

**BOARD OF TRUSTEES  
INTERCOLLEGIATE ATHLETICS SUBCOMMITTEE  
Delores E. Crawford, Chair  
David C. Deibel, Vice Chair  
All Trustees are Members  
Cynthia E. Anderson, *Ex-Officio***

**Thursday, November 29, 2012  
2:30 p.m. or immediately following  
previous meeting**

**Tod Hall  
Board Meeting Room**

**AGENDA**

- A. Disposition of Minutes for Meeting Held September 13, 2012**
- B. Old Business**
- C. Subcommittee Item**
  - 1. Athletics**
    - a. Discussion Items**
      - 1) Resolution to Modify Hiring and Selection Process, Contracts and Compensation for Intercollegiate Athletic Coaches Policy** **Tab 1**  
Ronald Stollo, Executive Director of Athletics, and Kevin Reynolds, Chief Human Resources Officer, will report.
      - 2) Report on the Educational Outcomes of Student-Athletes** **Tab 2**  
Ronald Stollo, Executive Director of Athletics, will report.
      - 3) Report on the Academic Progress Rate (APR) Figures** **Tab 3**  
Ronald Stollo, Executive Director of Athletics, will report.
      - 4) Report on the Average Cumulative GPA's by Term** **Tab 4**  
Ronald Stollo, Executive Director of Athletics, will report.
- D. New Business**
- E. Adjournment**

**Explanation of Modifications to *Guidebook Policy*:**

**7016.02 Hiring and Selection Process, Contracts and Compensation for Intercollegiate Athletic Coaches**

This policy has been revised to expand the scope of the policy and associated procedures to include the existing processes addressing how we recruit and select athletic coaches and determine their compensation when selected and subsequently as future contracts may be issued.

**RESOLUTION TO MODIFY  
HIRING AND SELECTION PROCESS,  
CONTRACTS AND COMPENSATION FOR  
INTERCOLLEGIATE ATHLETIC COACHES POLICY**

**WHEREAS**, the Institutional Policies are being reviewed and reconceptualized on an ongoing basis; and

**WHEREAS**, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

**WHEREAS**, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees of Youngstown State University does hereby approve the modification of the Institutional Policy governing Contracts – Coaches in Intercollegiate Athletics, policy number 7016.02 of the *University Guidebook*, to be retitled as Hiring and Selection Process, Contracts and Compensation for Intercollegiate Athletic Coaches Policy, shown as Exhibit \_\_ attached hereto. A copy of the policy indicating changes to be made is also attached.

**UNIVERSITY GUIDEBOOK**

**Title of Policy: Hiring and Selection Process, Contracts and Compensation for Intercollegiate Athletic Coaches**

Responsible Office/Division: Intercollegiate Athletics

Approving Officer: Vice President for Finance & Administration

Revision History: September 1999; September 2003; November 2010; October 2012

Resolution Number(s): YR 2000-19; YR 2004-15; YR 2011-61; YR 2013-

Board Committee: Internal Affairs

**EFFECTIVE DATE:**

Next review: 2017

**Policy:** The University seeks to attract and retain highly qualified Intercollegiate Athletic Coaches. During the hiring process the University is committed to the principle of gender equity, equal opportunity and diversity in filling each coaching vacancy. The University also affirms the principle of merit-based salary adjustments that are directly associated with positive competitive results as evidenced by the performance evaluation. Additionally, periodic market surveys will be conducted for coaching positions to ensure that salaries remain competitive. Further, certain coaches as professional/administrative staff may be eligible for multiple year contracts of employment.

**Parameters**

**General:**

Intercollegiate Athletics coaches in all sports are in the University's professional/administrative staff category.

Contracts for coaches of fall term sports other than football will terminate on January 31, contracts for football coaches will terminate on the last of February; contracts for coaches of winter sports (men's and women's basketball, swimming, and diving) will terminate on April 30, and contracts for spring term sports (baseball, softball, track, tennis, and golf) will terminate on June 30.

When it is in the best interest of the University, the President, upon the recommendation of the Executive Director of Intercollegiate Athletics, may present other appointment plans for specific coaches to the Internal Affairs Committee of the Board of Trustees.

**Hiring and Selection Process:**

1. Advertising to fill athletic coaching positions of the University will be done in a manner that will provide an opportunity for a diverse pool of candidates to apply. Regardless, expediency in posting and hiring is a requisite in filling coaching positions due to the unique nature of the coaching profession.
2. An individual will be selected from an applicant pool obtained as a result of a publicly posted position vacancy and a search process.
3. External consultants may be utilized during the process of searching, screening, and interviewing coaching candidates. Search committees will also be utilized.
4. Background checks will be conducted for the final preferred candidate as requested by the Department of Intercollegiate Athletics.
5. Contracts for Intercollegiate Athletics head coaches are negotiated at the time of the recruitment and selection process.

