OVERALL AND SPECIFIC RECOMMENDATIONS

Overall Recommendations

− Emphasize the behavioral expectations of the University to the football student-athletes and football staff.

− Assess reporting lines and duties of personnel involved in the supervision of the athletics department and student-athlete welfare.

− Increase education of all student-athletes and various athletics department and University constituencies.

− Require involvement, input, and approval of the recruiting philosophies of the football staff by an entity outside of the athletics department.

− Improve relations between the football program and local community, including law enforcement.

Specific Recommendations

1. Require the President to meet more frequently with all NCAA recognized teams prior to the teams’ first competitions.

2. Evaluate the reporting line of the Director of Athletics.

3. Assess the current responsibilities assigned to the Director of Athletics.

4. Schedule, at least annually, a meeting between the Director of Athletics and either the Vice President of Academic Affairs or the Vice President for Student Affairs (depending upon the direct reporting line of the Director of Athletics) with the Head Football Coach to review all aspects of the program.

5. Require the athletics department, in conjunction with appropriate institutional officials, to develop general guidelines for student-athlete behavioral issues.

6. Require head coaches to develop specific expectations and consequences for failure to follow them for student-athletes on their teams.

7. Expand the role of the FAR.

8. Include information in the Faculty Handbook that addresses the means by which academic issues with student-athletes (e.g., missed class time) should be addressed to the FAR.

9. Ensure adequate avenues exist for University personnel (including athletics department staff members) to report incidents of inappropriate behavior of student-athletes (bullying, intimidation, etc.).

10. Review whether the institution wishes to continue its policy to recruit two- and four-year transfers.

11. Appoint either a group or an individual outside of the athletics department for approving two- and four-year transfers to the institution and other prospects in football who could be considered high risk and develop a written process for this group or individual.

12. Request that the PSAC facilitate discussions regarding strategies for the successful integration of transfers into campus.
13. Develop a consistent procedure concerning the sharing of information between the coaching staff members and athletics department with the Office of Student Conduct (OSC) of a potential violation of the student code of conduct.

14. Insert language in the Student-Athlete Handbook and reinforce to student-athletes that they have a responsibility to report instances of arrests (other than traffic citations) that occur outside of the local community.

15. Provide opportunities for training of University staff regarding cultural differences between certain student-athletes and the staff in order to build relationships.

16. Develop a mentoring program for football student-athletes with University staff.

17. Improve relationships between football student-athletes and other student-athletes.

18. Increase supervision of Vulcan Village.

19. Appoint a Community Relations Committee that includes representatives from the University community, athletics department, local businesses, and campus and local law enforcement.

20. Continue communications to increase the involvement of campus police in the borough area.

21. Increase the amount of community engagement between student-athletes and athletics department personnel with the community.

22. Schedule, at least annually, an opportunity for all local law agencies (borough, county, and state police) to address the football team and coaches.

23. Conduct a drug test of all football student-athletes by the end of the 2015 calendar year.

24. Increase the number of occasions of random drug testing of football student-athletes.

25. Review the institution’s drug testing policies to ensure that the policies are in line with the institution’s values.

26. Increase the level of education provided to student-athletes, with emphasis on alcohol and drug education.

27. Increase emphasis on the Life Skills program and make appropriate adjustments focusing on activities relating to adapting to college life in the institution’s environment.

28. Develop a presentation for entering freshmen and transfers that details the expectations regarding consequences of criminal behavior or misconduct generally.

29. Create a detailed exit survey asking football student-athletes for recommendations to improve the student-athlete experience.

30. Develop a “tracker chart” that follows each incident or arrest of a student-athlete.

31. Require the officers of the OSC to speak to the football team and football staff to explain their process.

32. Amend the head coaches’ annual performance evaluation to include as an evaluation criterion the amount of disciplinary or criminal actions involving the student-athletes in their sports.