Department: Athletics


Assessment Committee Review: Spring 2016
Montana Tech Athletic Department

Athletic Department Mission

The mission of the Athletic Department is to focus on three interrelated communities:

1. **Student-Athlete Community:** The goal within this community is to provide the student-athlete with opportunities and support that will enable the student-athlete to have success both academically and athletically.

2. **University Community:** The goal within this community is to promote school identity and spirit through the action of student-athletes within both their respective athletic arena and within the general university community.

3. **Butte Community:** The goal here is to enhance and engage with the local community of Butte and southwest Montana through public service.

Athletic Department Review

1. **Student-Athletes:** The goal within this community is to provide the student-athlete with opportunities and support that will enable the student-athlete to have success both academically and athletically.

**Performance Criteria A:** North campus and Highlands’s first-time fulltime student-athletes will be retained at Montana Tech the following year at a rate equal to or higher than the general student body.

<table>
<thead>
<tr>
<th></th>
<th>Student Athletes</th>
<th>Non Student Athletes</th>
<th>Institutional Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Montana Tech</td>
<td>92%</td>
<td>74%</td>
<td>76%</td>
</tr>
<tr>
<td>Highlands College</td>
<td>69%</td>
<td>68%</td>
<td>68%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>86%</td>
<td>72%</td>
<td>73%</td>
</tr>
</tbody>
</table>

**Evaluation:** The student-athlete retention rate exceeds that of the normal student population and meets the benchmark.

**Action:** Benchmark achieved, continue to monitor.

**Performance Criteria B:** 70% of first time full time student-athletes at Montana Tech will be retained within the Athletic Department.
### Performance Criteria C

**Evaluation:** The rigor of a STEM institution present challenges in recruiting and retaining student-athletes who will be successful both academically and in their athletic pursuits. The challenges of athletics may not have been clearly anticipated by first time student-athletes, thus the lower benchmark compared to the previous measure. In other words, students may continue academically; but for various reasons may not continue as athletes. 76% of student-athletes returned to the Athletic Department in 2014-15.

**Action:** Benchmark achieved, continue to monitor.

**Performance Criteria C:** Student-Athlete graduation rates of those receiving athletically related aid will be equal to or higher than students’ not receiving athletic aid.

The Higher Education Act of 1965 (HEA), as amended by the Higher Education Opportunity Act of 2008 (HEOA), includes many disclosures and reporting requirements. The graduation rates of student athletes receiving aid is part of the required disclosure. The 6 year graduation rate contains the 4 most recent cohorts, 2006-2009.

<table>
<thead>
<tr>
<th>Fall 2014 Cohort</th>
<th>Returned Fall 2015</th>
<th>Returned Fall 2015 As Athlete</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>N</td>
<td>%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>50</td>
<td>43 86%</td>
</tr>
<tr>
<td></td>
<td>38</td>
<td>76%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Fall 2005-Fall 2008 Cohorts</th>
<th>Cohort</th>
<th>Graduated within 6 years</th>
<th>Transfer</th>
</tr>
</thead>
<tbody>
<tr>
<td>North Campus Total</td>
<td>1222</td>
<td>45%</td>
<td>27%</td>
</tr>
<tr>
<td>Student Not Receiving Athletic Aid</td>
<td>1136</td>
<td>45%</td>
<td>27%</td>
</tr>
<tr>
<td>Student Athletes Receiving Athletic Aid</td>
<td>86</td>
<td>58%</td>
<td>24%</td>
</tr>
</tbody>
</table>

**Evaluation:** 53% of students receiving athletic aid while 44% of students not receiving athletic aid graduated within 6 years.

**Action:** Benchmark achieved, continue to monitor.

**Performance Criteria D:** Montana Tech Student Athletes will be recognized by the Frontier Conference and NAIA academic excellence.

This past year 61 student-athletes met the requirements for the Frontier Academic All-Conference (incoming freshmen do not qualify). Also Tech had
17 student-athletes distinguished by meeting the requirements for NAIA Scholar Athlete (Junior standing and 3.5 or higher GPA).

Evaluation: Montana Tech student-athletes are actively engaged in both academics and athletics.

Action: Benchmark achieved, continue to monitor.

Performance Criteria E: Montana Tech Student Athletes will obtain recognition from the Frontier Conference for athletic performance.

During the fall 2014 football season, 2 Montana Tech players were named the Frontier Player of the Week, 3 players were named all-conference, and one was named second team NAIA All-America. Pat Hansen became the second player in Montana Tech history to break the 4,000 yard rushing mark.

During the fall of 2014 volleyball season, 2 Montana Tech student-athletes received first team All-Conference honors.

During the spring 2015 men’s basketball season, 2 Montana Tech players were named Frontier Player of the Week.

During the spring 2015 women’s basketball season, three Montana Tech players were named honorable mention in the Frontier All-Conference team. The team advanced to the Frontier Conference semifinals.

Evaluation: Students in 4 of the 6 gender/sport combinations were recognized by the NAIA conference for athletic performance. Team success was not noted above but is also indicative of the ability of athletes competing at the highest level.