**Compensation:**

1. Head Coaches. Individual salary adjustments may exceed any Board-established cost of living adjustment (COLA). Unsuccessful competitive performance will affect salary adjustments that may result in an amount less than any Board established COLA or no salary increase for the future contract term. Any such salary adjustments will occur at the beginning of a new contract term. A "pool" of funds will be created utilizing the aggregate amount of any COLA increases that are to be allocated (including associated fringe amounts) for future distribution for competitively successful outcomes. A recommendation may be made periodically by the Executive Director of Intercollegiate Athletics to the President.
2. Assistant Coaches. For sports that utilize assistant coaches, the head coach, in consultation with the Executive Director of Intercollegiate Athletics, will have authority to allocate the "pool" of money budgeted for all assistant coaches in that sport at his/her discretion within the limitations of the "pool." In years in which the amount of awarded merit increases is less than the amount allocated by the University, the balance (including associated fringe amounts) will be placed into the appropriate salary reserve account for

future merit increases or distribution during the search process for a new coaching staff. In years which the amount of the merit increases is greater than the pool, the funds will come from the salary reserve account. Board approved Gender Equity Plan or current operating budget line items will serve as additional resources for merit increases. The allocation may occur at the beginning of the contract period or July 1 annually. A recommendation will be made annually by the Executive Director of Intercollegiate Athletics to the President.

## **Procedures**

### **General:**

1. The term of the initial contract offered to a coach will be determined during the recruitment and selection process by the Executive Director of Intercollegiate Athletics in consultation with the President.
2. All head coaches are evaluated annually by the Executive Director of Intercollegiate Athletics, or designee, and contracts may be renewed through negotiation.
3. The term of a contract can be modified through the use of the regular appointment process.
4. All head coaches annually evaluate their assistants and submit their recommendations to the Executive Director of Intercollegiate Athletics.

### **Hiring and Selection:**

The procedures that follow provide an overall structure for coaching position selections. It is recognized that these procedures may need to be adjusted to accommodate a particular situation.

1. The Executive Director of Intercollegiate Athletics, or his/her designee, in consultation with the hiring manager will, at a minimum, select at least a three member search committee to screen qualified candidates.
2. Postings will appear, at a minimum, on the YSU Athletics Department website. The posting will be open to receive applications for a minimum of seven calendar days, and applicants will apply by utilizing the PeopleAdmin on-line employment application.
3. A list of candidates who have self-identified will be requested from the Office of Equal Opportunity and Diversity. Candidates to be interviewed must possess the minimum qualifications for the position. It is anticipated that the successful candidate will have

qualifications in excess of the minimum. Justifications for not interviewing an applicant will include written rationale regarding any determination concerning the differences in qualifications for the candidates selected for interviews. Such assessments will be fair and will include consideration of the NCAA expectations related to both YSU's Gender Equity and Minority Opportunity plans.

4. Upon approval from the Office of Equal Opportunity and Diversity, the search committee will conduct reference checks and participate in the interview process. The hiring manager of the open position, in consultation with the Executive Director of Intercollegiate Athletics, will ultimately identify the candidate to be extended a preliminary offer, understanding that the Office of Human Resources will make the official offer upon receipt of a positive background check.
5. The Office of Human Resources shall submit background checks when requested by the Department of Intercollegiate Athletics for the final preferred candidate. Employment offers may be made contingent upon an acceptable background report to ensure that the hiring process is expedited.
6. Exceptions to the above selection process may be granted in special circumstances where departure offers demonstrable benefits to the University. A request for such an exception must be submitted in writing to the Chief Human Resources Officer and the Office of Equal Opportunity and Diversity for review and consideration. A request initiated by the Department of Intercollegiate Athletics, together with the Office of Human Resources and the Office of Equal Opportunity and Diversity, will be submitted to the President, for final approval.

**Compensation:**

1. **Head Coaches.** The performance evaluation process will be conducted at the end of each season by the Executive Director of Intercollegiate Athletics for each head coach. Determinations regarding merit increases, if any, will be based upon the outcome of the performance evaluation. Pre-determined competitive benchmarks will allow head coaches with competitively successful seasons to earn a salary increase in a subsequent contract.
2. **Assistant Coaches.** The performance evaluation process will be conducted at the end of each season by the head coach for each assistant coach. Determinations regarding merit increases, if any, will be based upon the outcome of the performance evaluation.

