

University Athletic Committee Annual Report 2018-2019



MONTANA STATE
BOBCATS

UNIVERSITY ATHLETIC COMMITTEE (2018-2019):

- **Faculty Members:** Randal Rucker (chair), Chris Bahn, Michael Babcock, Jane Mangold, Craig Stewart, Dawn Tarabochia
- **Student Members:** Alex Lewis
- **MSU Bobcat Club Member:** Bob Trombley
- **Faculty Athletic Representative:** George Haynes



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EXECUTIVE SUMMARY

This report summarizes a review of the Montana State University (MSU) intercollegiate athletic programs by the University Athletic Committee (UAC). In general conformance with the committee's charge, the UAC conducts an annual review of the MSU athletic program with a focus on the following areas: governance and commitment to rules compliance; academic integrity; fiscal integrity; commitment to equity; and student-athlete welfare. A summary of the committee's review of these areas, which are vitally important to the overall success of MSU's student-athletes, is provided in this report. The report is prepared for the President of Montana State University, and copies are submitted to the Athletic Director, Faculty Senate, ASMSU Senate, MSU Bobcat Club and Student-Athlete Advisory Committee.

The UAC met four times during the 2018-2019 academic year to conduct general business and to receive updates and policy proposals from the Athletic Department. Smaller subsets of the committee met multiple times to conduct interviews of student-athletes who recently completed their eligibility. The results of these interviews are one of the items discussed in this report.

The University Athletic Committee concludes that the University and the Athletics Department are providing consistent and appropriate support to student-athletes at a level that encourages a culture of excellence in both the classroom and athletic endeavors. A significant majority of student-athletes is performing at a relatively high level, both academically and athletically. The UAC concludes that student-athletes overall are highly satisfied with both their academic and their athletic experiences at MSU. These conclusions are based on a review of MSU's intercollegiate athletic programs by the UAC using several information gathering methods, including:

- On-line surveys of student-athletes through a platform provided by Real Recruit,
- Face-to-face interviews of student-athletes conducted following the completion of their athletic eligibility,
- Most recent APR data, and
- Evaluation by UAC members of information from a variety of sources related to the areas of student well-being, NCAA compliance, finance, academics, and gender and equity.

The MSU Real Recruit Survey, an internet-based system, was completed by 202 student-athletes during the 2018-2019 academic year. In addition, a substantial number of student-athletes participated in face-to-face exit interviews with faculty members of the UAC and directors from the MSU Athletics Department. The majority of student-athletes indicated that they were highly satisfied with their academic and athletic experiences at MSU, and almost all students indicated that, if they had to make the choice again, they would once more choose to attend Montana State University. The student-athletes consistently indicated that coaches emphasized the importance of academics on a regular basis. Most student-athletes interviewed indicated they were provided at least an adequate level of resources to be successful in the role of both an athlete and a student.

The most recent APR data indicate that the general trend in student-athlete academic progress at MSU is one of overall improvement and that MSU exceeds the NCAA academic benchmarks that must be met for teams to participate in championship competitions and to avoid other possible NCAA sanctions. The academic success, graduation progress rate and grade point averages of MSU student-athletes are generally comparable to, or better than, the overall student body. The Athletics Department's focus on the academic success of student-athletes is paying dividends and the data show continual improvement. The UAC views these accomplishments as commendable.

In summary, the University Athletic Committee concludes that the University's Administration and the MSU Athletics Department are providing strong, consistent and appropriate measures to successfully encourage and support students to meet academic and athletic goals. It is the UAC's opinion that a very high percentage of MSU student-athletes are succeeding as both students and as athletes. Furthermore, it is apparent that fourth-year and fifth-year student-athletes are generally highly satisfied at the end of their athletic eligibility with their academic and athletic experiences at MSU.

Questions and comments regarding the content of this report can be directed to the chair of the University Athletics Committee, Dr. Randal Rucker, or to the Faculty Athletics Representative, Dr. George Haynes.

ELIGIBLE STUDENT-ATHLETE SURVEY RESULTS

Introduction

The student-athlete wellness survey was implemented throughout the 2018 academic year in response to The One Team Committee recommendations on MSU Athletics. The One Team Committee recommended the following: MSU, as part of its comprehensive efforts to retain students, should increase data collection and analysis to better understand the impediments to success faced by all students. Such analysis, if completed for student-athletes and the general population, would support more strategic decision-making regarding academic support initiatives both within and outside of athletics. A student-athlete wellness survey developed by Real Recruit was administered to student-athletes this year. The survey provides information on their academic and athletic experience at MSU. This year's Real Recruit survey covered athletes from all sports, including the spirit squad.

Methods

The Real Recruit Survey, an internet-based survey, was completed by 202 student-athletes during the academic year. The survey instrument asked students about their satisfaction with the MSU college experience (both academic and athletic), coaching staff, time demands, facilities, and student-athlete health. In addition, several personal characteristics (sex and race/ethnicity), transfer status, and athletic participation (sport, scholarship status, and playing time) questions were asked. Real Recruit employs a five point Likert scale in assessing all of the dimensions for the school, team, and head coach. The discussion that follows examines the level of satisfaction of student-athletes across several dimensions, where the student-athlete indicates whether experience has been "terrible" to "excellent" on a five point scale. Student-athletes indicating that the experience has been average or above are considered to be satisfied. In addition, this study compares men and women student-athletes at MSU and compares satisfaction of MSU student-athletes with satisfaction of student-athletes at other Big Sky Conference (BSC) schools. Spirit squad student-athletes, who received no funding from the athletic department, are treated separately in the analysis.

