IU Athletics believes being a value-based organization is a critical component to achieving our priorities, particularly during an era of unprecedented change in intercollegiate athletics.
VALUES

WATCH YOUR THOUGHTS;  
THEY BECOME WORDS.

WATCH YOUR WORDS;  
THEY BECOME ACTIONS.

WATCH YOUR ACTIONS;  
THEY BECOME HABITS.

WATCH YOUR HABITS;  
THEY BECOME YOUR CHARACTER.

WATCH YOUR CHARACTER;  
IT BECOMES YOUR DESTINY.

~Lao-Tzu
VALUES

OUR PRIORITIES

1. PLAYING BY THE RULES;

2. BEING WELL IN MIND, BODY, AND SPIRIT;

3. ACHIEVING ACADEMICALLY;

4. EXCELLING ATHLETICALLY; AND

5. INTEGRATING WITH THE UNIVERSITY.
VALUES
IN ADDITION . . .

• Take our jobs seriously, not ourselves.
• Be loyal. (Blind Loyalty is not loyalty.)
• Presume good faith. (The “Presupposition”.)
• Care for the whole person. (“Cura personalis”.)
• Connect with each other.
• Promote diversity and inclusivity (especially as to race, sexual orientation, religious affiliation, and gender identity).
• Follow the Golden, or maybe Platinum, Rule.
• Be demanding, but demeaning.
• Have fun!
• We attract what we project.
• We are what we tolerate.
• Take criticism seriously, not personally.
VALUES
OUR CREED

THE SPIRIT OF INDIANA
IMPACTING LIVES. CHANGING THE WORLD.

We are able people of integrity who play by the rules.

We are well in mind, body and spirit.

We reach our highest academic potential and earn Indiana University degrees.

We reach our highest athletic potential and win championships.

We are unselfish leaders and teammates.

We represent Indiana University with passion, appreciation, respect and distinction.

We are positive, responsible, inclusive and integrated with our University.

We are a part of something bigger than ourselves.
VALUES

BILL OF RIGHTS

1. COST OF EDUCATION
   - Undergraduate pay all costs of the student athlete's collegiate athletic participation, including tuition and fees, room- and-board, athletic fees, books, and supplies. Scholarships and loans for the student's academic expenses are also provided. In addition, the student-athlete receives comprehensive health coverage including medical services, which are generally paid by the University and the athletic department.

2. YOUR RIGHT TO BE FREE FROM ABUSE AND HAS A COMMITMENT TO RESPECT YOUR RIGHTS REGARDLESS OF INJURY, ILLNESS, OR ATHLETIC PERFORMANCE.
   - Indiana University is committed to ensuring that student-athletes are not subjected to abuse or harassment during their participation in intercollegiate sports. The University has policies and procedures in place to address and prevent sexual misconduct, including but not limited to sexual assault, sexual harassment, and stalking.

3. LIFE-TIME DEGREE GUARANTEE
   - Transferability to another institution or employment is not unique to student-athletes. Indiana University is committed to ensuring that students have access to a high-quality education and are provided with the necessary support to succeed academically.

4. COMPETITIVE ACADEMIC SUPPORT
   - Indiana University provides support to all student-athletes in their academic endeavors, including assistance in course selection, academic advising, and academic counseling.

5. HEALTH, SAFETY, AND WELLNESS
   - Indiana University provides comprehensive health care, including mental health services, to all student-athletes.

6. COMPETITIVE ACADEMIC SUPPORT
   - Indiana University provides support to all student-athletes in their academic endeavors, including assistance in course selection, academic advising, and academic counseling.

7. COMPETITIVE LEADERSHIP AND LIFE SKILLS DEVELOPMENT
   - Indiana University provides leadership opportunities to all student-athletes, including participation in community service projects.

8. A COLLECTIVE VOICE
   - Student-athletes have the right to form a collective voice to express their views on the administration of intercollegiate athletics, and to recognize the Student-Athlete Advisory Committee (SAAC) as the primary voice of student-athletes.

