

**2003-2004**

**DIVISION I**

**ATHLETICS CERTIFICATION**

**SELF-STUDY INSTRUMENT**

**University of Oklahoma**

## Introduction to Self-Study Report

## Introduction to Self-Study Report

## Institutional Information

1. Type of Institution: Public
2. Year institution was founded: 1890
3. Special Affiliation? No
4. Coeducational? Yes
5. Total student enrollment (undergraduate and graduate combined) [using a full-time-equivalency (FTE) basis]: 25309
6. Number of Faculty [using a full-time-equivalency (FTE) basis]: 2224
7. Highest level of academic degree offered: Doctoral
8. Institution's governing entity: OU Board of Regents
9. a. Regional accreditation agency: Higher Learning Commission of North Central Assoc.
9. b. Date of most recent regional accreditation self-study: October 2001
9. c. Current accreditation status: Accredited

## Athletics Information

1. Subdivision status of athletics program (Academic Year 2004): I-A
2. Conference affiliation(s) or independent status (Academic Year 2004):

Baseball	Big 12 Conference
Football	Big 12 Conference
Men's Basketball	Big 12 Conference
Men's Cross Country	Big 12 Conference
Men's Golf	Big 12 Conference
Men's Gymnastics	Mountain Pacific Sports Federation
Men's Tennis	Big 12 Conference
Men's Track, Indoor	Big 12 Conference
Men's Track, Outdoor	Big 12 Conference
Men's Wrestling	Big 12 Conference
Softball	Big 12 Conference
Women's Basketball	Big 12 Conference
Women's Cross Country	Big 12 Conference
Women's Golf	Big 12 Conference
Women's Gymnastics	Big 12 Conference

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Women's Soccer	Big 12 Conference
Women's Tennis	Big 12 Conference
Women's Track, Indoor	Big 12 Conference
Women's Track, Outdoor	Big 12 Conference
Women's Volleyball	Big 12 Conference

### 3. Athletics program structure ('X' all that apply):

- one combined athletics department
- separate men's and women's departments
- incorporated unit separate from institution
- department within a physical education division

### 4. Date of NCAA major infractions case(s) (if any) since previous certification self-study and impact (if any) on the areas of the certification program.

None.

### 5. Other significant events (with dates) in the history of intercollegiate athletics program:

None.

## Previous Certification Self-Study

### 4. Changes in key senior-level positions, institutional or athletics program, (if any) since the institution's previous certification self-study.

On April 30, 1998, Joseph R. Castiglione became Director of Athletics.

On July 1, 2003, Stephanie A. Rempe became Associate Athletics Director/Senior Woman Administrator, replacing Marita Hynes (long-time and highly valued, now retired but available in the Athletics Department community).

### 5. Significant changes impacting the institution and/or athletics program, if any (e.g., conference affiliation, sports sponsored, changes in admissions standards, significant changes in graduation rates, changes in mission statement of the athletics program, changes in fiscal stability/condition of the athletics program), since the institution's previous certification self-study:

Changes in admissions standards:

1996-1999: 22 ACT or 1010 SAT (recentered)  
 2000: 24 ACT or 1090 SAT  
 2001-2004: resident: 24 ACT or 1090 SAT  
 nonresident: 26 ACT or 1170 SAT

## Certification Self-Study Information

1. Steering Committee Chair: Gregory D. Kunesh
2. Chief report writer/editor of self-study report: Daniel G. Gibbens

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- 3. Describe the extent of broad-based participation of campus constituencies in the self-study. Specifically, report on the opportunities that actually were provided to various individuals or groups in the broad-campus community to: (a) offer input into the self-study report before its findings and plans for improvement were formulated, and (b) review the self-study report after it was drafted.**

(a) A primary method of ensuring broad-based participation was selection of members of the Steering Committee and subcommittees. See rosters, pages 9-10. Five former Faculty Senate chairs participated.

An announcement of the commencement of the Self-Study appeared in the campus newspaper and in two other newspapers with wide community circulation. These announcements specifically requested input from anyone interested.

Beginning with the October 2003 meeting, the Athletics Council (with its inclusive representation of University constituents) addressed the Self-Study process and important issues involved.