Results

Table 1 summarizes the characteristics of student-athletes responding to the survey. The sample was heavily weighted towards student-athletes from football (17.3%) and track and field for men and women combined (18.3%). Nearly 80% of the student-athletes were on a partial or full scholarships, 50% were women, and 11.4% were from an underrepresented racial/ethnic group. Over 52% of the student-athletes were freshmen or sophomores and 4.5% were transfer students.

The Real Recruit system summarizes the overall experience of student-athletes by computing a Net Promoter Score (NPS), which is an adaptation of a management tool that can be used to gauge the loyalty of a firm's customer relationships (figure 1). This adaptation gauges the overall satisfaction of student-athletes with their experience at MSU. The NPS results displayed below suggest that 51% of student-athletes are very positive (an increase of 3 percentage points from last year), 29% are positive, and 18% are less positive or negative about the experience at MSU.

Table 1: Characteristics of the Sample of Eligible Student-Athletes, 2019

Characteristic	n	Percent
Sport		
Men's Football	35	17.3
Men's basketball	10	5.0
Men's alpine ski	5	2.5
Men's Nordic ski	3	1.5
Men's track and field	16	7.9
Men's cross-country	11	5.4
Men's tennis	7	3.5
Women's basketball	13	6.4
Women's golf	6	3.0
Women's alpine ski	6	3.0
Women's Nordic ski	6	3.0
Women's track and field	21	10.4
Women's cross-country	16	7.9
Women's tennis	8	4.0
Women's volleyball	15	7.4
Spirit squad, all	23	11.4
Total respondents	202	100.0
Athletic Scholarship Status		
Full	60	29.7
Partial	101	50.0
None	39	19.3
Sex		
Male	100	49.5
Female	101	50.0
Underrepresented Racial/Ethnic Group		
Yes	23	11.4
No	119	58.9
Not reported	58	28.7
Current Academic Standing		
Freshman	56	27.7
Sophomore	51	25.2
Junior	45	22.3
Senior	44	21.8
5th year senior	4	2.0
Transfer from another institution		
Yes	9	4.5
No	161	79.7
Not reported	30	14.9
* An error in the Real Recruit data for track and field made the reporting of personal and demographic characteristics impossible. These characteristics are assumed to be the same as those reported for the 2018 sample.		

Overall Experience

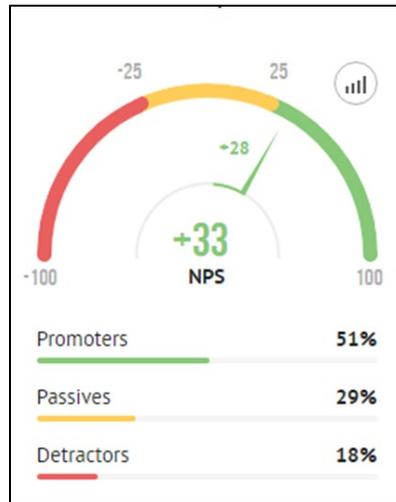


Table 2 summarizes the satisfaction of student-athletes with their academic and athletic experience. In addition, this table examines differences between men and women at the school, team, and head coach level and compares 2018 (*italics*) and 2019 results. Ninety percent of student-athletes were satisfied with their overall experience with 84% suggesting that they would recommend MSU to a recruited friend. Over 98% of the student-athletes indicated they were satisfied with their academic support and academic experience at MSU. Men and women student-athletes were equally satisfied with their academic support and experience; although, women student-athletes were considerably less likely to recommend MSU sports to a recruited friend than men student-athletes (98% for men versus 78% for women).

Other dimensions examined at the school level were allowances (remuneration to cover extra expenses), dining (quality of food), housing (quality of housing), social scene (quality of life on-campus), and time demand (balance among academics, athletics, and other pursuits). Student-athletes were generally satisfied with the social scene (97%), dining (92%), and time demands (84%); however, they were less satisfied with housing (66%) and allowances (70%). Satisfaction levels for men and women student-athletes were very similar for these dimensions. MSU scored slightly higher than the combined group of BSC schools on all school level dimensions.

Ten dimensions were examined at the team level, and they were as follows: Athletic training, coaching staff, culture/values, facilities, fan support, gear, individual improvement, strength/conditioning, team chemistry, and travel. Ninety-three percent of student-athletes were satisfied with strength/conditioning, while 86% of student-athletes were satisfied with athletic training. Over 88% of student-athletes were satisfied with their coaching staff (89%), team chemistry (95%), travel (94%), and culture/values (92%). Student-athletes were less satisfied with facilities (79%), fan support (83%), gear (85%) and individual improvement (87%). Men student-athletes were substantially more satisfied with athletic training, coaching staff, and fan support than women student-athletes; while, women student-athletes appeared to be substantially more satisfied with team facilities than men student-athletes. MSU scored slightly higher than the combined group of BSC schools on all team level dimensions, except gear for men and athletic training for women.

