

**NCAA Division I Athletics Certification**  
**Draft Written Plan for Conducting the Self-Study**

November 10, 2005

(updated in December 2005 based on consultation with the NCAA)

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**A. Objectives Related to the Self-Study**

***1. Goals***

The primary goal of the University of California, Davis (“UC Davis”) in connection with current NCAA athletics certification process is to produce an exemplary self-study report — a report that is comprehensive, accurate and straightforward, and one that will merit our Intercollegiate Athletics program receiving certification in Division I. In order to meet this goal, UC Davis will utilize the self-study process as an opportunity to critically examine our institutional commitment to integrity in intercollegiate athletics. Our self-study examination will meaningfully involve key stakeholders and constituents in the campus community, including faculty, administration, students, and student-athletes. Through critical examination, UC Davis will identify its strengths and areas in need of improvement with respect to four athletics-related

areas: (1) governance and commitment to rules compliance; (2) academic integrity; (3) equity; and (4) student-athlete welfare. UC Davis will have in place a Steering Committee, subcommittees, and procedures that will guide our institution to the successful completion of the self-study report.

## ***2. First Cycle Institutional Plans for Improvement***

As confirmed by our NCAA Staff Liaison, UC Davis, as a reclassifying institution was not required to file a first cycle report.

## **B. Major Components of the Self-Study**

### ***1. Steering Committee Chair***

Chancellor Larry Vanderhoef appointed Stan Nosek, Vice Chancellor–Administration, to serve as the Chair of the Steering Committee. Mr. Nosek (M.S. in higher education and counseling) has been the Vice Chancellor for Administration since February 2003 and has served at UC Davis since 1976. He is a member of the UC Davis senior-management team and is responsible for financial control and accountability of campus funds from all sources. Mr. Nosek provides leadership and management oversight for a broad range of campus functions, including accounting and financial services, human resources and benefits administration, staff affirmative action, and campus safety and violence prevention programs.

### ***2. Appointment of Steering Committee and Subcommittees***

\* = Member of the Athletics Administrative Advisory Committee (AAAC), which is the UC Davis version of the “athletics board” described in the NCAA’s Self-Study Instrument. AAAC currently consists of the Faculty Athletic Representative, ten other faculty members, one administrator, one staff person, five students (athletes and non-athletes), and five non-voting members from Athletics and Financial Aid. Note that several other professors on the Certification Steering Committee and subcommittees are not on AAAC this academic year, but have recently served on AAAC.

\*\* = Ex Officio, non-voting member of AAAC.

### **Steering Committee Members:**

Chancellor	Larry N. Vanderhoef
Steering Committee Chair	Stan Nosek, Vice Chancellor–Administration
Academic Senate Chair	Daniel Simmons, Professor, Law School
CEO Designee	Judy Sakaki, Vice Chancellor–Student Affairs
Faculty Athletics Representative	*Kim Elsbach, Professor, School of Management
Athletic Director	**Greg Warzecka
Senior Woman Administrator & Campus Liaison	**Pam Gill-Fisher, Senior Associate Athletic Director
Chair, Academic Federation	*Cathy VandeVoort, Associate Adjunct

Title IX Officer	Professor, Reproductive Biology Dennis Shimek, Senior Associate Vice Chancellor– Human Resources
Minority Affairs Officer	Rahim Reed, Associate Executive Vice Chancellor– Office of Campus Community Relations
Governance Subcommittee Chair	*Ted DeJong, Professor, Pomology
Academic Integrity Subcommittee Chair	Deb Niemeier, Professor, Civil and Environmental Engineering
Equity Subcommittee Chair	Angela Onwuachi-Willig, Acting Professor, Law School
Student-Athlete Welfare Subcommittee Chair	John Gates, Associate Professor, Political Science
Alumnus	Pam Schmeiser
Current Student (non-athlete)	*Stephen Sampson (Junior)
Current Student-Athlete	Jackie Turpin (Senior), Captain-Women’s Basketball Team and Co-Chair, Student-Athlete Advisory Committee (SAAC)
Report Writer	Bill Kidder, Senior Policy Analyst–Student Affairs
Staff to Committee	Amie Smith, Athletics

**Subcommittee Members** (*Italics = Subcommittee Chair*)

Governance and Commitment to Rules Compliance:

