities
2. Rules Compliance

### *Institutional Control, Presidential Authority and Shared Responsibilities*

Evaluation of the first area involves an examination of the university's responsibility for and methods to control the athletics program, including actions of staff members and interests of athletics program representatives. The self-study reveals that

- oversight and policy formulation for athletics is consistent with the policies and stated responsibilities for all other units within the university.
- President Horace Mitchell has clear and direct oversight of the athletic program.
- appropriate campus constituencies — including students, faculty, staff, community members and others external to the athletics department — have opportunities to provide input into the formulation of policies relating to the conduct of the athletics program and to periodically review the implementation of such policies.
- all areas reviewed by NCAA met Division I standards.

A plan for improvement of institutional control, presidential authority and shared responsibility outlines measurable goals for expanding participation in governance and decision-making. The objectives have been implemented and will be monitored annually.

### *Rules Compliance*

The second area, rules compliance, assures that CSUB staff, student-athletes and others representing the university's athletics interests comply with NCAA rules and regulations. The review shows that CSUB has written policies and step-by-step procedures that pertain to rules compliance concerning eligibility certification, academic performance, financial aid administration, recruiting, camps and clinics, rules violations, rules education, benefits, playing and practice sessions, student-athlete employment, and amateurism.

Additionally, the university was subject to an comprehensive external review of its entire rules compliance program by Chris Schoemann of



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Self-Study  
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Bond, Schoeneck & King, PLC, a professional consultant who possesses a significant knowledge of NCAA compliance. His review, as well as that conducted by the self-study subcommittee, concludes that compliance policies and procedures are functioning properly, are documented in writing, and are the responsibility of individuals internal and external to athletics. Additionally, ongoing compliance education internal and external to athletics encompasses a wide spectrum of constituents.

## Academic Integrity

The NCAA's second operating principle examines two specific areas of the athletics program:

1. Academic Standards
2. Academic Support

### *Academic Success*

The principle focusing on academic standards specifies that the intercollegiate athletics program is designed and maintained as a vital part of the university's educational system, and student-athletes are considered an integral part of the student body. The subcommittee conducted a thorough review of admission profiles by gender, ethnicity and sport group comparing student-athletes to the general student population. Additionally, graduation rates for all students were compared with the graduation rates of student-athletes. Some of the key findings show that

- student-athletes are governed by the same admission policies that apply to all students.
- the same agencies that have authority for students generally are also responsible for student-athlete admission, certification of academic standing and evaluation of academic performance.
- academic standards and policies for student-athletes are consistent with the standards for the general student body.
- the university has written policies regarding the scheduling of practice and competition in order to minimize student-athlete conflicts with class time and/or final examination periods.
- the addition of a second athletic academic advisor would better meet the needs of a growing program.

### *Academic Support*

The area of academic support ensures that the university conducts intercollegiate athletics programs in a manner that protects and enhances the educational experience of student-athletes and assures proper emphasis on educational objectives. To thoroughly evaluate this area, the subcommittee

reviewed 14 program areas, some of which included academic advising, tutoring, academic progress monitoring, assistance for at-risk students, mentoring, and post eligibility programs. A university-wide review of academic support services was also conducted. The evaluation shows that the university

- has adequate institutional support services for all students, and those services are available for all student-athletes.
- clearly communicates to student-athletes the fact that academic support services are available.
- demonstrates a commitment to the fair treatment of student-athletes, particularly in their academic roles as students.

## Gender Issues, Diversity Issues and Student-Athlete Well-Being

CSUB convened three subcommittees in order to complete a comprehensive review of the third operating principle. They reviewed three areas:

1. Gender Issues
2. Diversity Issues
3. Student-Athlete Well-Being

### *Gender Issues*

The gender issues principle ensures that athletic programs are conducted and promoted free from gender bias. The university has created and formally adopted a written plan that ensures the athletics program is equitable for both genders. The subcommittee conducted a thorough and written review of 17 program areas, some of which included accommodation of interests and abilities, athletics scholarships, travel allowances, coaches, facilities, medical services, publicity and awards, and retention. Major findings from the review conclude that

- men's and women's teams are provided with the same caliber of services in each of the 17 program areas.
- revenues and expenses related to gender are proportionally equitable.
- CSUB is meeting the CSU Consent Decree by maintaining student-athlete gender participation rates reflective of the overall campus enrollment.
- an additional athletic academic advisor would ensure that all student-athletes receive appropriate academic support.
- grade point averages for both male and female student-athletes were higher than those for the overall campus.