Table 2: Real Recruit Summary for All Sports and Spirit Squad

Variable	Question	Points	All 2018	Satisfaction (%) Student-Athletes 2019			
				All	Men	Women	Spirit
Overall Experience							
q_1	How likely are you to recommend the <school> <sport> program to a recruited friend?	10	87	84	90	78	87
q_2	Rate your overall experience as a member of the <school> <sport> program.	5	94	90	92	86	100
MSU (School)							
q_8	Rate the quality of the overall academic support provided to you and/or your team.	5	97	99	100	99	96
q_6	Rate the overall quality of academics at <school>	5	98	100	99	100	100
q_5	If applicable, rate the allowances (monthly checks and/or per diem) provided to your team	5	57	70	76	80	9
q_4	Rate the overall quality of the food available to your team.	5	88	92	93	96	74
q_3	If applicable, rate the quality of your on-campus housing experience	5	78	66	66	62	78
q_7	Rate the social scene at <school>	5	91	97	95	98	96
q_9	Rate the balance between your time as a student and an athlete	5	83	84	83	87	78
Team							
q_14	Rate the quality of your team's athletic training/sports medicine	5	91	86	94	84	65
q_10	Rate the quality of your coaching staff	5	87	89	93	81	100
q_12	Rate the quality of your team's culture and values	5	87	92	95	89	91
q_17	Rate the quality of your team's facilities (locker room, practice facilities and competition facilities).	5	80	79	80	89	30
q_19	Rate your team's fan support	5	77	83	90	75	91
q_18	Rate the uniforms, shoes and equipment you receive	5	76	85	78	92	83
q_15	Rate your individual improvement as a player this year	5	82	87	90	84	87
q_13	Rate the quality of your team's strength and conditioning	5	94	93	93	92	91
q_11	Rate the quality of your team's chemistry	5	88	95	99	92	87
q_16	Rate the quality of your team's travel	5	91	94	93	99	74
Head Coach							
q_20	How likely are you to recommend <coach> as a coach to a recruited friend?	10	74	78	81	71	91
q_28	Do you approve of the way <coach> is handling the job as head coach of the <school> <sport> team?	1	79	84	84	81	96
q_25	Rate <coach>'s care for you outside of your sport	5	90	86	91	79	96
q_24	Rate <coach>'s character	5	92	90	87	89	100
q_29	Rate the effectiveness of <coach>'s coaching style	5	80	80	83	75	91
q_21	Rate <coach>'s ability to communicate effectively with you	5	79	77	84	66	96
q_26	Rate <coach>'s fairness and communication with you regarding playing time	5	84	83	85	79	87
q_30	Rate <coach>'s support of your academic and career goals	5	91	89	91	85	96
q_27	Rate <coach>'s management of your health	5	91	89	90	86	96
q_22	Rate <coach>'s honesty	5	91	89	90	87	91
q_23	Rate <coach>'s knowledge of your sport	5	92	92	92	91	96
	Observations			202	87	91	24

Eleven dimensions were examined at the head coach level and they were as follows: Recommend coach, handling the coaching job, care, character, coaching style, communication, fairness, goal support, health management, honesty, and knowledge of sport. Eighty-four percent of the student-athletes were satisfied with the coach's handling of the job, although only 78% were likely to recommend the coach to a recruited friend. Eighty-five percent or more of student-athletes were satisfied with care (86%), knowledge of sport (92%), character (90%), goal support (89%), honesty (89%) and health management (89%). Student-athletes were less satisfied with communication (77%), coaching style (80%) and fairness (83%). Men were more satisfied with all of these dimensions, especially recommending a coach, care, and communication. MSU scored slightly higher on all head coach level dimensions than other BSC schools.

In general, spirit squad members have very similar ratings for their overall experience at MSU as other student-athletes. Given the unique experience of spirit squad member, please refer to table 2 for other comparisons.

Conclusions

In general, Real Recruit results for this year were very similar to last year, although, the NPS promoter percentage did increase by three percentage points from 48% in 2018 to 51% in 2019 suggesting that student-athlete satisfaction has increased over the past year. In general, the Real Recruit results suggest that over 90% of student-athletes are satisfied with their academic, athletic, and social experiences. The highest ratings were reported for school-related dimensions (academic support and academic experience, social scene, and food), team dimensions (team chemistry, travel strength and conditioning, and culture and values), and coaching-related dimensions (character and knowledge of the sport). The lowest ratings were reported for allowances, facilities, recommending a coach, and communication. MSU outpaces other Big Sky Conference schools in nearly all dimensions except gear for men and athletic training for women.

Some of the issues raised in previous student wellness reports persist. First, women student-athletes remain less satisfied with athletic training than men student-athletes. While some strides have been made in having athletic trainers at practices, additional attention is warranted. Second, cost of attendance has brought the issue of allowances to the forefront. In this study, student-athletes were relatively unsatisfied with allowances. While cost of attendance is not currently being considered, additional evaluation is needed to address monetary allowances. In addition, women student-athletes are generally less satisfied with their overall experience, which includes being less satisfied (than men student athletes) with the quality of coaching staff, fan support, coaching care, and coaching communication.

In summary, this assessment suggests that student-athletes are very satisfied with their experience at MSU, and that MSU continues to have levels of student wellness exceeding those at other BSC schools.

