

PENNSYLVANIA STATE SYSTEM OF HIGHER EDUCATION

Academic Program Review Summary Form
 Board Of Governors Policy 1986-04-A

Program Name
 (Academic Year(s))

Please indicate:
 Annual Report
 Five-Year Review

University Lock Haven University Degrees Offered _____

Division/Unit _____ Program Athletics

NCAA Self-Review
 (2005), NCAA
 Compliance Blue
 Print Review (2006)

Date of Last Major Review _____ Completion Date of Current Review 7/3/09

I. Program Data & Outcomes

Program Data/Desired Program Outcomes	Assessment Criteria/Measures	2007-08	2008-09
<i>Coaching Staff</i>		Full Time: 23 Part Time: 4	Full Time: 25 Part Time: 4
<i>Sports Sponsored</i>		Men: 8 Women: 10 Total: 18	Men: 8 Women: 10 Total: 18
<i>Student Recruitment & Retention</i>	Number of Prospective Students Recruited	991	1364**
	Number of New Students Attending/With the Program	174	163
	Total Number of Student-Athletes	467	420
<i>Student-Athlete Academic Success</i>	Student-Athlete GPA	2.809	2.802
	# Student-Athletes With 3.00 GPA or Better	152	173
	# Student-Athletes With 3.25 GPA or Better (PSAC Scholar-Athletes)	98	90
	Federal Graduation Rate	55% (2001-02 cohort)	73% (2002-03 cohort)
<i>Service to the Community</i>	Total # Community Service Hours	6600 hours	6014 hours

<i>Service to the Community</i> <i>(continued from previous page)</i>	Amount Directly Raised By Student-Athletes/Teams For Charity	~\$7,000	>\$15,000
<i>Athletics Success</i>	Winning Percentage		Appendix A.
	Representation at Conference Championship Level		Appendix A.
	Representation at NCAA Regional/National Level		Appendix A.
<i>Gender Equity</i>	Proportional representation between enrollment and participation		<u>08-09 LHU Enrollment</u> Men: 2243 (43%) Women: 3023 (57%) <u>08-09 LHU Athletics Participation (unduplicated*)</u> Men: 229 (55%) Women: 190 (45%) Difference of ±12% points *Unduplicated student-athletes, as classified per NCAA and Department of Education/EADA definition
	Scholarship levels	<u>2007-08 LHU Athletics Scholarship Levels</u> Men: 410,154.00 (47.70%) Women: 449,782.00 (52.30%)	<u>2008-09 LHU Athletics Scholarship Levels</u> Men: 438,943.00 (47.96%) Women: 476,262.00 (52.04%)
<i>Department Maintains Leadership Roles at University, Conference, and National Levels</i>	University-wide committee representation by athletics coaches and administrators		Appendix B.
	Conference leadership roles held by athletics coaches and administrators		Appendix B.
	NCAA or Coaches Association roles held by athletics coaches and administrators		Appendix B.

**Recruited students figure reflects total students contacted/recruited as of 7/1/09 for the 2009-10 academic year. Total reflects a count of track and field athletes only once (not separately for indoor and outdoor seasons).

Program Context

How This Program Relates to and Supports the University's Mission and Strategic Plan

Athletics compliments the University mission to challenge students to grow academically as well as emotionally and socially. Athletics aims to share in the University mission to contribute positively to the optimal development of each student by providing a challenging yet supportive environment where the values and ideals of people of diverse backgrounds are fully respected. Additionally, athletics endeavors to prepare students for productive careers by developing their teamwork and leadership skills as well as fostering a sense of civic responsibility through participation in public service. Athletics grants currently provide over \$915,000 in scholarships towards college costs for student-athletes, enabling many to achieve their academic goals. Finally, the overall goal of the department of athletics is to provide an educationally based, fiscally responsible, gender equitable, and ethically sound program imbued with the values of excellence, sportsmanship, and civic responsibility, thus contributing to and promoting the positive image of Lock Haven University.