At the March 22 meeting of the Faculty Senate Executive Committee, a meeting with the various University council chairs, the NCAA Certification Self-Study was discussed. At that meeting, Athletics Council Chair Trent Gabert (a member of the Executive Committee) provided a written summary of Athletics Council activities that included a section on the Certification process.

Two specific examples of additional input:

1. In February, a Steering Committee member had extensive phone and e-mail communications with a citizen who was then a candidate for Norman mayor.

2. On several occasions prior to the April 30 dissemination (see below), there were communications with the then Faculty Senate Chair regarding the Coalition on Intercollegiate Athletics (COIA) drafts and there was accompanying discussion of the Self-Study process.

(b) On April 30, the draft was made available on a University website and copies of the draft were placed in eight campus locations. Both availabilities were described in campus and local newspapers, and in a University e-mail mass mailing listing the locations. These announcements and the cover sheet of the draft itself requested input. In addition, the cover sheet and newspaper reports also provided information about an open forum to be held at a time and place to be provided on-line. That information was provided in a May 7 statement on the on-line cover sheet.

At the May 3 meeting of the Faculty Senate, the chair stated that the draft was available in the Senate office and on-line.

At the open forum, four members of the Steering Committee were present and six others: 2 members of the Athletics Council, 2 members of the Athletics Department staff, a newspaper reporter, and Chair Kunesh's secretary.

There was only one input received in response to the draft dissemination and accompanying requests, from 2004-05 Faculty Senate Chair, Valerie Watts. She suggested that specific mention be included about certain interactions between the Senate and the Athletics Council, and about Athletics Director Castiglione's annual reports to the Senate on a whole and also to the Executive Committee. Needless to say, her suggestions have been incorporated.

- 4. Provide a copy of the institution's written plan for conducting the self-study.**

The University of Oklahoma  
NCAA Certification Self-Study Plan

### A. Objectives Related to the Self-Study

#### 1. Goals

a. President David Boren has charged the Self-Study Steering Committee with conducting the second comprehensive self-study of its Department of Athletics in accordance with the NCAA's 2003-04 Handbook and 2003-04 Self-Study Instrument, the first such self-study having been in 1995-96. The self-study will be completed within the time period specified, for the anticipated visit of the peer-review team in November 2004. The self-study process will include participation of the entire University community. Thus the self-study will again open the affairs of the Department of Athletics to the University community and to the public.

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A major goal is to learn the extent to which OU meets the operating principles stated in the Self-Study Instrument in the following four areas: (a) governance and commitment to rules compliance, (b) academic integrity, (c) fiscal integrity, and (d) commitment to equity, welfare and sporting conduct. The self-study should also provide:

- Awareness in the university community of the Athletics Department's goals and purposes, the challenges intercollegiate athletics faces today, and the ways in which intercollegiate athletics supports OU's educational mission.
- Affirmation of the numerous praise-worthy aspects of the athletics programs.
- Opportunities to improve the athletics programs by identifying problems and seeking suggestions from individuals with varied backgrounds and wide ranges of experience.

b. OU anticipates achieving its stated goals will also demonstrate the Athletics Department's continuing commitment to the University's governance system as well as its academic mission.

### 2. First cycle institutional plans for improvement

A major focus of this self-study is a review and evaluation of all plans for improvement stated in the 1996 Self-Study and in the subsequent 1998 Gender Equity Plan and Composite Minorities Opportunities Plan required by the NCAA Committee on Athletic Certification. Appendix A contains these plans, as thus stated, in each the four study areas.

## B. Major Components of the Self-Study

### 1. Steering Committee Chair

a. President David Boren has appointed Gregory Kunesh, Regents' Professor and Academic Chair of Musical Theatre, the Steering Committee Chair. By letter to Professor Kunesh dated August 25, 2003, President Boren grants him "clear authority to acquire all information from whatever source within the University pertinent to the completion of the Certification Self-Study" and "ready access to me on any matter related thereto"

### 2. Composition of Steering Committee and Subcommittees

The composition of the Steering Committee and four Subcommittees is provided in Appendix B.

