



**UNIT/PROGRAM NAME:** Department of Intercollegiate Athletics  
**OFFICE OF PRIMARY RESPONSIBILITY:** Department of Intercollegiate Athletics  
**ASSESSMENT COORDINATOR:** Taunita V. Stephenson  
**SUBMISSION DATE OF THE REPORT:** Monday, September 24, 2018

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### **ACADEMIC YEAR 2017-2018**

#### **INSTRUCTIONS:**

To comply with institutional effectiveness expectations, units/programs **MUST**:

- identify expected outcomes,
- assesses the extent to which it achieves these outcomes, and
- provide evidence of improvement based on analysis of the results

Guidance for preparing Unit Goals and Indicators of Success Reports:

- Use multiple assessments (Indicators of Success) for each Unit Goal.
- Reports must demonstrate engagement in on-going planning and assessment which is consistent over time to enable the unit to evaluate students, courses or a program. Shared widely within and across programs, the results of this assessment must be used to inform decisions about curricular and programmatic revisions. At appropriate intervals, program and learning outcomes and assessment methods should be evaluated and revised.
- Develop and/or use methods and instruments that are uniquely suited to the goal statements/Indicators of Success and that are supported by faculty/unit.
- Each Report must contain “mature data” (at least five years - sufficient information used as a basis for sound decision making).
- Each Report must provide evidence of improvement, based on the analysis of the assessment results, as opposed to a plan for improvement.

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**1. UNIT/PROGRAM GOAL 1: Lander University student-athletes will academically perform at a higher level than the general student population**

1.1. **STRATEGIC PLANNING FRAMEWORK PILLAR SUPPORTED:** 2. Selective, Competitive Recruitment and Enrollment of Ambitious and Talented Students

1.2. **TIMEFRAME FOR ASSESSMENT OF THIS GOAL AND INDICATORS OF SUCCESS:** Academic Year 2017-2018

1.3. **INDICATORS OF SUCCESS/STUDENT LEARNING OUTCOMES, SUMMARY OF OUTCOME DATA AND EXPECTED OUTCOMES<sup>1</sup>**

Indicator of Success / Student Learning Outcome	Summary Data for this Timeframe	Expected Outcome: Met (3)	Expected Outcome: Partially Met (2)	Expected Outcome: Not Met (1)	Score
1.3.1. 70% of student-athletes will achieve a cumulative 3.0 GPA for the academic year	2017-2018	At least 70% of student-athletes achieved a cumulative 3.0 GPA for the academic year	At least 65% of student-athletes achieved a cumulative 3.0 GPA for the academic year	65% of student-athletes did not achieve a cumulative 3.0 GPA for the academic year	2.00
1.3.2 Lander University student-athletes will have a higher average cumulative GPA for academic year than the general student population.	2017-2018	Lander University student-athletes achieved a higher average cumulative GPA for academic year than the general student population	N/A	Lander University student-athletes did not achieve a higher average cumulative GPA for academic year than the general student population	3.00
1.3.3 Lander University student-athletes will graduate at a higher rate than the general student-population	2017-2018	Lander University student-athletes graduated at a higher rate than the general student population	N/A	Lander University student-athletes did not graduate at a higher rate than the general student population	3.00
1.3.4. Lander University will win the Peach Belt President's Academic Award	2017-2018	Lander University wins the Peach Belt President's Academic Award	N/A	Lander University does not win the Peach Belt President's Academic Award	1.00

1.4. **AVERAGE SCORE FOR ALL INDICATORS OF SUCCESS:** 2.25

<sup>1</sup> Expected Outcomes **must** be mutually exclusive for Met, Partially Met and Not Met.



