

University of Oregon Department of Intercollegiate Athletics Review Panel on Sexual Misconduct Prevention and Response

RECRUITING

The attachments with details applicable to recruiting include:

Recruiting of student-athletes

1. NCAA legislation related to contacts/evaluations/admissions using flow chart
2. Admissions Policy for Student-athletes
3. Academic Policy for Student-athletes
4. Description of recruitment process from first contact through signing – examples from Football, Men's Basketball, Soccer, Lacrosse
5. Data regarding use of recruiting services

Recruiting student-athletes to the University of Oregon is an extensive and exhaustive process that is the lifeline to the success of the Athletic Department. Success of the Athletic Department is contingent on excellence in athletic competition, excellence in academic endeavors and excellence in the personal development of each student-athlete. With that in mind, recruitment of each prospective student-athlete (PSA) is a comprehensive process to assess whether the PSA has the characteristics to meet the expectations at the UO, in the AD, and for each team.

Under the Recruiting of Student-Athletes section of the full notebook, details related to NCAA regulations, departmental policies, admission procedures, and descriptions of recruitment processes for a representative set of sports are included. An examination of those documents describes the specific details and difference processes for selected athletic teams.

Recruiting is a long arduous time frame for many sports and in most cases is a multi-year process. The UO has a national and international presence and signing the best talent to meet the institutional and team needs is desired. Coaches at all levels, former athletes, family members, and PSAs themselves are all submitting names of PSAs. Recruiting services are also used to identify prospects for initial screening. For the women's sports, the talent identification begins as early as age 14 with some categorization of potential interest occurring then. For sports in which physical maturation is a key component of athletic performance, the identification of prospects becomes more intense during the last two years of high school.

In all cases, multiple observations and inputs occur prior to a PSA being thought of as a recruit. Given the number of scholarships available in football, inquiries

and information are received from as many as 7,500 PSA's to eventually sign 20 student-athletes. For other sports, that initial pool of PSAs may be only 100 with the eventual signing of 3 or 4 recruits. In every instance however, the screening process is quite similar.

Athletic talent is what initially puts a PSA in consideration and the initial evaluation is primarily related to skill level. Observation in competitions, review of film, and examination of performance statistics are key aspects of consideration.

Academic achievement and analysis of the potential for academic success is also critically important and information on performance in the classroom occurs as soon as a PSA is being seriously considered. The academic requirements and minimum qualifications as published by the NCAA are the initial benchmarks to meet but the University of Oregon requirements are in excess of those. Details of those requirements and procedures are described in attachments.

Assessments of a PSA's character and personal attributes are more difficult to quantify but are of critical importance for UO athletes. Multiple data points are considered for every athletic team but the process varies from team to team. In every case, the reactions of PSAs during competition and their overall work ethic are key. Additionally, interaction with coaches, parents, counselors, teachers and teammates provides insight on the character and personality of the recruit. Social media interactions are informative as are direct communication patterns. Current student-athletes spend time with each recruit and their input and impressions are also considered.

External Review Panel – Flow Chart

Step 1: Coaches identify prospective student-athletes. Please refer to the executive summary bylaws for the relevant contact, evaluation and telephone call bylaws and restrictions. Recruiting services may also be used as long as they meet the requirements of NCAA Bylaw 13.14.3.1 and 13.14.3.2

13.14.3.1 Basketball and Football. In basketball and football, an institution may subscribe to a recruiting or scouting service involving prospective student-athletes, provided the institution does not purchase more than one annual subscription to a particular service and the service: (a) Is made available to all institutions desiring to subscribe and at the same fee rate for all subscribers; (b) Publicly identifies all applicable rates; (c) Disseminates information (e.g., reports, profiles) about prospective student-athletes at least four times per calendar year; (d) Publicly identifies the geographical scope of the service (e.g., local, regional, national) and reflects broad-based coverage of the geographical area in the information it disseminates; (e) Provides individual analysis beyond demographic information or rankings for each prospective student-athlete in the information it disseminates; (f) Provides access to samples or previews of the information it disseminates before purchase of a subscription; (g) Provides information regarding each prospective student-athlete in a standardized format that ensures consistent distribution to all subscribers; and (h) Does not provide information in any form (e.g., oral reports, electronic messages) about prospective student-athletes beyond the standardized, consistent information that is provided to all subscribers.

