Goals, Actions and Measurable Outcomes –

**UCCS Athletics Strategic Plan (01/2012)**

The overall goal is to be ranked in the top 25 of the Learfield Cup yearly. The Learfield Cup is a comparison of all NCAA Division II athletic programs. It ranks each school in three areas: NCAA post season participation, NCAA Academic Success Rate, and the US News and World Report Institutional rankings. UCCS has ranked in the middle at 159 out of 331 last year.

I. Retain coaches and staff to create consistency and development within the department and specific programs (GOAL)

**Actions**
Continue to improve salaries in an effort to retain top performing employees. Consistency is a key ingredient to program success.

Add new administrative positions and assistant coaches only when our present staff is not adequate for the needs of the student athletes or the addition of added department responsibilities, or the addition of athletic programs.

Monies should be set aside, when finances allow to be spent on staff development.

Preferred qualifications for new staff members include experience in DII or DIII programs or comparable experiences at the NAIA or high school levels.

Administration should continue to be a support group for the coaches and athletes enabling them to compete at the highest level possible.

**Measurable Outcomes**
- Compare to Salary Increase Report and RMAC/Institutional averages.
- See a percent increase in coaching and staff salaries that will put our employees in the top 30% of the conference in their respective position.
- Revise job descriptions to reflect appropriate experience. Evaluate expectations during the search process to reflect proper experience.

II. Expand Scholarship for student athletes

**Actions**
Scholarship dollars has proven to be number one predictor for reaching our goal of a top 25 ranking in the Learfield Cup.

Finding new endowments is the most efficient and long reaching funding source.

Developing our alumni base for contributions.

Prioritize new funds into scholarships rather than other perceived needs.

Pursue a more consistent funding model for institutional scholarship dollars; seek tuition waivers that match increases in tuition.

Continue housing scholarship model with campus expansion.

Expanding Booster Club to all sport programs.

**Measurable Outcomes**
- Produce additional funds that would exceed national average in scholarships dollars of schools that finish in the Top 25 of the Learfield Cup.
- Secure a total in endowments that exceed our present $1,650,000. That would produce another $60,000+ in annual scholarship dollars.
- Convert general fund sources to tuition waivers that match the tuition cost. This will ensure that added dollars are not needed to maintain present scholarships dollars AND ensure campus tuition increases won’t affect scholarship impact.
- Maintain present percentage of scholarship dollars in housing
- Develop active booster club for each program
III. Facilities

**Actions**
Prioritization of facilities will be in response to the overall campus strategic plan. Their development will also be affected by funding streams. Facilities possible during the next 8 years:

- Outdoor Track and Field, Soccer Stadium
- Indoor Track Fieldhouse
- Arena
- Natatorium
- Softball, Baseball fields
- Practice fields
- Offices, Locker Rooms, storage, maintenance.

**Measurable Outcomes**
- This area will depend on the campus building and facilities planning, part and parcel with the campus decision on funding for new facilities.

IV. Sport Sponsorship

**Actions**
The addition of added competitive programs will be proactive to the needs of the campus or our conference as well as a response to Title IX issues.

- Baseball: RMAC needs additional teams.
- Wrestling: Community pressures with a strong presence in the city and state.
- Women's Lacrosse: Title IX and conference pressures.
- Football: Only feasible when UCCS is presented with a 100% endowed funding source.

Active role in conference expansion and sports sponsorship

Operations funding appropriate with scheduling and student athlete needs.

**Measurable Outcomes**
- Relies on unforeseen circumstances and pressures.
- Have a survey done every five years to gage student interest.
- Baseball, Wrestling and Women’s Lacrosse response plans have been developed and will be updated as needed.
- Have a football response plan in place in the next 8 years regarding feasibility and endowment.
V. Academic and community Integrity Mission

**Actions**

Above National average for ASR.

Department GPA of 3.0 or higher

SAAC Activities

Intercollegiate Athletic Advisory Council oversight and influence continue to be a guiding force.

Continue educational, social and life skills training for student athletes

Faculty Sponsor for each sport, USAFA model

Proper recruiting model that puts academic success at the forefront

Active role in NCAA Division II decisions regarding academic requirements and eligibility.

Ensure continued compliance with all rules and regulations

**Measurable Outcomes**

- Continue current operation as we currently track this
- Maintain a 3.0 department GPA
- Develop a recruiting profile for successful UCCS Student Athletes
- Develop courses, training, and speakers for student athletes regarding social media, life skills, work skills, etc. in accordance with NCAA and UCCS guidelines.