### 3. Responsibilities of Steering Committees and Subcommittees

#### a. Steering Committee:

- Coordinating the self-study's timeline and ensuring that OU completes the final report within the allotted time;
- Providing opportunities for input from the appropriate campus groups, including OU students and student-athletes;
- Reviewing the data collected, the report drafts and the final Self-Study Report;
- Maintaining written records of steering committee meeting dates and individuals in attendance;
- Reporting the activities and the findings of the self-study to the campus and community groups. Press releases will be periodically sent to various media outlets informing the community about the certification process.

#### b. Subcommittees:

- Collecting and organizing data;
- Communicating regularly through meetings and reports on specific areas of the self-study;
- Maintaining written records of subcommittee meeting dates and individuals in attendance;
- Writing the subcommittee reports.

### 4. Institutional Liaison

Daniel G. Gibbens, Regents' Professor of Law and Faculty Athletics Representative, has been appointed by President David Boren the campus liaison. He will collect and disseminate information about the self-study to Self-Study and Athletics Department personnel, field questions regarding the interpretation of certification policies and procedures as contained in the handbook and self-study instrument (forwarding difficult questions to NCAA staff and communicating answers to appropriate staff), coordinate the NCAA orientation visit and the peer-review team's evaluation visit, including lodging, scheduling and organizing work-related needs. Additional duties include collecting and organizing data for the self-study, helping to coordinate the self-study effort and organizing required follow-up studies and reports.

### 5. Conference and Consultant Assistance

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a. Role of conference office: Lori Ebihara, Assistant Commissioner for Compliance, will participate as follows: assisting in the orientation process, reporting relevant Big 12 staff activities since first-cycle Certification, observing the introductory and exit meetings of the evaluation visit.

b. Lamar Daniel has served as an Athletics Department consultant for Title IX evaluations. His report may be cited in the self-study.

### 6. Regional Accreditation

a. The University of Oklahoma is not requesting a joint visit by the Southern Association of Colleges and Schools/Commission on Colleges and the NCAA.

### 7. Outline and Schedule for Self-Study

September 19, 2003: NCAA Site Visit Orientation and Steering Committee Meeting (1st)

Not Later Than (NLT) October 3: Subcommittees meet (1st) to establish work plan for collecting and reviewing information

NLT November 14: Subcommittees meet (2nd) to review progress, plan additional tasks, plan report to Steering Committee

NLT December 19: Steering Committee meets (2nd) to review subcommittees' progress

NLT January 16, 2004: Subcommittees meet (3rd) to evaluate and make recommendations

NLT January 23: Subcommittees submit drafts to Steering Committee

NLT January 30: Steering Committee meets (3rd) to review drafts with particular attention to recommendations

NLT March 15: Chief report writer produces first draft of Self-Study Report and delivers it to Steering Committee and subcommittees

NLT March 31: Steering Committee (4th) and subcommittees (4th) meet to respond to draft

April 1-20: Additional editing and improvements of Self-Study Report, under guidance of Steering Committee

NLT April 20: Dissemination of Draft Report to University community and media, primarily by, well advertised website, also advertising and delivering hard copies upon request, soliciting comments and suggestions, with deadline June 3

NLT June 20: Steering Committee meets (5th) to review of Self-Study Report in light of comments and suggestions received, making changes as appropriate

June 21-August 15, 2004: Produce complete Self-Study Report (as modified, Jill Ward e-mail, 1-8-04)

August 15, 2004: Submit Self-Study Report to NCAA (as modified, Jill Ward e-mail, 1-8-04)

September-October, 2004: Prepare for Peer-Review Team Visit

November, 2004: Peer-Review Team Visit

Note: Chief report writer has out-of-town commitments May 21-25; June 1-7; and June 10-20, 2004.

