

Evaluation of the Self-Study

Accuracy

The peer-review team thoroughly examined Saint Joseph's University's self-study that was submitted as part of the NCAA Division I athletics certification process, together with appendices that accompanied the report and other documents made available on site during the campus visit. The peer-review team members toured the athletics facilities and conducted interviews with university administrators, faculty, coaches, students-athletes, trustees, athletics administration staff, boosters and alumni who were representative of the Saint Joseph's community and who could be expected to be knowledgeable about the intercollegiate athletics operations, history and contemporary issues.

The self-study accurately reflected the condition and situation of the Division I athletics program at Saint Joseph's. Your university demonstrates a strong commitment to an institution-wide approach that is consistent with the NCAA's expectations for the maintenance of a quality intercollegiate program and assurance of its academic integrity.

Institution Response:

No response entered.

Broad-Based Participation in the Self-Study Process

The peer-review team concluded that there was broad-based participation by the Saint Joseph's community, both internal and external, in the Division I athletics certification self-study process. Members were appointed to the self-study steering committee and its subcommittees were broadly representative of the constituencies that make up the Saint Joseph's community.

The steering committee and subcommittees included faculty, student-athletes, academic administrators, educational and administrative support services personnel, trustees, athletics administrators, alumni and coaches. Specifically, included on the steering committee were the president, athletics director (AD), faculty athletics representative (FAR), senior woman administrator (SWA) and subcommittee chairs.

The actual participation of Saint Joseph's faculty, students, trustees and administrators, beyond those who were directly involved in the process through their service on a subcommittee was facilitated by placing the subcommittee reports, the draft and final self-study report on an internal Web site and making print copies available in such locations as the library. This technique for creating the opportunity for broad-based involvement was consistent with the plan for the review process. Comments and proposed revisions were submitted to the steering committee chair and reviewed by the committee members for inclusion in the final report. In addition, the trustees were informed directly about the review in preparation for the certification process and were briefed on the draft and final report and provided with the opportunity for input. The peer-review team views this approach as having added to the quality or comprehensiveness of the self-study process.

The peer-review team believes that there were more than ample opportunities provided throughout the self-study process for interested faculty, students, staff and trustees to have access to the report and make suggestions about the findings of the review. There appears to have been a good sense on the campus that its athletics program was undergoing an assessment for the purpose of certification and that this was an important process. Based on the evidence, the peer-review team concludes that Saint Joseph's is in substantial compliance with this NCAA expectation for broad-based participation in the self-study process

Opportunity for Enhancement

The peer-review team suggests that Saint Joseph's should consider placing the outcomes of the Division I athletics certification process on a publicly accessible site linked either to its institutional or athletics program home page. The peer-review team believes that this action will provide the opportunity for the interested members of the Saint Joseph's community, alumni and others to have direct access to the results and become fully informed about the self-study process, peer-review team's evaluation of the athletics program and NCAA action on certification.

Institution Response:

Once the final decision is received from the Division I Re-certification Committee in July, the University will announce the outcome and post the Self-Study and the team report documents on the SJU website. This website, which is linked to the Athletics home page, can be found at www.sju.edu. In addition, I have requested that Dr. Linda Lelii, Vice President for Student Life, and Don DiJulia, Associate Vice President and Director of Athletics, provide me with a written follow-up by the Fall.

Governance and Commitment to Rules Compliance

1.1 Institutional Control, Presidential Authority and Shared Responsibilities

A. Evaluation of the Athletics Program in Relation to the Operating Principle.

Committee on Athletics Certification Identified Issues

The committee did not identify any issues.

B. Additional Peer-Review Team Issues

None.

C. Opportunities for Enhancement

None.

Institution Response to the Opportunities for Enhancement

None.

