2.2 Academic Support
NCAA Operating Principle 2.2 requires that an institution's academic support services for student-athletes be reviewed and approved periodically by academic authorities outside the department of intercollegiate athletics. In order to demonstrate conformity with this operating principle, institutions must demonstrate that all academic support services offered to student-athletes are subject to a comprehensive, written review at least once every three years by academic authorities outside the department of intercollegiate athletics who do not have day-to-day responsibilities in the academic support services area. Further, institutions must involve on-campus personnel as participants in the review of academic support services (e.g., academic board, undergraduate education office, provost office). After reviewing Page Nos. 43 through 51 of your institution's self-study report, the NCAA Division I Committee on Athletics Certification (hereafter referred to as "committee") noted the academic support services provided to student-athletes at your institution have not been reviewed in the last three years. However, the committee noted your institution has a plan for improvement to conduct a review by September 15, 2008. Therefore, your institution must provide written evidence that its academic support services offered to student-athletes has been subject to a comprehensive, written review and approval by academic authorities outside the department of intercollegiate athletics who do not have day-to-day responsibilities in the academic support services area. In addition, your institution must describe any relevant corrective actions planned or implemented for the recommendations contained in the academic support services review. Finally, your institution must ensure that this review will occur at least once every three years in the future.

The University of North Florida has submitted its comprehensive, written review of academic support services to the NCAA liaison. The review was approved by the University’s Intercollegiate Athletic Committee on September 16, 2008.

3.1 Gender Issues
Operating Principle 3.1 requires an institution to formally adopt a written plan for the future of the intercollegiate athletics program that ensures the institution maintains a program, or continues progress toward a program, which is equitable for both genders. After reviewing Page Nos. 77 through 79 of your institution's self-study report, the committee noted your institution's gender-issues plan does not outline specific steps to achieve the goals in the program areas of locker rooms, practice and competitive facilities, and support services. In these two program areas, the steps to achieve the goals appear to be a "plan to plan," which does not meet the committee's expectation of a specific step. Therefore, your institution must revise its gender-issues plan to ensure that it includes specific steps to achieve the goals in the program areas of locker rooms, practice and competitive facilities, and support services. Further, your institution must provide written evidence that this revised gender-issues plan was developed with broad-based participation and has received formal institutional approval.
Following UNF’s submission of its D-I Certification Self-Study Report on May 1, 2008, the Title IX Committee for Athletics met to review its charge, approve revised and updated bylaws, and address the two areas of deficiency identified in the Self-Study Report: (1) locker rooms for women’s swimming and diving, and (2) women’s softball office space.

To address these deficiencies, the Director of Athletics outlined a proposal to increase the athletic fee by $1.00. If the fee increase is approved in October 2008 by the Fee Committee, funds would be available in the 2009-2010 academic year to be earmarked specifically for addressing the above needs. The Committee emphasized to the Athletic Director that these gender equity issues need to be given top priority and the above mentioned improvements need to be completed before other construction projects. The committee recommended that the fee increase proposal be accompanied by a separate and simultaneously-executed plan for private fund-raising efforts to accomplish the needed improvements. The Athletic Director submitted a written fundraising plan that requires his coordination through the Vice President of Institutional Advancement. Both the (1) proposed student athletic fee increase and (2) contemporaneous fund raising efforts for the Swimming/Diving locker rooms and softball offices as “First Priority” projects were forwarded to the President as the recommendations of the Title IX Committee. The proposal submitted by Dr. Gropper and the Gender Equity Improvement Plan are included with this response.

On September 16, 2008, the Intercollegiate Athletic Committee reviewed the recommendations of the Title IX Committee for Athletics and formally approved and adopted their recommendations to the President as that of the IAC.

### 3.3 Student-Athlete Well-Being

Operating Principle 3.3 requires an institution to provide evidence that it has in place programs that protect the health of, and provide a safe environment for, each of its student-athletes. In order to demonstrate conformity with this operating principle, an institution must conduct an evaluation of the four-program areas for student-athlete well-being by:

a. Describing how the institution has ensured a complete study of each of the areas;

b. Providing data demonstrating the institution's commitment in each area for all student-athletes; and

c. Explaining how the institution will address the topic in the future for the well-being of all student-athletes.

After reviewing Page Nos. 104 through 106 of your institution's self-study report, the committee noted that the evaluation does not thoroughly describe how your institution has ensured a complete study in the area of evaluation. Therefore, your institution must conduct a formal review of its commitment to the health and safety of your student-athletes by describing how your institution has ensured a complete study in the program area of evaluation. Further, if any deficiencies are identified, your institution must submit a revised student-athlete well-being plan for improvement that was developed with broad-based participation and has received formal institutional approval.

As a first step, the bylaws of the Intercollegiate Athletic Committee were formally amended and approved on September 16, 2008 to include the following responsibilities:
Periodically review and evaluate the programs in place that protect the health and safety of student-athletes. The evaluation should include, but may not be limited to, the consistency of programs with goals and objectives set forth in the University’s and department of Athletics’ written commitments to student-athlete well-being; the effectiveness of mechanisms to ensure the health and safety of student-athletes; whether policies, and/or organization, and/or activities of the athletics program and its activities help enhance student-athlete well-being; the involvement of student-athletes in the governance and decision-making processes of the athletics department (including the student-athlete advisory committee), and the establishment of programs that address the needs and issues affecting student-athletes.

The IAC is scheduled to meet again on October 21, 2008 and November 13, 2008 at which time those departments specifically assigned with the responsibilities for programs related to student-athlete well-being will make presentations on their activities and goals for the year. The presentations will focus on the four program areas and any recommendations for improvement for deficiencies identified will be forwarded to the University President. Presenters will include Dan Endicott, Director of UNF’s Office for Environmental Health & Safety; Shelly Purser, Director of Health Promotions, and Jim Scholler, Head Athletic Trainer. Additionally, there will be a joint meeting of the IAC and the SAAC in the spring of 2009 which will likely become a regular event.

Committed to the continuous improvement model, there will be a presenter on some aspect of student-athlete well-being on a regular basis at IAC meetings so that these issues are in continual focus and not just studied on a multi-year basis.