<i>*Ted DeJong</i>	<i>Professor, Pomology</i>
*Steve Sampson	Athletic Administrative Advisory Committee
**Lora Jo Bossio	Director, Financial Aid
Dennis Campos	Alumnus (Attorney) and Aggie Pack Booster
Jennifer Cardone	Assistant Director & Director of Compliance, Athletics
*Kim Elsbach	Faculty Athletics Representative & Professor, GSM
Rachel Keener	Student Athlete, Volleyball, SAAC Officer
Mike Sheehan	Associate Director, Student Housing
Keith Williams	Senior Lecturer, Exercise Biology

Academic Integrity:

<i>Debbie Niemeier</i>	<i>Professor, Civil and Environmental Engineering</i>
Pam Burnett	Director, Undergraduate Admissions
Daniel Elefant	Student Athlete, Men’s Tennis, SAAC Officer
Donald Moore	Student Affairs Officer, Student Judicial Affairs
Mark Rashid	Professor, Civil and Environmental Engineering and Chair, Academic Senate Admissions and Enrollment Committee
Michelle Roppeau	Director, Athletic Academic Services
*Cathy VandeVoort	Chair, Academic Federation and Associate Adjunct

Frank Wada	Professor, Reproductive Biology
Jeff Weidner	University Registrar Professor, Neurobiology, Physiology, and Behavior

Equity:

<i>Angela Onwuachi-Willig</i>	<i>Acting Professor, Law School</i>
Deborah Allison	Associate Campus Counsel
Kevin Johnson	Associate Dean for Academic Affairs, Law School
Leslie Lyons	Professor, Veterinary Medicine
Larry Peterman	Professor, Political Science
Rahim Reed	Associate Executive Vice Chancellor, Campus Community & Diversity
Julia Ronina	Student Athlete, Women’s Tennis, Law Student
Robin Whitmore	Women’s Resources & Research Center

Student-Athlete Welfare:

<i>John Gates</i>	<i>Associate Professor, Political Science</i>
Caliph Assagai	President, Associated Students of UC Davis (ASUCD)
Steven Baissa	Director, Cross-Cultural Center
Dave Cosca	Team Physician
Ross Flowers	Sports Psychologist/Campus Community Center
Ward Stewart	Director, Learning Skills Center
Jackie Turpin	Student Athlete, Women’s Basketball, SAAC Officer
**Sue Williams	Director, Physical Education Program

UC Davis believes that the Steering Committee and the four subcommittees are balanced in their composition, are broadly representative of the stakeholders that comprise our campus community, and are sufficiently large in number to perform their respective duties and responsibilities. For example, the Equity Subcommittee includes more faculty members in anticipation of the likely workload requirements for that Subcommittee. Senate faculty with relevant expertise chair all four of our subcommittees. All four subcommittee chairs serve on the Steering Committee.

The University of California is guided by a principle of shared administration and faculty governance, and this is reflected in the involvement of the leadership of the Academic Senate in the Steering Committee and subcommittees. Most of the staff members serving on our subcommittees come from outside Intercollegiate Athletics, and bring to the table a broad range of experience, including Financial Aid, Housing, Registrar, Admissions, Women’s Resource & Research Center, Cross-Cultural Center, Learning Skills Center, and Student Judicial Affairs. Our subcommittees also include the chair of the Academic Federation (which represents non-Senate academic personnel, including lecturer/coaches), several student-athletes, and the student body president.

**3. *Responsibilities of Steering Committee and Subcommittees***

The Steering Committee at UC Davis is relying on individuals with relevant knowledge to serve as a resource for data gathering (Admissions, Registrar, Financial Aid, Student-Athlete Advising, etc.). The Campus Liaison and Report Writer are coordinating the collection and organization of data from numerous departments on campus. The Steering Committee will coordinate the activities of the four subcommittees and monitor progress of the self-study. The Steering Committee and subcommittees will meet regularly and conduct their activities in a transparent manner that provides opportunities for input from many campus constituent groups, including student-athletes.

The Steering Committee will review the reports of the various subcommittees, and will maintain a written record of the dates when subcommittee and Steering Committee meetings were conducted, and the individuals in attendance at those meetings. The Steering Committee will also keep a written record of invitations (including approximate dates) extended to members of the Steering Committee and subcommittees to comment on draft reports related to the self-study process. Each subcommittee will designate individuals responsible for writing the subcommittee's report (though all subcommittee members will participate in its preparation), and will coordinate minutes (including attendance) and materials with the Report Writer. Finally, the Steering Committee will produce and publicize the final self-study report.

