



RUTGERS POLICY

Section: 50.1.14

Section Title: Administrative Governance

Policy Name: Governance of Intercollegiate Athletics

Formerly Book: not applicable

Approval Authority: Board of Governors

Responsible Executive: University President

Responsible Office: Office of the University President and Office of the Secretary of the University

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Errors or changes? Office of the Secretary of the University: secretary@oldqueens.rutgers.edu

1. **Policy Statement**

The NCAA governed intercollegiate athletics programs system-wide (Rutgers University-Camden, Rutgers University-Newark, and Rutgers University-New Brunswick)-shall be managed to fully reflect the educational values, vision, and mission of Rutgers University. The Board of Governors, through the direct oversight provided by its Committee on Intercollegiate Athletics, and the university President will hold those charged with administering intercollegiate athletics programs accountable to high standards.

2. **Reason for Policy**

This policy delineates the roles of the Board of Governors and its Committee on Intercollegiate Athletics, the university President, the Director of Intercollegiate Athletics, Rutgers University-New Brunswick, and the Chancellors and Directors of Athletics for Rutgers University-Newark and Rutgers University-Camden in a manner consistent with their leadership and oversight responsibilities.

3. **Who Should Read This Policy**

- Members of the Rutgers Board of Governors and its Committee on Intercollegiate Athletics
- University President, Chancellors, Director of Intercollegiate Athletics, Rutgers University--New Brunswick, and Directors of Athletics for Rutgers University-Newark and Rutgers University-Camden
- NCAA Faculty Athletics Representative and the Academic Oversight Committee for Intercollegiate Athletics
- University administration
- All university athletics staff

4. **Related Documents**

- Athletics Policy Manual
- Board of Governors Charge to the Committee on Intercollegiate Athletics

- Rutgers Athletics–New Brunswick Mission Statement:
<http://scarletknights.com/mission/mission.asp>
- Rutgers-Newark Athletics & Recreation Mission Statement:
<http://www.rutgersnewarkathletics.com/sports/2007/10/17/mission.aspx>
- Philosophy Underlying Athletics at Rutgers–Camden:
<http://athletics.camden.rutgers.edu/philosophy.html>

5. **Contacts**

Office of the Secretary of the University: 848-932-7434 or secretary@oldqueens.rutgers.edu

Office of the Director of Intercollegiate Athletics-New Brunswick: 732-445-8610 or
ad@scarletknights.com

Office of the Director of Athletics/Recreation at Rutgers-Newark: 973-353-1458

Office of the Director of Athletics at Rutgers-Camden: 856-225-2747

6. **The Policy**

50.1.14 GOVERNANCE OF INTERCOLLEGIATE ATHLETICS

I. **Oversight by the Board of Governors**

This policy asserts core principles of board accountability and responsibility regarding the university's intercollegiate athletics programs¹ in areas such as fiscal integrity, the overall development of student-athletes, compliance with laws and applicable regulations, and progress towards self-sufficiency of the intercollegiate athletics program at Rutgers University-New Brunswick. In providing oversight of the intercollegiate athletics programs, the Board will periodically review the programs' performance, policies, and practices as related to the overall goals of intercollegiate athletics at Rutgers. The Board of Governors delegates functional responsibility for oversight of intercollegiate athletics to its Committee on Intercollegiate Athletics and administrative responsibility for intercollegiate athletics to the university President.

II. **Responsibilities of the Board's Committee on Intercollegiate Athletics**

In its oversight role, the Committee on Intercollegiate Athletics has the following areas of responsibility:

- A. The Committee shall annually review the Division of Intercollegiate Athletics for Rutgers University-Camden, Rutgers University-Newark and Rutgers University-New Brunswick for adherence to its mission and to the four Presidential goals for intercollegiate athletics: the academic success of our student-athletes; the complete integrity of the program; its growth toward financial self sufficiency (Rutgers University-New Brunswick only); and athletic competitiveness.
- B. The Committee shall, on an annual basis, receive and review a "State of the Department" report, prepared by the Athletic Director for Rutgers University-Camden and Rutgers University-Newark.
- C. The Committee shall, twice annually, receive and review reports from the Academic Oversight Committee and the NCAA Faculty Athletics Representative for Rutgers University-New Brunswick regarding the admissions, grades, and graduation success rates of the University's student-athletes for Rutgers University-New Brunswick. The Committee shall annually review the admissions, grades and graduation success rates of Rutgers University-Camden and Rutgers University-Newark student-athletes as part of the "State of the Department" reports.

¹ In this policy, the term "intercollegiate athletics programs" encompasses the individual programs at Rutgers University-Camden, Rutgers University-Newark and Rutgers University-New Brunswick. In Camden, Newark and New Brunswick, these athletics programs fall under the purview of the respective Division of Intercollegiate Athletics. In New Brunswick, the division is headed by the Director of Intercollegiate Athletics who reports to the University President; the Director of Athletics/Recreation and Director of Athletics oversee these divisions in Newark and Camden, respectively, reporting directly to the Chancellor who in turn reports to the University President. This policy does not govern club or intramural sports. The use of "athletics program(s)" in this policy is synonymous with "intercollegiate athletics program(s)."

