

UNIVERSITY OF MARYLAND EASTERN SHORE
ANNUAL REPORT TO THE BOARD OF REGENTS
ON INTERCOLLEGIATE ATHLETICS
(Academic Year 2010-2011/Fiscal Year 2011)

A. Statement from the Institutional President:

I. NCAA Classification

The University of Maryland Eastern Shore is a member of the Mid-Eastern Athletic Conference and participates in National Collegiate Athletic Association (NCAA) Division I.

II. What is the role of intercollegiate athletics at your institution?

The role of the Department of Intercollegiate Athletics is to promote athletic competition, academic excellence and personal development in a supportive environment. The Department strives to maintain excellence by producing competitive-teams while providing each student-athlete the resources to reach their fullest potential. The University and the Department of Intercollegiate Athletics are committed to the equitable treatment of all student-athletes without regard to race, gender or ethnicity. The University is committed to providing programs for the underrepresented with an emphasis placed on opportunities for full participation of women in the athletic program. We believe that intercollegiate athletics promotes the positive character development of each participant, enhances the integrity of higher education and promotes civility in the student body, student-athletes, coaches and all others associated with athletic program events. These events are designed to reflect the principle of sportsmanship and ethical conduct as outlined in NCAA Bylaw 2.4. The University of Maryland Eastern Shore's Department of Intercollegiate Athletics emphasizes academics as the primary focus in the student-athlete's life, and assists student-athletes in developing a balance in their social, athletic, and academic pursuits. It is the goal of the department to produce graduates who are personally and professionally prepared to meet the challenges of the future. At UMES intercollegiate athletic events serve as a means of connecting the school to the community in a pleasant and positive manner.

III. How do you assess the success of your ICA program in fulfilling its role?

Annual evaluations are made to assess the progress in achieving long term goals and to assess the completion of the more immediate goals. Periodic reviews of the goals assure that they are relevant and that they continue to meet the need of constituent groups. Results from the assessment are used in planning for continuous improvement.

Goals and Objectives

- **Maintain a 5-year strategic plan for broad based program.** Goals and objectives encompassing all the units of the department have been established. The departmental units include: Academics, Athletic Training and Medicine, Coaches, Compliance Events/Facilities Management, Program Administration, Sports Information and Support Staff. The plan is updated annually. During the 2003-2004 academic years, the University conducted its NCAA Certification Review and has met all conditions as set forth by the stringent requirements of the review.
- **Develop and maintain a recruitment plan for intercollegiate programs and coaches.** Although the stringent requirements of competition demand that we recruit nationally and internationally, emphasis is placed on attracting the best students available from the state of Maryland. Additionally, as an HBCU, emphasis is placed on enhancing diversity within the athletic program.
- **Provide opportunities for student-athletes to develop their athletic talents through organized competitions with students from other Universities.** The department as a member of the Mid-Eastern Athletic Conference has competitive intercollegiate opportunities for student-athletes in the following sports: Women's Volleyball, Men's Tennis, Women's Tennis, Women's Bowling, Men's Cross-Country, Women's Cross Country, Men's Basketball, Women's Basketball, Men's Indoor Track, Women's Indoor Track, Baseball, Softball, Men's Outdoor Track, Women's Outdoor Track. Additional opportunities for competition occur with teams outside our affiliated conference.
- **Develop a comprehensive tutorial program for student-athletes.** Student-athletes, depending upon their current academic achievements and needs, are required to participate in a specified number of hours of study hall per week. The Department has formed alliances with other support services on campus in order to provide more one-on-one tutoring opportunities as well as access to on-line tutorial services.

- **Develop a program for community service projects.** Several programs are in place and have been commended for the successful delivery of services to the community. They include the NYSP program, the Take a Kid to the Game program, the public school reading collaboration and sponsoring a family for the holidays. The Department participates in the annual Shadow Day program with students from neighboring middle schools and elementary schools. The department also participates in several annual community service projects. They are as follows:

 - UMES Cares Day – All Teams
 - Relay for Life – All Teams
 - Operation Teddy Bear – Baseball
 - Princess Anne Christmas Parade – Baseball
 - Ocean City Marathon – Volleyball
 - Salisbury Christian Shelter – Men’s & Women’s Tennis
 - Habitat for Humanity – Baseball
 - Somerset County Department of Social Services/Angel Tree – All Teams
 - Salvation Army’s Red Kettle Drive – Men’s Basketball

