Athletics Diversity Plan – 2012-17 (Draft)
Fresno Pacific University

Mission Statement: The mission of the Fresno Pacific University Department of Athletics is to provide a highly competitive, distinctively Christian intercollegiate NCAA Division II athletic environment leading to degree completion and a life-long appreciation for community service and engagement. The total student-athlete experience will emphasize the tenets of character, athletic achievement, academic excellence, and personal growth in one’s Christian faith.

The Fresno Pacific University Department of Athletics adheres to the principles of good sportsmanship, integrity, honesty, and fiscal responsibility while maintaining compliance with all relevant regulatory organizations. Through a regionally and nationally successful athletics program, the department creates a forum for celebrating and advancing the university’s overall mission.

Vision Statement: FPU Athletics seeks to become known as a leading regional, Christian university athletics program with a national reputation. To that end, FPU Athletics will offer an integrated, comprehensive intercollegiate athletic program that expresses the Fresno Pacific University Mission and Idea Statements. Specific attention will be given to the development of community, the valuing of all people regardless of gender or ethnicity, the significance of Christian faith and behavior, the opportunities available from a liberal arts education, and competitive excellence in the NCAA Division II. The FPU athletics philosophy, consistent with the expressed mission of the NCAA Division II’s “Life in the Balance” emphasis is to maintain intercollegiate athletics as an integral part of the greater campus educational program and the student-athlete as an integral part of the student body.

Program Goals for Fresno Pacific University Athletics:

FPU Athletics seeks to:

1. **Build Christian character** - Build the Christian character of student-athletes through a culture of leadership, discipline, community service and engagement, inclusion, and a strong work ethic.
2. **Ensure Academic Excellence** - Provide the student-athlete with an excellent academic experience leading to graduation from Fresno Pacific University.
3. **Achieve Competitive Excellence** - Provide student-athletes interested in a private, Christian, liberal arts education the opportunity to further develop their athletic skills and to successfully participate at a high NCAA Division II level.
4. **Encourage Community Service and Engagement** - Provide the student-athlete the opportunity to be a contributing member of several communities including their team, the university, the greater community, and their respective home communities.
5. **Enhance Brand and Image** - Enhance the brand and image of Fresno Pacific University for student recruitment and constituent support through athletics excellence.
6. **Achieve Operational Excellence** – Operate with fiscal responsibility, a commitment to compliance, and professional achievement.
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<th>Program Goals</th>
<th>Issues to be Reviewed</th>
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<th>Steps to Achieve Goals</th>
<th>Individuals/Offices Responsible for Implementation</th>
<th>Specific Timeline for Completion</th>
<th>Measurable Results</th>
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<td>Goal #1: Institutional and Department of Athletics Commitment</td>
<td>1. Revise as needed the Department of Athletics commitment to diversity.</td>
<td>1. Detail diversity goals in the Department of Athletics mission statement</td>
<td>1. Revisit the Department of Athletics mission statement and other statements and offer appropriate revisions for diversity goals and new statements as needed.</td>
<td>1. Director of Athletics; Senior Associate AD - SWA; Athletics Administrators; Human Resources Director, FPU Diversity Committee</td>
<td>1. Spring 2013 and annually thereafter</td>
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<td>2. Ensure broad-based participation in the development and approval of the Athletics Diversity Plan.</td>
<td>2a. Ongoing and enhanced recruiting of diverse student-athletes, coaches and athletics staff to review and participate in the development and approval of the Athletics Diversity Plan and other written statements on diversity.</td>
<td>2a. Recommend that the University-wide strategic plan (2012-17) consider athletics in the plan and that the athletics plan complements the university plan.</td>
<td>2a. Intercollegiate Athletics Advisory Council; Athletics Administrators; FPU Diversity Committee</td>
<td>2a. Spring 2013</td>
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<td>3. Publicity of Department of Athletics commitment to diversity.</td>
<td>2b. Broad-based approval of the five-year (2012-17) Athletics Diversity Plan</td>
<td>2b. Ensure that broad-based groups have been involved in the development and approval of the Athletics Diversity Plan.</td>
<td>2b. Director of Athletics; Senior Associate AD – SWA; FPU Diversity Committee; President’s Cabinet; Intercollegiate Athletics Advisory Council</td>
<td>2b. Spring 2013</td>
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<td>3. Director of Athletics; Sports Information Director</td>
<td>3. Fall 2013 and ongoing thereafter</td>
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| Goal #2: Evaluation | Department of Athletics should consistently develop and review data related to monitoring the department's commitment to diversity. | 1. Review and offer revisions to the Athletics mission statement and other statements as they relate to a commitment to diversity.  
2. Monitor Department of Athletics activities for consistency with the developed goals and objectives set forth in the FPU and Department of Athletics written commitments to diversity.  
3. Consult with President and Diversity Advisory Committee on areas where Athletics can improve or develop with diversity, including gender equity. | 1. Ensure that SAAC membership includes diverse student-athletes and that discussions about diversity occur annually in order to enhance student-athlete feedback  
2a. Conduct surveys of coaches, departmental personnel and selected student-athletes to evaluate how the department and/or individual sport teams are doing in meeting the issues in the Athletics Diversity Plan. | 1. Director of Athletics; Faculty Athletics Representative; Athletics Administrators with assistance from Office of Systems Analysis, IAAC, and SAAC.  
2a. Director of Athletics; Faculty Athletics Representative; Athletics Administrators with assistance from the Office of Systems Analysis, IAAC, and SAAC.  
2b. Director of Athletics; Faculty Athletics Representative; Athletics Administrators with assistance from Office of Systems Analysis, IAAC, and SAAC. | 1. Fall, 2012 and annually thereafter  
2a. Fall, 2012 and annually thereafter  
2b. Fall, 2012 and annually thereafter  
2c. Fall, 2012 and annually thereafter  
3. Fall, 2012 and annually thereafter |
| Goal #3: Organization and Structure | 2b. Monitor exit interviews of diverse student-athletes to identify issues that need to be addressed.  
2c. Determine if modifications need to be made and/or determine if new programs should be offered.  
3. Share data as requested with President, President’s Council, President’s Cabinet, IAAC, and Diversity Advisory Committee. | 3. Director of Athletics; Faculty Athletics Representative; Athletics Administrators with assistance from Office of Systems Analysis, IAAC, and SAAC. |
|---|---|---|
| | The Department of Athletics will monitor and evaluate its organization and structure annually with consideration for promoting equity and diversity.  
1. Develop and maintain concrete steps to promote and publicize diversity in athletics.  
2. Improve and maintain educational efforts on diversity for coaches, staff and student-athletes in the Department of Athletics. | 1. Director of Athletics; Athletics Administration; FAR; IAAC  
2. Director of Athletics; Athletics Administration; Sports Information Director; FAR; IAAC  
3. Director of Athletics; Athletics Administration; Human Resources Director  
4. Director of Athletics; Athletics Administration; FAR; President, Human Resources |
| | 1. Annually disseminate statements of commitment to diversity to departmental staff, coaches and student-athletes.  
2. Evaluate annually whether the Department of Athletics mission statement and commitment to the department’s approved diversity statement are being included in department media and website. | 1. Spring 2013 and annually thereafter  
2. Fall 2013 and annually thereafter  
3. Fall 2013 and annually thereafter  
4. Fall 2013 and annually thereafter |
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<th>Goal #4: Enrollment</th>
<th>1. Maintain the recruitment of diverse student-athlete populations consistent with the diverse student body population.</th>
<th>1. To have incoming diverse student-athlete populations consistent with the diverse populations of each incoming fall class.</th>
<th>1. Consideration for recruitment of diverse student-athletes in sports primarily dominated by white student-athletes.</th>
<th>1. Fall 2013 and annually thereafter</th>
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<td>2. Strengthen the relationship between the Admissions Office and the Department of Athletics.</td>
<td>2. Recruitment of prospective diverse student-athletes who have met initial eligibility standards set forth by the NCAA.</td>
<td>2. Consideration for the recruitment of student-athletes for the purpose of attaining reasonable ethnic balance within each sport team.</td>
<td>2. Fall 2013 and annually thereafter</td>
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<td>3. Provide academic services i.e. study hall, tutoring and additional academic aid necessary for successful student achievement, retention, and graduation.</td>