STUDENT-ATHLETE EXIT INTERVIEWS

Introduction

Each year, members of the University Athletics Committee (UAC) and Athletics Department staff conducted confidential exit interviews with student-athletes completing their eligibility. These interviews are conducted in groups of student-athletes participating in the same sport. Information shared during these meetings are not linked to specific student-athletes, and beyond this report, all information is confidential. The interviews were structured, with questions aimed at addressing the following specific aspects of student-athletes' experience at MSU: academics, strength and conditioning, sports medicine/athletic training, travel/equipment, coaching, and administration.

Academics

The student-athletes were asked about how supportive faculty were in their courses regarding missed classes and exams because of athletic events and travel. Student-athletes, with few exceptions, responded that faculty were understanding and flexible. They felt faculty understood the demands associated with being a student-athlete and were accommodating. The student-athletes commented that they felt supported by academic services staff. Although not all student-athletes reported using the academic center, those that did believe that access to printers and a dedicated place to study was valuable. As in previous years, expansion of the academic center was discussed as a real need. Plans to renovate and expand this space will address this concern. A few student-athletes mentioned a need to upgrade computers in the academic center.

Strength and Conditioning

The student-athletes felt that the strength and conditioning staff were knowledgeable and supportive. Some commented on challenges associated with an oversubscribed weight room. They reported feeling safe and that strength and conditioning staff employed effective training techniques. As is the case with the academic center, issues related to the size and availability of the weight room are being addressed with future plans to renovate and expand the facilities. For one sport (women's basketball), a student-athlete felt that the players should have been pushed more and that she was out of shape the entire season. Student-athletes reported that MSU's strength and conditioning staff is providing a high-quality training experience.

Sports Medicine/Athletic Training

The student-athletes interviewed were generally satisfied with the availability and care provided by physicians. Some individuals expressed concern about the speed of diagnosis and communication with outside doctors. Training staff is viewed positively, although some commented about having to adapt to new trainers every year (volleyball). Specific trainers were mentioned by name as being knowledgeable and helping them strengthen physically. Overall, there were no areas of significant concerns by the student-athletes in the area of sports medicine and training.

Travel/Equipment

Members of the football team reported that travel had greatly improved over the previous year. Transportation was well organized and on time, food during travel was satisfactory. No major concerns were raised by any of the student-athletes.

Feedback regarding the access and availability of equipment was mostly positive, with some exceptions. The student-athletes from the volleyball program felt the equipment room staff were approachable, and they were able to get new shoes when needed. In contrast, members of the women's basketball team wanted one more pair of shoes and socks. Football players commented that the gear was good, yet felt the laundry was returning items that were not dry. Other sports members provided feedback regarding specific equipment needs. Overall, the vast majority indicated they would benefit from having more gear or specific types of gear.

Coaching

Student-athletes consistently spoke positively about their coaches, and indicated that they improved in their respective sports because of the coaching they received. Coach Choate is respected and described as a player-focused coach. Members of the Women's Basketball team shared that Coach Binford provides phenomenal support and that she cares about them. Turnover of the coaching staff in some areas was mentioned by some of the athletes. Student-athletes were candid about sharing positive coaching experiences, as well as opportunities for improvement.

Administration

Athletic Director Leon Costello and his staff have created a culture of support for student-athletes at MSU. This was evident by the positive and open interactions during the exit interviews. Student-athletes felt that the athletic administrative staff were welcoming, accessible, and committed to their success.

Summary

The exit interviews provide evidence that the Athletic Department fosters a culture that promotes academic and athletic excellence. The interviews generated positive feedback on experiences, with some minor areas of concern with some programs. Coaches and training staff are viewed positively, and challenges associated with the space infrastructure are being addressed with the planned expansion of the department. All student-athletes stated that they were satisfied with their decision to come to Montana State University. Athletic Director Leon Costello and his staff are to be congratulated.

NCAA COMPLIANCE

This annual report of the Bobcat Athletics' compliance operations was provided to the MSU University Athletic Committee by Camie Bechtold, Senior Associate Athletic Director for Administration and Eric Heier, Assistant Athletic Director for Compliance. This report includes compliance operations from June 1, 2018 through May 17, 2019.

Violations for the Academic Year 2018-2019

MSU Athletics submitted the following secondary violation reports during the year:

NCAA Bylaw 16.2.1.2.1. Complimentary Admissions and Ticket Benefits – Issuance Procedures. Individuals using complimentary admission tickets to MSU home athletic events must present identification at the admission gate. A high-profile family member of a current MSU men's basketball student-athlete was issued credentials to attend a men's basketball game. The family member did not present identification at the admission gate, resulting in a violation.

NCAA Bylaw 12.5.1.1.6. Promotional Activities.

Student-athletes may not profit through the use of their name, image, or likeness. As part of a class project, a football student-athlete sold football posters, which included a picture of him with his team, to his family members and friends, resulting in a violation. The institution provided NCAA rules education on the topic to all MSU student-athletes.

NCAA Bylaw 12.5.2.1 Advertisements and Promotions after Becoming a Student-Athlete.

Student-athletes may not use their name, image, or likeness to promote a commercial product or service. A football student-athlete allowed a local training gym to use his name, image, and testimonial on the gym's website, resulting in a violation. The Office of Athletics Compliance ruled the student-athlete temporarily ineligible and sent a cease-and-desist order to the gym.