13.14.3.2 Sports Other Than Basketball and Football. In sports other than basketball and football, an institution may subscribe to a recruiting or scouting service involving prospective student-athletes, provided the service is made available to all institutions desiring to subscribe and at the same fee rate for all subscribers. The service must also provide information regarding each prospective student-athlete in a standardized format that ensures consistent distribution to all subscribers. An institution is not permitted to subscribe to a recruiting or scouting service that provides information in any form (e.g., oral reports, electronic messages) about prospective student-athletes beyond the standardized, consistent information that is provided to all subscribers. An institution is permitted to subscribe to a service that provides scholastic and/or nonscholastic video. The institution may not contract with a service in advance to have a particular contest recorded or provided.

Step 2: Prospective Student-Athletes are submitted to the Athletics Compliance Office for addition to the NCAA Eligibility Center Institutional Request List (IRL). The Eligibility Center is used to certify initial academic eligibility and amateur standing.

14.1.2.4 NCAA Eligibility Center. An institution shall use the NCAA Eligibility Center approved by the Executive Committee to determine the initial eligibility of a student-athlete.

12.1.1.1 Amateurism Certification Process. An institution shall use an initial eligibility center approved by the Executive Committee to determine the validity of the information on which the amateur status of a student-athlete is based.

Prospective Student-Athletes are also submitted to the Athletics Compliance Office for official visit approval and/or National Letter of Intent or financial aid agreement issuance.

13.6.3 Requirements for Official Visit. The following requirements must be met before an institution may provide an official visit to a prospective student-athlete: (a) A high school or preparatory school prospective student-athlete must present the institution with a score from a PSAT, SAT, PLAN or ACT taken on a national testing date under national testing conditions, except that a state-administered ACT may be used to meet the requirement. The score must be presented through a testing agency document, on a high school or preparatory school academic transcript (official or unofficial) or through the use of the applicable testing agency's automated-voice system. An international prospective student-athlete who requires a special administration of the PSAT, SAT, PLAN or ACT may present such a score upon the approval of the Academic Cabinet or the Initial-Eligibility Waivers Committee; (b) A prospective student-athlete must present the institution with a high school (or college) academic transcript; (c) A high school or preparatory school prospective student-athlete must register with the NCAA Eligibility Center; and (d) A high school or preparatory school prospective student-athlete must be placed on the institution's institutional request list (IRL) with the NCAA Eligibility Center.

13.6.2.2 Number of Official Visits -- Prospective Student-Athlete Limitation. A prospective student-athlete may take a maximum of five expense-paid visits to Division I institutions, with not more than one permitted to any single institution. This restriction applies regardless of the number of sports in which the prospective student-athlete is involved.

13.6.2.2.1 First Opportunity to Visit. In sports other than basketball, a prospective student-athlete may not be provided an expense-paid visit earlier than the opening day of classes of the prospective student-athlete's senior year in high school. In men's basketball, a prospective student-athlete may not be provided an expense-paid visit earlier than January 1 of his junior year in high school. In women's basketball, a prospective student-athlete may not be provided an expense-paid visit earlier than the Thursday following the NCAA Division I Women's Basketball Championship game of the prospective student-athlete's junior year in high school.

13.02.11 National Letter of Intent. The National Letter of Intent referred to in this bylaw is the official document administered by the Collegiate Commissioners Association and used by subscribing member institutions to establish the commitment of a prospective student-athlete to attend a particular institution.

Step 3: Prospective student-athlete admission is monitored and/or facilitated by the Athletics Compliance Office.

