



EASTERN OREGON UNIVERSITY

Student Affairs 2007-08 Annual Report

Department: Intercollegiate Athletics/Recreation

Mission Statement:

PRIDE, ACCOUNTABILITY, RESPECT

MISSION

Intercollegiate athletics are integral to the overall educational experience at Eastern Oregon University. As a cultural attraction of campus life, EOU athletic programs endeavor to connect the University with the Eastern Oregon region, and reflect high standards of studentship, sportsmanship, fair play, and concern for the individual and community. All student participants and department personnel are dedicated to academic and athletic excellence at the conference, regional and national levels. EOU is dedicated to a philosophy of firm institutional control of athletics, to the unquestioned academic and financial integrity of the athletics program, and to the accountability of the athletics department to the values and goals befitting higher education.

2007-08 Goals:

STRATEGIC PRIORITIES

- **Recruit, retain, educate and graduate student-athletes.**
- **Integrate and engage student athletes in the campus community.**
- **Support, appreciate, and promote gender equity and diversity.**
- **Promote good citizenship via responsible and reflective action in community affairs.**
- **Promote and encourage competitive excellence**

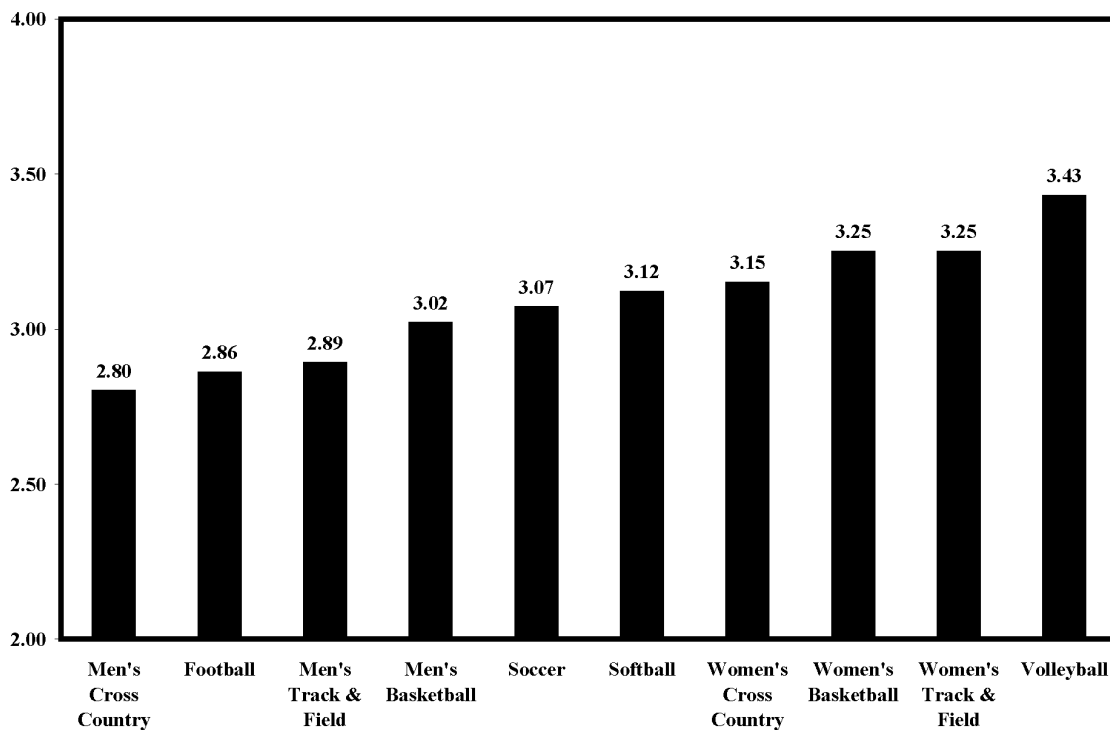
2007-08 Goal Attainment Summary: (1-2 paragraphs on each goal)

- **Recruit, retain, educate and graduate student-athletes-** Eastern Oregon University utilizes a roster management plan to recruit and retain student athletes. The roster management plan serves many purposes including; standardizing numbers to comply with Title IX law related to financial aid, budget management and the goal of providing a quality student athlete experience.