NCAA Bylaws 14.2.2.1.3; 16.8.1. Requirement for competition – Final Semester/Quarter; Expenses Provided by the Institution.

Student-athletes must be enrolled in a full-time course of studies to be eligible for competition. A women's basketball student-athlete was misadvised by her academic advisor, resulting in her dropping below full-time. The student-athlete participated in one competition while ineligible, resulting in a violation.

NCAA Bylaw 17.1.7.4. Required Day Off – Playing Season.

Student-athletes must receive one day off per week during the playing season. Due to a miscommunication from the alpine skiing coach, three student-athletes did not receive a day off during one week of the playing season, resulting in a violation. The student-athletes were given two days off in the following week.

NCAA Bylaw 12.5.1.6. Camps.

Pictures of current student-athletes may not be used in camp brochures, other than on the "camp counselor" page. The men's basketball assistant coach posted pictures of current student-athletes

on the team's camp website, resulting in a violation. The pictures were removed from the website almost immediately.

NCAA Bylaw 12.5.2.1.2. Improper Use of a Student-Athlete's Name or Picture.

Student-athletes may not use their name, image, or likeness to promote a commercial product or service. Video interns created a promotional video in which a current student-athlete was being interviewed by a former student-athlete. The beginning of the segment filmed the student-athlete exiting the commercial establishment (local bar/restaurant) which contained a logo and name of the commercial business. This resulted in a violation as there was an implied endorsement of the commercial establishment by the student-athlete.

NCAA Bylaw 13.6.7.2. Complimentary Admissions.

Prospective student-athletes and/or their families may not receive "special seating" to view MSU athletic contests. A women's basketball assistant coach escorted the parents of three prospective student-athletes onto the field to watch a few minutes of a football game. The coach quickly realized that this was a violation and escorted the parents back to their seats.

NCAA Bylaw 14.5.4.2.1. Eligibility for Financial Aid, Practice and Competition.

A men's basketball student-athlete competed while ineligible at another institution prior to transferring to MSU. Due to the ineligible status, MSU sought and was granted reinstatement for the student-athlete.

Waivers for the Academic Year 2018-2019

MSU Athletics received the following waivers during the year:

NCAA Bylaw 15.01.5. Eligibility of Student Athletes for Institutional Financial Aid.

The NCAA granted MSU's request to provide athletically related financial aid to a student-athlete who had sustained a career-ending injury in activities not related to the sport in which he participated at MSU.

NCAA Bylaw 13.2.1. Offer and Inducements – General Regulation.

NCAA member institutions may not be involved in providing benefits to prospective student-athletes or their family members. A waiver was granted to allow MSU Athletics to induct into the MSU Athletics Hall of Fame former MSU student-athletes who are the parents of prospective student-athletes.

NCAA Bylaws 13.5.2.6.1; 13.5.2.6.2; 13.8.1; 13.6.6.1; 13.6.7.1; 13.6.7.7. Official Visit Transportation/Meals/Lodging to Prospective Student-Athlete's Scholastic Coach [Basketball].

In the sport of basketball, NCAA member institutions may not provide transportation, meals, or lodging in conjunction with an official visit to a prospective student-athlete's scholastic coach. A waiver was granted to allow a junior college prospective student-athlete's coach to accompany a prospective student-athlete on an official visit because the prospective student-athlete's single mother lives in England and was unable to accompany the prospective student-athlete on the official visit.

NCAA Bylaws 17.02.1; 17.1.7.2; 17.1.7.2.1. Permit a Coach to be Present During Rehabilitation Activities.

Student-athletes may not participate in countable athletically related activities outside of the playing season, during the summer. A waiver was granted to allow countable women's volleyball coaches to be present during the rehabilitation activities of three women's volleyball student-athletes because the coaches' presence and technical expertise would expedite the student-athletes' physical recovery and reduce their risk of re-injury.

NCAA Bylaw 12.8.3.2.1.

A skiing student-athlete was granted a waiver of the delayed enrollment penalty due to the circumstances of his time in high school.

NCAA Bylaw 13.5.4. Transportation Prior to Initial Enrollment.

The institution was granted a waiver allowing a football prospective student-athlete to visit the campus on a paid official visit after which he was able to stay in the locale and live with his brother until enrolling at the institution.

Staffing for the Academic Year 2018-2019

- MSU Athletics hired Eric Heier as the Assistant Athletic Director for Compliance on January 3, 2019. Heier holds a law degree from the University of Utah and has previously worked as a compliance officer at two NCAA Division I FBS institutions.
- Thomas Bell continued his role as Compliance/Student Services Coordinator.
- The athletic compliance internship position was filled by Gerry Mannion, a third-year law study at the University of Wyoming from June 2018-August 2018. Mannion has since earned his law degree and will resume his responsibilities as a compliance intern from June 2019-August 2019. Rachael McGree (pre-law, Montana State University) will fill the compliance intern role from August 2019-January 2020.
- The intern position continues to be an asset to the compliance office and serves as an opportunity for interns to gain valuable hands-on experience both in a professional office setting and in the field of NCAA compliance.

Education for the Academic Year 2018-2019

- The MSU office of Athletics Compliance distributes monthly newsletters to all athletics staff containing the pertinent rules and reminders and conducts a monthly rules education session that all athletics staff members are invited to attend.
- The compliance Twitter account (@BobcatBylaws) is used to provide student-athletes, coaches, boosters, and fans with current compliance rules education and reminders.
- Compliance education pamphlets were included in all season ticket mailings.

