

**Committee on Equal Opportunity in Athletics Annual Report
Academic Year 2012-2013**

**Presented to the
Commission on Equal Opportunity and Diversity,
May 6, 2013, 10:00 a.m.**

The information contained in this report is based on a set of requirements determined by the NCAA, a set of plans produced by the campus community for the Department of Athletics to address those requirements (the Minority Opportunity Plan), and a set of recommendations from the Committee on Equal Opportunity in Athletics (CEOA) as a result of reviewing the Minority Opportunity Plan. The Virginia Tech Department of Athletics' Minority Opportunity Plan (MOP) is a combination of requirements and recommendations stemming from Virginia Tech's NCAA Division I Athletics Certification Self-Study.

NCAA Requirement 1: Institutional and Athletics Department Commitment – Development and maintenance of **written statements that address the issues of diversity.**

Department of Athletics Plan for Addressing NCAA Requirement 1:

The Sports Marketing and Promotions staff, the Athletics Video Unit, and Athletics Communications Office will develop and implement a promotional plan to increase the **prominence of the Principles of Community** and other **statements of commitment to diversity and inclusion** in Athletics publications, HokieSports.com, video presentations, and other public outlets, such as prominent links from the HokieSports.com webpage to the university's diversity webpages; use of Principles of Community video on scoreboards, in Hokie Club and alumni presentations, and similar highly visible activities.

Actions taken during this review period:

Principles of Community – **Video spots** (1:30 video) ran throughout football season on the video board either pre-game or at halftime. Plans to continue video spots during upcoming men's and women's basketball seasons. Here is a link to the video - <http://vimeo.com/38666882>

The Publications Unit within Athletics includes a **brief version of the Principles of Community** in all major publications (**media guides**) and the **full video on hokiesports.com**.

Strong Together Campaign – Virginia Tech Athletics' marketing and promotions team worked closely with Perry Martin in the Office for Diversity and Inclusion, to support the campaign, including **public announcements during every men's basketball game**. Announcement included information on the Strong Together initiative. Initiatives also included a **Banner Pen giveaway** (500 at women's basketball game) (1500 at men's

basketball game). Pens were distributed at gates by the Cassell Guard. T-shirts were worn by the Generals of the Cassell Guard. **T-shirt toss promotion during the game.**

NCAA Requirement 2: Evaluation – Periodic **review of athletics department activities** for consistency with goals and objectives set forth in the institution's and athletics department's **written commitments to diversity.**

Department of Athletics Plan for Addressing NCAA Requirement 2:

Annual reviews of athletic department activities for consistency with goals and objectives set forth in the Principles of Community will be conducted in a manner consistent with other areas of internal review including: Annual reviews of Title IX compliance, the University Athletics Committee annual review, and Virginia Tech's Internal Audit Department's review of rules compliance. **The Commission on Equal Opportunity and Diversity is the appropriate partner for review of this area** due to its broad-based representation of Virginia Tech departments and constituencies invested in issues of diversity. Alternatively, an external consultant knowledgeable in NCAA Equity and Student-Athlete Well-Being issues and standards could conduct the periodic review.

Actions taken during this review period:

Athletics did not present a report to the Commission during the 2011-2012 academic year. However, the **Assistant Athletics Director for Student Life presented their annual report** to the University Athletics Committee, and the **Director of Human Resources provided input to the appropriate University Athletics Committee subcommittee (Equity and Student-Athlete Well Being):**

September 12, 2012, **University Athletics Committee Meeting**, Bowman Room. Reyna Gilbert-Lowry, Assistant Athletics Director for Student Life, presented the **Office of Student Life's Annual Report (attached).**

April 10, 2012, **University Athletics Committee Meeting**, Bowman Room. Subcommittee reports were presented by Chairs of those subcommittees (**Equity and Student-Athlete Well Being Subcommittee Report attached**).

NCAA Requirement 3: Organization and Structure – Policies, and/or organization, and/or activities of the athletics program and its activities to help enhance diversity.