**1.5. ASSESSMENT INSTRUMENTS AND FREQUENCY OF ASSESSMENT:**

<b>Indicator of Success</b>	<b>Assessment Instruments</b>	<b>Frequency of Assessment</b>
1.5.1.	Faculty Athletic Rep GPA reports	Once A Year: At the end of the school year
1.5.2.	Faculty Athletic Rep GPA reports	Once A Year: At the end of the school year
1.5.3.	Data from Institutional Effectiveness	Once A Year: After graduation
1.5.4.	Peach Belt Athletic Conference Report	Once A Year: End of May

**1.6. REVIEW AND SUMMARY OF EXPECTED OUTCOMES – Date Reviewed: 6/1/2018**

(THE FOCUS OF NARRATIVE SHOULD BE ON PROVIDING EVIDENCE OF IMPROVEMENT, BASED ON THE ANALYSIS OF THE ASSESSMENT RESULTS, AND NOT A PLAN FOR IMPROVEMENT):

1.6.1. **OUTCOME 1 COMMENTS:** 145 out of 212 student-athletes achieved a cumulative 3.0 GPA for the 2017-2018 academic year. That equates to 68.39% which partially meets the expected outcome. This is an improvement on the 2016-2017 academic year that resulted in just over 54% of student-athletes achieving a 3.0. There was also a slight increase in the number of student-athletes who achieved 4.0s from 12 in 2016-2017 to 14 in 2017-2018.

1.6.1.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 1:** Achievement and sustaining results related to 70% of student-athletes achieving a cumulative 3.0 GPA for the academic school year relies on staffing additions and resources allocated to creating and supporting academic excellence.

1.6.1.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** See Below.

1.6.2. **OUTCOME 2 COMMENTS:** In 2017-2018, Lander University student-athletes achieved an average cumulative GPA of 3.1796. The average student body's GPA is 2.9761. Therefore, Lander University student-athletes achieved a higher average cumulative GPA for academic year than the general student population.

- 1.6.2.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 2:** Achievement and sustaining results related to student-athletes achieving a higher average cumulative GPA than the general student population relies on staffing additions and resources allocated to creating and supporting academic excellence.
- 1.6.2.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** See Below.
- 1.6.3. **OUTCOME 3 COMMENTS:** In 2017-2018, the graduation rate for Lander University student-athletes was 53% and the graduation rate for the Lander University general student population was 42%. This was a slight improvement from 2016-2017 as the graduation rate for Lander University student-athletes was 51% and the graduation rate for the Lander University general student population was 43%
- 1.6.3.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 3:** Achievement and sustaining results related to student-athletes graduating at a higher rate than the general student population relies on staffing additions and resources allocated to creating and supporting academic excellence.
- 1.6.3.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** See Below.
- 1.6.4. **OUTCOME 4 COMMENTS:** At the end of the academic school year the Peach Belt Conference asks each of the league's 12 members to submit an average GPA for the undergraduate student body and a GPA for all student-athletes. These two numbers are used to determine each institutions' GPA ratio that identifies which school's athletes are performing most ahead of the curve in comparison to the student body. The schools are not measured against one another, just their athletes to their students. The bigger the number, the bigger the implication of how the school's athletes are performing ahead of the curve in comparison to the student body and the highest GPA Ratio is awarded the Presidents' Academic Award. In 2017-2018, Lander University Student-Athletes' Average GPA was a 3.1796 and the Average Student Body GPA was 2.9761. Lander University's Academic G.P.A. was a 1.0683. The University of North Carolina at Pembroke and Georgia Southwestern State University were both presented with the Peach Belt Conference Presidents' Academic Award in 2017-2018.
- 1.6.4.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 4:** Achievement and sustaining results related to student-athletes performing most ahead of the curve in comparison to the student body relies on staffing additions and resources allocated to creating and supporting academic excellence in the same efforts as the general student population
- 1.6.4.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** See below.

**1.7. SUMMARY COMMENTS FOR OUTCOMES 1-5:**

While there is room for improvement, outcomes show that Lander University student-athletes academically perform at a higher level than the general student population.

**1.8. CHANGES MADE/PROPOSED TO PROGRAM AS A RESULT OF OUTCOMES 1-5:** Room for improvement relies on resources allocated to creating and supporting academic excellence in athletics as that is the national trend in intercollegiate athletics. Currently, there is no staff person with academic support services as a primary focus. Our Faculty Athletic Rep and Assistant Athletic Director of Compliance handle registration and eligibility and work with our Associate AD of Student Athlete Success to monitor any alarming performance issues and to provide that student with resources. There is a long term trend of athletic departments housing Athletic Academic Counselors with responsibilities that include, but are not limited to, meeting weekly or bi-weekly with all student-athletes from their assigned athlete teams, monitoring study, hall, checking class attendance, and referring the student-athletes to the appropriate campus-wide resources. Being granted an additional staff person with academic duties allows us to take a closer look at our student-athletes individual academic performance.