- The compliance and rules section of the MSU Athletics website undergoes frequent updates and additions to comply with the NCAA rules and to serve as a resource for MSU Athletics and its supporters.

Additional Information for the Academic Year 2018-2019

- The Office of Athletics Compliance discontinued its use of *JumpForward* as an athletics compliance software, and began utilizing a new software program, ARMS.
- Coaches, student-athletes, and staff received extensive ARMS training to facilitate a smooth transition.
- The Office of Athletics Compliance created new transfer policies to comply with the NCAA's sweeping changes to the student-athlete transfer process.

DEPARTMENT OF ATHLETICS FINANCIAL SUMMARY

The following is the unaudited FY19 financial statement for Montana State Athletics. A significant percentage of revenues are to be collected prior to June 30, 2019. Manual adjustments that affect the final audited financial statements have not been completed. Such adjustments, which will be made at year-end will include recording revenues and expenses related to special projects through Facility Services and/or the Foundation, Endowment contributions, recording of trade, and revenue or expense transfers due to NCAA reporting guidelines.

The information for this financial summary of the Department of Athletics was provided by Thijs Goossens, Associate Athletic Director for Business Operations.

Table 3: Revenues for Department of Athletics, FY2019

FY19 Revenues	
Ticket Sales	2,938,000
Student Fees	2,000,000
University Support	7,650,000
Game Guarantees	404,000
Contributions	3,500,000
NCAA/Big Sky Conference	750,000
Royalties / Corporate Sponsors / Concession	1,525,000
Endowments	200,000
Other	350,000
Total Revenues	19,317,000

“Other” includes Sports Camp revenues, parking income and transfers, cabana rental, and tennis center income.

Table 4: Expenses for Department of Athletics, FY2019

FY19 Expenses	
Student Aid (includes Fee Waivers)	5,565,000
Game Guarantees	322,000
Salaries/Benefits	6,050,000
Recruiting	460,000
Travel	1,757,000
Equipment	600,000
Game Expenses	715,000
Fundraising / Marketing / Promotion	150,000
Direct Overhead & Administrative Exp.	533,000
Medical/Insurance	429,000
Memberships and Dues	71,000
Student-Athlete Meals (non-travel)	305,000
Other	2,400,000
Total Expenses	19,357,000

Other Expenses include: Contracted services, Game Officials, Hardware/Software, Supplies, Communications, MSU Administrative Fee, Internal Assessment, Relocation, Training Table, Project Transfers and General Expenses.

FY19 University Support includes increases in BOR/OCHE approved compensation and FY19 One-Time-Only funding. The game guarantee revenues listed in table 3 do not include any football game guarantees. Corporate Sponsorship revenue increased relative to FY18 due to an amended Learfield and Harrington Pepsi contract starting in FY19.

Salary and benefit expenses increased in FY19 due to retention and recruiting increases, as well as BOR/OCHE/MSU approved compensation increases.

Athletics will likely report higher expenses than revenues in FY19. The negative fund balance is mostly caused by higher severance expenses and the costs that were associated with the Men's Basketball staff turnover.

OVERVIEW OF ACADEMIC PROGRESS AND PERFORMANCE

Academic Progress Rate (APR) scores

The National Collegiate Athletic Association (NCAA) holds Division I institutions accountable for the academic progress of their student-athletes through the Academic Progress Rate (APR), a team-based metric that accounts for the eligibility and retention of each student-athlete, each term. The APR creates a level of institutional responsibility by leveraging academic progress against championship eligibility. In 2015-16 and beyond, teams must earn a four-year APR of 930 to compete in championships.¹

For example: *Each student-athlete earns one point for getting good grades and one point for staying in school or graduating each semester. The total points earned are then divided by the total possible points and multiplied by 1,000 to get the final APR for that semester.*

	POINTS EARNED	POINTS POSSIBLE
75 student-athletes get good grades and stay in school or graduate	75 X (2 of 2) = 150	150
3 student-athletes stay in school, but ineligible	3 X (1 of 2) = 3	6
5 student-athletes get good grades, but leave school	5 X (1 of 2) = 5	10
2 student-athletes leave school while ineligible	2 X (0 of 2) = 0	4
SEMESTER TOTAL	158	170
Overall APR: 929		

The APR report discussed below is based on NCAA Division I Academic Progress Rate (APR) data submitted by the institution for the 2014-15, 2015-16, 2016-17 and 2017-18 academic years.

We note that all information contained in the report is for four academic years. Some squads may still have small sample sizes within certain sport groups. In accordance with the Family Educational Rights and Privacy Act's (FERPA's) interpretation of federal privacy regulations, data cells containing three or fewer student-athletes have been suppressed and are indicated by an * symbol. The information in this report does not reflect any changes to data made after June 19, 2019.

Table 5 presents by-sport APR averages for noted subgroups. National aggregates are based on all squads that have certified their academic data as final.

¹ The 930 score represents an overall graduation rate of 50% for the programs and the eligibility and retention of all student-athletes. A score of a 1000 means every student-athlete on that team stayed eligible and returned to school. A program begins to lose points for student athletes who are not academically eligible and/or are not retained.