1.2 Rules Compliance

A. Evaluation of the Athletics Program in Relation to the Operating Principle.

Committee on Athletics Certification Identified Issues

1. NCAA Operating Principle 1.2 stipulates that a clear and unambiguous commitment to rules compliance must be a central element in all personnel matters for individuals involved with the intercollegiate athletics program. In order to demonstrate conformity with this operating principle, all individuals outside the athletics department who are involved or associated with athletics must have a statement regarding the importance of rules compliance in all of the following documents: contracts or letters of appointment, performance evaluations and job descriptions. After reviewing Page Nos. 19 and 20 of your institution's self-study report, the NCAA Division I Committee on Athletics Certification (hereafter referred to as "committee") is unclear if a statement regarding the importance of rules compliance is included in contracts or letters of appointment, performance evaluations and job descriptions for all administrative staff outside the athletics department who are involved in or associated with athletics. Therefore, your institution must provide written evidence that all individuals outside the athletics department who are involved or associated with athletics have a statement regarding the importance of rules compliance in contracts or letters of appointment, performance evaluations and job descriptions.

Institution Response to the Analysis

Per the requirement that NCAA rules compliance be a clear part of the position descriptions of all employees who have responsibilities that impact student-athletes, the following position descriptions have been updated to include a specific statement regarding the responsibility to learn the rules and comply with them. Below the titles are the sentences that have been verified in each position description.

Senior Officers:

President

Vice President for Student Life

Associate Vice President/Director of Athletics

Conduct the Athletics program in accordance with all rules and regulations of the NCAA and include compliance as part of the annual performance evaluation process for employees who interface with student-athletes.

Provost and those Reporting to the Provost:

Provost:

Dean of the Haub School of Business

Dean, College of Arts and Sciences

Faculty Athletic Representative

Director of Admission's Operations

Admissions Counselor/Senior Admissions Counselor

Assistant/Associate Director of Admissions

Director of Financial Assistance

Registrar

Be knowledgeable of and comply with all rules and regulations of the NCAA; compliance will be included as part of the annual performance evaluation.

Reporting to the Vice President for Student Life:

Assistant Vice President for Student Educational Support Services

Director of Educational Support Services for Student-Athletes

Assistant Director of Educational Support Services for Student-Athletes

Be knowledgeable of and comply with all rules and regulations of the NCAA; compliance will be included as part of the annual performance evaluation.

Reporting to the Vice President for Development & Alumni Relations:

Executive Director of Athletic Development

Director of Athletic Development

Comply with all NCAA rules and regulations regarding fundraising and contact with student-athletes. Compliance will be included as part of the annual performance evaluation.

Peer-Review Team Report

Rationale as to how the committee's issue has been addressed:

St. Joseph's has provided evidence that all individuals outside of the athletics department with athletics responsibilities have a statement regarding the importance of rules compliance in their contracts or letters of appointment, performance evaluations and job descriptions.

All descriptions were updated by the peer-review team's evaluation visit and therefore the measurable standard has been met for this issue.

Institution Response to the Peer-Review Team Report

None.

B. Additional Peer-Review Team Issues

None.

C. Opportunities for Enhancement

Operating Principle 1.2, self-study Item No. 5, requires that your institution report on the "responsibilities assigned to the compliance coordinator, [coaches, and other key individuals inside and outside athletics (e.g., registrar, financial aid office, admissions director, internal auditor) who are responsible for documenting and monitoring compliance with NCAA rules, including but not limited to eligibility certification, investigation and self-reporting of violations and monitoring of financial aid.]" A review of the response demonstrates Saint Joseph's commitment to rules compliance. The response is in conformity with NCAA certification expectations; however, the peer-review team offered an opportunity for enhancement.

The current director of compliance has done a remarkable job in her role and the individuals with whom the peer-review team met consistently complimented all of her efforts and work with their areas of involvement. However, many of the coaches are part time and realistically, it is impractical for one compliance person to educate, monitor and communicate rules compliance issues for all auxiliary departments, 20 sports, over 400 student-athletes, and part-time staff members that are only on campus for practice and/or competitions. Once the university officially acquires the Episcopal Academy property, the job will become even more difficult as the student-athletes, staff and office facilities will be housed in various locations. The peer-review team suggests that Saint Joseph's augment the staff in the area of rules compliance to assist with these efforts. With the plans for improvement and expansion to the athletics department, along with your institution's responsibility to NCAA Constitution 2.1.1 (institutional control), the director of compliance, the athletics department and the university would greatly benefit from enhancement in this area.