### 8. Self-Study Report

a. Daniel G. Gibbens will be the chief report writer. He is responsible for composing the final Self-Study Report, and will offer advice and assistance as needed to the subcommittees for their reports.

b. Subcommittee chairs and their designees will prepare reports for their respective areas, following the general guidelines provided for content, format, and style. The chief report writer will seek to ensure the coherence, consistency, and completeness of the subcommittee reports in preparing the final Self-Study Report.

c. Primary staff support will be provided by the offices of the Associate Athletics Director/Senior Woman Administrator and Associate Athletics Director of Student Life. Secretarial services will be provided by the Law Center Faculty Secretarial Support Staff, Dawn Tomlins, Office Manager. The chief report writer, working with the Athletics Department information technology staff, will have access to all of the equipment and materials needed to prepare and disseminate the Draft and the final Self-Study Report.

## Introduction to Self-Study Report

d. The Draft Self-Study Report will be made available electronically on the Athletics Department website for review by the university community and other interested parties. This availability will be publicized by notices in the campus newspaper, the Oklahoma Daily, and by using campus-wide e-mail to faculty and staff. Comments will be solicited. The final Self-Study Report will be posted on the University of Oklahoma website.

### APPENDIX A

#### First Cycle Plans for Improvement

##### 1. From first-cycle Self-Study (1996):

##### Governance and Commitment to Rules Compliance:

(1) Expand the rules education program:

(a) Expand rules education provided to University staff external to the Athletics Department.

(b) Provide written and verbal education materials to Oklahoma high schools and junior colleges through coaching clinics, academic seminars and periodic correspondence.

(c) Update the University's NCAA Rules and Regulation Guide for Alumni and Friends of Sooner Athletics.

(d) Include Guide information or similar rules education information in game programs, media guides, ticket mailings, public address announcements, coaches shows, and other widely circulated general material.

(2) Continue the role of the Compliance Review Committee in compliance oversight and review and expand its role in active assistance in procedures for compliance education, monitoring, enforcement and reporting.

(3) Review written policies to conform policies to compliance practices.

The above areas noted for improvement and enhancement will be the responsibility of the Athletics Department Compliance Coordinator with assistance and oversight from the Compliance Review Committee. Areas noted for improvement and enhancement will be included in the Annual Report to the Athletics Council. The above areas will be implemented within the 1996-97 academic year with annual assessment and continued development in each area noted.

##### Academic Integrity

(1) Efforts will be made to continue improving graduation rates, not only for student-athletes but also for non-athletes. The emphasis in the Athletics Academic Center currently placed in academic support — including tutoring, advising, and computer assistance — may serve as a model for improved assistance to undergraduate students generally. Specific goals and a specific timetable seem unrealistic. Persistent efforts are required, and the Director of Athletic Student Life is responsible for promoting them.

(2) Continuing joint efforts by the Athletics Department and the Vice President for Student Affairs will be made to improve the integration of student-athletes into the general student body. The recent progress has been significant indeed, but with the history of the separate athletics housing, continuing creative initiatives are needed. The Director of Athletic Student Life is responsible, and should annually discuss progress and needs with the Athletics Council. Again, more specific goals and timelines seem inappropriate.

##### Fiscal Integrity

(1) In light of the ten-year funding plan described in Self-Study Item 1, and the financial difficulties it is designed to address, the monthly reports described in Self-Study Item 9 will be sent to the President's Office as well as the University Controller. At least quarterly these reports will be used by the Athletics Director, the Controller and the President to monitor carefully the revenues and expenditures of the Athletics Department. As part of this quarterly monitoring, any needed adjustments in the ten-year funding plan will be given prompt attention.

(2) Although not developed on a regular basis, for a recent bond issue the Athletics Department prepared a ten-year projection of revenue and expenses. The process of projecting future revenues and expenditures will be regularized on a rolling basis each year and presented to the President with a multi-year summary of past actual and budgeted revenue and expenditures. This multi-year review should facilitate planning by better highlighting ongoing operational issues and any potential systemic problems.

(3) The University's Internal Auditing Office has recently developed a more extensive audit review plan of Athletics to assist the Athletics Department in achieving compliance with NCAA Bylaw 23.2.1.7. The plan is a four-year rotational plan that will cover all areas of compliance as identified in the NCAA Bylaws. The first compliance review is scheduled to be performed during FY97. In addition to the performance of the annual compliance review, Internal Auditing will continue to assist the external auditors in performing the NCAA financial audit and continue to perform an annual review of football and men's basketball ticket accountability. Compliance reviews of the bowl games will also be performed when necessary.