REDLINE VERSION  
*UNIVERSITY GUIDEBOOK*

**Title of Policy:** ~~Contracts—Coaches in Interecollegiate Athletics Hiring and Selection Process, Contracts and Compensation for Intercollegiate Athletic Coaches~~

Responsible Office/Division: Intercollegiate Athletics

Approving Officer: Vice President for Finance & Administration

*Revision History:* September 1999; September 2003; November 2010; October 2012

Resolution Number(s): YR 2000-19; YR 2004-15; YR 2011-61; YR 2013-

Board Committee: Internal Affairs

**EFFECTIVE DATE:**

Next review: 2017

**Policy:** ~~Executive and administrative officers and designated professional/administrative staff may receive multiple year contracts of employment. Following performance evaluation and review, such contracts may be renewed.~~ The University seeks to attract and retain highly qualified Intercollegiate Athletic Coaches. During the hiring process the University is committed to the principle of gender equity, equal opportunity and diversity in filling each coaching vacancy. The University also affirms the principle of merit-based salary adjustments that are directly associated with positive competitive results as evidenced by the performance evaluation. Additionally, periodic market surveys will be conducted for coaching positions to ensure that salaries remain competitive. Further, certain coaches as professional/administrative staff may be eligible for multiple year contracts of employment.

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2. Assistant Coaches. The performance evaluation process will be conducted at the end of each season by the head coach for each assistant coach. Determinations regarding merit increases, if any, will be based upon the outcome of the performance evaluation.

**YOUNGSTOWN STATE UNIVERSITY  
INTERCOLLEGIATE ATHLETICS  
BOARD OF TRUSTEES  
EDUCATIONAL OUTCOMES**

	GRADUATION RATES FOUR-YEAR COHORT						GRADUATION SUCCESS RATES (GSR)					
	2011	2010	2009	2008	2007	2006	2011	2010	2009	2008	2007	2006
<b>HORIZON LEAGUE:</b>												
BUTLER	77	78	77	79	75	72	84	84	86	89	89	87
CLEVELAND STATE	60	60	57	49	44	42	84	82	84	83	81	80
DETROIT	68	71	67	64	63	64	92	91	87	84	81	82
GREEN BAY	74	77	73	72	67	62	94	95	94	92	92	93
LOYOLA	78	76	76	75	77	79	82	78	74	74	76	78
MILWAUKEE	72	70	71	71	69	71	82	80	81	81	80	82
UIC	64	62	62	63	62	61	81	82	84	84	89	88
VALPARAISO	80	82	82	83	82	80	92	93	96	96	96	96
WRIGHT STATE	70	68	70	65	64	61	81	82	83	80	79	75
YOUNGSTOWN STATE	56	58	60	60	60	61	69	72	71	70	67	67
HORIZON LEAGUE AVERAGE	70	70	70	68	66	65	84	84	84	83	83	83
NCAA DIVISION I	64	64	63	63	62	62	80	79	79	78	77	77
ALL YSU GENERAL STUDENTS	36	36	36	37	37	37						
<b>MISSOURI VALLEY FOOTBALL:</b>												
ILLINOIS STATE	67	69	70	70	69	64	85	85	83	79	77	74
INDIANA STATE	59	62	61	60	60	59	72	80	83	89	86	80
MISSOURI STATE	65	63	59	58	58	63	78	75	69	69	68	83
NORTH DAKOTA STATE	61	58	57	59	55	64	84	83	82	82	N/A	N/A
NORTHERN IOWA	68	64	59	59	61	60	81	75	76	81	81	83
SOUTH DAKOTA STATE	59	60	57	59	70	64	80	84	80	79	N/A	N/A
SOUTHERN ILLINOIS	68	64	65	62	45	61	79	79	79	79	79	78
WESTERN ILLINOIS	62	61	64	65	68	67	77	77	76	75	77	72
YOUNGSTOWN STATE	56	58	60	60	60	61	69	72	71	70	67	67
MISSOURI VALLEY AVERAGE	62	62	61	61	61	63	78	79	78	78	78	77
NCAA DIVISION I	64	64	63	63	62	62	80	79	79	78	77	77
FCS	64	64	54	N/A	N/A	N/A	80	76	76	N/A	N/A	N/A
ALL YSU GENERAL STUDENTS	36	36	36	37	37	37						

Graduation Rate Four-Year Cohort: A cohort is four collective years of data, i.e. the 2008 cohort includes those students entering as freshmen receiving athletic aid in the years 98-99, 99-00, 00-01, and 01-02 and who subsequently graduate with a four-year degree within six years of initial enrollment.

GSR: A four-year cohort that includes incoming freshmen AND incoming transfer students-athletes who received athletic aid during their first year of residence and excludes student-athletes who leave your university academically eligible.