9. A CULTURE OF TRUST AND RESPECT
   - Indiana University is committed to fostering a culture of trust and respect among student-athletes, coaches, staff, and administrators.

10. CUTTING EDGE TECHNOLOGY
    - Indiana University is committed to providing state-of-the-art technology to all student-athletes, including access to advanced equipment and facilities.

Indiana University recognizes its role as a leader in higher education and is committed to providing a positive environment for all students, including student-athletes.
The Director of Athletics can always be interrupted for a student-athlete.
VALUES

“Perfection is not attainable, but if we chase perfection, we can catch excellence.”

- Vince Lombardi
PLAYING BY THE RULES

IU Athletics has had no major infractions in the last ten years. Unapologetically continues to be our number one priority.

It’s not a pilot’s first landing on an aircraft carrier that’s the most dangerous, it is his or her’s 27th, or 36th, or . . .

And so it is with Compliance. As we get further from our major infractions case, we remain committed not to lose our focus on playing by the rules.
BEING WELL IN MIND, BODY AND SPIRIT

MEDICAL CARE AND A CULTURE OF TRUST AND RESPECT

While Indiana University has repeatedly proven itself to be a national leader in delivering high quality medical care and creating a culture of trust and respect, recent events at other schools should demand renewed attention to these issues at every school in the country.

High Quality Medical Care

- In addition to the positive evaluation of our medical services to students, including all of our policies and protocols, through an external Sports Medicine Review, we are conducting an additional review of every policy and protocol relating to emergency medical care such as that at issue at other schools.
- The Sports Medicine and Athletic Performance staffs have met and will continue to meet to review and discuss emergency medical care policies and protocols.
- The Sports Medicine and Athletic Performance staffs are actively practicing the execution of these policies and protocols through drills and additional training.
- Local emergency service providers (police, fire, ambulance) are being provided tours of our facilities so that they are familiar with them in the event they are called to participate in a medical emergency.
- Consistent with the Indiana University Standards for Safeguarding Institutional Governance of Intercollegiate Athletics, Indiana University Athletics places its highest priority on the health and safety of its students over all other considerations. Our Medical, including Athletic Training, staff is empowered to exercise their best professional judgment in caring for our students. No coach or other staff member may attempt to influence, impede, or interfere with any member of the Medical, including Athletic Training, staff regarding the medical treatment of our students.

Culture of Respect and Trust

- The IU Student-Athlete Bill of Rights specifically provides that: “Indiana University develops student-athletes to be the best they can be in an environment of trust and respect. No physical or verbal abuse or demeaning language or treatment is tolerated.”
- As noted earlier, one of our fundamental values is to be demanding but not demeaning, with our students and with each other.
- Our coaches and staff understand that we have followed these values in our decision making and that we will continue to do so.
• On February 7, 2018, presented to the Bloomington Faculty Athletics Committee a comprehensive report: “How Indiana University Athletics Works to Prevent and Otherwise Address Sexual Assault.”

• In April, 2018, the Chief Student Welfare and Title IX Officer and the Bloomington Faculty Athletics Committee reviewed and approved the Indiana University Department of Intercollegiate Athletics 2017-18 Sexual Violence Prevention Plan (“Plan”).

• In May, 2018, based on the Plan, Indiana University, as mandated by the NCAA, certified it’s compliance with the Policy on Campus Sexual Violence.
• IU, and every student-athlete here plus our cheerleaders, are part of the largest concussion research project ever funded in the United States.

• The NCAA and the Department of Defense are funding the $30 million Concussion Assessment, Research and Education Consortium, or “CARE” Consortium to address how concussions occur and their long-term implications.

• Purchased and utilized for the 2018 season Riddell SpeedFlex Precision-Fit helmets for every football player. This technology provides customized helmets to each player to optimize player safety.