We

believe that we can attribute a portion of last year's improvement to a pilot program where we partnered closely with the Academic Success Center to take study-hall responsibilities from coaches and utilize the Academic Success Center's Tutoring Coordinator to manage study hall hours. With turnover in the Tutoring Coordinator position, we've not been able to maintain that partnership and have had to pause the progress we once made with study hall. If we had a staff person who operated as an Athletic Academic Counselor then they could focus on study-hall as a part of their duties. There's also a need for improvements to spaces where our student-athletes often come to study at the Jeff May Complex and in Horne Arena.

Additionally, we have tried to focus on building a "fence" around our first generation students. Our department could make more progress here with the addition of a staff member who could solely focus on Academics.

Currently, we just have conference rooms that weren't designed to operate as academic study labs but since our students have informally made them places where they often congregate and study, we may see more people take advantage of it, if we had designated hours, technology such as computers and printers that allow them to do work and onsite tutors.

**2. UNIT/PROGRAM GOAL 2: Demonstrate an increase of brand awareness, community engagement with fan and donor support**

**2.1. STRATEGIC PLANNING FRAMEWORK PILLAR SUPPORTED:** 10. Highly-Valued Community Partner

**2.2. TIMEFRAME FOR ASSESSMENT OF THIS GOAL AND INDICATORS OF SUCCESS:** Academic Year 2017-2018

**2.3. INDICATORS OF SUCCESS/STUDENT LEARNING OUTCOMES, SUMMARY OF OUTCOME DATA AND EXPECTED OUTCOMES<sup>2</sup>**

Indicator of Success / Student Learning Outcome	Summary Data for this Timeframe	Expected Outcome: Met (3)	Expected Outcome: Partially Met (2)	Expected Outcome: Not Met (1)	Score
2.3.1. Overall home attendance for Lander Athletics will increase overall by 5% annually	2017-2018	Overall home attendance for Lander Athletics increased by 5% annually	N/A	Overall home attendance did not increase by 5% annually	1.00
2.3.2 Lander University Athletics Blue Army App users and engagement will increase by 50% annually	2017-2018	Lander University Athletics Blue Army App users and engagement increased by 50% annually	N/A	Blue Army app users and engagement doesn't increase by 50% annually	3.00
2.3.3 The amount of money raised by the athletic capital fundraiser to support athletics and operating budget and scholarships to eventually reach \$75,000	2017-2018	\$75,000 is raised by the Lander University Athletics capital fundraiser	\$70,000 is raised by the Lander University Athletics capital fundraiser	Less than \$65,000 is raised by the Lander University athletics capital fundraiser	2.00
2.3.4. Lander University will finish the academic year ranked in the top 7 of Peach Belt Social Media Rankings	2017-2018	Lander University finishes the academic year ranked in the top 7 of Peach Belt Social Media Rankings	N/A	Lander University did not finish the academic year ranked in the top 7 of Peach Belt Social Media Rankings	3.00
2.3.5. Institute a tracking system to monitor community service hours completed by Lander University student-athletes	2017-2018	Lander University Athletics instituted a tracking system to monitor community service	N/A	Lander University Athletics did not institute a tracking system to monitor community service	3.00

<sup>2</sup> Expected Outcomes **must** be mutually exclusive for Met, Partially Met and Not Met.

hours completed by student-athletes

**2.4. AVERAGE SCORE FOR ALL INDICATORS OF SUCCESS:2.4**

**2.5. ASSESSMENT INSTRUMENTS AND FREQUENCY OF ASSESSMENT:**

<b>Indicator of Success</b>	<b>Assessment Instruments</b>	<b>Frequency of Assessment</b>
2.5.1.	Assistant AD for Sports Media Attendance Reports	Once A Year: End of the Year
2.5.2.	Blue Army App Analytics Reports	Once A Year: End of the Year
2.5.3.	Finance Report from Capital Fundraiser	Once A Year: At the End of the Fundraising Campaign
2.5.4.	Assistant AD for Sports Media Social Media Reports	Once A Year: End of the Spring Season
2.5.5.	Community Service Paper Reports	Once A Year: In preparation for Athletic Award Banquet