Table 5: Current Data for Montana State University-Bozeman.

Date of Report: 06/19/2019

Sport	APR			Eligibility/Graduation		Retention	
	Multiyear Rate (N)	Multiyear Rate Upper Confidence Boundary	2018 - 2019 (N)	Multiyear Rate	2018 - 2019	Multiyear Rate	2018 - 2019
Men's Basketball	933 (48)	N/A	0 (1) *	945*	0*	909*	0*
Men's Cross Country	957 (31)	N/A	N/A	949*	N/A	966*	N/A
Football	950 (258)	N/A	N/A	943*	N/A	944*	N/A
Men's Skiing	1,000 (29)	1,000	N/A	1,000*	N/A	1,000*	N/A
Men's Tennis	989 (24)	998	N/A	1,000*	N/A	978*	N/A
Men's Track	982 (88)	N/A	N/A	971*	N/A	982*	N/A
Women's Basketball	994 (45)	N/A	N/A	1,000*	N/A	988*	N/A
Women's Cross Country	993 (39)	N/A	N/A	987*	N/A	987*	N/A
Women's Golf	981 (28)	995	N/A	981*	N/A	981*	N/A
Women's Skiing	1,000 (35)	N/A	N/A	1,000*	N/A	985*	N/A
Women's Tennis	1,000 (25)	1,000	N/A	1,000*	N/A	1,000*	N/A
Women's Track	996 (115)	N/A	N/A	991*	N/A	991*	N/A
Women's Volleyball	985 (36)	N/A	N/A	1,000*	N/A	953*	N/A

*Denotes data representing three or fewer student-athletes. In accordance with FERPA's interpretation of federal privacy regulations, institutions should not disclose statistical data contained in this report in cells made up of three or fewer students, without the students' consent.

(N) Indicates number of student-athletes.

We also note that, while still relatively low, progress has been made in improving the APR scores of men's basketball from previous years.

Overview of Academic Highlights

The 2018-2019 academic year proved to be quite successful for the Montana State Bobcats academically once again. Our students continued to excel in the classroom as demonstrated by the following academic highlights.

- During the academic year, 63% of our student-athletes earned GPAs of 3.0 or higher. Also, between the fall and spring terms, 59 student-athletes earned themselves a spot on the President's List (which requires a perfect 4.0 GPA) and another 179 were on the Dean's List (which requires a GPA of 3.5 or higher).
- There were 107 students invited to our Oakberg Dinners to celebrate the achievement of earning all A's/A-'s. The average student-athlete GPA for the fall-term was 3.15 and for the spring was 3.18. Our Women's Tennis team claimed the highest GPA in the fall with a 3.74 and Alpine Ski in the spring earning a 3.66.
- Once again, the Big Sky Conference All Academic Teams were littered with Bobcats. Fall sports teams of Cross Country, Football and Volleyball had 33 Bobcats represented and the winter teams of Basketball and Indoor Track had 43 spots. Spring awardees have not yet been announced.
- 15 Bobcats walked across the stage and received their diplomas in the fall and another 40 in the spring.
- Our Montana State Men's Ski and Women's Tennis programs garnered national kudos from the NCAA by earning a perfect 1000 APR score. Our football program received an award from the FCS Athletic Directors Associated for having the most improved APR score.

- Curtis Amos, John D'Agostino and Collin Hammock joined the 2019 Hampshire Honor Society presented by the NFF. Ellen Brooks, former Women's Track and Field/XC student-athlete receives prestigious Goldwater Scholarship.

Summary

The University Athletic Committee (UAC) Academic subcommittee continues to commend the Athletic Department's administrators, coaches, and support staff on their efforts to monitor and support the academic success and experience of student athletes. The high quality of the academic services provided to our student-athletes is reflected in the materials presented above. Special recognition should be given to the staff who serve the academic support of the student-athletes at Montana State University—Ms. Jamie Rizzuto and Mr. Robert Woodcock—who have both frequently received favorable comments from the student-athletes.

REVIEW OF GENDER-EQUITY IN THE ATHLETIC DEPARTMENT

Gender equity was evaluated by examining the following metrics: participation of male and female student-athletes; financial aid proportionality to male and female student-athletes; and a review of equitability regarding equipment, training facilities, coaching, locker rooms, competition opportunities, opportunities for tutoring, provisions of medical and training services, housing and dining facilities, administrative support services, etc. Current participation and financial aid proportionality metrics are based on numbers for the 2018-2019 academic year. Comparisons across years (using previous annual reports) are recommended to examine trends in gender equity.

According to Title IX rules for participation numbers, participants are measured using the number of student-athletes who participate in that sport. A student-athlete participating in more than one sport is counted more than once. For example, a student-athlete who participates in both cross country and indoor track will count as two participants. Participants are measured the day before the first competition for each sport. Allowable variance is 1% or less. For 2018-2019, male student-athletes numbered 227, which was 55.77% of all the student-athletes at MSU. Female student-athletes numbered 180, which was 44.23% of all the student-athletes at MSU. These percentages were compared to male (6774; 54.3%) and female (5701; 45.7%) students enrolled at MSU for 2018-2019, and the percentages were not within the allowable variance of 1% or less (difference = 1.43%). This is the third year in a row in which the differences have exceeded the allowable level, but the difference for this year is less than that of last year (2.21%) and appears to be moving in the desired direction. An external gender equity review conducted during spring 2017 recommended that MSU consider a roster management plan to ensure roster targets are strictly enforced. Target participation numbers for each sport were included in that review (see table 6 below). Exceeding the allowable difference was due to some sports not meeting recommended participation targets. The Athletic Department will meet with the Ski teams during the summer of 2019 to discuss how to help them reach goal numbers.