(4) The President commissioned financial and organization design experts to review several departments in the University. The Athletics Department was selected as one of the entities to be reviewed this year. The resulting



## Introduction to Self-Study Report

report identifies possible methods of cost reduction and revenue enhancement. These are being given consideration at this time and some are being implemented.

### Commitment to Equity

(1) The Department of Athletics will continue the recruitment of qualified individuals for administrative roles as positions become available. The Director of Athletics and the Executive Associate Director are responsible. The timetable is dependent upon position openings, including those created by restructuring administrative assignments within the Department.

(2) The Department of Athletics employed a female Head Women's Basketball Coach on the retirement of the male Head Coach in early 1996. A female Head Women's Soccer Coach was employed in 1996 for the new Women's Soccer Team. The Department intends to continue recruitment of qualified women as coaching positions become available. The Associate Directors of Athletics with the particular sports responsibilities are responsible for taking the specific actions required to achieve that end result.

(3) Plans to improve office space and upgrade women's locker rooms are included in a master plan with all renovations and construction work to be completed by the summer of 1998. The Director of Athletics and the Associate Director for women's sports are responsible for overseeing the renovation and construction activities.

(4) A study of utilization of sports practice facilities is currently in progress. The intended result is to provide equitable practice times for all student-athletes, regardless of gender. The Director of Athletic Business Affairs is responsible for conducting this study, with the assistance of the pertinent facility event coordinators. The timetable for completion of the study is the summer of 1997.

(5) Rates of pay for women administrators and coaches will continue to be evaluated to ensure they are comparable to those of their male peers with comparable experience and responsibilities. The Associate Directors of Athletics with particular sports responsibilities are responsible for implementation.

The Board of Regents' Gender Equity Action Plan establishes specific goals related to equitable treatment of both men and women. Within each goal, specific proposed or on-going actions and processes of review for reaching and maintaining goals are established. While the Athletics Department is responsible for implementation of actions required by the Plan, the Plan involves constant review and assessment of each goal and its components. The goals are subject to annual review by the Office of the President, the Board of Regents, and the General Counsel. The Plan establishes a standing Gender Equity Subcommittee of the Athletics Council charged with reviewing the gender equity compliance process, plan development, and cost projections while reporting regularly to the Athletics Council.

In addition, the Executive Associate Director of Athletics is responsible for implementation of these plans for improvement, with the assistance of the two Associate Directors having responsibility for the particular sports.

Areas for continued improvement regarding minority issues are noted with a plan for improvement:

(6) The Department of Athletics will continue the recruitment of qualified individuals including minority candidates for administrative and coaching positions as they become available. The timetable is dependent upon position openings including any restructuring of administrative assignments. In this regard the following applies:

(a) The University of Oklahoma Affirmative Action Plan provides guidelines and procedures for the recruitment of qualified candidates including minorities. The Affirmative Action Plan has been adopted by the University Board of Regents and is updated annually. This Plan applies to all areas of the University including the Athletics Department and serves as the guideline for the Athletics Department's continued recruitment of qualified candidates including minorities.

(b) The Department of Athletics Policies and Procedures specifically references its commitment to the spirit and letter of the laws and regulations pertaining to nondiscrimination (See E-6). Such regulations include the University's Affirmative Action Plans (Table of Contents, E-7). This NCAA Certification Self-Study Report specifically includes and adopts the application of the University of Oklahoma's Affirmative Action Plans to the Department of Intercollegiate Athletics.

(c) The Athletics Director through the Executive Associate Director of Athletics, and the Director of Athletic Business Affairs and two Associate Athletics Directors for particular sports will monitor the continued efforts for recruitment for qualified individuals.

(7) Continuing joint efforts by the Athletics Department and the University Vice President for Student Affairs will be made to improve integration of student-athletes into the general student body, and specifically minority student-athletes. In this regard the following applies:

(a) In the 1995-96 academic year the University African-American Task Force addressing minority issues included participation of the Athletics Department.

(b) Programs and initiatives to improve integration of student-athletes to the general student body will include initiatives specifically addressing minority student-athletes (see also Academic Integrity section).