External or Environmental Factors Affecting the Program

The operations of the athletics program are open to several external and environmental factors that may influence, in varying degrees, the decisions and opportunities for decisions over the course of each academic year. The athletics department complies with all regulations for membership, student-athlete academic and personal development, and competition as set forth by following external governing bodies: National Collegiate Athletic Association (NCAA), Pennsylvania State Athletic Conference (PSAC), Northeast Conference (NEC), and Eastern Wrestling League (EWL). Concerns include the economic situation of the department as it is linked with that of the University and the Foundation, compliance with Title IX regulations, and overbearing influences from outside groups.

Demand for This Program and its Graduates (Current and Anticipated)

Athletics commonly serves as a prominent "window to the University". The number of contacts with prospective students made by the department's coaches over a one-year period suggests that the demand for the athletics program by the University's prospective students remains strong; the recruiting accomplished by the athletics department is only second to the Office of Admissions itself. Additionally, the graduation rate of student-athletes also suggests that once involved in the program, the interest remains and is of considerable value to the student's progress towards a degree. The extension of the teams into the community for service efforts has been a combination of a desire to assist and connect with the community as well as requests from the community for assistance, thus strengthening the foundation for closer relationships, increased fan attendance, and improved town-gown relationships.

III. Outcomes Assessment (PASSHE Board of Governors Policy 1997-01)

Student Learning Outcomes (list goals and outcomes)

Goal: Meet or exceed Division II benchmarks in graduation rates and academic success rates.

Outcome: The student-athlete graduation rate, as defined by the federal government, is currently 55%, as compared with the overall University graduation rate of 51%. The academic success rate, which additionally calculates transfers and freshmen not receiving aid, is 66%. The overall federal graduation rate for Division II is 55% and the overall academic success rate for Division II is 70%. The academic success rate for Lock Haven sports are above the federal/Division II average in 10 of the 14 sports counted in the average (cross country, indoor track and field, and outdoor track and field are entered as one single sport category).

Program Outcomes (list goals and outcomes)

Coaching Staff

Goal: Ensure teams are adequately staffed to meet the needs of the student-athletes and administrative responsibilities.

Outcome: The department has been able to secure at least one full-time coach in each sport, and, in many, have been able to secure two coaches. Three sports still operate with a full-time coach and a graduate assistant. Having at least two, and in some cases more, full-time coaches in each program is a desired optimum at this time, given the responsibilities of on-field coaching, training, academic monitoring, fundraising, recruiting, and team administration.

Budget

Goal: Provide the best collegiate experience for our student-athletes through a budget that is able to address their academic, athletic, emotional, and civic welfare.

Outcome: The athletics department has not been immune to the financial downturn and cost-saving measures. Rising costs of transportation and other operating costs that cannot be avoided have meant dramatic cuts in recruiting budgets and alterations of scheduling for teams in both championship and non-championship segments of the seasons. Eventually, it is feared that if this trend continues, it will lead to a watering down of competitive opportunities for many of the teams and a loss of team competitiveness within the conference and region.

Student Recruitment & Retention

Goal: Attract quality students to attend Lock Haven, and assist in retaining matriculated students at LHU.

Outcome: Lock Haven coaches and staff recruit a large number of students to the University in any given year. This year's total of over 1300 official prospective student contacts and 163 new students attending as a direct result of contact by the LHU coaching staff is significant and is a large contributor to university admissions process.

Service to the Community

Goal: To increase connectedness with the local community and encourage civic growth of student-athletes and staff through engagement and service projects.

Outcome: The interaction between the community and LHU athletics teams was satisfactory during the 2008-09 academic year. This year the total number of hours was slightly smaller, however, the amount of funds raised for different charities by teams outside of their scholarship/fundraising responsibilities was twice what it was last year. This year's absence of the Taste of Lock Haven, a large community engagement event, was replaced with student-athlete involvement in the Haven Holidays Parade and the opportunity to welcome the community on-campus for the Softball National Championship Block Party.

Athletics Success

Goal: To be competitive at the conference level.