Institution Response to the Opportunities for Enhancement

As part of the Program Review process currently underway in the entire Student Life Division, the University will examine the continuing and future needs of Compliance and Assessment to insure that an adequate number of individuals are in place to educate, monitor, and assess the rules compliance. Also as part of the Program Review, the cycle for evaluating services to student-athletes will be reviewed in order to insure the use of outcomes based measures to evaluate their effectiveness. Methods will also be set in place to document changes in service based on assessment results.

Academic Integrity

2.1 Academic Standards

A. Evaluation of the Athletics Program in Relation to the Operating Principle.

Committee on Athletics Certification Identified Issues

The committee did not identify any issues.

B. Additional Peer-Review Team Issues

None.

C. Opportunities for Enhancement

None.

Institution Response to the Opportunities for Enhancement

None.

2.2 Academic Support

A. Evaluation of the Athletics Program in Relation to the Operating Principle.

Committee on Athletics Certification Identified Issues

The committee did not identify any issues.

B. Additional Peer-Review Team Issues

None.

C. Opportunities for Enhancement

Operating Principle 2.2, self-study Item No. 5, requires that your institution report on its "mechanism for review of services (academic advising, tutoring, success skills, study hall, freshman/transfer orientation, academic progress monitoring and reporting, learning assessments, assistance to at-risk students, and post-eligibility programs) by academic authorities outside athletics at least once every three years." A review of the responses to this item in the self-study report with regard to these services provides a description of the review process that is the responsibility of student educational support services through the office of educational support services for student-athletes. The response describes the way in which the review is conducted and who is involved. The same response is provided for each of the areas in the self-study report. While the review process is in substantial conformity with NCAA certification expectations, the peer-review team was concerned that the self-study report narrative in this section was not more expansive about the review process. The narrative did not provide information about a formal, objective, outcome-based and data-driven process of assessment to evaluate the effectiveness of these services and the use of the results for quality improvement purposes. Such an evaluation process would be consistent with the expectations of the Middle States Commission on Higher Education for outcomes-based assessment processes.

Opportunity for Enhancement

The peer-review team suggests that Saint Joseph's moves forward with implementing the processes by which it regularly evaluates its academic support services for its student-athletes to determine that it uses appropriate mechanisms to evaluate the effectiveness of services, is outcomes-based and uses the results of the assessment for quality improvement of the services.

Institution Response to the Opportunities for Enhancement

As part of the Program Review process currently underway in the entire Student Life Division, the University will examine the continuing and future needs of Compliance and Assessment to insure that an adequate number of individuals are in place to educate, monitor, and assess the rules compliance. Also as part of the Program Review, the cycle for evaluating services to student-athletes will be reviewed in order to insure the use of outcomes based measures to evaluate their effectiveness. Methods will also be set in place to document changes in service based on assessment results.

Equity and Student-Athlete Welfare

3.1 Gender Issues

A. Evaluation of the Athletics Program in Relation to the Operating Principle.

Committee on Athletics Certification Identified Issues

The committee did not identify any issues.

B. Additional Peer-Review Team Issues

None.

C. Opportunities for Enhancement

Institution Response to the Opportunities for Enhancement

None.

3.2 Minority Issues

A. Evaluation of the Athletics Program in Relation to the Operating Principle.

Committee on Athletics Certification Identified Issues

The committee did not identify any issues.

B. Additional Peer-Review Team Issues

None.

C. Opportunities for Enhancement

Operating Principle 3.2, self-study Item No. 7, requires that your institution establish "goals for minority employment in the athletics department" and encourage "promotion and hiring of minority coaches and administrators." The current staffing data for head coaches, both full and part time, indicate that there are no minorities that occupy these positions. The plan for improvement for equity and student welfare includes an item to "increase (the) base of minority candidates for position openings," but does not establish goals for minority hiring. Given the diversity of the student-athlete population and the commitment of the university to this value, its imperative that the coaching staffs, especially head coaches, reflect this diversity. Similarly, the staffing of the athletics department and the board for athletics policy should also reflect this diversity.

Opportunities for Enhancement

It should be noted that under the athletics director's leadership, the athletics department has made significant progress in the area of gender equity (Operating Principle 3.1). However, with regard to diversity, the peer-review team suggests that Saint Joseph's develop goals and recruitment strategies for the employment and promotion of minority members for head coaching positions. The plan to convert the current part-time coaching positions to full time may provide the opportunity to implement a recruitment and hiring plan that could result in greater diversity in the head and assistant coaching staff. This approach was used in the past and seemed to achieve greater gender balance among head coaches. In addition, a similar effort should be made to diversify the athletics department staff and appointments to the board for athletics policy.