The campus liaison, report writer, and support staff will coordinate with the chairs of the four subcommittees to ensure that members will be sent hard and/or electronic copies of documents pertinent to their charge, as well as other background materials that they request. The staff support for each subcommittee and the report writer will keep extra sets of these documents in case they are needed by subcommittee members, and when possible UC Davis will also post key documents on its NCAA certification website: [http://www.news.ucdavis.edu/ncaa\\_certification/](http://www.news.ucdavis.edu/ncaa_certification/).

The specific responsibilities of the four subcommittees are as follows:

### **Subcommittee on Governance and Commitment to Rules Compliance (22.2.1)**

#### Institutional Control, Presidential Authority and Shared Responsibilities

Consistent with NCAA Operating Bylaw 22.2.1.1, UC Davis has the responsibility for the conduct of its athletics program, including the actions of its staff members and representatives of its athletics interests. In fulfilling this principle, the Subcommittee shall demonstrate that:

- (a) The UC Davis' governing board provides oversight and broad policy formulation for intercollegiate athletics in a manner consistent with other units of the institution;
- (b) The chief executive officer is assigned ultimate responsibility and authority for the operation and personnel of the athletics program; and
- (c) Appropriate campus constituencies have the opportunity, under the purview of the chief executive officer, to provide input into the formulation of policies relating to the conduct of the athletics program and to review periodically the implementation of such policies.

#### Rules Compliance

Consistent with NCAA Operating Bylaw 22.2.1.2, UC Davis has the responsibility of assuring that its staff, student-athletes and other individuals and groups representing the institution's athletics interests comply with the applicable NCAA rules and regulations. Consistent with this responsibility, the Subcommittee shall demonstrate that:

- (a) It has in place a set of written policies and procedures that assign specific responsibilities in the areas of rules compliance, including assignment of direct accountability for rules compliance to the individual the chief executive officer assigns overall responsibility for the athletics program;
- (b) In critical and sensitive areas, institutional compliance procedures provide for the regular participation of persons outside of the athletics department;
- (c) Rules and compliance is the subject of an ongoing educational effort;
- (d) A clear and unambiguous commitment to rules compliance is a central element in all personnel matters for individuals involved in the intercollegiate athletics program; and
- (e) At least once every four years, its rules-compliance program is the subject of evaluation by an authority outside of the athletics department.

If there are areas where the subcommittee concludes in its evaluation that UC Davis does not conform to the NCAA's principles regarding institutional control and rules compliance, the subcommittee shall outline the University's specific plan(s) for improvement in accordance with the Self-Study Instrument. The subcommittee shall look at how the athletics board – the Athletics Administrative Advisory Committee (AAAC) -- participates in oversight of UC Davis athletics programs, including AAAC's role in decisions that are made by the University.

### **Subcommittee on Academic Integrity (22.2.2)**

#### Academic Standards

The NCAA's fundamental principles indicate that an intercollegiate athletics program shall be designed and maintained as a vital component of UC Davis' educational system, and student-athletes shall be fully integrated into the student body. The Subcommittee on Academic Integrity will be given wide access to data on admissions, academic performance, and other areas related to their oversight role. Consistent with this philosophy of having athletics be integrated into the University's academically focused mission, as well as NCAA Operating Bylaw 22.2.2.1, the Subcommittee shall demonstrate that:

- (a) UC Davis admits only student-athletes who have reasonable expectations of obtaining academic degrees;
  - (1) If the academic profile of entering student-athletes, as a whole or for any student-athlete subgroup, is significantly lower than that of other student-athletes or comparable student-body groups or subgroups, the contrast shall be analyzed and explained by regular institutional authorities.
  - (2) If the graduation rate of student-athletes, as a whole or for any student-athlete subgroup is significantly lower than that of other student-athletes or comparable student-body groups or subgroups this disparity shall be analyzed,

explained and addressed (through specific plans for improvement) by appropriate institutional authorities.

