Comprehensive Integrity Assessment

Presenting Circumstances

- Senior institutional officer desires comprehensive review of athletics department policies and systems to ensure best practices; and/or
- Athletics department is confronting any of the following challenges:
  - allegation or finding of non-compliance with governance association rules
  - litigation or complaints related to athletics department practices or coach behavior
  - auditor or senior management concerns with the integrity of administrative systems
  - low retention and/or graduation rates

Overview of Consultant Deliverables

- Review of all written athletics department policies and procedures for conformance with best practices
- Review of all personnel systems: hiring, orientation, training, evaluation and professional development of employees for the purpose of assessing diversity and conformance with best practices
- Work with senior staff to develop survey to sample staff, student-athletes and other stakeholders to gather data concerning the current status of operating systems, diversity within the organization and the identification of organizational concerns
- For NCAA Division I institutions, guide staff through full preparation for NCAA Division I certification
- For non-NCAA Division I institutions, guide staff through the following self-assessments:
  - a full Title IX self-evaluation and review of gender equity plans
  - minority issues and student-athlete well-being
  - academic integrity assessment including review of academic support programs
  - review of governance and rules compliance systems
- Work with senior staff to create reports that allow the athletics director to regularly review critical indicators related to all integrity issues: academic integrity, gender equity, personnel diversity and other minority issues, rules compliance and student-athlete well-being.
- Based on the policies and procedures review, an analysis of interviews, survey and other data

provided by the organization, recommendations will be developed for:
- policy and/or procedure revisions
- staff reorganization and/or additions
- programmatic and/or operating system changes
- educational interventions

- Formal presentation, upon request, of results to athletics staff, faculty oversight body and/or executive officers of institution