Institution Response to the Opportunities for Enhancement

The University's planning document, Plan 2010: The Path to Preeminence, and the Athletic Department's Five-Year Plan include goals and strategies to increase diversity in all positions within the Department of Athletics. One opportunity to do this is through the planned conversion of part-time varsity coaching lines into full-time positions. Particular attention will be paid to the employment and promotion of minority members for head coaching positions.

3.3 Student-Athlete Welfare

A. Evaluation of the Athletics Program in Relation to the Operating Principle.

Committee on Athletics Certification Identified Issues

The committee did not identify any issues.

B. Additional Peer-Review Team Issues

None.

C. Opportunities for Enhancement

None.

Institution Response to the Opportunities for Enhancement

None.

Individuals Interviewed on Campus

Name	Title
Bagley, Chris	student educational support services for student-athletes - chair, subcommittee for minority issues
Bass, Mark	men's basketball coach
Brown, Jim	assistant vice president for athletic business - minority subcommittee
Caccamo, Jim	assistant professor of theology - chair, subcommittee for student-athlete welfare
Chapman, Judith	chair, equity and student-athlete welfare subcommittee chair
Cornish, Ayahna	women's basketball student-athlete - student-athlete advisory committee member
Day, Chris	women's basketball coach
DiJulia, Don	director of athletics
Ferguson, Robert	men's basketball student-athlete - student-athlete advisory committee member
Fillebrown, Sandy	chair, faculty senate
Finegan, Michele	women's field hockey coach
Gaval, Kathy	chair, steering committee
Griffin, Cindy	women's basketball coach
Grogan, Eileen	chair, academic integrity subcommittee
Jenemann, Al Father	professor of philosophy
Lannon, Timothy R.	president
Lelii, Linda	vice president for student life
Lord, John	chair, governance and rules compliance subcommittee
Magan, Sarah	women's lacrosse student-athlete - student-athlete advisory committee member
Martelli, Phil	men's basketball coach
Pender, Shawn	baseball coach
Porth, Stephen	faculty athletics representative
Puzzo, Lynn	women's track and field student-athlete - student-athlete advisory committee member
Reynolds, Jessica	women's soccer coach
Ryan, Ellen	senior woman administrator
Shields, Renie	compliance coordinator
Smithson, John	chair, board of trustees
Smythe, Andria	women's track and field student-athlete - student-athlete advisory committee member
Tiller, John	steering committee

Institutional Records Reviewed on Campus

Records Reviewed
2003 board on athletic policy internal review, report on Title IX and gender equity
Atlantic 10 Conference policy manual 2005-2006
Equity in Athletics Disclosure Act forms for last three years
Saint Joseph's appeal process for reduction or cancellation of athletics aid
Saint Joseph's appeal process for students
Saint Joseph's grievance procedure for student-athletes
admissions application and catalog
annual letter of appointment for coaches
athletics and recreation planning documents (facilities and budget)
athletics organizational chart
compliance policies and procedures (e.g., compliance manual)
documentation of conference involvement in reviewing compliance efforts
documentation of secondary rules violations for last three years
documentation related to periodic evaluation of rules-compliance program from Atlantic 10 Conference, spring 2004
eligibility files 2001-02 through 2005-06
hawk athletic fund brochure
information from student-athletes' exit interviews
information regularly reported to president, FAR and AD concerning the academic performances of sport teams
institutional course catalogs, current
institutional organizational chart
job descriptions, contracts and evaluation forms for athletics staff (and others outside the athletics department who are involved in rules compliance)
media guides; men's and women's tennis, men's and women's soccer, men's lacrosse, softball, golf, women's rowing
minutes of athletics board meetings for last three years
personnel evaluation forms for those with compliance responsibilities
policies and procedures for athletics department
published policies of governing board
random sampling of student-athlete eligibility files
recruiting logs; women's soccer, basketball, men's basketball
sports and facility schedules for all sports
sports marketing materials, various
student-athlete exit interview written instrument
student-athlete handbook
student-athlete survey instrument