2009  
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Certification  
Self-Study  
Executive Summary

CSU Bakersfield



The subcommittee produced an improvement plan that further enhances gender equity initiatives, including ongoing evaluation of current efforts.

### *Diversity Issues*

The principle of diversity issues promotes respect for and sensitivity to the dignity of every person and makes certain that the university refrains from discrimination. CSUB has formally adopted a minority-issues plan and remains committed to fair and equitable treatment of all student-athletes and athletics department personnel with diverse racial, ethnic or other backgrounds. The subcommittee reviewed and analyzed annual data from 2005 to 2008 regarding the racial composition of the athletics department staff members, coaches, committee members and student-athletes. The analysis included a comparison of sport groups with regard to both institutional aid and financial aid for individual student-athletes. Additionally, the subcommittee reviewed diversity among nine program areas, some of which included assessment, recruitment, hiring practices, retention, and participation in governance and decision-making. Several recommendations include

- strengthening statements about diversity in university publications.
- increasing expenditures for recruiting racially and ethnically diverse coaches and staff.
- increasing the participation of racially and ethnically diverse student-athletes in university governance, including the Student-Athlete Advisory Committee.

A plan for improvement was created to address areas needing improvement and to ensure ongoing maintenance and review of current practices.

### *Student-Athlete Well-Being*

The final NCAA principle, student-athlete well-being, examines the intercollegiate athletics program to ensure the protection and enhancement of the physical and educational interests of student-athletes. Among many items, the subcommittee reviewed student-athlete exit interview surveys, university grievance and appeals procedures, and provisions of a safe environment for students with diverse sexual orientations. Additionally, seven program areas for student-athlete well-being were analyzed, including time demands, travel and medical policies. The self-study revealed that

- the student-athlete exit survey and the end-of-the-season program survey are comprehensive. However, the committee noted that the NCAA requirement of an in-person exit interview with student-athletes who have exhausted their eligibility is not currently being done. An interview is being piloted and will take place this academic year.
- the university and athletics have a comprehensive written grievance and/or appeals procedure for student-athletes, including financial aid, transfers, and harassment matters.

- the health and safety of all student-athletes is of paramount importance as evidenced by the level of effort and commitment to overseeing the welfare of student-athletes.
- student-athletes have a variety of methods and opportunities to communicate concerns related to the athletics department. The Student-Athlete Advisory Council, comprised of at least one representative from each team, is an active and engaged group of student-athletes who lead their teammates in policy formation and community service projects and who serve as student advocates to the athletic administration. Annual surveys, administrators' open-door policies, and participation in various athletic committees provide other opportunities for student-athletes to voice their concerns.
- communication of the student-athlete grievance and travel procedures should be expanded by inclusion of the policies in materials for coaches and student-athletes.
- the athletics training staff should be expanded to meet the needs of the growing program. The subcommittee recommended the addition of two trainers and extending the head athletic trainer position from 10 to 12 months.
- the university offers a variety of programs that ensure student well-being, including academic support and medical services.
- several additional documents would be beneficial to the overall program, including completion of a sports medicine manual, the addition of medical policies to the Student-Athlete Handbook, and a written catastrophic incident plan.

## Conclusions

CSUB is fulfilling its commitment to the three NCAA operating principles for managing a high-level Division I athletics program. As a reclassifying institution undertaking the self-study for the first time, the university and the athletics department found the process to be educational and reaffirming of the quality program already in place. Many of CSUB's achievements are highlighted in the self-study report, as well as opportunities for further improvement.

A full copy of the self-study can be found online at [www.csub.edu/ncaa](http://www.csub.edu/ncaa). Questions and input may be directed to Evelyn Coyle at (661) 654-2241 or [NCAAFedback@csub.edu](mailto:NCAAFedback@csub.edu).



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