**GRADUATION RATE OF THOSE WHO EXHAUSTED THEIR ELIGIBILITY:**

YOUNGSTOWN STATE	93	94	93	93	92	93
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**YOUNGSTOWN STATE UNIVERSITY  
INTERCOLLEGIATE ATHLETICS  
GRADUATION RATES  
FOUR-YEAR COHORT STUDENT-ATHLETES**

	<u>2011</u>	<u>2010</u>	<u>2009</u>	<u>2008</u>	<u>2007</u>	<u>2006</u>	<u>2005</u>	<u>2004</u>	<u>2003</u>	<u>2002</u>	<u>AVERAGE</u>
<b>HORIZON LEAGUE:</b>											
BUTLER	77	78	77	79	75	72	76	75	76	76	76
CLEVELAND STATE	60	60	57	49	44	42	43	46	50	51	50
DETROIT	68	71	67	64	63	64	64	63	59	56	64
GREEN BAY	74	77	73	72	67	62	58	54	56	54	65
LOYOLA	78	76	76	75	77	79	81	79	79	75	78
MILWAUKEE	72	70	71	71	69	71	70	67	67	64	69
UIC	64	62	62	63	62	61	54	51	52	53	58
VALPARAISO	80	82	82	83	82	80	81	74	72	73	79
WRIGHT STATE	70	68	70	65	64	61	60	57	56	54	63
YOUNGSTOWN STATE	56	58	60	60	60	61	62	59	59	54	59
HORIZON LEAGUE AVERAGE	70	70	70	68	66	65	65	63	63	61	66
NCAA DIVISION I	64	64	63	63	62	62	62	60	60	59	62
ALL YSU GENERAL STUDENTS	38	38	38	37	37	37	37	36	36	34	36
<b>MISSOURI VALLEY FOOTBALL:</b>											
ILLINOIS STATE	67	69	70	70	69	64	61	58	54	57	64
INDIANA STATE	59	62	61	60	60	59	57	55	54	54	58
MISSOURI STATE	65	63	59	58	58	63	61	53	50	46	58
NORTH DAKOTA STATE	61	56	57	59	55	64	63	60	54	49	58
NORTHERN IOWA	68	64	59	59	61	60	57	63	64	67	62
SOUTH DAKOTA STATE	59	60	57	59	70	64	71	69	66	65	64
SOUTHERN ILLINOIS	68	64	65	62	45	61	62	60	53	56	59
WESTERN ILLINOIS	62	61	64	65	68	67	64	66	62	59	64
YOUNGSTOWN STATE	56	58	60	60	60	61	62	59	59	54	59
MISSOURI VALLEY AVERAGE	62	62	61	61	61	63	62	60	57	56	61
NCAA DIVISION I	64	64	63	63	62	62	62	60	60	59	62
FCS	64	64	54	N/A	N/A	N/A	N/A	N/A	N/A	N/A	61
ALL YSU GENERAL STUDENTS	36	36	36	37	37	37	37	36	36	34	36

Source: NCAA Graduation Rates Report

Note: All figures represent the institutional rates. Therefore, the Missouri Valley Football Conference figures are not exclusively the football program figures rather they are the institutional figures.

Note: A cohort is four collective years of data, i.e. the 2008 cohort includes those students entering as freshmen receiving athletic aid in the years 98-99, 99-00, 00-01, and 01-02 and who subsequently graduate with a four-year degree within six years of initial enrollment.

YOUNGSTOWN STATE UNIVERSITY  
INTERCOLLEGIATE ATHLETICS  
GRADUATION RATES OF THOSE WHO EXHAUSTED THEIR ELIGIBILITY

	<u>2011</u>	<u>2010</u>	<u>2009</u>	<u>2008</u>	<u>2007</u>	<u>2006</u>	<u>2005</u>	<u>2004</u>	<u>2003</u>	<u>2002</u>	<u>AVERAGE</u>
<b>HORIZON LEAGUE:</b>											
BUTLER			98	97	96	96	95	95	95	95	96
CLEVELAND STATE			88	87	86	87	86	58	55	56	75
DETROIT			92	92	92	91	92	91	91	91	92
GREEN BAY			98	96	96	95	95	93	61	62	87
LOYOLA			89	89	88	89	89	88	87	88	88
MILWAUKEE			93	93	90	91	93	92	89	88	91
UIC			90	89	88	87	87	86	85	84	87
VALPARAISO			89	85	80	83	83	82	79	82	83
WRIGHT STATE			94	60	87	86	85	83	83	83	83
YOUNGSTOWN STATE	93	94	93	93	92	93	92	92	90	90	92
HORIZON LEAGUE AVERAGE			92	88	89	90	90	86	82	82	87
NCAA DIVISION I			87	88	86	85	85	83	82	82	85
<b>MISSOURI VALLEY FOOTBALL:</b>											
ILLINOIS STATE			89	87	88	88	88	85	85	86	87
INDIANA STATE			76	81	79	80	80	80	78	77	79
MISSOURI STATE			90	90	85	91	90	84	81	81	87
NORTH DAKOTA STATE			97	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NORTHERN IOWA			94	95	95	89	87	96	98	98	94
SOUTH DAKOTA STATE			97	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOUTHERN ILLINOIS			92	92	91	95	95	89	88	87	91
WESTERN ILLINOIS			93	93	93	92	93	92	93	92	93
YOUNGSTOWN STATE			93	93	92	93	92	92	90	90	92
MISSOURI VALLEY AVERAGE			91	90	89	90	89	88	87	87	89
NCAA DIVISION I			87	88	86	85	85	83	82	82	85