Department of Athletics Plan for Addressing NCAA Requirement 3:

- The **Assistant Athletics Director for Student Life** will work with the Office of **Multicultural Programs and Services**, the **Cranwell International Center**, and continue working with the **Women's Center** to **develop appropriate diversity programmatic initiatives that enhance the multicultural perspectives of our student athletes.**

- The **Associate Director of Athletics for Administration** will work with the Office of **Multicultural Affairs and the Office of Equity and Access** to develop and annually implement **trainings on diversity** and legally significant equity topics (e.g. **sexual harassment, discriminatory harassment**) for all personnel within the Department of Athletics. The Department of Athletics will also **provide opportunities for coaches and athletics administrators** to become familiar with University resources, particularly in the areas of **financial aid, student services, and disability services**.
- The Department of Athletics will work to **improve communication between minority student-athletes, athletics administration, and the university community**.
- The Department of Athletics will **encourage and support participation in campus organizations such as the Black Faculty Caucus and events sponsored by similar organizations**.

Actions taken during this review period:

On-Going - **All teams are required** to take part in the **Mentors in Violence Prevention (MVP) Program**. MVP is a national leadership and violence prevention program that challenges thinking by countering mainstream messages about race, gender, sexual orientation, disability and violence. Virginia Tech uses the program to **educate, inspire, and empower men and women to prevent, interrupt, and respond to sexist abuse**. **The Assistant Athletics Director for Student Life works with Jennifer Underwood, The Women's Center Outreach Coordinator to schedule training sessions for student-athletes**. Sessions are **facilitated by staff from the Department of Athletics, the Women's Center, Virginia Tech Police and various other departments on campus**.

April 25, 2013 – **Auburn Middle School Job Shadow**. Erin Lycan, assistant women's soccer coach hosted an **8th grade girl, along with an Auburn High School female junior**, interested in **pursuing a career coaching soccer**. The girls attended women's soccer training, a weight room session with the team, and received a personal tour of athletics' facilities. Coach Lycan introduced the girls to support staff, including administrators, the department's sports nutritionist, sports psychologist, athletic trainer, academic resource coordinator, and strength coach. Athletics provided these young ladies a **"day in the life" experience** of what it's like to manage a team from the inside, along with, learning about the differences between being in-season and out-of-season, the dynamics of team building and team culture, and the elements of teaching and coaching.

April 14, 2013 - The **Virginia Tech Men's Soccer program and the Cranwell International Center** hosted its **eighth annual 7 v 7 soccer tournament**. The goal of the World Cup soccer tournament is to promote sport as an avenue to sociability, formative interaction and collective spirit. The World Cup Executive Committee is committed to increasing year round interactions between diverse communities, therefore providing a catalyst for long-term organizational development and partnerships.

April 11, 2013 – Annual Athletics Workshop. **The Cleary Act and Sexual Harassment and Discrimination** presentations were conducted by Lt. George Jackson of the Virginia Tech Police and Ms. Pam White, Director for Compliance and Conflict Resolution and University Title IX Coordinator. Ms. Catherine Cotrupi, LGBTQ Coordinator for **Multicultural Programs and Services**, presented **LGBTQ Issues Facing Students at Virginia Tech**. The Annual Athletics Workshop is attended by all department faculty and staff.

January 7-9, 2013 - **Department of Athletics and the Women's Center co-sponsored a MVP Train-the-Trainer institute** which trained approximately 30 campus individuals to facilitate the MVP program to various groups on campus.

October, 15, 2012 - **Overview of Student Conduct Basics, Referrals, Resources and Tips for Coaches**. Presentation during monthly **Head Coaches Meeting**, provided by Angela Simmons, Nannette Gordon, Katie Bylenga and Jeff Gardner from **Student Conduct**.

September 18, 2012 – **Career Services Resources**. Presented by Johanna Smith from **Career Services** during monthly **Head Coaches Meeting**.