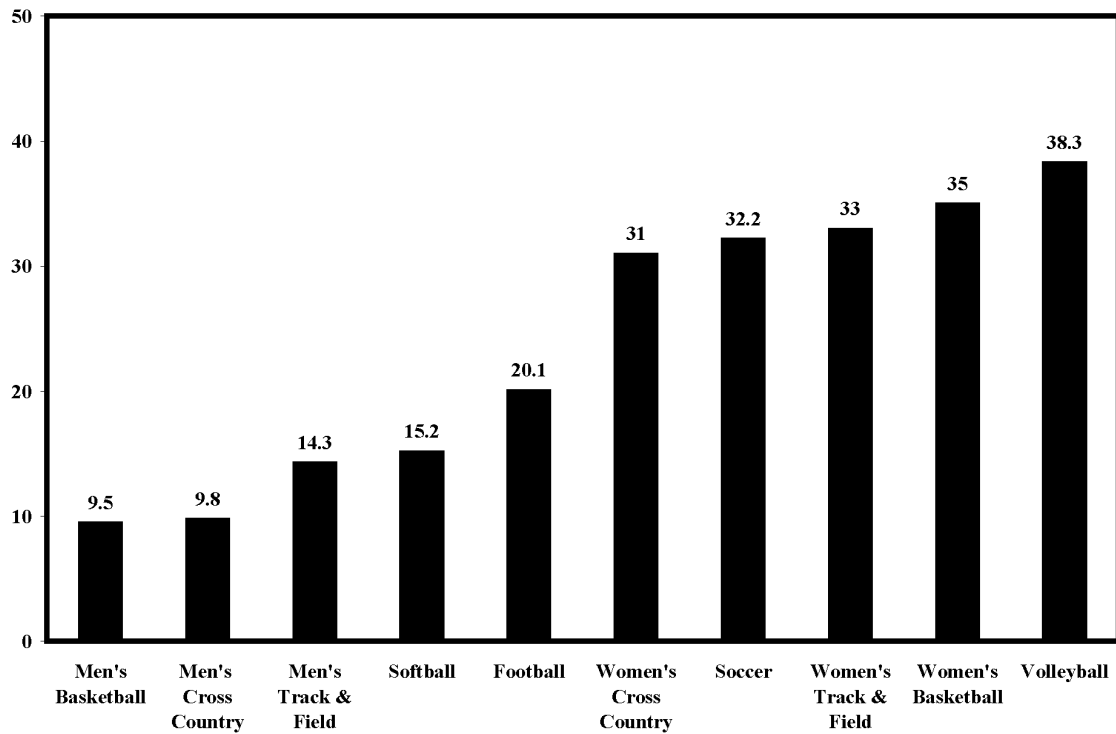
Men's Teams	RM#	Women's Teams	RM#
Football	100	Basketball	15
Cross Country	14	Soccer	22
Basketball	15	Cross Country	14
Track & Field	35	Track & Field	35
		Softball	18
		Volleyball	15
Total	164	Total	119

The department academic benchmarks include a team GPA of 3.0 or higher, 10% or more team members on the Dean's List and less than 10% of team members in academic peril. Academic peril includes academic warning, probation or suspension. For the 2007-2008 academic year 141 student-athletes earned Dean's List recognition, 15 attained NAIA Academic Scholar Athlete status and 20 received Academic All-Conference honors throughout the year.

