Concordia University Irvine
Athletics: Inclusion Diversity Equity Access (IDEA)
For NCAA Year One Visit

1. **Inclusion Diversity Equity Access (IDEA) Committee**
   Committee Members
   Subcommittee Members and Task Outline

2. **Website Resources**
   CUI Athletic Department’s Commitment To Equity Diversity and Inclusion (Athletics website)
   IDEA Website: Athletic Resources (website goes “live” on Nov. 1, 2014)

3. **Athletics Gender-equity Diversity Inclusion Review**
   Institutional Self-Study Members & Timeline
   Timeline for Gender-equity Diversity Inclusion Review
   *EADA Report upon request*
Inclusion Diversity Equity Access (IDEA) Committee

IDEA Committee Members
1. Borst, Katherine- Assistant Professor of English
2. Clavir, Pamela- Director of Human Resources
3. Denmark, Dawayne - Veterans Affairs Coordinator
4. Fluegge, Glenn- Director of Cross-cultural Ministry Center
5. Fugitt, Gilbert- Dean of Students; Title IX Coordinator
6. Griffin, Janelle - Student President of Concordia University Irvine’s Black Student Union
7. Harbert, Megan- Health Promotion Specialist
8. Jackson, Terilyn- Director of Disability & Learning Services
9. Lee, Deborah- Director of Institutional Research & Assessment
10. Martinez, Melinda- Director of Student Conduct
11. Preuss, Timothy- Dean for School of Arts & Sciences
12. Rosenthal, Crystal- Sr. Woman Admin. of Intercollegiate Athletic Dept.; Head Softball Coach
13. Springer, Brianna- Director of Multicultural Leadership & Service Learning
14. Vieselmeyer, Dian- Dean of Student Success; Director of Academic Advising
15. Waite, Dan- Executive Director of Global Programs

IDEA Ex-Officio Members
1. Krueger, Kurt- President
2. Scott, Mary- Executive Vice President; Provost
3. Senkbeil, Peter- Vice President for Academic Affairs; Associate Provost
4. Grove, Doug - Assistant Provost of Adult, Graduate, and Online Learning
5. McDaniel- Exec. Vice President, Chief Enrollment Officer
6. Bireline, David- Director Intercollegiate Athletics
7. Brasington, Brittany- Assistant Athletic Director for Compliance
8. Van Blarcom, Ronald- General Counsel
IDEA Subcommittees and Task Outline

Athletics
Co-Chairs: Terilyn Jackson (AAC Member) & Dave Bireline (AAC)
Members: Crystal Rosenthal, Tim Pruess (AAC), Gilbert Fugitt, Gary McDaniel
1. Institutional Self-Study Guide
2. Equity in Athletics Data Analysis
3. Gender-equity Inclusion & Diversity Review
4. IDEA Plan: Athletics

Campus Community
Chair: Brianna Springer
Members: Gilbert Fugitt, Glenn Fluegge, Megan Harbert, Pam Clavir, Melinda Martinez, Jenelle Griffin
1. Campus Climate Survey & Bystander Program
   a. Wellness Center
   b. Student Affairs
   c. Athletic Department
2. Student led activities
   a. LEAD
   b. CSULD – ASCUI
   c. Global Programs
   d. Clubs & Organizations
   e. SAAC
3. “Honor One Another” Campaign
   a. abbey west
   b. Campus Ministry
   c. Missions
   d. Global Programs: Service Learning

Recruitment & Retention
Chair: Dian Vieselmeyer (EEC Member)
Members: Dan Waite, Deborah Lee (EEC), Dawayne Denmark, Katharine Borst, Pam Clavir, Gilbert Fugitt (EEC), Doug Grove
1. Demographics of CUI and its programs (Athletics, Music, Debate, DLRC, etc.)
   a. Students
   b. Faculty
   c. Staff
2. First Generation
   a. Demographics
   b. WINGS
   c. Other programs
3. Global Programs
   a. Demographics
   b. Programs
   c. Events
4. Instruction & Assessment
   a. Instruction- multiple means to represent information to students
   b. Assessment- multiple means for students to demonstrate mastery of content
   c. Motivation- multiple means to engage students throughout the learning process