Action: Benchmark achieved, continue to monitor.

2. University Community: The goal within this community is to promote school identity and spirit through the action of student-athletes within both their respective athletic arena and within the general university community.

Performance Criteria A: Student Satisfaction Inventory (SSI) results to the question “The intercollegiate athletic programs contribute to a strong sense of school spirit” will have a gap less than 1.
SSI Question: The intercollegiate athletic programs contribute to a strong sense of school spirit

<table>
<thead>
<tr>
<th></th>
<th>Importance</th>
<th>Satisfaction</th>
<th>Gap</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>5.24</td>
<td>5.17</td>
<td>0.07</td>
</tr>
<tr>
<td>2013</td>
<td>4.98</td>
<td>4.60</td>
<td>0.38</td>
</tr>
<tr>
<td>2011</td>
<td>5.04</td>
<td>4.54</td>
<td>0.50</td>
</tr>
<tr>
<td>2009</td>
<td>5.01</td>
<td>4.82</td>
<td>0.19</td>
</tr>
</tbody>
</table>

**Evaluation:** The SSI is administered every odd fall semester at Montana Tech. In the 4 most recent surveys, the importance and satisfaction of 2015 was the highest and gap the lowest.

**Action:** Benchmark achieved, continue to monitor.

**Performance Criteria B:** Student-Athletes will actively engage the university community through the Student-Athlete Advisory Committee (SAAC). The mission of SAAC is to serve as a liaison between the student body, faculty, athletic department and student athletes. SAAC seeks to enhance the student athlete experience by providing opportunities while fostering a positive student athlete image as representatives of the University, the Frontier Conference and the NAIA.

**Evaluation:** The SAAC Executive Committee meets on a monthly basis and organizes student-athlete events and ways to interact with the general student body. As an example, the HPER Hooligan student fan club organized by SAAC includes membership cards, regular gatherings at athletic events, and promotional engagement with the athletic department.

**Action:** Continued support and encouragement from athletic department administration.
3. **Butte Community:** The goal here is to enhance and engage with the local community of Butte and southwest Montana through public service.

**Performance Criteria A:** Montana Tech Athletics will obtain NAIA Champions of Character distinction.

The NAIA Champions of Character Scorecard contains points for the following elements. The points achieved by Tech and the maximum points for each element are reported (Montana Tech/Max points available)

- training staff in core values (15pts/15pts),
- student athlete Live 5 (integrity, respect, responsibility, sportsmanship, and servant leadership) activities and training (10pts/15pts),
- outreach experiences provided by students and/or staff (20pts/20pts),
- community service projects led by student and/or staff (12pts/12pts),
- nominations of students and/or staff for Champion of Character awards (0pts/6pts),
- nomination of a student athlete for Live 5 High award or nomination from a different institution (0pts/5pts),
- participation of the CEO in Champions of Character functions (6pts/6pts).

**Evaluation:** Montana Tech received 80% (63/79) of the points above focusing on the athletic department contribution to values, integrity, respect, responsibility, sportsmanship, servant leadership, outreach, and service project. Montana Tech received 84 points on the 14/15 Scorecard (attached as an exhibit).

**Action:** Benchmark achieved, continue to monitor.

**Performance Criteria B:** Student-Athletes will actively engage with the Butte Community and southwest Montana through community service events and appearances.

**Evaluation:** Student-Athletes are currently involved in the following areas: School Supply Event, Dress A Child, Paint the Town Green, Butte Chamber Tailgate, Cleaning the M, Thompson Food Drive, Trick or Treat for Canned Food, Sunshine Camp, Big Brothers and Big Sisters, Special Olympics, and more. Student-Athletes along with Charlie Oredigger regularly visit grade schools in Butte and the surrounding community discussing attending higher education in school, academic performance and the characteristics of the Champions of Character. The number of hours were not tracked.

**Action:** The amount of community service hours will be recorded going forward. Continue to develop new community service opportunities for student-athletes.

**Performance Criteria C:** Montana Tech Athletics will interact and engage with the community through athletic events and fundraisers.
**Evaluation:** Montana Tech Athletics continually offers fan engagement opportunities through promotional sponsorships, corporate partnerships and community entertainment at athletic events. This includes Fall Kickoff Event, Tailgating, T-Shirt Giveaways, in-game contests, Annual Digger Auction, Udder Insanity, and Junior Charlie Club.

**Action:** Benchmark achieved. Continue to monitor.

**Athletic Program Evaluation**

**Strengths:** Our academic success comes from the strong academic resources and quality student-athletes recruited to a STEM university by the Athletic Department. The strength of the Athletic Department is demonstrated through the interaction of the Butte Community at not only athletic events but community service and fundraising.

**How will the program maintain the strengths?** The Athletic Department will continue to engage the community while recruiting student-athletes that are capable of the rigors of a STEM university.

**Weaknesses:** Lack of stability in department staffing. Hourly documentation of community service.

**How will the program address the weaknesses?** Retain and expand department quality staff that will lead to consistency of the Athletic Department performance. Document all measurable positive engagement and outreach within the communities.