**2.6. REVIEW AND SUMMARY OF EXPECTED OUTCOMES – Date Reviewed: 6/1/2018**

(THE FOCUS OF NARRATIVE SHOULD BE ON PROVIDING EVIDENCE OF IMPROVEMENT, BASED ON THE ANALYSIS OF THE ASSESSMENT RESULTS, AND NOT A PLAN FOR IMPROVEMENT):

2.6.1. **OUTCOME 1 COMMENTS:** Lander University Athletics Attendance for the 2016-2017 home events tallied at 29,367. There was an increase in 2017-2018 to 30,791 which demonstrates a 4.85 increase.

2.6.1.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 1:** If we are increasing by 5% in 18-19, then the overall attendance has to be approximately 32,330.55. A staff person (even if it is a graduate assistant) and a budget outline focused specifically on community engagement and promotional items.

- 2.6.1.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** See Below.
- 2.6.2. **OUTCOME 2 COMMENTS:** 2016-2017 was the first year of the Blue Army app which generated approximately 500 users. By the end of 2017-2018, we were at about 1000 users which is a 100% increase.
- 2.6.2.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 2:** To increase by 50% in 2018-2018, there will need to be an additional 500 users. Additional data shows that Blue Army app users are motivated by prizes. Additional resources required allows for more frequent gifting and rewards as Blue Army app users move through various point tiers.
- 2.6.2.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** See Below.
- 2.6.3. **OUTCOME 3 COMMENTS:** The inaugural capital fundraising Drop campaign raised just over \$70,000 in 2017-2018 which was an improvement from the capital fundraising campaign the year before which was the continuation of the silent auction. The goal for 2018-2019 is \$80,000.
- 2.6.3.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 3:** A staff person/budget dedicated completely towards sponsorship engagement that allows innovative ways to leverage and engage sponsors in ways that are imperative to their business needs.
- 2.6.3.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** See Below.
- 2.6.4. **OUTCOME 4 COMMENTS:** Lander University Athletics finished the 2016-2017 Peach Belt Social Media Rankings in 9<sup>th</sup> place. In 2017-2018, Lander University Athletics moved to 7<sup>th</sup> place.
- 2.6.4.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 4:** The 2018-2019 goal is to go from 7<sup>th</sup> place to 6<sup>th</sup> place. A budget for a professional videographer who can edit and create engaging content.
- 2.6.4.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** See below.
- 2.6.5. **OUTCOME 5 COMMENTS:** There was a huge need to implement a system for tracking community service hours as we were using a paper system that was extremely outdated and didn't allow for year-to-year comparison.

2.6.5.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 5:** The Helper Helper App is free to NCAA Division II institutions and we now have an active subscription.

2.6.5.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** The active Helper Help subscription will allow us to properly track our student-athlete community service which also helps us promote community engagement which also creates buy-in from the community.

**2.7. SUMMARY COMMENTS FOR OUTCOMES 1-5:**

There have been a lot of small wins over the last two years in the areas of brand awareness, community engagement, fan support and donor support but there is plenty of room for growth.

**2.8. CHANGES MADE/PROPOSED TO PROGRAM AS A RESULT OF OUTCOMES 1-5:** Currently, our Director of Marketing and Productions oversees the acquisition and stewardship of corporate sponsors for the athletic department and manages the production of live audio/video content and game operations at all Lander home athletic events and works hand and hand with our Assistant AD of Sports Media who in charge of promoting Lander's 15 varsity sports programs, in addition to overseeing landerbearcats.com, social media, video stream broadcasts, press releases, photography, publications, statistics and a host of other public relations duties. They also both execute duties in the area of fundraising campaigns and student athlete success. It's particularly important to look at staffing additions in this area as soon as possible to assist with fan engagement, content creation and promoting Lander Athletics in the community, particularly with the addition of 3 sports to the athletics department over the last year.