• Once again, received Annual Certification of Compliance for our Concussion Management Policy from the NCAA Concussion Safety Protocol Committee.
• In conjunction with IUPD and the Office of Public Safety, added additional video cameras (CCTV) to the perimeters of the Athletics' Campus.

• Maintained our Sport Event Security Aware (SESA) designation from the National Center for Spectator Sports Safety and Security (NCS4) for Simon Skjodt Assembly Hall and Memorial Stadium.
  • One of only 12 schools to hold this designation.

• Participated in a comprehensive security evaluation of Memorial Stadium through MSA Security and are implementing its recommendations.

• In conjunction with IU Emergency Management, hosted an “Any Given Game Day” table top simulation to train and prepare key football game day operations personnel for different possible emergency scenarios.
BEING WELL IN MIND, BODY AND SPIRIT

COMMUNITY SERVICE (2017-2018)

• Through Hoosiers Helping Hoosiers, IU student-athletes volunteered 2,346 hours of service to our community.

• 45 student-athletes participated on “Team 24” during the IU Dance Marathon which was recognized as Best New Organization and Highest In-Event Fundraising Organization.

• Sponsored three student-athlete’s participation in Coach for College program in Vietnam.

• Supported Women’s Soccer’s Allison Jorden in establishing “Everybody Plays” where student-athletes volunteer their time to participate in sports themed events for athletes with intellectual and physical disabilities.
ACHIEVING ACADEMICALLY

OVERALL (2017-2018)

• Set school record for Academic All-Big Ten (256) honorees, a 35% increase over the 190 we had in 2009 and over a third of our total student-athletes.

• Set a school record by earning a Graduation Success Rate of 90.6%, marking the sixth consecutive year IU has improved its score and a dramatic improvement over the 74.4% GSR score in 2011.

• 65 student-athletes named Big Ten Distinguished Scholars are the second most in school history, just short of last year’s school record 68.

• 3.15 average student GPA.

• Average team APR score is 981 (compared to NCAA minimum standard of 930).
• Set school record for All-American (91) honorees (up from 50 last year).
• 42 Individual Conference Champions, the most in 16 years (up from 27 last year).
• 15 teams qualified for post season.
• For only the second time ever, Indiana signed both the state’s Mr. Football and Mr. Basketball in the same year.
• Lilly King (Women’s Swimming), Ian Finnerty (Men’s Swimming) and Grant Lillard (Men’s Soccer) were the IU Athletes of the Year.
• Amanda Cahill (Women’s Basketball) and Michael Hixon (Men’s Diving) were the Spirit of Indiana Director’s Award winners.
INTEGRATING WITH THE UNIVERSITY

EXAMPLES

• Every senior athletics administrator has an outside reporting relationship with a senior University Administrator.

• Helped to fund the Global and International Studies Building from the IU Athletics share of the Big Ten media revenue.

• Helping to fund the new Regional Academic Health Center from the IU Athletics share of Big Ten media revenue.

• Worked with Bloomington Faculty Athletics Committee to review and revise a new Bloomington Faculty Athletics Committee Policy (approved by the Bloomington Faculty Council on April 3, 2018).

• Working with the President’s Office and other campus partners, completed the IU Athletics’ Bicentennial Plan on March 19, 2018.
ULTIMATELY, LIKE EVERYWHERE ELSE AT INDIANA UNIVERSITY, OUR FOCUS IS ON OUR STUDENTS

The Indiana University Department of Intercollegiate Athletics aspires to develop our students academically, athletically, and personally better than any other university in the country.
THE CIRCLE OF EXCELLENCE

THE CIRCLE OF EXCELLENCE IS THE FOUNDATION OF THE ULTIMATE GOAL
VALUES IN ACTION

THE MOST RECENT, AND FINAL, SEGMENT OF THE CIRCLE
THANK YOU FOR YOUR PATIENCE.

QUESTIONS OR COMMENTS?