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
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

IN ADDITION . . .

• Be positive and have fun! Optimism and belief are a competitive advantage.
• Be grateful.
• Be kind.
• Presume good faith. (The “Presupposition”.)
• Be loyal to each other. (Blind loyalty is not loyalty.)
• Connect with each other.
• Take our jobs seriously, not ourselves.
• Care for the whole person. (“Cura personalis”.)
• 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 not demeaning.
• We are what we tolerate.
• Take criticism seriously, not personally.
VALUES

BILL OF RIGHTS

1. COST OF EDUCATION: Full scholarship pays all costs of the student-athlete, including tuition, fees, room and board, books, supplies, travel, insurance, and all other expenses. The student-athlete will receive the academic degree from the university.

2. YOUR TEAM, YOUR COMMITMENT: Regardless of injury, illness, or athletic performance.

3. LIFETIME DEGREE GUARANTEE: Indiana University guarantees a college education at Indiana University-Purdue University at either campus for all student-athletes who desire a degree.

4. COMPREHENSIVE ACADEMIC SUPPORT: Services and support are available to all student-athletes.

5. COMPREHENSIVE HEALTH, SAFETY, AND WELLNESS: Comprehensive health care with access to professionals and state-of-the-art facilities.

6. COMPREHENSIVE ACADEMIC SUPPORT: Services and support are available to all student-athletes.

7. COMPREHENSIVE LEADERSHIP AND LIFE SKILLS DEVELOPMENT: Leadership and life skills development are important to the student-athlete.

8. A CULTURE OF TRUST AND RESPECT: Indiana University Athletics is built on a culture of trust and respect.

9. A COLLECTION OF RESOURCES: Indiana University Athletics provides world-class facilities and resources.

10. CREATING A COLLEGIATE EXPERIENCE: Indiana University Athletics provides a unique collegiate experience.

Indiana University guarantees a college education at Indiana University-Purdue University at either campus for all student-athletes who desire a degree. These rights are outlined in the student-athlete's constitution and are available to all student-athletes who desire a degree.

Indiana University guarantees a college education at Indiana University-Purdue University at either campus for all student-athletes who desire a degree.
VALUES

ACCESSIBILITY

THE DIRECTOR OF ATHLETICS CAN ALWAYS BE INTERRUPTED FOR A STUDENT-ATHLETE
Perfection is not attainable, but if we chase perfection, we can catch excellence.

- Vince Lombardi
“The quality of the faculty is the most important ingredient in the success of the university. Many things can be done to help members of the faculty, but the greatest laboratories, the finest buildings, and the largest salaries will mean little without [people] of absolutely top quality to use them. And so the recruitment and retention of superior faculty members must be the first objective of any administration and must have top priority in the use of the administration’s energy, mind, and body.” – Herman B Wells

Our coaches are our faculty and they are the most important component, not only of excelling athletically, but of achieving all of the tenets of the Spirit of Indiana.
PLAYING BY THE RULES

IU Athletics has had no major infractions in the last eleven 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.
Athletics recently commissioned a comprehensive best practices review of our medical services to students conducted by Dr. Anikar Chhabra and Dr. Matthew Anastasi. Dr. Chhabra, a former student-athlete (Harvard basketball), is the Director of Sports Medicine at the Mayo Clinic Arizona and the Team Orthopedic Surgeon at Arizona State University. Dr. Anastasi, also a former student-athlete (Colgate soccer), is a sports medicine physician at Dignity Health University Sports and Family Medicine in Arizona and is a team physician for the Arizona Diamondbacks.

Their report concluded: “The primary care sports staff is excellent. Additionally, the culture and collaboration with outside orthopedic providers appears good. Orthopedists are staffed appropriately and seem to work well within the sports medicine group. The Department's concussion protocols are well run and up to date, and access to concussion care is appropriate. As described above, the review of the case files demonstrated that the physicians were appropriately handling the care of high performance athletes. The Department should focus on improved communication to ensure trust and a stronger sports medicine culture.

