



# Athletics Action Plan Update

*"Striking a Path to Athletic Program Excellence"*

**Progress as of: February 13, 2023**

## **Summary (see the next five pages for key updates)**

This is the fifth monthly update to the BOT.

The Athletics Action Plan Workgroup (weekly) and Implementation Team (biweekly) continue to hold regular meetings to monitor and coordinate the implementation of the plan.

On January 30, 2023, the Athletics Action Plan Workgroup and Implementation Team held a half-day workshop to assess plan elements to ensure the plan steps that support each strategy would fully address the root cause that each strategy was designed to remediate. As a result, modifications were made to some of the action steps that resulted in an altered timeline. We can reasonably anticipate that 90% of the plan will be complete by the end of the fiscal year, with the remainder to be completed by the end of the calendar year.

Overall progress on the Action Plan is proceeding according to schedule.

- Five of the 17 strategies are complete, 11 of the 17 strategies are on-track, and 1 of the 17 strategies is behind schedule. Plans have been established to bring the one strategy indicated as behind schedule, on track by the end of February.

*Larry Robinson*

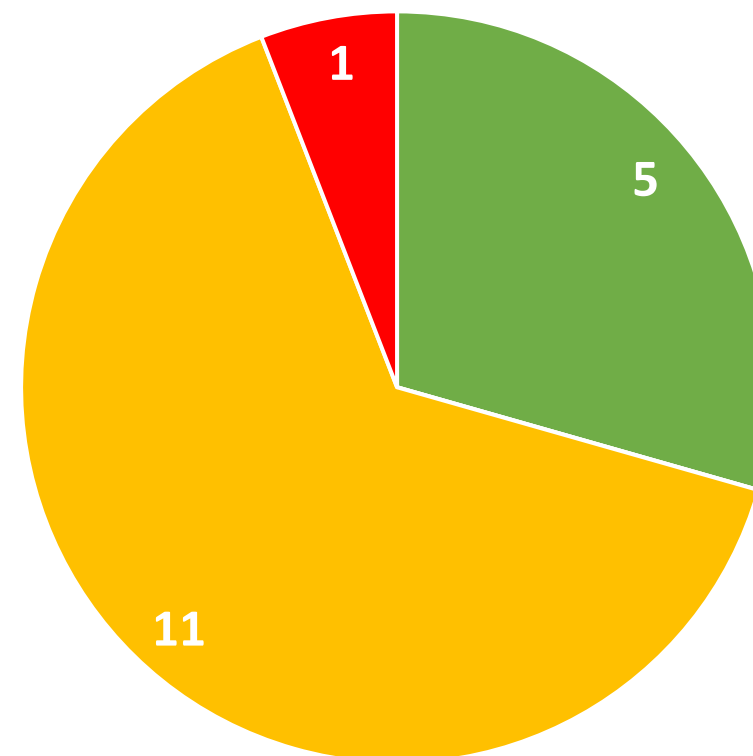


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Focus	Strategy	On Track Status
ACADEMIC SUPPORT	<a href="#">Academic advisement for student athletes</a>	●
	<a href="#">At-Risk Student Monitoring &amp; Support</a>	●
	<a href="#">Expand Tutorial &amp; Study Hall Services</a>	●
FINANCIAL AID, SCHOLARSHIP, AND STUDENT SUPPORT	<a href="#">Enhance Communication &amp; Engagement</a>	●
	<a href="#">Adopt a Sustainable Summer School Model</a>	●
ADMISSIONS	<a href="#">Special Talent &amp; Transfer Goal Alignment</a>	●
COMPLIANCE	<a href="#">Increase Staffing &amp; Identify Specialty Area</a>	●
	<a href="#">Short-Term Compliance Support</a>	●
	<a href="#">Enhance Compliance Tracking &amp; Reporting</a>	●
	<a href="#">Compliance &amp; Administrative Unit Connect</a>	●
	<a href="#">Student &amp; Staff Compliance Awareness</a>	●
	<a href="#">APR Improvement Plan Monitoring</a>	●
	<a href="#">Annual Probationary Reporting</a>	●
ACCOUNTABILITY AND OPERATIONAL EFFECTIVENESS	<a href="#">Culture of Accountability</a>	●
	<a href="#">Institutional Effectiveness Framework</a>	●
AUDIT SERVICES	<a href="#">Independent &amp; Objective Assurance to BOT</a>	●
	<a href="#">External Assurance to BOT</a>	●
<b>TOTAL</b>	<b>17 STRATEGIES</b>	