External Review Panel – Executive Summary of NCAA Bylaws on Recruiting

NCAA Bylaw 13 governs recruiting student-athletes to a NCAA Division I program. NCAA Bylaw 13 is 60 pages in the NCAA Manual. In total (across all bylaws) there are approximately 150 bylaws, 170 interpretations and 110 educational columns in the NCAA database that address recruiting contacts and evaluations in one way or another.

Within the NCAA Manual there are general recruiting bylaws that apply across all sports. There are also sport specific recruiting rules, particularly in football, men's basketball and women's basketball. Included below are a few of the most basic and relevant bylaws related to contact and evaluations of prospective student-athletes. These bylaws touch on permissible start dates for recruiting and limits on contacts, evaluations and telephone calls with prospective student-athletes.

11.5.1 Annual Certification Requirement. Only those coaches who have been certified may contact or evaluate any prospective student-athletes off campus. Certification must occur on an annual basis.

11.7.1.2 Recruiting Coordination Functions. The following recruiting coordination functions (except related routine clerical tasks) must be performed by the head coach or one or more of the assistant coaches who count toward the numerical limitations in Bylaw 11.7.4:

- (a) Activities involving athletics evaluations and/or selection of prospective student-athletes; and
- (b) Making telephone calls to prospective student-athletes (or prospective student-athletes' parents, legal guardians or coaches).

13.02.4 Contact. A contact is any face-to-face encounter between a prospective student-athlete or the prospective student-athlete's parents, relatives or legal guardians and an institutional staff member or athletics representative during which any dialogue occurs in excess of an exchange of a greeting. Any such face-to-face encounter that is prearranged (e.g., staff member positions himself or herself in a location where contact is possible) or that takes place on the grounds of the prospective student-athlete's educational institution or at the site of organized competition or practice involving the prospective student-athlete or the prospective student-athlete's high school, preparatory school, two-year college or all-star team shall be considered a contact, regardless of whether any conversation occurs. However, an institutional staff member or athletics representative who is approached by a prospective student-athlete or the prospective student-athlete's parents, relatives or legal guardians at any location shall not use a contact, provided the encounter was not prearranged and the staff member or athletics representative does not engage in any dialogue in excess of a greeting and takes appropriate steps to immediately terminate the encounter.

13.02.7 Evaluation. Evaluation is any off-campus activity designed to assess the academic qualifications or athletics ability of a prospective student-athlete, including any visit to a prospective student-athlete's educational institution (during which no contact occurs) or the

observation of a prospective student-athlete participating in any practice or competition at any site.

13.1 Contacts and Evaluations. Recruiting contacts (per Bylaw 13.02.4) and telephone calls by institutional staff members or representatives of the institution's athletics interests are subject to the provisions set forth in this bylaw.

13.1.1.1 Time Period for Off-Campus Contacts -- General Rule. Off-campus recruiting contacts shall not be made with an individual (or his or her relatives or legal guardians) before July 1 following the completion of his or her junior year in high school (July 7 after the junior year in high school in women's ice hockey and July 15 after the junior year in high school in women's gymnastics), or the opening day of classes of his or her senior year in high school (as designated by the high school), whichever is earlier.

13.1.1.1.1 Exception -- Men's Basketball. In men's basketball, off-campus recruiting contacts shall not be made with an individual (or his relatives or legal guardians) before the opening day of his junior year in high school. Contacts that occur during a prospective student-athlete's junior year during recruiting periods other than the April recruiting period may occur only at the prospective student-athlete's educational institution. During the April recruiting period of a prospective student-athlete's junior year, contacts may occur at either the prospective student-athlete's educational institution or residence.

13.1.1.1.2 Exception -- Women's Basketball. In women's basketball, off-campus recruiting contacts shall not be made with an individual (or her relatives or legal guardians) before September 1 at the beginning of her junior year in high school. Contacts that occur during a prospective student-athlete's junior year may occur only at the prospective student-athlete's educational institution or residence.