Legal Eagle
Chair: Gilbert Fugitt
Members: Pam Clavir, Melinda Martinez, Dan Waite, Megan Harbert, Terilyn Jackson
1. Keep an eye out for legal cases related to inclusion, diversity, equity, and access
2. Discuss, then share with IDEA Committee possible implications of cases and settlements
CUI Athletic Department’s Commitment to Equity, Diversity, and Inclusion

“Mutual Respect” is one of the core values of Concordia University. At Concordia we respect the rights, dignity and worth of all people, acknowledging that people of every race, tribe and nation have been created by God and redeemed by Jesus Christ to live in harmony with one another.

We attempt to live out that core value by welcoming to our student body and supporting students from a wide variety of cultures, socioeconomic backgrounds and religious traditions, and with differing degrees of physical and emotional abilities and needs.

We believe that a student body made up of students who represent a variety of backgrounds, experiences and perspectives strengthens our campus community and provides a rich environment for dialogue, debate and learning. In such a rich educational environment, students learn what they have in common and what unites them as well as learn what makes them unique individuals who bring differing perspectives to bear on their interactions with one another and with their professors.

Concordia University is becoming intentionally more and more diverse and is committed to supporting increased diversity within its student body, faculty and staff.

Dr. Kurt Krueger, President - Concordia University Irvine

Concordia University Irvine Athletics Commitment to Equity, Diversity, and Inclusion
Concordia University Irvine Athletics Department believes in and is committed to diversity, inclusion and gender equity among its student-athletes, coaches, and administrators. We seek to establish and maintain an inclusive culture that fosters equitable participations for student-athletes and career opportunities for coaches and administrators with diverse backgrounds, experiences, and perspectives. Diversity and inclusion improve the learning environment for all student-athletes and enhance the excellence within the University.
-Adopted by Concordia Athletic Department, September 2014
http://cuiieagles.com/stats/Compliance/Athletic%20Stmt_EquityDiversityInclusion.pdf

NCAA’s Statement on Inclusion
As a core value, the NCAA believes in and is committed to diversity, inclusion and gender equity among its student-athletes, coaches and administrators. We seek to establish and maintain an inclusive culture that fosters equitable participation for student-athletes and career opportunities for coaches and administrators from diverse backgrounds. Diversity and inclusion improve the learning environment for all student-athletes and enhance excellence within the Association.
-Adopted by the NCAA Executive Committee, April 2010
http://www.ncaa.org/about/resources/inclusion

PacWest’s Strategic Plan (2012-2015) Guiding Principles
1. Promote positive, balanced student-athlete experiences;
2. Foster excellence for student-athletes, teams, institutions, and the Conference;
3. Embrace diversity and inclusivity; and
4. Lead, work and compete with integrity and sportsmanship at all times.
http://www.pacificwestsports.org/administration/Strategic_Plan/Strategic_Plan
IDEA Website: Athletic Resources

Concordia University Irvine Athletics

ACLU’s Gender Equity in Athletics: A Guide for Families and Students

Athletics under Title IX
http://www.titleix.info/10-key-areas-of-title-ix/athletics.aspx

Debunking Myths about Title IX and Athletics

EADA Cutting Tool
http://ope.ed.gov/athletics/

Equity in Athletics Disclosure Act (EADA)
http://www2.ed.gov/finaid/prof/resources/athletics/eada.html

Gender Equity in Athletics
http://www.nwlc.org/resource/check-it-out-playing-field-level-women-and-girls-your-school

National Collegiate Athletic Association (NCAA)
http://www.ncaa.org/about/resources/inclusion

NCAA: Addressing Sexual Assault and Interpersonal Violence

NCAA Violence Prevention
Institutional Self-Study Guide

Section 1 - Compliance
I. Institutional Oversight Chair: Dave - Brittany - Gary
   Key Members: Bret, Curt, Gary, Crystal, Mo, Mary, Bill, Deborah