- **Monitor graduation rates and progress towards a degree.** A system is in place to identify the academic progress of all student-athletes, providing support as needed, while rewarding and encouraging academic excellence. On-going assistance is provided towards academic advising, tutoring, and the development of appropriate study habits. Student-athletes are guided through the requisite academic and administrative processes. Comprehensive records are kept. Special seminars and workshops are conducted regarding career, graduate school and post-graduate options. A special recognition program (luncheon) has been initiated to recognize to academic achievers. The University of Maryland Eastern Shore Athletic Department has been awarded \$10,000 by the Mid-Eastern Athletic Conference for the highest graduation rate in the Conference for the 2010-2011 academic years. The University of Maryland Eastern Shore holds the distinction of achieving this honor for four of the last five years.

- **Monitor rules, education and compliance.** Compliance and related educational activities are on-going throughout the year. Meetings and seminars are conducted at regular intervals to keep athletic personnel informed of current rules and regulations. Comprehensive records and documentation are maintained. Student athlete activities are monitored via information obtained through exit interviews conducted with graduation and departing student-athletes.

Additional information is obtained by working with the coaches and academic personnel, and through attending athletic events.

IV. To whom does the director of intercollegiate athletics reports and why?

The Director of Athletics reports to the Chief Executive Officer (CEO) of the University. The demands of intercollegiate athletics require special attention to assure compliance with NCAA and MEAC rules and regulations and congressional intervention. The President must be sensitive to the needs of these programs to ensure the NCAA rules and regulations are not violated. The control and responsibility for the conduct of intercollegiate athletics is the ultimate responsibilities of the University's leadership and consequently all caution and care must be taken to have a direct and cooperative working relationship between to the CEO and the Director of Athletics. In an effort to support the President and the Director of Athletics, an Ad Hoc Athletic Advisory Committee has been established to advise and assist the President and Director of Athletics on major athletic initiatives, staffing, budget and policy making matters. The primary focus of the Athletic Advisory Committee is to assist in enhancing and strengthening the overall performance and direction of the University of Maryland Eastern Shore Department of Intercollegiate Athletics. The Athletics Advisory Committee functions solely in an advisory role to the President and the Director of Athletics without decision making authority or fiduciary responsibility.

V. What are your expectations for the Director of Intercollegiate Athletics and the coaching staff? How well are those expectations being fulfilled?

The expectations of the Director of Intercollegiate Athletics and staff are as follows:

1. To provide experience for student-athletes to participate in educational experiences that will enhance their opportunities of obtaining a baccalaureate degree.
2. To improve the graduation rate of student-athletes to 75% or better.
3. To provide student-athletes with an academic enhancement program that will assist in their making satisfactory progress toward a degree and ultimately graduation.
4. To provide student-athletes with the skills and experience necessary to become productive citizens in society.
5. To provide a program to enhance community relations and to emphasize the educational value of sports in society.

6. To develop a positive relationship with alumni and the broader University community.
7. To provide leadership that inspires and promotes compliance with all governing principles and rules.

The expectations as set forth are being accomplished. As defined by the NCAA criteria the graduation rate for our student-athletes has experienced a tremendous boost. The 1996 cohort has exceeded even our highest expectations by reaching a prefect (100%) graduation rate. The 2011 GRS report shows that athletes graduated at the rate of 90% for the 2004 Cohort. This represents a major rise in the rate of graduation and it has helped us to prepare the Athletic Department for the stringent NCAA Certification Process and the Annual APR date submission.

VI. Who has voting authority at NCAA meeting? If the president is not present and does not vote person, what safeguards exist to assure that the president’s views are accurately represented?

The President has voting authority at the NCAA meeting. If the President is not present the voting authority is that of the Faculty Athletic Representative. With the NCAA Division I structure in place, voting takes place through the Mid-Eastern Athletic Conference. The Commissioner votes on behalf of the conference membership. Division I has a 30-60 day override period, in which legislation is discussed with the University Compliance Committee, whose membership includes the Director of Athletics and Faculty Athletic Representative. Once all parties have reviewed the material, it is forwarded to the President via the Director of Athletics and Faculty Athletic Representative and the Chief Executive Officer approves the material or makes recommendations. The Chief Executive Officer has the final input on all voting changes, and a report is given to cross reference votes based on feedback from the conference office.