Source: NCAA Graduation Rates Report

Note: No comparable information was available for North Dakota State and South Dakota State for 2002 through 2008 due to the fact they were Division II.

Note: All figures represent the institutional rates. Therefore, the Missouri Valley Football Conference figures are not exclusively the football program figures rather they are the institutional figures.

Note: Student-Athletes who, as entering freshmen received athletically-related aid, spent their entire athletic career at Youngstown State University (exhausting athletic eligibility), and subsequently graduated with a four-year degree.

**YOUNGSTOWN STATE UNIVERSITY  
INTERCOLLEGIATE ATHLETICS  
GRADUATION SUCCESS RATES**

	<u>2011</u>	<u>2010</u>	<u>2009</u>	<u>2008</u>	<u>2007</u>	<u>2006</u>	<u>2005</u>	<u>2004</u>	<u>2003</u>	<u>2002</u>	<u>AVERAGE</u>
<b>HORIZON LEAGUE:</b>											
BUTLER	84	84	86	89	89	87	90	N/A	N/A	N/A	87
CLEVELAND STATE	84	82	84	83	81	80	84	N/A	N/A	N/A	83
DETROIT	92	91	87	84	81	82	81	N/A	N/A	N/A	85
GREEN BAY	94	95	94	92	92	93	90	N/A	N/A	N/A	93
LOYOLA	82	78	74	74	76	78	83	N/A	N/A	N/A	78
MILWAUKEE	82	80	81	81	80	82	81	N/A	N/A	N/A	81
UIC	81	82	84	84	89	88	87	N/A	N/A	N/A	85
VALPARAISO	92	93	96	96	96	98	98	N/A	N/A	N/A	95
WRIGHT STATE	81	82	83	80	79	75	73	N/A	N/A	N/A	79
YOUNGSTOWN STATE	69	72	71	70	67	67	70	N/A	N/A	N/A	69
HORIZON LEAGUE AVERAGE	84	84	84	83	83	83	84	N/A	N/A	N/A	84
NCAA DIVISION I	80	79	79	78	77	77	76	N/A	N/A	N/A	78
<b>MISSOURI VALLEY FOOTBALL:</b>											
ILLINOIS STATE	85	85	83	79	77	74	73	N/A	N/A	N/A	79
INDIANA STATE	72	80	83	89	86	80	76	N/A	N/A	N/A	81
MISSOURI STATE	78	75	69	69	66	83	63	N/A	N/A	N/A	72
NORTH DAKOTA STATE	84	83	82	82	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NORTHERN IOWA	81	75	76	81	81	83	81	N/A	N/A	N/A	80
SOUTH DAKOTA STATE	80	84	80	79	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SOUTHERN ILLINOIS	79	79	79	79	79	78	77	N/A	N/A	N/A	79
WESTERN ILLINOIS	77	77	76	75	77	72	72	N/A	N/A	N/A	75
YOUNGSTOWN STATE	69	72	71	70	67	67	70	N/A	N/A	N/A	69
MISSOURI VALLEY AVERAGE	78	79	78	78	76	77	73	N/A	N/A	N/A	76
NCAA DIVISION I	80	79	79	78	77	77	76	N/A	N/A	N/A	78
FCS	80	76	76	N/A	N/A	N/A	N/A	N/A	N/A	N/A	77

Source: NCAA Graduation Success Rates Report

\*\*\* - FERPA does not allow figures to be disclosed due to five or less students in the group.

Note: No comparable information was available for North Dakota State and South Dakota State for 2002 through 2007 due to the fact they were Division II.

Note: All figures represent the institutional rates. Therefore, the Missouri Valley Football Conference figures are not exclusively the football program figures rather they are the institutional figures.

Note: A four-year cohort that includes incoming freshmen AND incoming transfer students-athletes who received athletic aid during their first year of residence and excludes student-athletes who leave your university academically eligible.