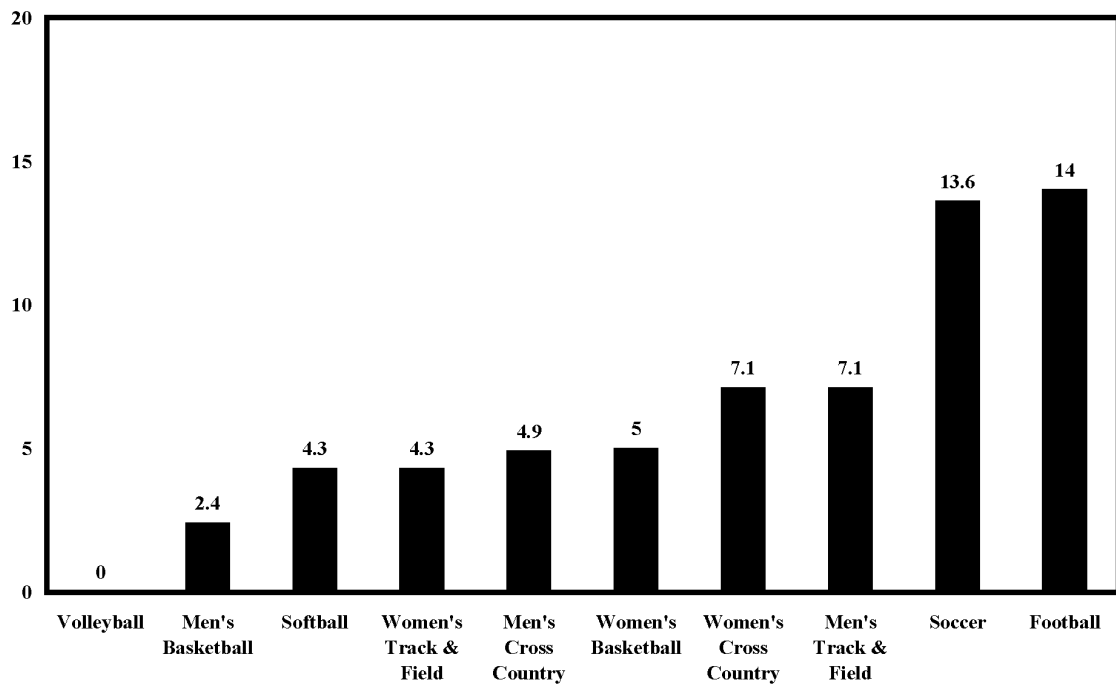
TEAM GRADE POINT AVERAGE, AY 2007-8



PERCENTAGE TEAM MEMBERS ON DEAN'S LIST, AY 2007-8



PERCENTAGE TEAM MEMBERS IN ACADEMIC PERIL, AY 2007-8



- **Integrate and engage student athletes in the campus community.-** Student-athletes should be encouraged to be participating members of their campus communities, not isolated from others as a ‘culture apart’. Student-athletes, like other students at EOU, shall have opportunities to participate in a wide variety of co-curricular activities (e.g., more than one sport, student government, fine arts). Student-athletes will be measured by the same standards as other students in admissions, financial aid, and academic programs.

- **Support, appreciate, and promote gender equity and diversity.-** Intercollegiate Athletics plays a central role in diversifying the institution, and will contribute to a spirit of tolerance, respect for others, and a willingness to be open-minded. Athletic personnel are committed to maintain an environment that values cultural diversity and gender equity among its student-athletes and intercollegiate athletics department staff. Every student-athlete -- male and female, majority and minority, in all sports -- will receive equitable and fair treatment.

- **Promote good citizenship via responsible and reflective action in community affairs-** EOU Athletics is committed to the education of the student-athlete as a whole person by expecting positive behavior and character development. As role models throughout the Eastern Oregon region, EOU student-athletes and personnel have a social responsibility to improve the community they live in. The Department of Intercollegiate Athletics personnel and student-athletes will reflect a positive image by adhering to high standards of conduct reflected in the NAIA Champions of Character Program, the EOU Student Handbook and the EOU Student Representative Code of Conduct.
 - ✓ Teams are required to participate in two service projects per year, one of which is the campus beautification day held the Tuesday after memorial day. projects include:
 - ✓ Campus Cleanup
 - ✓ Reading Buddy Program
 - ✓ Kid’s Night Out
 - ✓ Camps and Clinics
 - ✓ Safety Programs
 - ✓ Shelter From the Storm
 - ✓ Staffing Local Athletic Events
 - ✓ Think Pink Initiative
 - ✓ Coaches vs. Cancer
 - ✓ Annual Food Drive

In addition, student athletes represent nearly 25% of the overall enrollment on campus. Our participants are also involved in many clubs and organizations both curricular and co-curricular based.

Promote and encourage competitive excellence- EOU was awarded the Cascade Collegiate Conference's 2007-08 All-Sports Trophy, which is given annually to the most successful athletic program in the 11-member CCC.

Eastern Oregon recorded top-three finishes in six of eight sports, including winning outright CCC regular season titles in men's and women's cross country and men's basketball, and sharing the regular season league title in women's basketball. The Mounties finished second in men's track and third in women's track.

Eight of EOU's 10 teams advanced to NAIA postseason play, including men's and women's cross country, men's and women's indoor and outdoor track and field, and men's and women's basketball. Both the men's and women's basketball teams reached the Sweet Sixteen of their respective national tournaments. The men's basketball team made its first-ever NAIA Tournament appearance. Individually, the Mountaineers had five student-athletes attain NAIA All-America status and 53 earn all-conference recognition.

Summary of Services to Students:

- ✓ Quinn Remodel
- ✓ Track and Field Throws center replacement
- ✓ Peggy Anderson Softball Field
- ✓ New Dryers for laundry Room
- ✓ Uniform Replacement Plan
- ✓ 2nd year of Quinn Satellite Learning Center
- ✓ Reintroduction of Mascot "Monty"
- ✓ Compliance Coordinator
- ✓ Established pay plan to retain high quality coaches and staff
- ✓ Ryan Looney, CCC Coach of the Year Men's Basketball
- ✓ Ben Welch, CCC Coach of the Year Men's and Women's Cross Country
- ✓ Rob Cashell, CCC and NAIA Region 1 Athletic Director of the Year

2007-08 Student Learning Outcomes & Assessment Results:

By participating in:

Intercollegiate Athletics/Team Sports student-athletes will receive quality training that incorporates specificity within sport and individual position or event.