Status of the 17 Action Plan Strategies



■ Complete      ■ Ahead of Schedule  
■ On Track      ■ Behind Schedule



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#	Strategy	Key Activity Updates	% of Completion	Status
1	<a href="#"><u>Academic advisement for student athletes</u></a>	<ul style="list-style-type: none"> <li>Learning specialists and academic counselors will be housed and governed in academic affairs and have a working relationship with FAMU athletics.</li> <li>Location for the 5 learning specialists and academic counselors will be in close proximity to athletics and will be trained in NCAA D1 services.</li> <li>One appointed academic advisor will serve as a key liaison for student athletes and work with the learning specialist and academic counselors on degree progression.</li> <li>Currently working to enhance position descriptions and training.</li> </ul>	70%	On Track
2	<a href="#"><u>At-Risk Student Monitoring &amp; Support</u></a>	<ul style="list-style-type: none"> <li>All-Freshman (2022 Cohort) at-risk athletes have been identified and placed in the academic recovery program and/or assigned an academic coach.</li> <li>The academic units have been briefed about the importance of a high faculty submission rate of student progress report by February 13, 2023.</li> <li>Athletes with attendance holds were identified and reported to the athletics department for follow-up.</li> <li>Currently, the Office of Institutional Research is developing enhancements to the monitoring process for at-risk students.</li> </ul>	60%	On Track
3	<a href="#"><u>Expand Tutorial &amp; Study Hall Services</u></a>	<ul style="list-style-type: none"> <li>This strategy has been completed as previously reported. Management will continue to monitor and enhance enforcement strategies, as needed, for students not completing required study-hall activities</li> </ul>	100%	Complete
4	<a href="#"><u>Enhance Communication &amp; Engagement</u></a>	<ul style="list-style-type: none"> <li>Meetings are held with Financial Aid several times during the week to review accounts that have disbursement issues correcting.</li> <li>Messages are sent to students that have holds from other departments to notify them how to get the holds removed.</li> <li>Financial Aid presentations are conducted with recruits and their families that take visits to the university.</li> <li>Currently working to set meetings with teams to discuss completion of the FAFSA for next year. Additional education will be provided to student-athletes related to resources to clear balances and summer school aid.</li> </ul>	70%	On Track
5	<a href="#"><u>Adopt a Sustainable Summer School Model</u></a>	<ul style="list-style-type: none"> <li>Developed student-athlete funding eligibility criteria for summer school</li> <li>The FAMU Foundation and University Athletics have identified funding to support student-athletes for Summer 2023</li> <li>Currently working to identify a dedicated funding source for future years.</li> </ul>	75%	On Track



