

II. GOVERNANCE

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A. THE UNIVERSITY'S MISSION STATEMENT

Penn State is a multicampus public research university that educates students from Pennsylvania, the nation and the world, and improves the wellbeing and health of individuals and communities through integrated programs of teaching, research, and service.

Our instructional mission includes undergraduate, graduate, professional, and continuing education offered through both resident instruction and online delivery. Our educational programs are enriched by the cutting edge knowledge, diversity, and creativity of our faculty, students, and staff.

Our research, scholarship, and creative activity promote human and economic development, global understanding, and progress in professional practice through the expansion of knowledge and its applications in the natural and applied sciences, social sciences, arts, humanities, and the professions.

As Pennsylvania's land-grant university, we provide unparalleled access and public service to support the citizens of the Commonwealth. We engage in collaborative activities with industrial, educational, and agricultural partners here and abroad to generate, disseminate, integrate, and apply knowledge that is valuable to society.

B. THE ATHLETICS DEPARTMENT'S MISSION STATEMENT

Driven by a commitment to comprehensive excellence, Penn State Intercollegiate Athletics (ICA) will serve our student-athletes by creating conditions for their success so that they can maximize their full potential. ICA will engage with our collective Penn State communities to serve as a valuable campus asset in the interest of advancing the broader University mission.

C. THE ATHLETICS DEPARTMENT'S VISION STATEMENT

Preparing students for a lifetime of impact.

D. THE ATHLETICS DEPARTMENT'S CORE VALUES

TRADITION: Build on a legacy of Success with Honor. TEAMWORK: We're better together. DIVERSITY: Multiple talents, One Team. TRANSPARENCY: Clarity, communication, accountability. INNOVATION: Creatively and effectively identify solutions for a bright future.

E. THE ATHLETICS DEPARTMENT'S STRATEGIC GOALS

- To ensure that all student-athletes receive equitable treatment with equal access to the highest quality coaching, medical care, academic support programs, facilities and equipment.
- To attain national prominence for academic and athletic achievement.
- To encourage student-athletes, coaches and administrators to engage in meaningful service activities to create a healthy and productive environment between the University and the community.
- To offer numerous and varied club, intramural sports and recreational programs that respond to student interest and afford maximum participation by Penn State students and staff.
- To operate the athletic program in a fiscally-sound fashion, managing resources in a manner that will produce the most beneficial yield for the student-athletes, coaches and Staff.

- To continue the process of creating a culturally diverse Staff that reflects the student-athlete population and responds to the ethnic make-up of the University and the surrounding community.
- To field an athletic program that is representative of the University, its student body and its alumni worldwide and one that competes on an annual basis for the National Association of Collegiate Directors of Athletics Directors Cup, representative of all-sports supremacy in intercollegiate athletics.
- To maintain and enhance Penn State's traditional standards of Institutional Control.
- To comply fully with the NCAA Constitution and Bylaws, the Big Ten Handbook, the Penn State Code of Conduct for Intercollegiate Athletics, this ICA Policy Manual, and all applicable University-wide and Athletics Department policies and procedures, as well as the principles regarding Institutional Control, responsibility, ethical conduct, and integrity reflected in the NCAA Constitution and Bylaws and the Big Ten Handbook.

F. STATEMENT OF NCAA MEMBERSHIP

Penn State, as a Division I-A member of the NCAA, endorses the Division I Philosophy Statement as stated in the NCAA Manual and below as a guide for maintaining high quality programs within the Penn State Athletics Department.

As a member of Division I, the University:

1. Subscribes to high standards of academic quality, as well as a breadth of academic opportunity.
2. Maintains the highest standards of athletics and academic integrity.
3. Strives in its athletics program for regional and national excellence and prominence. Accordingly, its recruitment of athletes and its emphasis on and support of its athletics program are—in most cases—regional and national in scope.
4. Recognizes the dual objective in its athletics program of serving both the University community (participants, student-body, faculty-staff, and alumni) and the general public (community, area, Commonwealth, and Nation).
5. Believes in offering extensive opportunities for participation in varsity intercollegiate athletics for both men and women.
6. Sponsors at the highest feasible level of intercollegiate competition one or both of the traditional spectator-oriented, income-producing sports of football and basketball.
7. Believes in scheduling its athletics contests primarily with other members of Division I, especially in the emphasized, spectator-oriented sports, as a reflection of its goal of maintaining an appropriate competitive level in its athletics program.
8. Strives to finance its athletics program insofar as possible from revenues generated by the program itself. All funds supporting athletics are controlled by the institution.