The current marketing budget is often supplemented by the Athletic Director's budget but there needs to be an analysis here to determine what an ideal budget looks like in supporting promotional items for in-game activation and the Bearcat Army App.

There's also an opportunity to increase fan support through the amount of dollars generated by the marketing club (Bearcat Club) by focusing on a revitalization of the structure to match the current energy and branding of the athletic department and the small wins that we have seen over the last two years. It's suggested that a 5 year review is done on year-after-year performance of the Bearcat Club along with a survey of satisfaction of current of past members. It'd also be helpful to look at various marketing club structures at major DII and small mid-major D1 schools in similar communities (North Georgia, West Georgia, Austin Peay, Drake University, etc) who have seen success in their marketing clubs.

A focus also needs to be given to donor support through sponsorship opportunities as there is possible inventory that remains unfulfilled or untapped like signage at the JMC and the basketball hoop goal posts or creating opportunities with new scoreboards sponsored by local sponsors.

Success will be seen with the 2018-2010 fundraiser by starting strong with reengaging last year's supporters through sponsorship renewal and eliminating expenses that occurred last year as necessary start-up expenses.

**3. UNIT/PROGRAM GOAL 3: Lander University Athletics will achieve athletic competitive excellence**

**3.1. STRATEGIC PLANNING FRAMEWORK PILLAR SUPPORTED: 2. Selective, Competitive Recruitment and Enrollment of Ambitious and Talented Students**

**3.2. TIMEFRAME FOR ASSESSMENT OF THIS GOAL AND INDICATORS OF SUCCESS: 2017-2018**

**3.3. INDICATORS OF SUCCESS/STUDENT LEARNING OUTCOMES, SUMMARY OF OUTCOME DATA AND EXPECTED OUTCOMES<sup>3</sup>**

Indicator of Success / Student Learning Outcome	Summary Data for this Timeframe	Expected Outcome: Met (3)	Expected Outcome: Partially Met (2)	Expected Outcome: Not Met (1)	Score
3.3.1 Each Lander University Athletic team will finish in the top 5 rankings of winning percentage in Peach Belt competition	2017-2018	Each Lander University Athletic team finished in the top 5 rankings of winning percentage in Peach Belt competition	Half of Lander University Athletic teams finished in the top half of rankings of winning percentage in Peach Belt competition	Less than half of Lander University Athletic teams finished in the top half of rankings of winning percentage in Peach Belt Competition	2.00
3.3.2 Lander University Athletics finishes in the top 5 in the Peach Belt Commissioner's Cup	2017-2018	Lander University Athletics finishes in the top 5 in the Peach Belt Commissioner's Cup	Lander University Athletics finishes in the top half of rankings for the Peach Belt Commissioner's Cup	Lander University Athletics doesn't finish in the top half of rankings for the Peach Belt Commissioner's Cup	1.00

**3.4. AVERAGE SCORE FOR ALL INDICATORS OF SUCCESS: 1.5**

**3.5. ASSESSMENT INSTRUMENTS AND FREQUENCY OF ASSESSMENT:**

Indicator of Success	Assessment Instruments	Frequency of Assessment
3.5.1.	Peach Belt Rankings	Once A Year: End of the Year
3.5.2.	Peach Belt Commissioner's Cup Report	Once A Year: After the Commissioner's Cup Report

<sup>3</sup> Expected Outcomes **must** be mutually exclusive for Met, Partially Met and Not Met.



### 3.6. REVIEW AND SUMMARY OF EXPECTED OUTCOMES – Date Reviewed: 6/15/2018

(THE FOCUS OF NARRATIVE SHOULD BE ON PROVIDING EVIDENCE OF IMPROVEMENT, BASED ON THE ANALYSIS OF THE ASSESSMENT RESULTS, AND NOT A PLAN FOR IMPROVEMENT):

3.6.1. **OUTCOME 1 COMMENTS:** In 2017-2018 half of Lander University Athletic teams finished in the top half of rankings of winning percentage in Peach Belt competition. The teams that finished in the top half of Peach Belt rankings of winning percentage or as follows: Men's Soccer, Men's Tennis, Women's Basketball, Men's Golf, Softball Cheer and Dance.