Outcome: The success of the bulk of LHU teams landed the program a third-place (tied) finish in the PSAC's Dixon Trophy and a 26th place finish in the Learfield Sports Directors' Cup (all NCAA Division II institutions). A total of three conference championships went to LHU teams (field hockey-NEC; softball-PSAC; lacrosse-PSAC) and two teams were conference runners-up (volleyball-PSAC; men's indoor track and field-PSAC). Of the five team sports that did not advance to a PSAC playoff, two (men's soccer, women's soccer) posted records of .500 or better. Three others (football, men's basketball, women's basketball) did not advance to PSAC playoffs and did not post above a .500 win-loss percentage. Work also continues to be done to get the women's cross country (7th at PSACs) and women's swimming (9th at PSACs) programs more competitive within their respective conference fields as teams, though several individuals on both teams have been able to break into the top tier within the conference and regionally.

Teams that have established success at the regional and national level had commendable seasons in 2008-09. The Lady Eagle softball team won the NCAA Division II National Championship, lacrosse was the NCAA

Division II Runner-up, and volleyball made it to the NCAA Regional Semifinals. Field hockey was an NCAA Division I Tournament play-in game participant, and men's cross country captured the NCAA Regional title and advanced to the national meet where they placed 19th overall. In team/individual sports, track and field qualified several individuals for both indoor and outdoor championships, wrestling qualified one for the national championship, and swimming advanced one student-athlete to the national meet.

Gender Equity

Goal: Meet all Title IX requirements for gender equity within the program as well as provide an equitable environment and opportunities for both male and female student-athletes.

Outcome: In terms of proportional representation of athletes participating compared with enrollment of the university, the balance is ±12% out of alignment. The proportion of scholarship dollars going to female student-athletes is closer to the enrollment percentages than the participation levels, however, it also remains approximately seven percentage points out of full compliance. This will need to be addressed or it may have serious legal implications for the future.

Goal: Create a safe and positive environment for the interests of both male and female student-athletes.

Outcome: The tendency for polarization remains an issue, as several decisions made this year have been characterized (unofficially) as Title IX-related. Issues surrounding sports that are characterized nationally as Title IX victims (e.g., football, wrestling) have also experienced occasional elevation into a male vs. female issue despite the actual nature of the matter being addressed. There is concern that this could lead to an increasingly stressful work environment for some coaches and staff members.

Department Maintains Leadership Roles at University, Conference, and National Levels

Goal: Encourage members of the department to hold leadership roles on campus, in the conference, and at national levels.

Outcome: Several individuals on the coaching and administrative staff have assumed leadership roles on campus, within the conference, and at the national level. These individuals have represented the athletics department and University well, and this practice of service continues to be recommended and positively supported by the Director of Athletics. The majority of those serving at the national level are administrators and coaches in the sports of softball, lacrosse, and cross country/track and field. On campus, several other individuals contribute as APSCUF coaches committee officers and on several university-wide APSCUF committees.

IV. Strengths

Student Learning

The coaches have done a satisfactory job in monitoring and emphasizing the importance of academics – both GPA and progression towards degree. Lock Haven athletics meets the Division II average for the federal graduation rate, and is only 4% points below the academic success rate average. The average GPA of the overall athletics program is 2.802, with four teams averaging above a 3.000.

The department's CHAMPS/Life Skills program addresses other areas that contribute to student learning, including personal, academic, and career development. It also encourages student-athlete integration into the campus and surrounding communities through promotion of on-campus activities and events as well as civic engagement and service. These aspects of learning contribute to the overall development of students and have been viewed as having a positive impact on academic outcomes such as academic success (grade attainment), persistence towards degree, and graduation.

Other Program Areas

Athletics Success: On the whole, success has been widespread but within the last three years, has existed primarily within the sports of softball, lacrosse, volleyball, men's cross country, field hockey, men's soccer, and the track and field programs.

Student Recruitment: Recruiting remains a strong area for the LHU athletics department, though budget restraints have, and are predicted to continue having, an impact on the ability of the staff to continue their recruiting responsibilities in the same manner.

Service to the Community: The department's service to the community is a strength, and teams continue to carve out niches for themselves in the types of charities they assist and the community locations in which they choose to volunteer. As more connections are made, the goal is to better town-and-gown relations and to increase the fan base and event attendance.