(c) The Assistant Director of Athletic Student Life will continue to monitor and implement programs developed as a



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result of the Task Force and other programs and initiatives.

(8) All athletic student life services are provided to all student-athletes without regard to sport, gender, or race. Continuation of this philosophy and policy will be monitored by the Director for Athletic Student Life. Programs and progress will be included in the annual report to the Athletics Council regarding academics and student life.

(9) Continuing joint efforts by the Athletics Department and the Vice-President for Student Affairs will be made to improve the integration of student-athletes into the general student body. The recent progress has been significant indeed, but the history of the separate athletics housing, continuing creative initiatives are needed. The Director of Athletic Student Life is responsible and should annually discuss progress and needs with the Athletics Council. More specific goals and timelines seem inappropriate. (Same as Academic Integrity item (2)).

2. Actions required by NCAA Committee on Athletics Certification, per "Summary of Actions" dated November 12, 1997:

(a) "Modify the institution's current gender-equity plan to create a single, comprehensive institutional plan for addressing gender equity in the intercollegiate athletics program that combines all of the elements of the plan mentioned in various documents reviewed by the peer-review team and the committee including, but not limited to, the following: (1) self-study report information (Page Nos. 332-333), (2) the institution's affirmative action plan, (3) May 22 and September 17, 1997, correspondence from the University to the NCAA, (4) the January 29, 1997, memorandum from Daniel G. Gibbens to Troy L. Arthur, and (5) Board of Regents' policies 7.20, 102.1, 3.1 and 3.2."

(b) "Modify the Institution's current minority-opportunities plan to create a single, comprehensive institutional plan for addressing minority opportunities in the intercollegiate athletics program that combines all of the elements of the plan mentioned in various documents reviewed by the peer-review team and the committee including, but not limited to, the following: (1) self-study report information, (2) the institution's affirmative action plan, (3) May 22 and September 17, 1997, correspondence from the University to the NCAA, (4) the January 29, 1997, memorandum from Daniel G. Gibbens to Troy L. Arthur and, (5) Board of Regent's policies 7.20, 102.1, 3.1 and 3.2."

3. From University of Oklahoma Department of Athletics Composite Gender Equity Plan and Composite Minorities Opportunities Plan accompanying President Boren's letter dated, September 18, 1998, edited to conform to space limitation in NCAA electronic format, omissions marked "\*\*\*\*", full documents provided at pp. 78, 108, infra:

### University Of Oklahoma Gender Equity Plan For Department Of Athletics

(1) Student-athlete Participation-Goal/Intended Result 1: To effectively accommodate athletic interests and abilities and increase participation through review, development and enhancement of sports programs offered for women. The Associate Athletics Directors are responsible. The timetable is ongoing. This Goal includes:

(a) Continuing annual reviews of the recruitment, participation opportunities, and retention of student-athletes, to increase the participation rate of women student-athletes.

(b) Increasing the participation rate for female student-athletes to 40% by the 2000-2001 academic year.

(2) Student-athlete Financial Aid-Goal/Intended Result 2: To provide the University's women varsity athletes a percentage of athletic financial aid in compliance with the requirements of the Title IX (Financial Aid Rate). The Associate Athletics Directors are responsible. The timetable is ongoing. This Goal includes:

(a) Continuing funding for women's programs to permit the maximum financial aid permitted by NCAA rules. (The University's current Financial Aid Rate meets the requirements of Title IX.)

(b) A four-year phase-in for financial aid for women's soccer and any new women's varsity sports team prior to achievement of the mandatory Financial Aid Rate will be implemented to allow effective, timely and appropriate program development.

(c) Any disparity in the Financial Aid Rate under circumstances in which women's programs are funded at the maximum financial aid permitted by NCAA rules will be based on nondiscriminatory factors such as the differences in tuition for in-state and out-of-state students, walk-ons, and other nondiscriminatory factors.