3.6.1.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 1:** Achievement and sustaining results related to Lander University athletic teams finishing in the top half of rankings of winning percentage in Peach Belt competition relies on resources focused on recruitment and retention of top athletes and coaches.

3.6.1.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** See Below.

3.6.2. **OUTCOME 2 COMMENTS:** The Peach Belt Commissioner's Cup is presented annually to the best overall athletic department based on regular-season standings and select championships. The PBC Commissioner's Cup is determined by calculating the number of points possible to each school, given the number of sports they participate in, divided by the number of points earned during the year. Points are determined by placement in the final regular-season standings in each of the PBC's 15 championship sports. In the 2017-2018, Peach Belt Commissioner's Cup, Lander University's ranking declined finishing, 8<sup>th</sup> out of 12 schools with .496 rating points. The top 3 schools were Columbus State (.744), North Georgia (.730) and Georgia College (.679). In 2016, Lander University 5<sup>th</sup> out of 14 schools with a .611 rating. The top 3 schools were North Georgia (.739), Columbus State (.709) and UNC Pembroke (.641).

3.6.2.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 2:** Achievement and sustaining results related to competitively ranking in the PBC Commissioner's cup relies on resources focused on recruitment and retention of top athletes and coaches.

3.6.2.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** See Below.

### 3.7. SUMMARY COMMENTS FOR OUTCOMES 1-5:

While there have been a few athletic teams who have seen consistent success, overall, Lander University Athletics has seen inconsistent competitive excellence in the areas of long term sustaining top rankings. Also, there is a disparity among Lander University teams based off of age of program, tenure of coaches and budget allocations for sports. We're also in a conference with a number of Georgia schools who benefit from a larger recruiting state and various in-state scholarship opportunities that South Carolina doesn't offer.

**3.8. CHANGES MADE/PROPOSED TO PROGRAM AS A RESULT OF OUTCOMES 1-5:** In order to consistently compete with the often top ranked schools there will need to be a bigger focus on not only recruitment but scholarship dollars that allows Lander University to eventually become a fully funded athletic department. When thinking about success among all Lander University Athletic teams, with the addition of 3 new sports, there will need to be a focus on items that allow student-athletes and coaches to perform to the best of their ability such as facility improvements and support staff, particularly in the areas of strength and conditioning.

**4. UNIT/PROGRAM GOAL 4: Demonstrate that Lander University is complying with the athletic requirements of Title IX by February 1<sup>st</sup>, 2019**

4.1. STRATEGIC PLANNING FRAMEWORK PILLAR SUPPORTED: 3. Robust Student Experience

4.2. TIMEFRAME FOR ASSESSMENT OF THIS GOAL AND INDICATORS OF SUCCESS: Academic Year 2017-2018

4.3. INDICATORS OF SUCCESS/STUDENT LEARNING OUTCOMES, SUMMARY OF OUTCOME DATA AND EXPECTED OUTCOMES<sup>4</sup>

Indicator of Success / Student Learning Outcome	Summary Data for this Timeframe	Expected Outcome: Met (3)	Expected Outcome: Partially Met (2)	Expected Outcome: Not Met (1)	Score
4.3.1 Demonstrate that Lander University Athletics is Effectively Accommodating Interests and Abilities by surveying individuals of each sex in order to be compliant with Prong 1 of Title IX (Proportionality)	2017-2018	Lander University Athletics conducts Interests and Ability survey	N/A	Lander University Athletics conducts Interests and Ability survey	1.00
4.3.2 Demonstrate that Lander University Athletics is equivalent in athletic benefit and opportunities in the treatment of men's and women's teams in the areas of a. Locker Rooms, Practice and Competitive Facilities b. Equipment and Supplies c. Scheduling of Games and Practices d. Publicity e. Coaching f. Travel and Daily Allowance g. Academic Tutoring h. Provision of Medical Training i. Provision of Housing and Dining in order to be compliant with Prong 3 of Title IX	2017-2018	Lander University Athletics is equivalent in athletic benefit and opportunities in the treatment of men's women's teams.	N/A	Lander University Athletics is not equivalent in athletic benefit and opportunities in the treatment of men's women's teams	3.00

<sup>4</sup> Expected Outcomes **must** be mutually exclusive for Met, Partially Met and Not Met.