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6	<a href="#"><u>Special Talent &amp; Transfer Goal Alignment</u></a>	<ul style="list-style-type: none"> <li>In collaboration with Athletics and Student Affairs, the admissions process will be reviewed each semester the Office of Compliance and Ethics and Division of Strategic Planning, Analysis, and Institutional Effectiveness</li> <li>Established enforcement processes to increase compliance with special talent and transfer admissions</li> <li>Currently working to establish special talent thresholds by team and special talent monitoring protocols</li> </ul>	70%	On Track
7	<a href="#"><u>Increase Staffing &amp; Identify Specialty Area</u></a>	<ul style="list-style-type: none"> <li>Athletics compliance has seven positions--comparable to our SUS peers</li> <li>6 of 7 athletic compliance positions have been filled and begun work</li> <li>Currently working to identify and hire a candidate to fill the Associate AD Compliance Eligibility position</li> </ul>	90%	On Track
8	<a href="#"><u>Short-Term Compliance Support</u></a>	<ul style="list-style-type: none"> <li>As a result of the on-boarding of the new compliance staff, Bond, Schoeneck and King (athletics compliance consulting) has concluded their short-term on-site support</li> </ul>	100%	Complete
9	<a href="#"><u>Enhance Compliance Tracking &amp; Reporting</u></a>	<ul style="list-style-type: none"> <li>Compliance metrics identified</li> <li>Notification and communication process established</li> <li>Reporting technology was evaluated to ensure it met enhanced reporting needs</li> <li>Established enhanced enforcement procedures</li> </ul>	100%	Complete
10	<a href="#"><u>Compliance &amp; Administrative Unit Connect</u></a>	<ul style="list-style-type: none"> <li>The January 26, 2023, monthly compliance meeting focusing on financial aid was not held, due to a scheduling conflict.</li> <li>Two meetings are planned for February to bring this item back on track. <ul style="list-style-type: none"> <li>➤ February 22, 2023 (Topic: Financial Aid).</li> <li>➤ February's regularly scheduled session will be held on February 27, 2023 (Topic: Submitting CARA Logs using ARMS).</li> </ul> </li> </ul>	50%	Behind Schedule


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#	Strategy	Key Activity Updates	% of Completion	Status
11	<a href="#"><u>Student &amp; Staff Compliance Awareness</u></a>	<ul style="list-style-type: none"> <li>Weekly compliance updates were sent to all athletic compliance staff and coaches highlighting recruiting violations, sexual misconduct, and recruiting violations and the related regulations that guide proper conduct around these topics.</li> </ul>	60%	On Track
12	<a href="#"><u>APR Improvement Plan Monitoring</u></a>	<ul style="list-style-type: none"> <li>Completed compliance review and update of 2021-2022 APR Improvement Plan. Recommendations will inform 2022-2023 APR Improvement Plan for football (latest APR calculations submitted October 31)</li> <li>Note: This is an on-going activity and further evaluations and enhancements to APR monitoring will continue</li> </ul>	100%	Complete
13	<a href="#"><u>Annual Probationary Reporting</u></a>	<ul style="list-style-type: none"> <li>Submitted probationary report on September 15, 2022</li> <li>On October 20th, the NCAA Division I Committee on Academics Subcommittee on Data completed its review of Florida A&amp;M University's NCAA Division I Academic Performance Program data. For the 15 areas covered, FAMU substantially complied with the NCAA requirements and no action was required</li> </ul>	100%	Complete
14	<a href="#"><u>Culture of Accountability</u></a>	<ul style="list-style-type: none"> <li>A set of comprehensive compliance/student success metrics for each head coach has been identified</li> <li>Dashboards to monitor student success metrics and key performance indicators were developed and published along with their operational definition</li> <li>Dashboards was shared with the Senior Leadership Team</li> <li>Currently working to identify accountability measures for coaches and athletic administrators.</li> </ul>	80%	On Track





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15	<a href="#"><u>Institutional Effectiveness Framework</u></a>	<ul style="list-style-type: none"> <li>The KPI dashboard was developed and contains the six-year graduation rate for all student athletes and by sport; APR by sport; and the percent of students at risk.</li> <li>Established a schedule for updating the information that supports the dashboard.</li> <li>Currently working to identify individuals who need access to the dashboards based on their roles and responsibilities</li> </ul>	95%	On Track
16	<a href="#"><u>Independent &amp; Objective Assurance to BOT</u></a>	<ul style="list-style-type: none"> <li>The Chief Audit Executive and Chief Risk Officer continue to regularly meet with the Athletics Action Plan Workgroup and Implementation Team to provide feedback on planned actions</li> </ul>	80%	On Track
17	<a href="#"><u>External Assurance to BOT</u></a>	<ul style="list-style-type: none"> <li>THF has been performing assurance work related to the Athletics Action Plan, including interviewing University staff and reviewing information.</li> <li>Currently THF is in the process of concluding the interview process, reviewing information from the Athletic Action Plan Workshop, and drafting their report.</li> </ul>	75%	On Track