V. Areas in Need of Improvement

Student Learning

The grade point average of our student-athletes was satisfactory but focus should always be on improvement. The number of student-athletes with a 3.00 or higher is 41.2% of the total student-athlete body, however, the total number of student-athletes with a 3.25 grade point average or better has dropped over the past two years. While the graduation rates and overall grade point average are satisfactory, the goal of having a higher percentage of student-athletes with solid academic credentials remains.

The overall grade point average reflects a 1.000 spread between the top program this year and the bottom. Of 16 programs (indoor and outdoor track and field counted as one), eight actually experienced a decrease in cumulative team grade point average this year, five with over a .100 decrease. Also, within the last two years, several programs tended to cluster around the top of the list (e.g., field hockey, women's track and field, women's cross country, men's track and field, women's soccer), others tended to cluster towards the bottom (e.g., men's basketball, football). For instance, the men's basketball team experienced a .280 increase in overall GPA from 2007-08 to 2008-09, however, were again ranked last (16th) with a 2.240 GPA after the 2008-09 AY. The sheer size of programs such as football (15th in 2008-09 at 2.440) may work against an average consistently among the top five, however, communication among programs on academic practices or continuing/more emphasis on the importance of academics is necessary to work to shake up this trend.

Other Program Areas

Gender Equity: The scholarship plan put in place several years prior has been able to more closely align the scholarship levels of men's and women's teams with participation levels, however, even such attempts have failed to fully address the ongoing disparity between athletics participation opportunities and the University enrollment. Any actions taken in the future regarding the structure of the program and/or fundraising initiatives should keep equity in mind in order to assure the situation's improvement.

Budget: While the department fully understands the sacrifices it must make in order to ensure the future success of the University as a whole, unavoidable travel costs continue to increase therefore straining an athletics budget that has already been slimmed down. This leaves less for similarly important areas such as recruiting and student employment. Another budgetary concern is the growing disparity among the tuition rates and out-of-state rates of PASSHE members, and the impact this has on LHU's ability to attract students and student-athletes and in the higher scholarship levels LHU coaches/administrators have to meet to stay even with what's offered by many of the sister institutions.

Athletics Vision: The budgetary issues also impact the athletics success of teams in many ways. Of most concern, the vision for the department in terms of competitiveness becomes more muddled than it was initially. A goal for the department is to compete within the conference; some programs have been successful, as reflected in the third-place Dixon Trophy finish, and some are still climbing toward that goal. Still, as most sports are members of the NCAA Division II, the division's focus on regionalization urges teams to compete against teams in their region in the non-conference portion of the schedule. For teams that are able to compete successfully against those within the region and nationally as well as the conference, the budgetary issues have a more harmful potential for post-season recognition and competitiveness. For Lock Haven, in-region competition in most sports includes states as far south as North Carolina and South Carolina. When travel, which makes up a significant portion of the athletics budget, is restricted, continual cuts run the risk of watering down available competition. This lends itself to

a domino effect, which creates the potential to affect recruiting, which can in turn negatively impact athletics success, which also affects subsequent recruiting and fundraising capabilities, and so on.

VI. Action Plan

Student Learning Outcomes

Goals	Action Plan	Steps To Be Taken	Date
Academic success	Positively impact academic success of student-athletes by encouraging higher graduation rates and individual/team GPAs	Focus on academic success through communication of academic monitoring programs, more promotion of academic successes	
		Obtain SAAC input on academic needs of student-athletes	
		Continue availability of assistance to student-athletes for application to various NCAA grants and scholarships for completing education/postgraduate scholarships	
Personal development and success	Allow students to take advantage of collegiate experience	Continue CHAMPS/Life Skills program and programming; continue to look to partner with additional groups on campus to bring in presenters/speakers	

Other Program Outcomes

Goals	Action Plan	Steps To Be Taken	Date
Increase scholarship funding	Women's Initiative	Progress in planning and implementation of various efforts involved within each individual plan	
	Individual Sport Fundraising efforts (e.g., football, baseball)		
	Crimson and White Club		
Athletics success	Increase scholarship funding	Progress in planning and implementation of various efforts involved within each individual plan	
	Coach development	Encourage membership in respective coaches associations and NCAA committees	
	Maintain or increase resources for recruiting	Work to regain and maintain, then potentially increase, the resources available for coaching staff to recruit (travel funds, etc.)	