- D. The Committee shall review the overall student-athlete experience system-wide to ensure student-athletes are afforded the opportunity to enjoy a well-balanced academic, social and athletic experience, and are provided the resources necessary to ensure their success academically as well as competitively.
- E. The Committee shall, at least annually, review and ensure its athletics programs are in compliance with Title IX, NCAA and conference regulations, institutional policies and other related laws.
- F. The Committee shall be notified, on a timely basis, of issues that may affect the integrity and reputation of the athletics program at Rutgers University-Camden, Rutgers University-Newark or Rutgers University-New Brunswick, and shall provide advice and consultation where necessary to ensure the program complies with all relevant regulations and maintains the highest standards of excellence.
- G. The Committee shall review the budget of the Division of Intercollegiate Athletics for Rutgers University-New Brunswick on a regular basis to ensure the program strives for self-sufficiency, including a review of the Department's goals and initiatives, capital planning, fundraising, conference revenue and the sports marketing program. The Committee shall annually review the budgets for the sports programs of Rutgers University-Camden and Rutgers University-Newark.
- H. The Committee shall be consulted with respect to any plans that could potentially affect the campus environment for athletics, including construction, remodeling, or removal of athletics facilities at Rutgers University-Camden, Rutgers University-Newark or Rutgers University-New Brunswick.
- I. The Committee shall be kept apprised of decisions, large donations, or commercial offers that could impact in a significant way the financial landscape of any of the athletics programs.
The Committee shall consult with the President regarding the hiring of high level athletics personnel and recommend to the Executive Committee of the Board of Governors the salaries for high level athletics personnel in the Division of Intercollegiate Athletics. (This includes any contract renewals or changes or additions to the employment contracts.) High level athletics personnel include, but are not limited to, the Intercollegiate Athletic Directors, the coaches of revenue generating sports (i.e., the men's basketball team, the women's basketball team, and the football team) or any other athletics employee whose proposed total compensation exceeds \$500,000. Changes in the compensation packages for these individuals shall be endorsed by this Committee (and the Executive Committee of the Board of Governors) prior to implementation.
- J. The Committee shall regularly review reports and recommendations from the Director of Intercollegiate Athletics on Division I critical personnel, including the performance of coaches, and operational matters related to all revenue generating sports (Rutgers University-New Brunswick only). The Committee shall also be kept apprised of any new initiatives in Olympic Sports for Rutgers University-New Brunswick.
- K. The Committee shall be consulted on the development and implementation of general and strategic plans for Athletics and on any proposals to add, eliminate, or change the status of intercollegiate athletic programs Rutgers University-Camden, Rutgers University-Newark or Rutgers University-New Brunswick.
- L. The Committee shall provide general advice and counsel on national trends, capital projects, and other related matters as requested by the Board chair or President.

III. University President's Authority and Responsibilities

The university President, pursuant to the authority and responsibility vested by the Board of Governors, has the following responsibilities for the oversight of intercollegiate athletics programs:

- A. Assumes ultimate responsibility for the conduct and control of the intercollegiate athletics programs in all areas, including, but not limited to, high-profile personnel decisions (hiring, firing, compensation, etc.) and affiliated organizations.
- B. Sets appropriate measures of accountability and benchmarks in conjunction with the directors of athletics against which to measure the success of the intercollegiate athletics programs. Standards and benchmarks should include finances, student-athlete well-

being, academic advising, graduation rates, facilities, capital expenditures, and conflict of interest policies.

- C. Establishes and upholds, with the faculty and administration, academic and eligibility standards for student-athletes that reflect the institution's core values and principles.
- D. Reports to the Committee on Intercollegiate Athletics his or her fulfillment of responsibilities as they relate to agreed-upon goals, standards, and benchmarks for the intercollegiate athletics programs.

IV. Responsibilities of the Divisions of Intercollegiate Athletics at Rutgers University-Camden, Rutgers University-Newark, and Rutgers University-New Brunswick

The Division of Intercollegiate Athletics, under the leadership of each respective Athletic Director and Chancellor, has the following responsibilities:

- A. Develop a mission statement that reflects the university's mission and core academic values, and set high standards of behavior for all staff, coaches, and student-athletes appropriate to their positions as representatives of the university.
- B. Provide information concerning measures of accountability and benchmarks to the university President and the Board and the athletics division's success in meeting those measures.
- C. Oversee student-athlete educational and student affairs programming consistent with the university's educational objectives and core academic values.
- D. Administer financial and managerial affairs with transparency and adherence to university business practices.
- E. Monitor and promote full compliance with NCAA rules and regulations through rules awareness programs, self-reporting of violations, and the institution of sound compliance practices. The Divisions of Intercollegiate Athletics shall keep the Committee on Intercollegiate Athletics fully informed of compliance efforts, including promptly reporting any significant NCAA violations to the Committee.
- F. Monitor and promote compliance with all federal, state, institutional, conference, and NCAA rules and regulations to which the institution is subject including provisions concerning gender equity.
- G. Report and respond to known and alleged NCAA violations according to procedures established by the NCAA and inform the Board in accordance with established procedures.
- H. Review with the Committee on Intercollegiate Athletics the NCAA institutional self-study and certification process and the institution's compliance with Title IX requirements concerning gender equity, as well as departmental compliance with any other laws and regulations to which the institution is subject.
- I. Communicate clearly with the Board, coaches, administrators, students, faculty, boosters, and alumni concerning: compliance with institutional, conference, and NCAA rules and regulations; the mission, values, and goals of the Division of Intercollegiate Athletics; appropriate conduct in managing, recruiting, and contacting donors and student-athletes and specific benefits which individuals may appropriately accept from the university's intercollegiate athletics programs.