VII. SPECIAL CONCERNS, ISSUES, AND PROBLEMS

Sponsored Sports

The University of Maryland Eastern Shore sponsored the following intercollegiate sports:

<u>Sports</u>	<u>Men</u>	<u>Women</u>
Basketball	X	X
Baseball	X	X
Bowling		X
Cross Country	X	X

Indoor Track	X	X
Outdoor Track	X	X
Softball		X
Tennis	X	X
Volleyball		X
Golf	X	

There have been no deletions since the previous submission of this report.

Compliance Program

As a member institution of the National Collegiate Athletic Association (NCAA) and the Mid-Eastern Athletic Conference (MEAC) the University of Maryland Eastern Shore strives to administer a high quality athletic program in full compliance with the operating bylaws of these organizations. Each member of the University community from the faculty and administrative staff, to students and alumni are all an integral part of the University's rules compliance program.

The three primary areas of focus for the rules compliance program include recruiting, eligibility (initial and continuing), and fiscal responsibility. In an effort to direct these activities toward the desired end, the University has established the Athletic Compliance Cabinet (ACC) consisting of the Director of Athletics, the Assistant Director of Athletics for Compliance/SWA, the Assistant Director for Academics, the Faculty Athletic Representative, the Director of Financial Aid, the Director of Admissions and the Registrar. This committee is charged with monitoring the overall rules compliance program. Each of the areas represented on the committee are the primary areas of focus. As part of its mission, the ACC conducts regular assessments of the compliance program. In conjunction with these efforts, the compliance program is also subject to an annual review by a representative from the MEAC. The University of Maryland Eastern Shore Compliance Review Oversight Program reported two secondary violations during the 2011-2012 academic years.

Areas of Concern in Athletics

- a) Limited staff continues to be problematic for the department.
- b) The rising cost of tuition, room, board, and books has continued to increase the cost of scholarships for student-athletes.
- c) The rising cost of day-to-day operations, recruitment, travel, equipment, facilities, maintenance and officials are areas of concern with regard to the athletic budget.
- d) Health insurance and Injury insurance have become areas of concern due to the rising cost and the increased numbers of Student Athletes who lack health insurance.
- e) The struggle year to year for the Women's and Men's Basketball, Baseball and Softball programs to meet, maintain, and exceed the 930 APR cutoff score.

B. Admissions Program

Students are admitted to UMES based on the admissions criteria specified in the university catalog. To participate in athletics, students must meet the academic eligibility criteria specified by NCAA which includes a SAT composite score ranging from 400 to 1010 or ACT score ranging from 37 to 86 and a high school GPA ranging from 2.000 to 4.000 based on 16 core courses that include English, Natural Science, Mathematics, Social Science, Foreign Language, Computer Science, Philosophy, and Religion (also see Table B).

C. Graduation Rates(Fall 2000-Fall 2002 Cohorts) [see Tables C1, C2, and C3]

D. Fiscal Matters (FY 2008 and FY 2009)

3. What was the athletic fee at your institution for FY 2009, FY 2010, and FY 2011?

The athletic Fee for, FY 2009 was \$520. FY 2010 was \$550, FY 2011 was \$550.

4. What is the institutions policy and practice concerning the athletic fee? How is the fee set? To whom does it apply? Who is consulted in setting the fee? What benefits does the student get in return for paying the athletic fee?

The athletic fee is evaluated on an annual basis and set based on projected expenditures. The Director of Athletics in collaboration with the Vice President for Administrative Affairs reviews the projected budgetary expenditures and makes recommendations to the President on the anticipated athletic fee. A meeting is then convened with the Student

Government Association to present those recommended changes. The President approves these recommendations for the campus and submits them to the Chancellor/Board of Regents for their final approval.

The fee is charged to all students enrolled with twelve (12) or more credit hours. Consequently the student has the opportunity to attend athletic events held on the campus.

5. What percentage of the mandatory fee total, does the athletic fee represent for a full-time undergraduate student?

FY 2010 was 27.91%

FY 2011 was 25.94%

6. What percentage of the intercollegiate budget is funded by the student athletic fee?

FY 2010 was 39.42%

FY 2011 was 36.21%

7. Fund balances (beginning and end-of-year).

	<u>FY2010</u>	<u>FY 2011</u>
Beginning	\$106,372	\$130,927
Ended	\$130,927	\$69,102