- (b) Academic standards and policies applicable to student-athletes are consistent with those adopted by UC Davis for the student body in general, or the NCAA's standards, which ever are higher;
- (c) UC Davis maintains the responsibility for admission, certification of academic standing and evaluation of academic performance of student-athletes invested in the same agencies that have authority in these matters for students generally;
- (d) Written policies related to scheduling are established in all sports to minimize student-athletes' conflicts with class time and/or final examination periods due to participation in intercollegiate athletics, consistent with the provision of Constitution 3.2.4.15; and
- (e) If there are areas where the subcommittee concludes in its evaluation that UC Davis does not conform to the NCAA's principles regarding academic standards, the subcommittee shall outline the University's specific plan(s) for improvement in accordance with the Self-Study Instrument.

#### Academic Support

Consistent with NCAA Operating Bylaw 22.2.2.2, UC Davis has the responsibility to conduct inter-collegiate athletics programs in a manner designed to protect and enhance the educational welfare of student-athletes and to assure proper emphasis on educational objectives. Consistent with this responsibility, the Subcommittee shall demonstrate that:

- (a) Adequate academic support services are available for student-athletes;
- (b) Student-athletes are encouraged and assisted in reaching attainable academic goals of their own choosing;
- (c) When it is determined that individual student-athletes have special academic needs, these needs are addressed;
- (d) The support services are reviewed and approved periodically by academic authorities outside the department of intercollegiate athletics;
- (e) There is a commitment to the fair treatment of student-athletes, particularly in their academic role as students; and
- (f) If there are areas where the subcommittee concludes in its evaluation that UC Davis does not conform to the NCAA's principles regarding academic support, the subcommittee shall outline the University's specific plan(s) for improvement in accordance with the Self-Study Instrument.

#### **Subcommittee on Equity (22.2.2)**

##### Gender Issues

Consistent with the NCAA's Constitution Article 2.3 and Operating Bylaw 22.2.3.1, it is the responsibility of UC Davis to implement the NCAA's principle of gender equity. In accordance with this fundamental principle, the Subcommittee shall:

- (a) Implement its approved gender-equity plan from the previous self-study. If modified or not carried out fully, UC Davis shall provide an explanation from appropriate institutional authorities;
- (b) Demonstrate that UC Davis is committed to, and has progressed toward, fair and equitable treatment of both male and female student-athletes and athletics department personnel;
- (c) Formally adopt a written plan for the future of the intercollegiate athletics program that ensures that UC Davis maintains a program, or continues progress toward a program, that is equitable for both genders. The plan shall include measurable goals that UC Davis intends to achieve, steps the institution will take to achieve those goals, and assigning persons responsible and timetables;
- (d) If there are areas where the subcommittee concludes in its evaluation that UC Davis does not conform to the NCAA's principle of gender equity, and to the extent not prohibited by state and federal law, the subcommittee shall outline the University's specific plan(s) for improvement. Plans for improvement shall cover the thirteen program areas addressing gender equity issues, and shall include the elements specified in the Self-Study Instrument. In addition, plans for improvement shall extend at least five years into the future and shall be active at all times; and
- (e) For areas where the subcommittee concludes in its evaluation that UC Davis conforms to the NCAA's principles of gender equity, the subcommittee shall outline the University's specific plans for maintaining this progress (to the extent that to do so is not prohibited by state and federal law).

#### Minority Issues

It is a principle of the NCAA to promote respect for and sensitivity to the dignity of every person and to refrain from discrimination prohibited by federal and state law. Consistent with this fundamental philosophy and NCAA Operating Bylaw 22.2.3.2, the Subcommittee shall ensure that UC Davis:

- (a) Create and implement a minority-opportunities plan. If this plan is modified or if is not carried out fully, UC Davis will provide an explanation from appropriate institutional authorities;
- (b) Demonstrates that it is committed to, and has progressed toward, fair and equitable treatment of all minority student-athletes and athletics department personnel;
- (c) Formally adopts a written plan for the future of the intercollegiate athletics program that ensures that UC Davis maintains a program, or continues progress toward a program, that expands opportunities and support for minority student-athletes and athletics personnel. The plan shall include measurable goals UC Davis intends to achieve, steps our institution will take to achieve those goals, and designating persons responsible and timetables;
- (d) If there are areas where the subcommittee concludes in its evaluation that UC Davis does not conform to the NCAA's principle of equity toward minority student-athletes and athletics department personnel, and to the extent not prohibited by state and federal law, the subcommittee shall outline the University's specific plan(s) for improvement. Plans for improvement shall cover the eight program areas addressing minority issues, and shall include the elements specified in the Self-Study Instrument.