Appendix A: Athletics Success

Sport	Winning Percentage	Conference	Regional/National
Men's Cross Country	n/a	3 rd at PSAC Championship	19 th at NCAA National Championships 1 st at NCAA Regionals
Women's Cross Country	n/a	7 th at PSAC Championship	8 th at NCAA Regionals
Field Hockey	19-4 (.826)	1 st at NEC Championship 1 st in NEC Regular Season	Advanced to NCAA Play-In Game
Football	0-11 (.000)	--	--
Men's Soccer	11-6-3 (.625)	--	--
Women's Soccer	9-9-1 (.500)	--	--
Volleyball	26-4 (.867)	2 nd at PSAC Championship 1 st in PSAC East Regular Season	Semifinalist, NCAA Regionals
Men's Basketball	5-22 (.185)	--	--
Women's Basketball	3-24 (.111)	--	--
Swimming	4-4 (.500)	9 th at PSAC Championship	1 individual at NCAA Championship
Men's Indoor Track and Field	n/a	2 nd at PSAC Championship	7 individuals at NCAA Championship
Women's Indoor Track and Field	n/a	3 rd at PSAC Championship	1 individual at NCAA Championship
Wrestling	7-9-1 (.441)	5 th at EWL Championship 4 th at PSAC Championship	1 individual at NCAA Championship
Baseball	21-32 (.396)	PSAC Championship participant	--
Lacrosse	18-4 (.818)	1 st at PSAC Championship	2 nd at NCAA National Championship
Softball	51-6 (.895)	1 st at PSAC Championship 1 st in PSAC Central Division Regular Season	1 st at NCAA National Championship 1 st at NCAA Regionals
Men's Outdoor Track and Field	n/a	3 rd at PSAC Championship	2 individuals at NCAA Championship
Women's Outdoor Track and Field	n/a	3 rd at PSAC Championship	4 individuals at NCAA Championship
GENERAL-Athletics Department		3 rd in PSAC Dixon Trophy	26 in Learfield Sports Directors' Cup

Appendix B: Department Maintains Leadership Roles at University, Conference and National Levels

Roles	During 2008-09
University-wide committee representation by athletics coaches and administrators	University Marshal (Sharon Taylor) University Curriculum Committee (Peter Campbell) College Curriculum Committee (Danielle Barney) President's Commission on the Status of Women (Peter Campbell, Danielle Barney) Foundations of Excellence (FOE) Committees (Peter Campbell, Danielle Barney, Kristen Selvage) APSCUF Gender Issues and Social Equity Committee (Pat Rudy) APSCUF Social Committee (Peter Campbell) APSCUF Presidential Evaluation Committee (Tom Justice) APSCUF Freshman Year Experience Committee (Pat Rudy) APSCUF Calendar Committee (Aaron Russell) APSCUF Honorary Degrees and Commencement Speaker Committee (Sharon Taylor) APSCUF Admissions Committee (Aaron Russell) APSCUF Fall Founders Day Convocation Committee (Sharon Taylor) APSCUF Finance Committee (Tom Justice) APSCUF Grievance Committee (Pat Rudy) APSCUF Honors Committee (Danielle Barney) APSCUF Promotions Committee (Peter Campbell)
Conference leadership roles held by athletics coaches and administrators	Lacrosse Administrative Liaison (Peter Campbell) Officiating Committee (Peter Campbell) Men's & Women's Cross Country, Men's & Women's Indoor Track and Field, Men's & Women's Outdoor Track and Field Administrative Liaison (Danielle Barney)
NCAA or Coaches Association roles held by athletics coaches and administrators	NCAA Cross Country & Track and Field Championships Committee (Danielle Barney) NCAA Softball Championships Committee (Kelley Green) NCAA Lacrosse Championships Committee (Kristen Selvage) President, Intercollegiate Women's Lacrosse Coaches Association (Kristen Selvage) Track and Field Secretary, US Track and Field and Cross Country Coaches Association (Aaron Russell)