**INTERCOLLEGIATE ATHLETICS  
SPORT BY SPORT  
ACADEMIC PROGRESS RATE (APR) FIGURES**

	2010-2011				2009-2010				2008-2009				2007-2008			
	POINTS EARNED	TOTAL POSSIBLE	ANNUAL APR	MULTI-YEAR APR	POINTS EARNED	TOTAL POSSIBLE	ANNUAL APR	MULTI-YEAR APR	POINTS EARNED	TOTAL POSSIBLE	ANNUAL APR	MULTI-YEAR APR	POINTS EARNED	TOTAL POSSIBLE	ANNUAL APR	MULTI-YEAR APR
BASEBALL	87	94	925	961	105	105	1000	959	112	117	957	952	106	113	938	948
MEN'S BASKETBALL	50	54	925	929	49	56	875	936	50	50	1000	949	47	52	903	920
MEN'S CROSS COUNTRY	23	28	821	944	24	24	1000	971	26	28	928	973	28	28	1000	967
FOOTBALL	277	300	923	930	261	291	896	922	273	289	944	933	283	308	918	925
MEN'S GOLF	38	38	1000	976	27	28	964	951	32	32	1000	967	28	30	933	956
MEN'S TENNIS	24	26	923	936	22	22	1000	948	29	30	966	947	27	31	870	948
MEN'S INDOOR TRACK	95	104	913	952	77	80	962	968	66	92	934	951	93	96	968	937
MEN'S OUTDOOR TRACK	95	104	913	952	75	76	986	988	88	94	936	953	97	100	970	938
WOMEN'S BASKETBALL	51	56	910	967	47	48	979	986	48	49	979	978	56	56	1000	971
WOMEN'S CROSS COUNTRY	21	24	875	966	32	32	1000	992	27	28	964	973	32	32	1000	955
WOMEN'S GOLF	31	34	911	964	30	32	937	986	42	42	1000	986	32	32	1000	969
SOFTBALL	75	76	986	962	68	71	957	963	63	65	969	967	76	82	926	963
SOCCER	80	80	1000	966	85	90	944	961	84	87	965	958	89	96	927	949
SWIMMING	82	84	976	960	84	91	923	957	73	74	986	979	77	80	962	968
WOMEN'S TENNIS	29	32	906	950	25	28	892	967	32	32	1000	992	28	28	1000	983
WOMEN'S INDOOR TRACK	111	118	940	933	104	110	945	945	94	100	940	955	103	112	919	950
WOMEN'S OUTDOOR TRACK	111	118	940	931	106	112	946	948	108	116	931	955	113	122	926	952
VOLLEYBALL	52	52	1000	975	45	50	900	968	48	48	1000	962	52	54	962	945
<b>MEN'S PROGRAMS</b>	<b>689</b>	<b>748</b>	<b>921</b>	<b>948</b>	<b>640</b>	<b>682</b>	<b>938</b>	<b>953</b>	<b>696</b>	<b>732</b>	<b>950</b>	<b>953</b>	<b>709</b>	<b>758</b>	<b>935</b>	<b>942</b>
<b>WOMEN'S PROGRAMS</b>	<b>643</b>	<b>674</b>	<b>954</b>	<b>957</b>	<b>626</b>	<b>664</b>	<b>942</b>	<b>967</b>	<b>619</b>	<b>641</b>	<b>965</b>	<b>971</b>	<b>658</b>	<b>694</b>	<b>948</b>	<b>961</b>
<b>TOTAL</b>	<b>1332</b>	<b>1422</b>	<b>936</b>	<b>953</b>	<b>1266</b>	<b>1346</b>	<b>940</b>	<b>961</b>	<b>1315</b>	<b>1373</b>	<b>957</b>	<b>963</b>	<b>1367</b>	<b>1452</b>	<b>941</b>	<b>952</b>

APR is a metric established by the NCAA to indicate the success towards graduation.  
The APR is calculated by allocating points for eligibility and retention -- the two factors that research identifies as the best indicators of graduation