In addition, plans for improvement shall extend at least five years into the future and shall be active at all times; and

- (e) For areas where the subcommittee concludes in its evaluation that UC Davis conforms to the NCAA's principle of equity toward minority student-athletes and athletics department personnel, the subcommittee shall outline the University's specific plans for maintaining this progress (to the extent that to do so is not prohibited by state and federal law).

### **Subcommittee on Student-Athlete Welfare (22.2.3.3)**

One of the NCAA's core principles is conducting the intercollegiate athletics program in a manner designed to protect and enhance the physical and educational well being of student-athletics. Consistent with this fundamental principle and NCAA Operating Bylaw 22.2.3.3, the Subcommittee shall ensure that UC Davis:

- (a) Provides evidence that the well-being of student-athletes and the fairness of their treatment is monitored, evaluated and addressed on a continuing basis;
- (b) Establishes grievance or appeal procedures that are available to student-athletes in appropriate areas;
- (c) Provides evidence that the institution has in place programs that protect the health of and provides a safe environment of each of its student-athletes; and
- (d) If there are areas where the subcommittee concludes in its evaluation that UC Davis does not conform to the NCAA's principles regarding student-athlete welfare, the subcommittee shall outline the University's specific plan(s) for improvement in accordance with the Self-Study Instrument.

#### **4. *Institution Liaison***

The Campus Liaison for UC Davis is Pam Gill-Fisher, who also serves as our Senior Woman Administrator. Ms. Gill-Fisher is the Senior Associate Athletic Director, and is responsible for compliance, student services and sports medicine programs at UC Davis. In 1994, she was named to the NCAA's Academic Requirements Committee. In 2003-04 Gill-Fisher served as president of the National Association of Collegiate Women Athletic Administrators (NACWAA). During her time at UC Davis, Gill-Fisher has coached basketball, volleyball and tennis. Gill-Fisher is enshrined in the UC Davis athletic hall of fame for excelling as a five-sport athlete (basketball, softball, volleyball, tennis and field hockey in 1967-72).

As the Campus Liaison, Gill-Fisher's duties will include but are not limited to the following:

- Serve as a member of the Steering Committee
- Serve as a resource person to the subcommittees
- Handle questions from institutional personnel in interpreting certification policies and procedures as contained in the handbook and self-study instrument
- Forward difficult interpretive questions to the NCAA staff and communicate answers to appropriate personnel

- Conduct a pre visit briefing for the Student Athlete Advisory Committee, student athletes, coaches, and others
- Coordinate involvement of the Big West Conference
- Coordinate communication with the NCAA regarding comments concerning potential peer review team members proposed by the Committee on Athletic Certification
- Work with the report writer to organize follow up studies and reports as identified by the University or required by the Committee on Athletics Certification
- Organize and coordinate a successful NCAA evaluation visit, scheduled for October 2006. Establish an itinerary for the visit in consultation with the review-team chair and the NCAA staff member, and ensure that key personnel will be available for interviews (including the Chancellor, Faculty Athletic Representative, Director of Athletics, Senior Woman Administrator, Steering Committee Chair, and Subcommittee Chairs).

### **5. *Conference Assistance/Use of Outside Individuals or Agencies***

The Big West Conference's direct involvement in the certification process at UC Davis will be rather limited. UC Davis will rely on the Big West Conference to assist and advise in rule interpretation, and to provide our campus with sample documents from similar institutions in the conference that successfully completed the certification self-study process.

UC Davis hired the Ice Miller Collegiate Sports Practice to conduct a pre-certification review during the Spring of 2005, and we plan to utilize Ice Miller's pre-certification report in preparing our self-study report. Ice Miller's role is limited to this pre-certification report; they are not involved directly in the UC Davis self-study report. No other outside individuals or agencies have been involved in the certification self-study process at UC Davis.

### **6. *Outline and Schedule***

During the Fall 2005 Quarter the Steering Committee is gathering information and data, reviewing the NCAA's Measurable Standards documents and general procedures, and securing staff support for each of the subcommittees. Our Orientation Videoconference (OV) with the NCAA is scheduled for December 2, 2005, and by that time our Steering Committee will respond to the NCAA about the list of potential peer reviewers to be considered for the Fall 2006 evaluation visit. The Steering Committee has agreed to meet every other week after the winter holidays. The Steering Committee, Academic Integrity Subcommittee and the Equity Subcommittee all met the week after the OV. Upcoming scheduled meetings include Student-Athlete Welfare (1/4), Governance (1/5), Steering Committee (1/11), and Equity (1/11). Academic Integrity has assigned sections of their first draft to committee members and plans to review this draft and discuss outstanding issues on February 1<sup>st</sup>.