9. Understands, respects, and supports the programs and philosophies of other divisions. Occasionally, institutions from other divisions or athletic associations will seek membership in Division I. In such cases, the applicants should be required to meet, over a period of time, prescribed criteria for Division I membership in order to ensure that such institutions agree and comply with the principles and program objectives embodied in this statement.

G. STATEMENT OF BIG TEN GUIDING PRINCIPLES

The overall Principles contained in the Statement of Guiding Principles for the Big Ten Conference are as follows:

- Academic Priority
The Big Ten Conference recognizes the transcendent priority of a student-athlete's academic collegiate experience. It places its highest values upon high academic values. The student-athlete is student first, athlete second.
- Class Time Precedence
Big Ten student-athletes have the right to regularly prepare for and attend classes and final examinations without significant interruption from athletic participation. Each Conference member institution will adopt and adhere to policies which respect the academic priority of its student-athletes.
- Graduation Commitment
Each institution will provide every student-athlete the opportunity to earn a baccalaureate degree. Each student-athlete shall take full advantage of the opportunity to complete a degree successfully.
- Institutional Responsibility
The Big Ten Conference recognizes the imperative of Institutional Control over intercollegiate athletics programs.
- Presidential Authority and Faculty Control
The governance of the Big Ten Conference depends on the concept of presidential or chancellorian authority. The principle of faculty control of the Joint Group shall be effectuated by authority delegated by the Council of Presidents. Further, member institutions should select Faculty Representatives for a significant number of years, so as to achieve continuity in the carrying forth of Conference academic principles and priorities and to permit the development of experienced faculty athletic leaders for both the Conference and the NCAA.
- National Leadership
The Big Ten Conference, the Commissioner, the Conference office staff and its constituent members shall play an active leadership role in representing the values of its institutions in intercollegiate athletics at the national level.
- Diverse Representation
The Joint Group shall assure that the viewpoints of diverse groups in the Big Ten are considered in the governance of the Conference.
- Sports-like Behavior
The student-athletes of a member institution and individuals employed by or associated with that institution shall conduct themselves with honesty and sports-like behavior in accordance with the rules and agreements of the Big Ten Conference.

- Gambling
The Big Ten Conference has an affirmative responsibility to respond to violations of NCAA gambling legislation by student-athletes, athletics department Staff, and conference office staff members.
- Drug Testing
The Big Ten Conference values “drug free” participation and is concerned with the impact of the use of NCAA-banned substances on the physical and psychological well-being of its student-athletes and the integrity of intercollegiate competition. As such, the Conference has an affirmative responsibility to complement the efforts of its member institutions, the NCAA, and other national and international sports governing bodies to address the use of performance enhancing drugs.
- Equity
All member universities shall assure the fair distribution of resources, access to facilities, and treatment of student-athletes and personnel. The Big Ten acknowledges a responsibility to assert the value of achieving equal participation by men and women in intercollegiate sports.
- Competitive-Broad-Based Equity
The Conference is committed to providing broad-based equitable opportunities for men and women student-athletes, coaches, and administrators.
- Student-Athlete Experience
The intercollegiate athletics program of each member institution shall be conducted in a manner designed to protect and enhance the academic, physical, and social development of its student-athletes.
- Competition-Championships
The determination of a championship(s) in each Conference sport is an historic and valuable function of the Conference. The Conference championship represents the culmination of each season’s competitive efforts for the vast majority of Big Ten student-athletes. The student-athletes’ participation in determination of the Conference champion shall reflect the high value the Conference places on these events.
- Competition-Anti-Discrimination
The Big Ten Conference shall not schedule any regular season or postseason Conference competition at sites, venues, or facilities which result in discrimination on the basis of race, gender, national origin, or religion.

Each Big Ten institution shall have-a written policy which prohibits student-athletes representing the institution from participation at sites, facilities, or venues which have membership requirements or practices which result in discrimination on the basis of race, gender, national origin or religion.
- Competition-Business Affairs
The Conference athletics administrators and Conference office shall make every effort in the management and administration of the existing television agreements and related schedules to reduce missed class time and other intrusions into student life.
- Conference Finances
All member institutions share equally in supporting the cost of Conference office operations.

- Governance Involvement
Each member of the Joint Group has an affirmative obligation to accept and participate in various ad hoc, standing, or governance committee assignments.
- Business -Revenue Sharing
The Conference shall promote competitive equality and collegiality through distribution of televised revenues, tournament and bowl receipts, and football gate receipts. The principle of nourishing and maintaining the concept of the Conference shall have priority in the distribution of revenue.