4.4. **AVERAGE SCORE FOR ALL INDICATORS OF SUCCESS: 2**

4.5. **ASSESSMENT INSTRUMENTS AND FREQUENCY OF ASSESSMENT:**

<b>Indicator of Success</b>	<b>Assessment Instruments</b>	<b>Frequency of Assessment</b>
4.5.1.	Title IX Consultant Report	Has been working with the consultant throughout the year
4.5.2.	Student Athlete Satisfaction Surveys, Budget Comparison Analysis, Senior Leadership Staff Oversight	Daily

4.6. **REVIEW AND SUMMARY OF EXPECTED OUTCOMES – Date Reviewed: 6/15/2018**

(THE FOCUS OF NARRATIVE SHOULD BE ON PROVIDING EVIDENCE OF IMPROVEMENT, BASED ON THE ANALYSIS OF THE ASSESSMENT RESULTS, AND NOT A PLAN FOR IMPROVEMENT):

4.6.1. **OUTCOME 1 COMMENTS:** The first compliance prong of Title IX deals with overall sport and athletic participation offerings available for men and women. A three-part test for participation opportunities determines if institutions provide female and male students with equal athletic opportunities. In order to comply, institutions must pass one of three tests related to proportionality, history and continuing practice or effectively accommodating interests and abilities. In 2017-2018, Lander University Athletics hired a Title IX consultant who is guiding the process of ensuring we are in compliance with Title IX in relation to take a look at final aid distribution as it relates to athletic proportionality in the areas of athletic grants and aids. In Fall 2018, the consultant is taking a look at how we are effectively accommodating interests and will help us issue a survey that analyzes the interests and abilities of the underrepresented sex are fully and effectively accommodated by the current athletics program. With the results of the survey, Lander University Athletics will ensure that we are offering athletic programs that effectively accommodate the interests and abilities of our students and providing opportunities for individuals of each sex to participate in sports.

4.6.1.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 1:** Achievement and sustaining results related to Lander University Athletics achieving consistent Title IX Compliance requires resources that allows the hiring of a Title IX Consultant that can do a complete review and make recommendations at least once every 5 years.

4.6.1.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** See below.

4.6.2. **OUTCOME 2 COMMENTS:** This third compliance prong of Title IX requires equivalence in other athletic benefits and opportunities. Title IX requirement does not require that each men’s and women’s team receive exactly the same services and supplies, but it looks at the entirety of the treatment the men’s

and women's programs receive as a whole. The equivalence of overall treatment is measured on the basis of eleven criteria: a. Locker Rooms, Practice and Competitive Facilities b. Equipment and Supplies c. Scheduling of Games and Practices d. Publicity e. Coaching f. Travel and Daily Allowance g. Academic Tutoring h. Provision of Medical Training i. Provision of Housing and Dining. Lander University has met the obligation to ensure that the overall benefits and treatments of the female and male programs are comparable and that the benefits provided are in fact equal.

4.6.2.1. **ADDITIONAL RESOURCES REQUIRED TO ACHIEVE OR SUSTAIN RESULTS FOR INDICATOR OF SUCCESS 2:** Achievement and sustaining results related to Lander University Athletics achieving consistent Title IX Compliance requires resources that allows the hiring of a Title IX Consultant that can do a complete review and make recommendations at least once every 5 years.

4.6.2.2. **EXPLANATION OF HOW RESOURCES WILL BE USED:** See below.

**4.7. SUMMARY COMMENTS FOR OUTCOMES 1-5:**

Under AD Brian Reese, Lander University Athletics has made a recent focus on ensuring consistent Title IX compliance. There's been great progress in this area and the department is on track to reach the goal by February 1<sup>st</sup>, 2019.

**4.8. CHANGES MADE/PROPOSED TO PROGRAM AS A RESULT OF OUTCOMES 1-5:** Lander University Athletics is currently working with the Title IX consultant to rollout the Effectively Accommodating Interests and Abilities in the beginning of Spring 2019.