II. Budgetary Control Chair: Mary – Dave - Gary
    Key Members: Mo, Bill, Gary,

III. Ethical Conduct Chair: Mo - Dave - Gary
    Key Members: Melinda, Gilbert, Pam

IV. Recruiting Chair: Brittany – Dave - Gary
    Key Members: Mo, Michael, Doug, Mary, Gary

V. Eligibility Chair: David – Dave - Gary
    Key Members: Doug, Brittany, Ken C.

VI. Financial Aid Chair: Lori - Dave - Gary
    Key members: Ken D., Brittany, Mo

VII. Rules Compliance Chair: Brittany – Dave - Gary
     Key Members: Gary

VIII. Health and Safety Chair: Glory – Dave - Gary
      Key Members: Mary, Gilbert, Michelle, Rebecca

Section 2 - Strategic Initiative
I. Philosophy Statement Chair: Dave- Mo - Gary
   Key Members: Bret, Curt, Kevin,

II. Institutional Control and Responsibility Chair: Gary - Dave
    Key Members: Mo, Mary, Bill, Michael, Brittany, Kevin, Pam, Crystal, Bret, Curt,

III. Athletics Operations Chair: Gary - Dave
    Key Members: Pam, Mary, Bill, Bret, Curt, Brittney, Crystal, Mo, Gilbert, Glory, Michael, Brian,

IV. Student-Athlete Well Being Chair: Mo - Dave - Gary
    Key Members: Gilbert, Glory, Dian, Rebecca, Michelle,

V. Health and Safety Chair: Glory - Dave – Gary
    Key Members: Mo, Gilbert,

VI. Life in the Balance Overall Educational Experience Chair: Bret –Dave - Gary
    Key Members: Brittany, Mo, Gilbert, Brian, Deborah

VII. Cultural Diversity and Gender Equity Chair: Terilyn – Dave – Gary
     Key Members: Gilbert, Crystal, Tim, Mo
<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
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<tbody>
<tr>
<td>Oct. 30</td>
<td>Compliance Committee Meeting 11:00 AM</td>
</tr>
<tr>
<td>Nov. 21</td>
<td>1st DRAFT DUE</td>
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<tr>
<td>Nov. 26</td>
<td>Send 1st Draft to Strategic Edge</td>
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<tr>
<td>Dec. 1-5</td>
<td>Conference call between Dave &amp; Strategic Edge</td>
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<td>Dec. 19</td>
<td>1st Draft returned to CUI</td>
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<td>Jan. 16</td>
<td>2nd DRAFT DUE</td>
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<tr>
<td>Jan. 21</td>
<td>Send 2nd Draft to Strategic Edge</td>
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<td>Feb. 2-6</td>
<td>Conference call between Dave &amp; Strategic Edge</td>
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<td>Feb. 13</td>
<td>2nd Draft returned to CUI</td>
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<td>Mar. 2-6</td>
<td>Conference call between Dave &amp; Strategic Edge</td>
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<td>Mar. 6</td>
<td>3rd DRAFT DUE</td>
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<td>Mar. 11</td>
<td>Send 3rd Draft to Strategic Edge</td>
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<td>Apr. 3</td>
<td>3rd Draft returned to CUI</td>
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<td>Apr. 6-10</td>
<td>Conference call between Dave &amp; Strategic Edge</td>
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<td>Apr. 24</td>
<td>FINAL DRAFT DUE</td>
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<td>Apr. 29</td>
<td>Send Final Draft to Strategic Edge</td>
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<td>May 4-8</td>
<td>Conference call between Dave &amp; Strategic Edge</td>
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<td>May 15</td>
<td>Final Draft returned to CUI</td>
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<tr>
<td>June 1</td>
<td>SEND ISSG to NCAA</td>
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<tr>
<td>What is to be done</td>
<td>Who is responsible</td>
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<tr>
<td>Discuss outside evaluation of gender equity and diversity in the Athletic Dept.</td>
<td>Jackson Bireline</td>
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<td>Discuss the Institutional Self-Study (ISS) Timeline</td>
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<td>Discuss implementing the Athletic section within CUI's Inclusion Diversity Equity Access (IDEA) Plan</td>
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<td>Discuss estimates and proposals from consultants</td>
<td>Jackson Bireline</td>
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<td>Ask for a motion and vote by IDEA Committee on recommended consultant for Athletics Gender-equity Diversity Inclusion Review</td>
<td>Jackson Bireline</td>
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<td>What is to be done</td>
<td>Who is responsible</td>
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<td>Meet with IDEA Athletics Subcommittee: Bireline, Fugitt, Martinez, McDaniel, Pruess, Rosenthal, Brasington</td>
<td>Jackson</td>
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<td>Meet with consultant over phone to establish timeline for Review process</td>
<td>Jackson, Bireline</td>
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<td>Provide questionnaires to CUI and access CUI's EADA</td>
<td>Consultant, Bireline</td>
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<td>What Is to be Done</td>
<td>Who is responsible</td>
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<td>Return questionnaires to consultant</td>
<td>Jackson Bireline</td>
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<td>Meet with consultant to review</td>
<td>Consultant Bireline</td>
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<td>preliminary findings</td>
<td>Jackson (phone)</td>
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<td>Campus visit</td>
<td>Jackson Bireline</td>
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<td>President Exec. V.P.</td>
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<td>Who is responsible</td>
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<td>Final report submitted to CUI</td>
<td>Consultant</td>
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<td>Jackson Bireline</td>
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<tr>
<td>Submit ISS</td>
<td>Jackson</td>
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<tr>
<td>Begin implementation of IDEA Plan: Athletics</td>
<td>Jackson Bireline</td>
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INCLUSION DIVERSITY EQUITY ACCESS (IDEA) PLAN: ATHLETICS