INTERCOLLEGIATE ATHLETICS  
SPORT BY SPORT  
ACADEMIC PROGRESS RATE (APR) FIGURES

	2006-2007				2005-2006				2004-2005				2003-2004			
	POINTS EARNED	TOTAL POSSIBLE	ANNUAL APR	MULTI-YEAR APR	POINTS EARNED	TOTAL POSSIBLE	ANNUAL APR	MULTI-YEAR APR	POINTS EARNED	TOTAL POSSIBLE	ANNUAL APR	MULTI-YEAR APR	POINTS EARNED	TOTAL POSSIBLE	ANNUAL APR	MULTI-YEAR APR
BASEBALL	113	122	926	944	101	106	952	949	117	123	951	948	121	128	945	945
MEN'S BASKETBALL	43	45	955	915	46	50	920	903	47	52	903	896	48	54	888	888
MEN'S CROSS COUNTRY	22	24	916	857	32	32	1000	965	33	36	916	952	47	48	979	979
FOOTBALL	272	298	912	931	277	298	929	937	291	316	920	941	289	300	963	963
MEN'S GOLF	32	34	941	965	26	26	1000	975	23	24	958	962	29	30	966	966
MEN'S TENNIS	31	32	968	955	20	20	1000	948	31	32	968	931	23	26	884	884
MEN'S INDOOR TRACK	73	76	960	927	78	84	928	915	66	76	868	907	61	64	953	953
MEN'S OUTDOOR TRACK	73	76	960	930	82	88	931	920	66	76	868	914	73	76	960	960
WOMEN'S BASKETBALL	57	58	982	963	63	66	954	956	59	62	951	957	54	56	964	964
WOMEN'S CROSS COUNTRY	28	28	1000	952	22	24	916	937	25	28	892	944	43	44	977	977
WOMEN'S GOLF	32	32	1000	970	34	36	944	960	28	30	933	968	34	34	1000	1000
SOFTBALL	76	78	974	967	77	80	962	964	76	80	950	965	65	66	984	984
SOCCER	87	90	966	936	98	104	942	925	74	80	925	916	78	86	906	906
SWIMMING	57	60	950	985	70	70	1000	988	70	74	945	954	77	80	962	962
WOMEN'S TENNIS	31	32	968	984	32	32	1000	989	27	28	964	983	32	32	1000	1000
WOMEN'S INDOOR TRACK	107	108	990	987	97	100	970	945	92	100	920	933	104	110	945	945
WOMEN'S OUTDOOR TRACK	113	114	991	959	111	114	973	948	101	110	918	936	120	126	952	952
VOLLEYBALL	53	56	946	944	47	52	903	943	53	56	946	962	51	52	980	980
<b>MEN'S PROGRAMS</b>	<b>659</b>	<b>707</b>	<b>932</b>	<b>941</b>	<b>662</b>	<b>704</b>	<b>940</b>	<b>939</b>	<b>674</b>	<b>735</b>	<b>917</b>	<b>931</b>	<b>691</b>	<b>726</b>	<b>951</b>	<b>942</b>
<b>WOMEN'S PROGRAMS</b>	<b>641</b>	<b>656</b>	<b>977</b>	<b>960</b>	<b>651</b>	<b>678</b>	<b>960</b>	<b>954</b>	<b>605</b>	<b>648</b>	<b>933</b>	<b>952</b>	<b>658</b>	<b>686</b>	<b>959</b>	<b>967</b>
<b>TOTAL</b>	<b>1300</b>	<b>1363</b>	<b>953</b>	<b>951</b>	<b>1313</b>	<b>1382</b>	<b>950</b>	<b>947</b>	<b>1279</b>	<b>1383</b>	<b>924</b>	<b>943</b>	<b>1349</b>	<b>1412</b>	<b>955</b>	<b>956</b>

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**YOUNGSTOWN STATE UNIVERSITY  
INTERCOLLEGIATE ATHLETICS  
AVERAGE CUMULATIVE GPA'S BY TERM  
FIVE YEAR HISTORY**