Table 6: Recommended (left) and actual (right) Student Athlete participation numbers for 2018-2019.

RECOMMENDED			ACTUAL FOR 2018-2019		
SPORT	MEN'S PARTICIPANTS	WOMEN'S PARTICIPANTS	SPORT	MEN'S PARTICIPATION	WOMEN'S PARTICIPATION
Basketball	15	15	Basketball	14	14
Football	102		Football	105	
Golf		9	Golf		9
Skiing	12	16	Skiing	11	11
Tennis	8	10	Tennis	10	8
Cross Country	12	17	Cross Country	14	20
Indoor T&F	40	48	Indoor T&F	38	51
Outdoor T&F	40	48	Outdoor T&F	35	50
Volleyball		16	Volleyball		17
TOTAL	229	179	TOTAL	227	180
% of Total	56.13	43.87	% of Total	55.77	44.23

According to NCAA rules, financial aid proportionality only counts each student-athlete once regardless of the number of sports he/she participates in. Gender equity is achieved when the percentage of financial aid participants is in an equitable ratio as the total financial aid awarded. Allowable variance is 1% or less. Total financial aid provided to student-athletes for the 2018-2019 reporting year was \$4,920,212. 178 male students student-athletes (60.54% of all student-athletes) received financial aid totaling \$2,980,228 (60.57% of total financial aid awarded); 116 female student-athletes (39.46% of all student-athletes) received financial aid totaling \$1,939,894 (39.43% of total financial aid awarded). The percent of financial aid provided to male/female student-athletes as compared to the overall percentage of male/female student-athletes was 0.03%, within the allowable variance of 1.0% (see table 7 below). The UAC encourages the Athletics Department should continue tracking these parameters to ensure that they are consistently within the allowable variance (1%) in the years to come.

Table 7: Financial aid proportionality, 2018-2019.

SPORT	MEN'S SCHOLARSHIPS	MEN'S PARTICIPANTS	WOMEN'S SCHOLARSHIP	WOMEN'S PARTICIPANTS
Basketball	\$ 412,032.23	14	\$ 405,596.05	14
Football	\$ 1,864,431.36	105		
Golf			\$ 196,252.32	9
Skiing	\$ 206,342.67	11	\$ 243,007.10	11
Tennis	\$ 156,285.00	10	\$ 282,642.24	8
Track & CC	\$ 341,136.70	38	\$ 422,457.11	57
Volleyball			\$ 390,028.97	17
TOTAL	\$ 2,980,227.96	178	\$1,939,983.79	116

The 2017 external gender equity review generated a list of recommendations regarding equipment and supplies, competition, coaching, travel, lock rooms, strength and conditioning, nutrition, recruiting, and support services. Actions that have been taken by the Athletics Department to address some of these recommendations included increasing the number of dates of competition for women's tennis; hiring an assistant coach for women's golf; adding a car stipend for women's volleyball; plans to hire a women's tennis assistant coach during the summer of 2019; placing information on how and where to report harassment and discrimination in the student-athlete Handbook; and attending Title IX sexual harassment, discrimination, and misconduct training for both staff and student-athletes. Overall, the external review determined no critical issues in terms of gender equity. A full report is on file with the Athletics Department and is available for review upon request.

CONCLUSIONS

This report summarizes the results of the 2018-2019 annual review of the Montana State University intercollegiate athletic program by the University Athletic Committee. The review addresses student athlete well-being with a focus on the following areas: governance and commitment to rules compliance; academic integrity; fiscal integrity; commitment to equity; and student-athlete welfare.

Overall, the UAC concludes that the university, and particularly the Athletics Department, are providing consistently strong and appropriate support that encourages and assists student-athletes in attaining their academic and athletic goals. The UAC does not find any major areas of concern for student-athletes in the area of student wellness.

The Real Recruit Survey completed by student-athletes this year reveals a few areas of relatively minor concern. The lowest satisfaction levels for student-athletes as a whole were for on-campus housing experience, allowances, coaches' ability to communicate with individual players, and facilities. Further, women's satisfaction with fan support for their teams and the likelihood that women would recommend their coach to a recruited friend were both relatively low. It is noteworthy that for the majority of survey lines in the Real Recruit Survey, MSU ranks at or above the levels of other athletic programs in the Big Sky Conference.

The University Athletic Committee recognizes that facilities issues are being addressed with planned renovations and expansions. Given this, the UAC recommends that the University Athletic Department pay close attention to the identified areas of minor concern and consider exploring modified or new approaches that may increase MSU's effectiveness in supporting student-athletes in these areas. The UAC believes that these issues may be resolved by continuing to examine and enhance communication protocols and channels between athletes and coaches.

In summary, the UAC commends the Athletics Department for their efforts focused on monitoring and supporting the academic success and the overall athletic and academic experience of student-athletes at Montana State University. With minor exceptions, these efforts have been successful.