This Fall, the Steering Committee is setting up a publicly accessible website to be maintained by University Communications ([http://www.news.ucdavis.edu/ncaa\\_certification/](http://www.news.ucdavis.edu/ncaa_certification/)), which will make our certification materials widely available and facilitate robust feedback from the campus

community. The Steering Committee will also communicate with the community through meetings and print media.

In the Winter 2006 Quarter, the Steering Committee and subcommittees will hold meetings, will reach out to a broad range of campus stakeholders to solicit input regarding UC Davis Athletics, and will conduct their respective research and writing obligations in preparation for the self-study report. The Steering Committee will specifically seek out feedback of our reports from the Academic Senate, Academic Federation, student government (ASUCD), Staff Assembly, Cal Aggie Alumni Association, Team Aggie (our athletic booster group), and the Student-Athlete Advisory Committee. We have established the end of the Winter Quarter (March 18<sup>th</sup>) as a deadline for preparation of a rough draft of the self-study report. This will allow UC Davis time to receive subsequent input from the campus community, to use meetings to troubleshoot particular concerns (e.g., plans for improvement), and to enter our report into the NCAA's web-based Athletics Certification System by May 15<sup>th</sup>.

In the Spring 2006 Quarter the Steering Committee will synthesize the feedback provided by the campus community, finalize the self-study report, and submit the report to the NCAA via the web between May 1-15, 2006. In June and July of 2006 UC Davis will develop a response to any issues that the NCAA Committee on Athletics Certification has identified. In Fall 2006, we will prepare for the three-day campus visit by the Peer Review Team, the Chancellor will receive the Peer Review Team Report, and UC Davis will prepare a response to the Peer Review Team Report by January 2007. Our preferred times for the evaluation visit are the weeks of October 9-13 and October 16-20. Finally, UC Davis will await a certification decision at the February 2007 meeting.

## **7. *Self-Study Report***

The Report Writer for UC Davis is Bill Kidder, a Senior Policy Analyst in Student Affairs. He has a law degree from UC Berkeley, where he won the prize for law journal writing. Mr. Kidder has published several articles on higher education admissions issues, including in the *Stanford Law Review* and *California Law Review*. His duties as Report Writer will include but not be limited to the following:

- Coordinate minutes and materials from all subcommittee meetings
- Prepare written documents from subcommittees to the Steering Committee
- Prepare the completed self-study report for review by the Steering Committee
- Work closely with the Campus Liaison
- Coordinate evaluative comments on the self-study process
- Prepare materials for the campus website on the Certification Process
- Prepare all written materials for the press and general public
- Coordinate distribution of information to the public
- Organize follow up reports with the Campus Liaison as identified by the University or required by the Committee on Athletics Certification
- Coordinate certification-related communications issues, direct feedback from campus constituents to the appropriate subcommittee; work in concert with the campus liaison and with University Communications to distribute important information about the certification process in an accessible manner (e.g., compiling Frequently Asked

Questions and posting answers on the certification website). Assist University Communications in preparing other written materials (e.g., press releases), as needed.

- Serve as the primary person to enter information into the NCAA's web-based Athletics Certification System (ACS); receive training from the NCAA regarding proper use of the ACS; maintain institution and access passwords for the ACS system.

The work-related needs of the self-study, including computers, Internet access, and secretarial assistance, have been identified. Each subcommittee has a staff person assigned to take minutes and to schedule meetings.

UC Davis is setting up a website at [http://www.news.ucdavis.edu/ncaa\\_certification/](http://www.news.ucdavis.edu/ncaa_certification/) to post information and documents related to its certification self-study. Through this website, press releases, and strategic communication with multiple audiences (Staff Assembly, ASUCD, Alumni Association, etc.), UC Davis will communicate with campus constituents about the work of steering committee. Our communications strategy to the general public will emphasize the underlying purpose of athletic certification – ensuring fundamental commitment to integrity by making the affairs of athletics open and transparent to the campus community, and by setting standards (and sanctions) for Division I programs with respect to governance and commitment to rules compliance, academic integrity, equity, and student-athlete welfare.