August 6, 2012 – In support of the **Diversity Strategic Plan alignment (Office of the Vice President for Diversity and Inclusion)**, the Director of Athletics assigned Chris Helms, Associate Director of Athletics for Olympic Sports (to serve as his liaison), and Pam Linkous, Director of Human Resources and NCAA Initiatives (Diversity Chair for the department), to participate in the University's Cross-Divisional Work Group. These work groups will articulate high-impact programs, promising practices and opportunities for collaboration, regarding the four domains of the Inclusive Excellence Framework (Access and Success, **Campus Climate and Intergroup Relations**, Education and Scholarship and Institutional Infrastructure) as outlined in the Diversity Strategic Plan. The Cross Divisional Work Group will be organized around the four Inclusive Excellence domains and will include representation from each academic and administrative unit. The group will meet for a total of five meetings beginning September 18, 2012 through January 2013.

June 28, 2012 – Reyna Gilbert-Lowry, Assistant Athletics Director for Student Life, attended **Safe Zone 101 Training**. The session was for individuals interested in learning more about the LGBTQ Community. Topics addressed in the training workshop session included: Common LGBTQ terms, sexual orientation vs. sexual identity, the coming out process, experiences of LGBTQ individuals, and how you can be a Safe Zone Ally

April 17, 2012 – **Sexual Harrassment and Discrimination** presentation by Maggie Sloane, Director, Compliance and Conflict Resolution, and University Title IX Coordinator, to all **faculty/staff** in Athletics during annual department April workshop.

February 8, 2012 - **“NCAA Inclusion of Transgender Student-Athletes”**. As part of our on-going diversity efforts, the department, along with facilitation support from Gary Bennett (**department sports psychologist**); Catherine Cotrupi (**Multicultural Programs and Services**); and Christian Matheis (**ASPECT**) presented to our **head coaches**. It was well attended by the following sports representatives (and others from the department and campus community):

Jim Thompson, Men’s Tennis (Head Coach)
Scot Thomas, Softball (Head Coach)
Kevin Dresser, Wrestling (Head Coach)
Chugger Adair, Women’s Soccer (Head Coach)
Megan Burker, Lacrosse (Head Coach)
Reed Robelot, Swimming/Diving (Assistant Coach)
Bill Old, Women’s Basketball (Director of Operations)
Dave Cianelli, T/F/CC (Head Coach)

NCAA Requirement 4: Enrollment – Goals of the institution for **enrollment of minority students and minority student-athletes**.

Department of Athletics Plan for Addressing NCAA Requirement 4:

The institution will continue its recruiting and retention strategies.

Actions taken during this review period:

No actions necessary.

NCAA Requirement 5: Comparison of Populations – Examination of the **student population and comparison of the percentage of minority student-athletes in all sports, by sport, to ensure that there are no signs of discrimination** revealed through the recruitment practices of the institution.

Department of Athletics Plan for Addressing NCAA Requirement 5:

- The Department of Athletics will maintain its commitment to diverse representation among student athletes in each sport as one among many important considerations in recruiting student athletes.
- The Department of Athletics will annually compile data regarding the racial/ethnic composition of students within the Department of Athletics.

Actions taken during this review period:

No actions necessary.

NCAA Requirement 6: Participation in Governance and Decision-Making – Involvement of **minority student-athletes in the governance and decision-making processes of the athletics department**, and

provision of leadership opportunities (e.g., participation on the student-athlete advisory committee) for minority student-athletes.

Department of Athletics Plan for Addressing NCAA Requirement 6:

The Department of Athletics will continue its current practices to ensure diverse representation of student-athletes involved in decision-making.

Actions taken during this review period:

Women's Tennis student-athlete Yasmin Hamza served as the student-athlete representative on the University Unions Advisory Council for the 2011-2012 academic year. The Assistant Athletics Director for Student Life encourages student-athletes who are interested in serving on committees to serve. Opportunities for student-athletes serving on student committees are limited to those who voice interest due to constraints on student-athletes' time.