13.1.3.1 Time Period for Telephone Calls -- General Rule. Effective Date: August 1, 2014. Telephone calls to an individual (or his or her relatives or legal guardians) may not be made before September 1 at the beginning of his or her junior year in high school (subject to the exceptions below). If an individual attends an educational institution that uses a nontraditional academic calendar (e.g., Southern Hemisphere), telephone calls to the individual (or his or her relatives or legal guardians) may not be made before the opening day of classes of his or her junior year in high school. Thereafter, an institution may make telephone calls to the prospective student-athlete at its discretion.

13.1.3.1.1 Exception -- Cross Country/Track and Field. Effective Date: August 1, 2014. In cross country/track and field, telephone calls to an individual (or his or her relatives or legal guardians) may not be made before July 1 following the completion of his or her junior year in high school, or the opening day of classes of his or her senior year in high school (as designated by the high school), whichever is earlier. Thereafter, such telephone calls shall be limited to once

per week outside a contact period, but may be made at the institution's discretion during a contact period.

13.1.3.1.2 Exception -- Football. In football, one telephone call to an individual (or the individual's relatives or legal guardians) may be made from April 15 through May 31 of the individual's junior year in high school. Additional telephone calls to an individual (or the individual's relatives or legal guardians) may not be made before September 1 of the beginning of the individual's senior year in high school. Thereafter, such telephone contact is limited to once per week outside a contact period, but may be made at the institution's discretion during a contact period.

13.1.3.1.3 Exception -- Men's Basketball. In men's basketball, telephone calls to an individual (or the individual's relatives or legal guardians) may not be made before June 15 at the conclusion of the individual's sophomore year in high school. If an individual attends an educational institution that uses a nontraditional academic calendar (e.g., Southern Hemisphere), telephone calls to the individual (or his or her relatives or legal guardians) may not be made before the day after the conclusion of the individual's sophomore year in high school. Thereafter, an institution may make telephone calls to a prospective student-athlete at its discretion.

13.1.3.1.4 Exception -- Women's Basketball. In women's basketball, telephone calls to an individual (or the individual's relatives or legal guardians) may not be made before September 1 at the beginning of the individual's junior year in high school. Thereafter, an institution may make telephone calls to a prospective student-athlete at its discretion.

13.1.5.1 Sports Other Than Football, Basketball and Men's Ice Hockey. In sports other than football, basketball and men's ice hockey, each institution is limited to seven recruiting opportunities (contacts and evaluations combined) per prospective student-athlete (see Bylaw 13.1.5.7). During the senior year of high school, not more than three of the seven opportunities may be off-campus contacts at any site and shall include contacts with the prospective student-athlete's relatives or legal guardians, but shall not include contacts made during an official visit per Bylaw 13.6.

13.1.5.2 Football. In football, each institution shall be limited to six in-person, off-campus recruiting contacts per prospective student-athlete at any site and shall include contacts made with the prospective student-athlete's relatives or legal guardians, but shall not include contacts made during an official visit per Bylaw 13.6.

13.1.5.3 Men's Basketball. In men's basketball, during the academic year, each institution shall be limited to seven recruiting opportunities (contacts and evaluations combined) per prospective student-athlete (see Bylaw 13.1.5.6). A contact made during an official visit per Bylaw 13.6 does not count as a recruiting opportunity. Men's basketball staff members shall not exceed 130 recruiting-person days during the academic year.

13.1.5.4 Women's Basketball. In women's basketball, during the academic year, each institution shall be limited to seven recruiting opportunities (contacts and evaluations combined) per prospective student-athlete (see Bylaw 13.1.5.5). A contact made during an official visit per Bylaw 13.6 does not count as a recruiting opportunity. Women's basketball staff members shall not exceed 112 recruiting-person days during the academic year.

13.1.7.2.1 Recruiting Opportunities in Cross Country and Track and Field. An institution is limited to a total of seven recruiting opportunities (contacts and evaluations combined) during the academic year during which the prospective student-athlete competes in any or all of the sports of cross country and indoor and outdoor track and field, provided not more than three of the opportunities are contacts.