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<td>3a. Formal review of successful student achievement, retention, and graduation by ethnicity.</td>
<td>3. Fall, 2012 and annually thereafter</td>
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<td>3a. Formal review of successful student achievement, retention, and graduation by ethnicity.</td>
<td>3b. Periodic review of academic progress reports – make provisions for increased academic assistance when necessary.</td>
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<td>4. Fall, 2012 and annually thereafter</td>
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3. Incorporate a commitment to diversity statements in employee appointment letters and contracts.
4. Add a diversity evaluation component into administrators' and coaches' performance evaluations.
| Goal #5: Comparison of Populations | 1. Recognizing that certain sports seem to attract certain ethnic populations, seek to address ethnicity concerns in teams that have lacked diversity either by race or ethnicity for at least two years. | 1. To increase racial and/or ethnic minority representation among these programs as feasible.  
2. To maintain or increase a diverse representation among the other sport programs. | 1. To increase racial and/or ethnic minority representation among these programs as feasible.  
2. To maintain or increase a diverse representation among the other sport programs.  
3. Encourage all coaches of each of these programs to ensure that strong recruitment of racial and ethnic minority student-athletes is a part of their annual recruitment efforts.  
2. Encourage all sport coaches who already have diversity on their teams to continue to do the above.  
3. Encourage and solicit diverse student-athletes to apply for federal work-study, departmental internships, graduate assistantships and areas that provide services for athletics. | 1. Coaches; Sport Administrators; Associate AD for Compliance; Senior Associate AD-SWA; Director of Athletics; IAAC; Diversity Advisory Committee.  
2. Coaches; Sport Administrators; Associate AD for Compliance; Senior Associate AD-SWA; Director of Athletics, IAAC; Diversity Advisory Committee.  
3. Coaches; Sport Administrators; Associate AD for Compliance; Senior Associate AD-SWA; Director of Athletics; IAAC; Diversity Advisory Committee; Director of Financial Aid | 1. Fall, 2013 and ongoing each subsequent year  
2. Fall 2013 and ongoing each subsequent year  
3. Fall 2013 and ongoing each subsequent year |
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<th>Goal #6: Participation in Governance and Decision-Making</th>
<th>Further emphasize to diverse student-athletes any leadership opportunities within the Department of Athletics and beyond.</th>
<th>Maintain the diverse make-up of the Student-Athlete Advisory Committee. Encourage even greater diversity throughout the Department.</th>
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<td>1. Continued encouragement by coaches and athletics administrators to promote diverse participation in SAAC, team community service projects, camps and clinics.</td>
<td>1. Head Coaches; Director of Athletics; Athletics Administrators; SAAC Advisor</td>
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<td>2. To encourage the application and/or participation of diverse student-athletes on FPU committees, student organizations, departmental clubs, honor societies, student leadership positions, etc.</td>
<td>2. Head Coaches; Director of Athletics, Athletics Administrators; SAAC Advisor; IAAC</td>
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<td>3. Continued involvement of SAAC and IAAC in periodic departmental policy reviews or policy development (e.g. substance abuse policy, recruiting policy, hazing policy, pregnancy policy).</td>
<td>3. Head Coaches; Director of Athletics, Athletics Administrators; SAAC Advisor; IAAC</td>
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<td>4. Annual monitoring of diversity representation on SAAC and other student leadership positions around campus.</td>
<td>4. Head Coaches; Director of Athletics, Athletics Administrators; SAAC Advisor; IAAC; Diversity Advisory Committee</td>
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<td>1. Fall, 2012 and annually thereafter.</td>
<td>2. Fall, 2012 and annually thereafter</td>
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<td>3. Fall, 2012 and annually thereafter</td>
<td>4. Fall, 2012 and annually thereafter</td>
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| Goal #7: Employment Opportunities | Ensure the strong consideration and recruitment within the Department of Athletics for professionally qualified female head coaches and diverse staff members. Consider leadership opportunities for diverse coaches, staff, and athletics administration. | 1. To increase the number of professionally qualified female and diverse coaches and staff members within the Department of Athletics.  
2. To increase the number of diverse applicants for any open administrator positions.  
3. Involve female and diverse coaches and staff on search committees for new coaches and staff members. | 1. Seek to intentionally engage in searches and recruiting strategies that can result in more female and diverse applicant pools.  
1b. Commit to interview qualified female and underrepresented candidates for open positions.  
2. Network with colleagues across the country and in professional associations to identify potential diverse applicants.  
3. Take aggressive recruiting steps to increase the development of deep, talented and diverse applicant pools in order to attract more qualified female and underrepresented applicants, thereby enhancing the Department of Athletics’ ability to increase diversity as well as hire the best candidates for open positions. | 1a. Director or Athletics; Athletics Administration; Search Committees; Head Coaches  
1b. Director or Athletics; Athletics Administration; Search Committees; Head Coaches  
2. Director or Athletics; Athletics Administration; Search Committees; Head Coaches  
3. Director or Athletics; Athletics Administration; Search Committees; Head Coaches | 1a. Ongoing  
1b. Ongoing  
2. Ongoing  
3. Ongoing |
| Goal #8: Programs & Activities | Encourage orientation for student-athletes to campus clubs and organizations that address the needs of under-represented groups on the FPU campus. Maintain and strengthen the relationship with Academic Support Center staff (ASC). | 1. Provide opportunities for all student-athletes, and particularly under-represented student-athletes to actively participate in clubs and organizations.  
2. To provide a system of support for “at risk” and minority student-athletes.  
3. Promote student welfare programs that explore prevalent issues pertaining to underrepresented students on the campus.  
4. Department of Athletics should conduct or make available ongoing diversity seminars, programming and workshops for student-athletes and staff. | 1a. Offer periodic workshops for student-athletes to explore and learn about diversity issues.  
1b. Interaction and membership with diversity groups is encouraged and supported by coaches and administrators.  
2. Provide workshops and one-on-one support for “at risk” and ethnic group student-athletes to develop academic and career skills.  
3. Build awareness of needs as it pertains to student-athletes of color attending predominantly white colleges/universities.  
4. Consult with NCAA Diversity Seminar Trainers, and other athletic departments to learn about viable and effective means to providing diversity seminars, programming and workshops for student-athletes and staff. | 1. Life Skills Coordinator with assistance from Office of Student Life and Admissions Office.  
2. Spring 2013, and annually thereafter.  
3. Fall 2013 and ongoing thereafter.  
4. Summer 2014 and ongoing as needed. |