

GOVERNANCE & RULES COMPLIANCE

Operating Principle 1.2

6. Describe how the institution ensures that rules compliance is a central element in personnel matters for individuals inside the athletics department.

Supplemental Response. Murray State University's prior response is fully incorporated herein by reference. In addition, the following language is incorporated into job descriptions in the Athletics Department:

As a member of the Murray State University Athletic Department, you shall comply with all applicable NCAA rules and regulations as provided in the NCAA Division I Manual. If you are found to be in violation of NCAA regulations, you shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA enforcement procedures, including suspension without pay or termination of employment for significant or repetitive violations.

This language appears in the descriptions for the following positions:

Academic Counselor
Administrative Assistant
Assistant Athletics Director for Compliance
Assistant Athletics Director for Facilities
Assistant Athletics Director for Media Relations
Assistant Athletics Trainer
Assistant Baseball Coach
Assistant Football Coach
Assistant Football Coach/Defensive Coordinator
Assistant Football Coach/Offensive Coordinator
Assistant Men's Basketball Coach
Assistant Strength and Conditioning Coach
Assistant Track & Cross Country Coach
Assistant Women's Basketball Coach
Assistant Women's Rowing Coach
Assistant Women's Soccer Coach
Assistant Women's Volleyball Coach
Associate Athletics Director for External Affairs
Associate Athletics Director for Internal Operations
Athletic Business Coordinator
Athletics Ticket Manager
Coordinator of Sports Information
Director of Athletics
Director of Sales & Broadcasting
Equipment Manager
Head Athletics Trainer
Head Baseball Coach
Head Football Coach

Head Men's Basketball Coach
Head Men's Golf Coach
Head Men's Tennis Coach
Head Rifle Coach
Head Track & Cross Country Coach
Head Women's Basketball Coach
Head Women's Golf Coach
Head Women's Rowing Coach
Head Women's Soccer Coach
Head Women's Tennis Coach
Head Women's Volleyball Coach
Marketing & Promotions Coordinator
Media Relations Assistant
Sports Information Assistant
Strength & Conditioning Coach
Third Assistant Men's Basketball Coach
Third Assistant Women's Basketball Coach

In addition, and as noted previously, the Athletics Department incorporates an "Addendum to Performance Evaluation" into its employee evaluation process. The addendum further emphasizes the centrality of rules compliance for *all* full-time employees (hourly and exempt) and requires, *inter alia*, each employee to acknowledge "that compliance with all rules, regulations, and interpretations of the NCAA and OVC are a condition of my continued employment at Murray State University."

7. *Describe how the institution ensures that rules compliance is a central element in personnel matters for individuals outside the athletics department who are involved in rules-compliance activities.*

Supplemental Response. Murray State University's prior response is fully incorporated herein by reference.

It is unclear how the previous response fails to establish that Murray State is in compliance with NCAA requirements for its non-Athletics employees. A recent job description for the Registrar states, "Certify academic eligibility for athletes to NCAA." In addition, the job description for the Assistant Registrar for Research includes, "extracting and editing data and preparing reports of student data required to comply with . . . NCAA guidelines. . . . Determining academic eligibility of all athletes required by the NCAA, attending NCAA training to stay current on regulations, and assisting the Athletics Office in determining courses needed for maintaining athletes' eligibility and graduation requirements. . . . Maintaining student-athlete database for current and historical reporting to OVC, NCAA, and surveys for outside agencies." The job description for the Director of Student Financial Aid includes "signing and authorizing all athletic grant-in-aid awards" and this official does approve the athletics grants-in-aid scholarship list.

ACADEMIC INTEGRITY

2.1, No. 8, page 28

8. List the step-by-step sequence of actions taken by particular individuals on your institution's campus to certify initial eligibility and transfer eligibility for student-athletes. Provide name(s) [including title(s)] of who has ultimate responsibility in determining student-athletes' initial and transfer eligibility.

Supplemental Response.

The individual ultimately responsible for the determination of certification and transfer eligibility is the Registrar (Katherine Kerr).

2.1 No. 9, page 30

9. List the step-by-step sequence of actions taken by particular individuals on your institution's campus to certify student-athletes' continuing eligibility. Provide name(s) [including title(s)] of who has ultimate responsibility in determining student-athlete's continuing eligibility.

Supplemental Response.

The individual ultimately responsible for the determination of continuing eligibility is the Registrar (Katherine Kerr).

EQUITY & STUDENT-ATHLETE WELL BEING

GENDER ISSUES

3.1, No. 6, pages 59-70 (all part a's)

Explain how the institution has ensured a complete study" under each of the 13 program areas.

Supplemental Response.

The subcommittee reviewed and compared the actions of the Athletic Department with the recommendations of the Lamar Daniel Report. The period of review was concentrated beginning with the year 2007. The subcommittee accessed the steps and status of the recommendations of the report and found that things were progressing on schedule and recommended actions were in place to ensure gender equity. The subcommittee interviewed the Senior Administration in the Athletic Department, current and immediate past Senior Women's Administrator in the Athletic Department, coaches of women's sports, and student-athletes. In addition the staff in the Office of Equal Opportunity and the Women's Center were interviewed.