13.1.7.3 Limitations on Number of Evaluations -- Sports Other Than Football and Basketball. In sports other than football and basketball, during the academic year, each institution shall be limited to seven recruiting opportunities (contacts and evaluations combined) per prospective student-athlete and not more than three of the seven opportunities may be contacts.

13.1.7.4 Limitations on Number of Evaluations -- Football. In football, institutional staff members shall be limited to three evaluations during the academic year during which the prospective student-athlete competes or practices on any team. Not more than one evaluation may be used during the fall evaluation period and not more than two evaluations may be used during the April 15 through May 31 evaluation period. An authorized off-campus recruiter may use one evaluation to assess the prospective student-athlete's athletics ability and one evaluation to assess the prospective student-athlete's academic qualifications during the April 15 through May 31 evaluation period. If an institution's coaching staff member conducts both an athletics and an academic evaluation of a prospective student-athlete on the same day during the April 15 through May 31 evaluation period, the institution shall be charged with the use of an academic evaluation only and shall be permitted to conduct a second athletics evaluation of the prospective student-athlete on a separate day during the evaluation period.

13.1.7.5 Limitations on Number of Evaluations -- Men's Basketball. In men's basketball, each institution shall be limited to seven recruiting opportunities (contacts and evaluations combined) during the academic year per prospective student-athlete (see Bylaws 13.1.5.3 and 13.1.5.6). Men's basketball coaching staff members shall not exceed 130 recruiting-person days during the academic year.

13.1.7.6 Limitations on Number of Evaluations -- Women's Basketball. In women's basketball, each institution shall be limited to seven recruiting opportunities (contacts and evaluations combined) during the academic year per prospective student-athlete (see Bylaws 13.1.5.4 and 13.1.5.6). Women's basketball staff members shall not exceed 112 recruiting-person days during the academic year.

STUDENT-ATHLETES - ADMISSIONS

Entering freshmen and transfer student-athletes must meet the admission requirements of the University of Oregon, as well as the eligibility requirements of the NCAA. (See Policy 404, Student-Athletes - Eligibility, in this Manual, for specific NCAA initial-eligibility requirements.) The University's admissions standards are higher than the minimum eligibility requirements for the NCAA.

Freshman Admission Requirements

A Graduate from a standard or accredited high school.

The high school must be on the list of regional accreditors.

B. Earn a C– or better in 15 college preparatory courses.

- English—4 years. All four years should be in preparatory composition and literature with emphasis on and frequent practice in writing expository prose.
- Mathematics—3 years. Must include first-year algebra and two additional years of college-preparatory mathematics, including Algebra II (or equivalent) or higher. An advanced mathematics course is highly recommended in senior year. Algebra and geometry taken prior to ninth grade are acceptable.
- Science—3 years. Must include a year each in two fields of college-preparatory science such as biology, chemistry, physics, or earth and physical science. One year of laboratory science is recommended.
- Social Studies—3 years. Complete three years of social studies from such areas as global studies, history, or social studies electives.
- Second language—2 years. The UO offers several options for meeting the second-language requirement.

C. Submit official high school transcripts.

Transcripts should show courses through at least the end of eleventh grade. Upon graduation, a final transcript confirming graduation and showing all academic course work must be submitted.

D. Submit SAT or ACT scores.

SAT Reasoning Test or ACT (with the optional writing component). Scores can be sent directly from the testing service or Oregon can use scores reported on official high school transcripts or reported by the high school counselor on the paper application for admission. Oregon must receive scores directly from the testing service for students wishing to participate in intercollegiate athletics.

E. Submit an application essay.

Applicants must write an essay of 500 words or less that shares information that we cannot find elsewhere on the application. Any topic is welcome, such as future ambitions and goals, a special talent or unusual interest that sets the applicant apart from his/her or a significant experience that influenced his/her life. Applicants applying to the UO's Robert D. Clark Honors College should feel free to resubmit their honors college application essay.