(3) Facilities-Goal/Intended Result 3: To provide facilities for practice and competition and other program support components, benefits, and services for varsity women's athletics programs which are commensurate with facilities and support components capable of attracting varsity scholarship athletes and competition of a national caliber. This Goal includes: \*\*\*

(4) Staffing-Goal/Intended Result 4: To ensure the fair and equitable treatment of both men and women by continuing the recruitment of qualified individuals for administrative roles as positions become available. \*\*\*

(5) Funding—Goal/Intended Result 5: To allow the Athletics Department to provide some assistance for general University activities while maintaining sufficient funds to meet its own obligations including its commitment to Title IX and Gender Equity without an annual operating deficit. The Director of Athletics with the President and the University Board of Regents is responsible. The timetable is specified in subparagraph a. This Goal includes:

(a) A phased and partial reduction in the subsidies provided by the Athletics Department to other University operations. This financial plan is required to address the past and projected impact of factors which no longer allow the Athletics Department budget to subsidize University operations at previous levels. The subsidies will be reduced as outlined below subject to continued cost containment efforts in the Athletics Department. The reduction in

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subsidies shall be 50% of the NCAA External Audit for Allocated Expenditures for Women's Athletics on the following schedule:

1996-97—30% of [\$3,600,000 (FY 94 base cost Women's Athletics, NCAA External Audit + \$410,000 (new FY 96 \$\$))]\$1,200,000

1997-98—40% of [\$3,600,000 (base)+\$640,000(new FY 97 \$\$)]\$1,680,000  
 1998-99—50% of [\$3,600,000 (base)+\$1,075,000(new FY 98 \$\$)]\$2,337,000  
 1999-00—50% of [\$3,600,000 (base)+\$1,224,000(new FY 99 \$\$)]\$2,412,000  
 2000-01—50% of [\$3,600,000 (base)+\$1,285,000(new FY 00 \$\$)]\$2,440,000  
 2001-02—50% of [\$3,600,000 (base)+\$1,324,000(new FY 01 \$\$)]\$2,460,000  
 2002-03—50% of [\$3,600,000 (base)+\$1,364,000(new FY 02 \$\$)]\$2,480,000  
 2003-04—50% of [\$3,600,000 (base)+\$1,405,000(new FY 03 \$\$)]\$2,500,000  
 2004-05—50% of [\$3,600,000 (base)+\$1,405,000(new FY 04 \$\$)]\$2,500,000  
 2005-06—50% of [\$3,600,000 (base)+\$1,405,000(new FY 05 \$\$)]\$2,500,000

(6) Annual Evaluation—Goal/Intended Result 6: To annually review and evaluate through the University of Oklahoma Board of Regents, the Office of the President, and Legal Counsel, the University's commitment to the principles of Gender Equity, Title IX and the Goals set forth in this Action Plan. This Goal includes: \*\*\*

University of Oklahoma Minorities Opportunities Plan for Department of Athletics

(1) Student Life—Goal/Intended Result 1: To continue to provide access to all academic services, counseling, housing, facilities, and all other student life services to all student-athletes without regard to sport, gender, race, religion, or ethnic origin. The Associate Director for Academic Affairs has primary responsibility. The timetable is ongoing. This Goal includes: \*\*\*

(2) Staff—Goal/Intended Result 2: To reduce the underutilization of protected classes and specifically minority applicants and employees by increasing opportunities for minorities, and to continue aggressive recruitment of qualified individuals including minority candidates for administrative and coaching positions. This Goal includes: \*\*\*

### APPENDIX B

#### Steering Committee and Subcommittee Members

##### Steering Committee

Gregory D. Kunesh, Regents' Professor and Chair of Musical Theatre, Chair of Athletics Council (2001-03), Faculty Senate Chair (1980-81), Chair of Steering Committee

David L. Boren, President

Joseph R. Castiglione, Director of Athletics

Daniel G. Gibbens, Regents' Professor of Law, Faculty Athletics Representative, Self-Study Campus Liaison

Stephanie Rempe, Associate Athletics Director, Senior Woman Administrator

Joseph Harroz, Jr., Vice President and Legal Counsel, 1996-97 Chair of Governance Subcommittee

Alan R. Velie, David Ross Boyd Professor of English, Chair of 1996-97 NCAA Certification Steering Committee