The subcommittee found that the Director of Athletics had expanded and enhanced the role of the Senior Women's Administrator within the Athletic Department. The role of this position is now more in line with the NCAA expectations of this position. The Athletic Department has also developed a closer working relationship with the Women's Center on campus and consults with the Director concerning women's issues and

programming. In addition the Intercollegiate Athletic Committee reviews gender issues on a regular basis and monitors compliance to equity issues expected by the university, NCAA and as recommended by the Daniel Report. An example of this is the monitoring of the expansion and upgrading of office space for the coaches of women's sports to bring them on a par with the offices of coaches of men's sports. In addition the Office of Equal Opportunity and the Office of Student Affairs monitors the programs and status of gender equity in Athletics as it does with other student life and university units on campus.

STUDENT ATHLETE WELL BEING

3.3, No. 6, page 105

6. Describe the institution's process for conducting the student-athlete exit interviews required by NCAA Constitution 6.3.2 and the means by which this information is used to better the student-athlete experience. Describe other avenues available to student-athletes to provide input.

Supplemental Response.

Our current Student-Athlete Exit Interview instrument is an 11-page document. This document is broken down into various sub-sections: Recruitment, Academic Support Services, Athletics Support Services, Coaching Staff, Social and Campus Life, and General and Overall Impressions of the Athletic Department.

As a supplement to the Student-Athlete Exit Interview instrument, we also have a Welfare Survey of Student-Athletes. This Welfare Survey addresses the following areas: Life in the Residential Colleges and College Courts, Academic Life, Life on the Team, Life in the Murray State Community, and Interactions with People On and Off Campus.

3.3, No. 9, page 111

9. Identify the mechanisms in place to ensure the health and safety of student-athletes and the administrator(s) responsible for the institutional awareness of health, safety, travel and sports medicine policies. Describe the process by which these policies and guidelines are approved and communicated to athletics department staff and student-athletes. In addition, describe the process by which these policies are periodically evaluated to ensure continued effectiveness.

Supplemental Response.

Health and safety policies are reviewed and evaluated on a regular basis by the Associate Athletic Director for Internal Operations. This individual is charged with the continuous monitoring of health and safety issues. The Associate Athletic Director meets with the Head Trainer and the entire staff annually to review all policies. Also as needed team physicians are consulted as well as the Athletic Department Insurance Carrier, local hospital, dentists, pharmacists, and other specialists. The Athletic Department annually reviews drug testing for effectiveness with the company that administers the test. In addition the Counseling and Testing Center on campus is consulted on appropriate issues and concerns.

This review and evaluation of the health and safety policies is a part of the Department of Athletics general operating procedures. There is no written policy requiring this review. A written plan for improvement will incorporate that an annual review of health and safety policies be included in the Athletic Department Policy Manual.

The success of the department's health and safety policies is evident by the fact that there has been no health or safety concern with a student-athlete that has not been successfully addressed and handled properly. There has been no incident that could not be addressed and dealt with effectively. When an incident has occurred and been dealt with, the procedures and response have been evaluated by the Athletic Department, and policies and procedures have been adjusted if needed to assure more efficiency for the future.

3.3, No. 10, page 111

10. Describe the institution's written emergency medical plan for practices and games. Describe the process by which these policies and guidelines are approved and communicated to athletics department staff and student-athletes. In addition, describe the process by which these policies are periodically evaluated to ensure continued effectiveness.

Supplemental Response.

The evaluation of the emergency medical plan for practices and games is the responsibility of the Associate Athletic Director for Internal Operations. This individual is responsible for the monitoring of the efficiency and effectiveness of the plan. The Office of Public Safety is consulted on an annual basis to review the plan and make sure it is in line with the Institutional Action Plan. Staff has been involved with homeland security training, which also involves the Murray Police, Calloway County Sheriff Department, and the Fire Department. Again, the Athletic Department plan is reviewed to make sure the policies are in line with the city and county.

This process is done on a regular basis, but there is no written policy that requires it. A plan for improvement will incorporate a written policy for regular review.

3.3, No. 11, page 112

11. Describe the institution's written emergency plan for the athletics program and specific coverage for out-of-season workouts, strength training and skills sessions. Describe the process by which these policies and guidelines are approved and communicated to athletics department staff and student-athletes. In addition, describe the process by which these policies are periodically evaluated to ensure continued effectiveness.

Supplemental Response.

The Associate Athletic Director for Internal Operations is responsible for monitoring and evaluating the medical plan for out-of-season. The policy for out-of-season conditioning is to staff the weight room at specific designated times during the week. This is the time that a strength coach and a trainer will be in attendance for emergency purposes. This is the only time the facilities can be officially utilized. There is controlled access to all facilities for off-season athlete use. If athletes use facilities outside of these times then an

emergency response would follow the general university procedures of the university as it would for any student.

3.3, No 12, Item 3, letter c, page 115

c. Explain how the institution will address these topics in the future for the well-being of all student-athletes.

Supplemental Response.

The Athletic Department will continue to monitor involvement of student-athletes in governance and decision-making processes of the Athletic Department to assure this is at a meaningful level. This will be addressed on a regular basis by the Student Athlete Advisory Committee, Intercollegiate Athletic Committee, and in the Exit and Well-Being Survey given to student-athletes. The Associate Athletic Director for Internal Operations will discuss this regularly with the Athletic Director and it will be a regular item on the Administration and Coaches meeting agendas. Student-athlete involvement in decision-making will be addressed in the Student-Athlete Handbook, Department Policy Manual, and as a topic at the new student-athlete orientation classes.