The Department is continuing to monitor and ensure compliance with this report.
• 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.

• Utilized 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.
BEING WELL IN MIND, BODY AND SPIRIT

SEXUAL MISCONDUCT

• The Department clearly and repeatedly communicates, including through mandatory in-person training for all student-athletes and staff, the duty of staff members to report allegations of sexual misconduct and the resources available to prevent and address any instances of sexual misconduct.

• The Department is nationally recognized as a leading advocate for sexual misconduct prevention, and has established intercollegiate athletics’ most comprehensive Sexual Violence Disqualification Policy, which prohibits any individuals who have a document record of sexual violence from participation in intercollegiate athletics for Indiana University.

• The Chief Student Welfare and Title IX Officer and the Bloomington Faculty Athletics Committee reviewed and approved the Indiana University Department of Intercollegiate Athletics 2018-19 Sexual Violence Prevention Plan (“Plan”).

• Based on the Plan, Indiana University has certified it’s compliance with the NCAA Policy on Campus Sexual Violence.
INDIANA UNIVERSITY ATHLETICS

• Through Hoosiers Helping Hoosiers, our students volunteered 2,460 hours of service to our community, with all 24 sports participating.

• “Team 24”, our students participating in IU Dance Marathon, raised $17,000 for the kids at Riley Hospital for Children.

• Sponsored four students 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
2018-2019 OVERALL HIGHLIGHTS

• Set another school record by earning a Graduation Success Rate of 91.2%, marking the seventh consecutive year IU has improved its score and a dramatic improvement over the 74.4% GSR score in 2011.

• Set a school record for Academic All-Big Ten honorees at 279 (a 47% increase over the 190 honorees in 2009).

• 67 students named Big Ten Distinguished Scholars (just one shy of the school record set in 2017).

• IU’s combined single-year APR score of 991 (with 1,000 being perfect and 930 being the NCAA minimum) is the second highest in school history.

• 3.13 average student GPA.
INDIANA UNIVERSITY ATHLETICS

EXCELLING ATHLETICALLY

2018-2019 OVERALL HIGHLIGHTS

• Four programs won Big Ten Championships (the most in 27 years) while five programs finished in second place. Those nine top-two finishes ties for the most ever in school history (last accomplished 28 years ago).

• Won the Governor’s Cup, the all-sports competition with Purdue (which we now lead 9-7-2 all-time).

• 49 total individual conference champions (up from 42 last year).

• 85 All-America honors, the second most in school history (only exceeded by last year’s record 91).

• 14 out of 24 programs were ranked in the top 25 during the season or finished in the top-25 at the NCAA Championships.

• Four Big Ten Coaches of the Year in Yeagley, Looze, Johansen and Mercer (haven't had more in 28 years).

• Lilly King (Women’s Swimming) and Andrew Gutman (Men’s Soccer) were named IU Athletes of the Year.

• Maddie Pierce (Rowing) and James Connor (Men’s Diving) were named 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.
- Working with the President’s Office and other campus partners, executing the ambitious IU Athletics’ Bicentennial Plan.
- Convened the first of a series of meetings of Indiana University Athletics Network of Women (IU Athletics NOW) which was inspired by the Women of IU Conference in Indianapolis.
- Exceeded the Department’s United Way campaign goal for 2018-19.
ULTIMATELY, LIKE EVERYWHERE ELSE AT INDIANA UNIVERSITY, OUR FOCUS IS ON OUR STUDENTS

The ultimate goal of the Indiana University Department of Intercollegiate Athletics is 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 for achieving the ultimate goal.
COMPLETING THE CIRCLE

The Excellence Academy: The new permanent home for the nation’s most innovative and comprehensive student-athlete personal development program.
A NEW GOLDEN AGE

By honoring our priorities and living our values, we are continuing to establish a new Golden Age of Indiana University Athletics.
THANK YOU FOR YOUR PATIENCE.

QUESTIONS OR COMMENTS?