Ruth L. Okediji, William L. Prosser Professor of Law, University of Minnesota (2003-), previously Edith Gaylord Harper Presidential Professor of Law, Faculty Senate Chair (2000-01), University of Oklahoma (OU Law Faculty, 1994-2003)

Edward T. Cline, Professor of Mathematics, Faculty Senate Chair (2002-2003), Subcommittee Chair

George Henderson, David Ross Boyd and Regents' Professor of Human Relations, Subcommittee Chair

Jack J. Kasulis, Associate Dean of Business/Marketing, Chair of Athletics Council (1996-97), Subcommittee Chair

Connie G. Dillon, Professor of Education, Faculty Senate Chair (1997-98), Chair of Athletics Council (1995-96), Subcommittee Chair

##### Governance and Commitment to Rules Compliance Subcommittee

Edward T. Cline, Professor of Mathematics, Faculty Senate Chair (2002-2003), Chair

Chris A. Purcell, Vice President for University Governance, Executive Secretary OU Board of Regents

Jerome C. Weber, Regents' Professor of Education and Human Relations

Penny M. Hopkins, Presidential Professor of Zoology

Theodore P. Roberts, Presidential Professor of Law

Sue Lunsford, Ponca City Alumnus

Larry Naifeh, Executive Associate Athletics Director

Curtis Jones, Jr., Director of Compliance

Vanessa Fiesal, Undergraduate Student

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Emily Leonard, Student-Athlete, Women's Cross Country  
Michael Thompson, Student-Athlete, Football

### Academic Integrity Subcommittee

George Henderson, David Ross Boyd and Regents' Professor of Human Relations, Chair  
Richard D. Skeel, Director of Academic Records  
Gary D. Schnell, Professor of Zoology  
Myron L. Pope, Assistant Professor, Adult and Higher Education  
Andy Rieger, Alumnus, Managing Editor, Norman Transcript  
Gerald S. Gurney, Associate Athletics Director for Academic Affairs  
Bazil Ifekoya, Undergraduate Student  
Theresa Schuknecht, Graduate Student, Student-Athlete last year  
Aldwyn Sappleton, Student-Athlete, Men's Track

### Fiscal Integrity Subcommittee

Jack J. Kasulis, Associate Dean of Business/Marketing, Chair of Athletics Council (1996-97), Chair  
John E. Francis, Edmond Alumnus, Dean Emeritus, Bradley College of Engineering; Professor Emeritus, OU  
College of Engineering  
Angela M. Hockett, University Audit Manager  
Mark R. Gillett, Professor of Law  
Susan Shaughnessy, Associate Professor/Head of Performance, School of Drama  
Robert E. Smith, Assistant Athletics Director of Business Affairs  
Kirby P. Hocutt, Associate Athletics Director, Development  
Mark Moravits, Undergraduate Student  
Bethany Griffin, Student-Athlete, Women's Tennis  
Quinn Rowell, Student-Athlete, Men's Gymnastics

### Equity, Welfare and Sporting Conduct Subcommittee

Connie G. Dillon, Professor of Education, Faculty Senate Chair (1997-98), Chair  
Clarke Stroud, Vice President for Student Affairs and Dean of Students  
Jerry E. Jensen, University Equal Opportunity Officer  
M. Jayne Fleener, Professor and Associate Dean, College of Education, Chair of Athletics Council (2000-01),  
A. B. Schwarzkopf, Associate Professor of Management Information Systems, Faculty Senate Chair (2001-02)  
Susan T. Marcus-Mendoza, Associate Professor of Human Relations and Women's Studies, Academic Chair,  
Human Relations  
Walter G. Kelley, Professor Emeritus of Mathematics  
Linda Young, Norman Alumnus  
Stephanie Rempe, Associate Athletics Director, Senior Woman Administrator  
Richard L. Hart, Associate Athletics Director, Marketing and Promotions  
Teresa A. Turner, Assistant Director of Athletic Academic Affairs  
Mary Millben, UOSA President  
Jimyria Hicks, Graduate Student, Student-Athlete last year  
Heather Scaglione, Student-Athlete, Softball  
Danny Rubenstein, Student-Athlete, Wrestling; President, Student- Athlete Advisory Board