Inclusion Diversity Equity Access Committee (IDEA) - Members
1. Borst, Katherine- Asst. Prof. English
2. Clavir, Pamela- Dir. Human Resources
3. Denmark, Dwayne - Veterans Affairs Coordinator
4. Fluegge, Glenn- DIR. Cross-cultural Ministry Center
5. Fugitt, Gilbert- Dean of Student; Title IX Coordinator
6. Griffin, Jenelle - Student President of Concordia University Irvine Black Student Union
7. Harbert, Megan- Health Promotion Specialist
8. Jackson, Tenlyn- Dir. Disability & Learning Services
9. Lee, Deborah- Dir. Institutional Research & Assessment
10. Martinez, Melinda- Dir. Student Conduct
11. Preuss, Timothy- Dean for School of Arts & Sciences
13. Springer, Brianna- Dir. Of Multicultural Leadership & Service Learning
14. Vieselmeyer, Dian- Dean of Student Success; Dir. Of Academic Advising
15. Waite, Dan- Exec. Dir. Of Global Programs

IDEA Committee Ex-Officio Members
1. Krueger, Kurt- Pres. of CUI
2. Scott, Mary- Exec. Vice Pres. of CUI; Provost
3. Senkbell, Peter- V.P. for Academic Affairs; Assoc. Provost
4. Grove, Doug - Asst. Provost of Adult, Graduate, and Online Learning
5. McDaniel- Exec. V.P., Chief Enrollment Officer
6. Bireline, David- Dir. Intercollegiate Athletics
7. Brasington, Brittany- Asst. Athletic Dir. For Compliance
8. Van Blarcom, Ronald- General Counsel

IDEA Committee Athletics Subcommittee
1. Bireline, David (Co-Chair)
2. Fugitt, Gilbert
3. Jackson, Terilyn (Co-Chair)
4. McDaniel, Gary
5. Pruess, Tim
6. Rosenthal, Crystal
INCLUSION DIVERSITY EQUITY ACCESS (IDEA) PLAN: ATHLETICS

Materials and Resources:

Timeline for IDEA Plan: Athletics

CUI Strategic Plan

Athletics Strategic Plan

Institutional Self-Study (ISS) Sect. 2, VII – Cultural Diversity & Gender Equity

Gender Equity in Intercollegiate Athletics

Addressing Sexual Assault & Interpersonal Violence: Athletics' Role in Support of Healthy Campuses