SPORT	ACCEPTABLE GPA EXPECTATIONS		THREE YEAR AVERAGE	2011-12		2010-11		2009-10		2008-09		2007-08	
				SPRING 2012	FALL 2011	SPRING 2011	FALL 2010	SPRING 2010	FALL 2009	SPRING 2009	FALL 2008	SPRING 2008	FALL 2007
BASEBALL	2.80	2.99	3.03	3.04	3.07	3.08	2.95	3.00	3.02	2.76	2.80	3.06	3.11
MEN'S BASKETBALL	2.50	2.59	2.88	2.90	3.02	2.96	2.84	2.73	2.76	2.73	2.72	2.48	2.53
WOMEN'S BASKETBALL	2.80	2.99	3.29	3.38	3.28	3.31	3.24	3.28	3.29	3.16	3.18	3.24	3.22
MEN'S CROSS COUNTRY	2.80	2.99	2.87	2.50	2.74	2.99	3.04	3.00	2.88	2.99	2.92	3.07	3.18
WOMEN'S CROSS COUNTRY	2.80	2.99	3.62	3.45	3.39	3.77	3.71	3.73	3.66	3.52	3.33	3.32	3.24
FOOTBALL	2.50	2.59	2.74	2.72	2.68	2.79	2.79	2.76	2.70	2.66	2.62	2.67	2.69
MEN'S GOLF	2.80	2.99	3.07	2.94	2.86	3.05	3.08	3.23	3.23	3.23	3.27	2.98	2.96
WOMEN'S GOLF	2.80	2.99	3.22	3.19	3.12	3.15	3.17	3.37	3.31	3.34	3.30	3.28	3.33
SOCCER	2.80	2.99	3.33	3.45	3.44	3.43	3.36	3.15	3.12	3.25	3.27	2.96	2.92
SOFTBALL	2.80	2.99	3.38	3.41	3.40	3.40	3.39	3.30	3.28	3.10	3.06	3.03	3.12
SWIMMING	2.80	2.99	3.33	3.25	3.24	3.34	3.36	3.42	3.37	3.37	3.37	3.23	3.10
MEN'S TENNIS	2.80	2.99	3.23	3.27	3.27	3.20	3.40	3.33	2.88	2.77	2.82	2.98	3.09
WOMEN'S TENNIS	2.80	2.99	3.09	3.31	3.10	3.00	2.96	3.17	3.02	2.89	2.99	3.42	3.30
MEN'S TRACK	2.80	2.99	2.98	2.85	2.83	3.03	3.05	3.05	2.92	2.95	2.98	3.01	3.07
WOMEN'S TRACK	2.80	2.99	3.18	3.08	3.08	3.18	3.25	3.25	3.22	3.18	3.17	3.21	3.18
VOLLEYBALL	2.80	2.99	3.11	2.97	2.89	3.11	3.11	3.31	3.24	3.08	3.18	3.22	3.22
<b>ALL STUDENT-ATHLETE'S</b>			<b>3.02</b>	<b>3.04</b>	<b>2.94</b>	<b>3.06</b>	<b>3.03</b>	<b>3.05</b>	<b>2.99</b>	<b>2.93</b>	<b>2.94</b>	<b>2.94</b>	<b>2.96</b>
<b>MEN'S TEAMS AVERAGE</b>			<b>2.97</b>	<b>2.91</b>	<b>2.92</b>	<b>3.01</b>	<b>3.02</b>	<b>3.01</b>	<b>2.91</b>	<b>2.87</b>	<b>2.88</b>	<b>2.89</b>	<b>2.95</b>
<b>WOMEN'S TEAMS AVERAGE</b>			<b>3.28</b>	<b>3.28</b>	<b>3.22</b>	<b>3.30</b>	<b>3.28</b>	<b>3.33</b>	<b>3.28</b>	<b>3.21</b>	<b>3.21</b>	<b>3.21</b>	<b>3.18</b>
<b>TOTAL TEAM AVERAGE</b>			<b>3.14</b>	<b>3.12</b>	<b>3.09</b>	<b>3.17</b>	<b>3.17</b>	<b>3.19</b>	<b>3.12</b>	<b>3.06</b>	<b>3.06</b>	<b>3.07</b>	<b>3.08</b>
<b>NUMBER OF TEAMS ABOVE 3.0</b>			<b>12</b>	<b>10</b>	<b>11</b>	<b>13</b>	<b>12</b>	<b>14</b>	<b>11</b>	<b>9</b>	<b>9</b>	<b>11</b>	<b>12</b>
<b>NUMBER OF S/A'S WITH:</b>													
<b>SEMESTER GPA OF 4.00</b>				<b>35</b>	<b>32</b>	<b>33</b>	<b>32</b>	<b>23</b>	<b>32</b>	<b>33</b>	<b>45</b>	<b>41</b>	<b>30</b>
<b>SEMESTER GPA ABOVE 3.00</b>				<b>189</b>	<b>183</b>	<b>201</b>	<b>180</b>	<b>176</b>	<b>176</b>	<b>163</b>	<b>167</b>	<b>192</b>	<b>193</b>
<b>% SEMESTER GPA ABOVE 3.00</b>				<b>56%</b>	<b>53%</b>	<b>59%</b>	<b>55%</b>	<b>58%</b>	<b>52%</b>	<b>50%</b>	<b>51%</b>	<b>56%</b>	<b>55%</b>
<b>CUMULATIVE GPA ABOVE 3.00</b>				<b>179</b>	<b>185</b>	<b>177</b>	<b>176</b>	<b>153</b>	<b>164</b>	<b>146</b>	<b>157</b>	<b>166</b>	<b>179</b>
<b>% CUMULATIVE GPA ABOVE 3.00</b>				<b>53%</b>	<b>53%</b>	<b>56%</b>	<b>54%</b>	<b>50%</b>	<b>48%</b>	<b>45%</b>	<b>47%</b>	<b>48%</b>	<b>51%</b>