The **Student-Athlete Advisory Committee consists of two representatives from each athletic team.** Currently there are 21 females and 23 males on the roster, with 8 being ethnic minorities.

NCAA Requirement 7: Employment Opportunities – Establishment of **goals for minority employment opportunities** in the athletics department and the **encouragement of promotion and hiring of minority coaches and administrators.**

Department of Athletics Plan for Addressing NCAA Requirement 7:

- Hiring Practices
 - The Department of Athletics will use conference attendees to build relationships with promising people of color in athletics
 - The Department of Athletics will contact officers in professional organizations that serve people of color for referrals
 - The Department of Athletics will contact minority caucuses or sub-committees of athletics organizations to ask for referrals
 - The Department of Athletics will contact leading minority coaches (and athletics faculty) to ask for candidate referrals
 - The Department of Athletics will use the Black Coaches and Administrators and other appropriate associations or NCAA minority coach development programs to identify potential candidates for positions
 - The Department of Athletics will market positions (current and future) at conferences and workshops
 - The Department of Athletics will develop relationships with administrative/professional faculty at minority serving institutions who may assist in providing candidate referrals or nominations for the professional faculty positions in athletics

- The Department of Athletics will achieve greater ethnic and gender diversity of the staff within the department to enhance the excellence of the department and provide role models for student athletes (particularly women and people of color)
- Salaries
 - The Department of Athletics will review salaries of Athletics Department personnel to ensure that salaries for minority personnel are competitive
- Demographics
 - The Department of Athletics will annually compile data regarding the racial/ethnic composition of personnel within the Department of Athletics. Data will be used to examine trends
- Creating Interest in Intercollegiate Athletics Careers
 - The Department of Athletics will speak to current student employees/volunteers, on-campus minority student organizations, and related academic programs on campus to promote careers in athletics to diverse student populations
 - The Department of Athletics will create internship opportunities for student-athletes who wish to explore careers in athletics administration (particularly women and people of color)

Hiring Practices:

The Department of Athletics has been proactive in their approach in diversifying applicant pools in a number of ways. First, **searches have been active and the numbers of requests for search exemptions have been reduced.** Second, searches have been **national in scope and the postings have been advertised on the Black Coaches and Administrators website.** Third, **more minority candidates are being considered in the interview pools though the number of minorities being offered positions remains low.**

Salaries and Demographics:

The Department of Athletics compiles data regarding the racial/ethnic composition and salaries of personnel to examine trends in recruitment, selection, retention, equity and opportunities for development. **A review of salaries in athletics does not indicate a huge disparity that can be directly attributed to race or ethnicity; however, attention should be given to salaries at the director level and higher where few minorities exist to ensure salary disparities among functional roles or types of sports do not adversely affect minorities or women.**

Creating Interest in Intercollegiate Athletics Careers - Actions taken during this review period:

March 13, 2012 – **Women in Sports Medicine** coordinated by Virginia Tech Athletics assistant trainer, Katie Baer. Event was advertised on the university's calendar and was held in the Bowman Room, Jamerson Athletic Center. Speakers included:

- Stephanie Aldret- Manipulation for the practitioner-patient mismatch, the importance of appropriate table height, mechanics, and technique.
- Katie Baer- Women in the athletic training room. Perceptions and Reality. I will information from a study printed in the Journal of athletic training and then use real life experience
- Jenn McCrady- How to relate to the male athlete from a rehab/medical provider aspect
- Bridget McSorley- Networking and athletic career opportunities for a woman with a family
- Jennie Schafer- How to use a healthy lifestyle to portray confidence and stand out
- Renee Selberg-Eaton- Females in a male-dominant settings--how to communicate and make connections to male patients

November 11, 2012 – **Virginia Tech’s Life After College Athletics Forum** (all female head coaches invited to attend; 260 attendees registered to attend). Event was held at Lane Stadium from 6:00 to 7:30 p.m. Social was held prior to the event. Guest speakers:

- Stephanie Ballein, former Virginia Tech women’s basketball player and now Assistant Athletics Director at Radford University
- Kelly Rozack McPherson, former Virginia Tech women’s swimmer
- Angela Tincher, former Virginia Tech softball student-athlete

NCAA Requirement 8: Programs and Activities – Establishment of **programs that address the needs and issues affecting minority student-athletes.**

Department of Athletics Plan for Addressing NCAA Requirement 8:

- Programmatic Initiatives
 - The Assistant Athletics Director for Student Life will work with the Office of **Multicultural Programs and Services**, the **Cranwell International Center**, and continue working with the **Women’s Center** to **develop appropriate diversity programmatic initiatives that enhance the multicultural perspectives of our student athletes.**
 - The Office of Student Life will **increase awareness of on-campus programs intended to improve the experience of minority students.**
- Exit Surveys
 - The Office of Student Life will use the **exit survey more effectively to evaluate and improve programming.** The survey is a potentially useful tool for athletics administration to improve activities regarding minority issues.

- The Department of Athletics should **utilize expertise from areas outside of athletics, specifically the Center for Survey Research, to improve the survey.** Survey design and implementation should consider bias related to placement of minority issues within the survey, issues of anonymity and confidentiality related to response rate, overall response rate, length of survey, and other issues influencing the quality of data collected.
- The Office of Student Life will **disseminate results of the exit survey in key areas to groups beyond the University Athletics Committee.** For example, results on minority issues questions should be shared with the Office of Multicultural Affairs [now the Office of Equity and Inclusion].
- The **Office of Student Life will annually survey minority student-athletes to gain insight into their experiences as well as issues and concerns associated with that experience.**

Actions taken during this review period:

The Office of Student Life is currently working filming an **“A Day in the Life of a Student-Athlete” segment to be shown during New Student-Athlete Orientation.** This video could also be posted on the University’s website, as recommended previously by the Committee.

The **Assistant Athletics Director for Student Life currently serves on the Academic Support Roundtable: Black Male Achievement Initiative Committee** which is chaired by Dr. Karen Sanders in The Student Success Center. The goal of this initiative is to develop ways to provide increased support to Black male undergraduate students. **Student-athletes were invited to attend a networking event hosted by the committee on February 6, 2013.** The purpose of this event was **for students to connect with professionals on campus and within the larger community to assist with their social, academic, and professional development.** The committee also **co-sponsored The Black Male Summit on April 12, 2013.** The conference focused on **strategies to enhance the college experience of underrepresented minority and low-income students.**

The 2011-12 **Office of Student Life Annual Report was provided to the Director of Multicultural Programs and Services, Vice President for Diversity and Inclusion, and Dean of Students.**

April 2, 2013 the **Department of Athletics co-sponsored a viewing of the film, “No Look Pass”,** along with **Multicultural Program and Services** and the **Asian American Student Union for LGBTA of Virginia Tech Pride Week.** NO LOOK PASS is an identity quest film that follows Harvard basketball student-athlete Emily Tay’s transition into adulthood between her senior year and her first year playing professionally in Europe.

In May 2011, student-athletes were asked to complete the **NCAA Student-Athlete Affairs Needs Assessment survey** which was **designed to help institutions identify**

workshops and opportunities that would be most **helpful to enhance the academic and athletic experience of student-athletes**. The Office of Student Life **used the results of the assessment to design programming for student-athletes**. The survey **focused on 11 topic areas** and the results indicated the greatest **need for programming/instructional support** in the following order:

1. Mental Health	2. Life after Sport	3. Self-esteem
4. Nutrition	5. Finances	6. Technology
7. Diversity	8. Study skills	9. Communication
10. Risk-taking behaviors	11. Orientation/Advising	

The placement of **demographic questions for the Exit Survey** was revised in 2010 in consideration of biases related to placement of minority issues, anonymity and confidentiality. **The Assistant Athletics Director for Student Life plans to consider using Campus Labs as a new survey instrument and will consult with representative from the Center for Survey Research in order to improve the survey and increase response rates.**