

DEPARTMENT OF INTERCOLLEGIATE ATHLETICS

EASTERN OREGON UNIVERSITY

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 scholarship, 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.

VISION STATEMENT

The educational values, practices and mission of the institution determine the standards by which we will conduct our intercollegiate athletics program.

The primary responsibilities of student-athletes are academic pursuits: their academic outcomes and engagement with a wide variety of campus and community activities should positively represent their peers.

Students on intercollegiate teams at EOU will strive to be representative of the overall student body from the standpoints of academic preparation and especially academic outcomes.

The EOU Athletic program contributes to the affordability of high quality education for students by providing grants-in-aid and opportunity to learn valuable life lessons.

Student-athletes, coaches and administrators will efficiently utilize available funding to effectively compete at the highest level of competition.

STRATEGIC PRIORITIES

- **Recruit, retain, educate and graduate all student-athletes.**

Graduation is the ultimate goal for each and every student-athlete at EOU. Intercollegiate athletics contributes to the development of academically qualified and athletically talented student-athletes as people by instilling a variety of values including teamwork, competitiveness, work ethic, mentoring of teammates, wellness and culturally diverse experiences that serve as the foundation for success in life. The Department promotes, encourages and honors high academic achievement by student-athletes.

- **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.

- **Promote and encourage competitive excellence.**

While all of our programs seek to achieve a high level of competitive excellence, the academic integrity of the student-athlete experience is never to be compromised in the pursuit of winning. The program will strictly adhere to the rules, policies and directives of the institution and the Oregon University System, along with the constitution and bylaws of the NAIA, Cascade Collegiate Conference, and Frontier Conference. Coaches and administrators will be ever vigilant to ensure the integrity of the academic and competitive experience for all student-athletes.

MEASURABLE OBJECTIVES

- **The retention, graduation and transfer degree completion rates for EOU student-athletes will increase by 10% over the next five years.**
- **The academic performance of each EOU athletic team will be evaluated on an annual basis, utilizing the following criteria; (a) Team Grade Point Average over 3.00; (b) Percentage of team members on Dean's List $\geq 10\%$; (c) Percentage of team members in Academic Peril (Academic Warning + Probation + Suspension) $< 10\%$.**
- **The Department, with participation from all teams, will annually engage the campus community in a service-learning project.**
- **The Department will conduct a survey during the 2006-7 academic year to ascertain the number of student athletes engaged in campus activities, with the results utilized as a benchmark to set a measurable objective for subsequent years.**
- **The Department will conduct an annual orientation sessions for minority student-athletes.**
- **The Office of Institutional Research and Assessment will conduct a valid interest survey of on-campus female students on a triennial basis to aid in Title IX compliance efforts.**
- **Female sport coaches and selected female student-athletes will participate in an annual planning session with the Assembly Athletic Committee on how to change perceptions concerning gender equity and diversity at EOU.**
- **Each EOU athletic team will annually perform one community service project.**
- **All teams will strive to finish in the top third of their respective conference on an annual basis.**
- **The Department will increase the percentage of its budget from external sources (e.g., Booster Club) to 20% within five years.**

REFERENCES

Bowen, W., and Levin, S. (2003). *Reclaiming the Game: College Sports and Educational Values*. Princeton University Press.

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Yow, D., Migliore, R., Stevens, R., et al. (2000). *Strategic Planning for Collegiate Athletics*. Haworth Press.

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