Intercollegiate Athletics/Team Sports student-athletes will demonstrate the transmission of skills learned through repetitive practices to competitive situations seeking mastery of skills.

Intercollegiate Athletics/Team Sports student-athletes will establish the ability to work in a collaborative setting in order to achieve agreed upon goals both individually and within a group.

By participating in:

Wellness and Recreation will compliment the students University experience by use of available programs and facilities.

Wellness and Recreation students will be exposed to lifelong recreation opportunities.

Wellness and Recreation students will comply with policies and procedures related to intramural activities that promote sportsmanship.

By participating in:

Activities that are based on Positive Citizenship and Character Development student athletes will be exposed to theories and practices that promote consideration of their own morals and values.

student athletes will be held to a higher level of accountability for their personal behavior.

student athletes will engage in team and department community service projects

2008-09 Goals -Should be related to Mission, Strategic Planning and Repositioning Plan:

GOAL A:

AIM: Establish compliance coordinator position for Athletics

STRATEGIES: Improve timelines and predictability of admissions for athletic recruiting. Improve timeliness and accuracy of determining eligibility status for new and returning student athletes.

NEW RESOURCE INVESTMENT: .25 FTE added to a current .5 FTE coaching position \$10,638 including OPE.

TIME FRAMES: July 1, 2008

GOAL B:

AIM: Fully fund Men's and Women's Basketball coaching positions

STRATEGIES: Use E&G funds to pick up that portion of coaches salaries paid by Booster Club funds. Reallocate these Booster Club funds to student scholarships for recruiting and retaining students.

NEW RESOURCE INVESTMENT: \$12,000 including OPE

TIME FRAMES: July 1, 2008

GOAL C:

AIM: Move part-time head coaching positions to full-time status (Softball, Volleyball, and Soccer)

STRATEGIES: Part-time head coaches have full time obligations in recruiting, coaching, supervising, and mentoring students in their respective sports. Improvements in recruiting and retention can be gained by investing in full-time positions.

NEW RESOURCE INVESTMENT: 2 positions from .50 FTE to 1.0 FTE (\$42,550), 1 position from .75 FTE to 1.0 FTE (see A4) (\$10,638), TOTAL: \$53,188 including OPE

TIME FRAMES: July 1, 2009

GOAL D:

AIM: Establish a full-time assistant coaching position for Cross-Country/Track & Field (both men's and women's teams).

STRATEGIES: 100+ students are involved in this program. Improvements can be gained with recruiting and retaining students, and student athletes can be served better by funding this position. Booster Club funds used to support assistant coach stipends can be re-tasked for use to recruit and retain students.

NEW RESOURCE INVESTMENT: 1.0 FTE, \$56,154 including OPE

TIME FRAMES: July 1, 2009

GOAL E:

AIM: Establish a .25 FTE assistant coach for Women's Basketball (see E4 for Men's Basketball)

STRATEGIES: Use E&G funds to pick up a portion of assistant coach stipend allowing Booster Club funds to be used for recruitment and retention of students.

NEW RESOURCE INVESTMENT: .25 FTE, \$10,637 including OPE

TIME FRAMES: July 1, 2009

GOAL F:

AIM: Reinstate Assistant Athletic Director position.

STRATEGIES: Assistant Athletic Director would be assigned supervision of athletic training, equipment manager, dance team and intramural programs. This allows for program enhancement and service improvements for students. This also allows more effective use of Athletic Director's time for supervising coaches, marketing and fund raising.

NEW RESOURCE INVESTMENT: \$57,758 including OPE

TIME FRAMES: July 1, 2009

Goal G:

AIM: Move .75 Sports Information/Assistant Men's Basketball Coach/Marketing position to 1.0 FTE.

STRATEGIES: Allows additional time for recruiting for athletics, marketing programs, and fund raising for scholarships. Booster Club funds can be re-tasked to student recruiting and retention activities.

NEW RESOURCE INVESTMENT: \$10,638 including OPE

TIME FRAMES: July 1, 2009

Goal H:

AIM: Increase athletic aid to achieve desired Tier 1 (men's and women's basketball and football) 55% of allowable aid for Football (current at 36%)

STRATEGIES: Allows for more competitive athletic program that will have a dramatic effect on recruitment, retention and success. Overall success of program will also aid in overall marketing strategies for institution and positive publicity.

NEW RESOURCE INVESTMENT: \$71,592

TIME FRAMES: July 1, 2009/10

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