H. PRINCIPLES OF INSTITUTIONAL CONTROL

Penn State is committed to the principles of Institutional Control and believes that the principle of shared compliance responsibilities is a critical component to the maintenance of Institutional Control. The University President, the Board of Trustees (individually and collectively), Athletics Department administrators, coaches, managers, Staff members, athletics support groups, student-athletes, and any other University staff and employees who are directly involved with any of the University's NCAA-sanctioned intercollegiate athletics teams are all individuals and groups representing Penn State's athletics interests and are responsible for ensuring Penn State's commitment to the integrity of the institution and its intercollegiate athletics program.

In determining whether there has been a lack of Institutional Control when a violation of NCAA or Big Ten rules or regulations has been found, it is necessary to ascertain what formal institutional policies and procedures were in place at the time the violation occurred and whether those policies and procedures, if adequate, were being monitored and enforced. It is important that policies and procedures be established so as to deter violations and not merely to discover their existence after they have taken place. In a case where a violation took place but proper procedures existed and were appropriately enforced, especially when the procedures resulted in the prompt detection, investigation, and reporting of the violation, a lack of Institutional Control would not be the cause of such violation.

The University has developed a strong commitment to maintaining Institutional Control of its athletics program by:

1. Sharing responsibility for compliance throughout the University;
2. Establishing a system of sound policies and procedures that will help ensure compliance with the NCAA Constitution and Bylaws, Big Ten Handbook, the Penn State Code of Conduct for Intercollegiate Athletics, this ICA Policy Manual, and both University-wide and any other Athletics Department policies and procedures;
3. Auditing and evaluating its compliance program to ensure that adequate internal controls are in place; and
3. Creating the position of Athletics Integrity Officer; and
4. Forming the Athletics Integrity Council;

The principles of Institutional Control mandate that it shall be the responsibility of all "Signing Parties":

1. To adhere to and enforce the NCAA Constitution and Bylaws, the Big Ten rules and regulations, the Big Ten Handbook, this ICA Policy Manual, the Code of Conduct for Intercollegiate Athletics, and any and all applicable University-wide and other Athletics Department policies and procedures;

2. To report any information concerning any violation or any possible violation of the NCAA Constitution and Bylaws, the Big Ten rules and regulations, the Big Ten Handbook, this ICA Policy Manual, the Code of Conduct for Intercollegiate Athletics, and any and all applicable University-wide or other Athletics Department policies and procedures;
3. To make all required reports and take prompt and appropriate remedial action whenever he or she finds that it is more likely than not a violation has occurred; and
4. To take appropriate action so that a student-athlete who has been determined to be ineligible or competed while ineligible, is withheld from further competition.

I. SPORTS SPONSORSHIP AND CONFERENCE AFFILIATIONS

Penn State sponsors 31 varsity sports. Their conference affiliations are as follows:

<u>Men's Sports</u>	<u>Conference Affiliation</u>
Baseball	Big Ten Conference
Basketball	Big Ten Conference
Cross Country	Big Ten Conference
Fencing	Independent, Mid-Atlantic Region
Football	Big Ten Conference
Golf	Big Ten Conference
Gymnastics	Big Ten Conference
Ice Hockey	Big Ten Conference
Indoor Track	Big Ten Conference
Lacrosse	Big Ten Conference
Outdoor Track	Big Ten Conference
Soccer	Big Ten Conference
Swimming	Big Ten Conference
Tennis	Big Ten Conference
Volleyball	Eastern Intercollegiate Volleyball Association
Wrestling	Big Ten Conference
<u>Women's Sports</u>	<u>Conference Affiliation</u>
Basketball	Big Ten Conference
Cross Country	Big Ten Conference
Fencing	Independent, Mid-Atlantic Region
Field Hockey	Big Ten Conference
Golf	Big Ten Conference
Gymnastics	Big Ten Conference
Ice Hockey	College Hockey America
Indoor Track	Big Ten Conference
Lacrosse	Big Ten Conference
Outdoor Track	Big Ten Conference
Soccer	Big Ten Conference
Softball	Big Ten Conference
Swimming	Big Ten Conference
Tennis	Big Ten Conference
Volleyball	Big Ten Conference

J. ORGANIZATIONAL STRUCTURE OF PENN STATE ATHLETICS DEPARTMENT

As the executive officer for Intercollegiate Athletics, the Vice President for Intercollegiate Athletics is responsible for administering both the men's and women's athletic programs, which includes establishing policies and overseeing business operations, personnel, and public relations. The Vice President for Intercollegiate Athletics reports to the University President on budgetary, fiscal and non-academic personnel matters as well as on organization and policy matters.