Additional entrance requirements and/or interviews may be necessary in order to gain admission into individual colleges within the University. Coaches are responsible for maintaining a current knowledge of these requirements and should communicate them to prospects wishing to enter a specific college.

Admissions Liaison

The Athletic Liaison is responsible for supervising the admissions process for prospective student-athletes, in order to ensure compliance with NCAA, Conference and University rules and regulations. Head Coaches must direct all inquiries concerning the admissions status of a prospective student-athlete to the Compliance Office which is in constant contact with the Athletic Liaison. The Athletic Liaison interfaces with the Admissions Office and serves as the

information source for all admissions transactions related to his/her sport.

Head Coaches or their designees are to work with the Compliance Office when processing student-athletes' applications. Any prospective student-athlete's application that fails to meet standard admissions criteria must be reviewed via special written request by the Admissions Advising Group.

Specialized Admissions Assistance

Specialized admissions assistance is available to adult learners, students with disabilities and ethnic minority students through the Offices of Academic Advising and Student Services and Multicultural Affairs, respectively. The Educational Opportunities Program (EOP), a component of the University's Academic Learning Services, offers free comprehensive academic assistance and advising to disadvantaged and traditionally under-represented students. The Office of Multicultural Affairs (OMA) assists the University in the recruitment and retention of African-American, Asian-Pacific Islander, Chicano-Latino, Native American and native Alaskan students.

Additionally, the Upward Bound Program helps students from low-income families who are potential first-generation college graduates with academic promise to complete high school and gain college admission. Further, the Office of Veteran Affairs helps eligible student veterans and their dependents obtain veteran's educational benefits.

Transfer Students

By University admissions standards, a transfer student must have been enrolled at an accredited post-secondary institution and have completed a minimum of 36 hours of college level courses with a GPA of 2.25 (for residents) or 2.50 (for non-residents). Further, to be considered for admission the student must have passed with a grade of C- or higher one (1) college level writing and one (1) college level math course, second language proficiency for students graduating from high school Spring 1997 or later, and be in good standing with and eligible

to return to the previous institution(s).

Complete official transcripts of all work taken at other institutions (whether or not credit was desired or granted) must be submitted as a part of the admissions procedure. Students are required to acknowledge attendance at each college where they have been registered. NCAA and Conference transfer requirements are discussed in Policy 404, Student-Athletes - Eligibility.

Admissions Procedures

To insure the timely processing of all applications, the Head Coach or his/her designee is responsible for directing the prospective student-athlete to submit the following by January 15th for the ensuing fall:

1. A completed UO Admission Application for undergraduate admission;
2. The \$50 non-refundable application fee;
3. An Admission Essay;
4. Official SAT or ACT test scores;
5. An official high school transcript* of courses completed through the junior year and a list of classes for the senior year, including class rank if the high school ranks its students.

*An official high school transcript is one that bears the official seal of the high school and is sent directly by the high school administration to the Admissions Office.

Upon receipt of the application for admission, the Admissions Office creates a data file for each individual applicant. In addition, a prospect form completed by the head coach is provided to the Compliance Office. This is then forwarded to the Athletic Liaison. At this point, the prospect is tracked via the Admission Progress Report. The Athletic Liaison notifies the Compliance Office if there are any outstanding documents or information missing from a prospect's file. As specified in the Buckley Amendment, all application information is confidential and is not to be released to the public.

Once the application is approved, the Admissions Office informs the prospect by mail that his/her admission is approved and that a review to determine his/her eligibility to practice and/or compete is being conducted.

Admissions Appeals

If an application for admission is being considered for denial, the Athletic Liaison notifies the Compliance Office. The Head Coach, in consultation with the Compliance Office, may re-evaluate the prospect's academic records to determine whether the prospect should be considered for special action. If a decision is made to pursue this course of action, additional information may be obtained on the prospect (e.g. additional letters of recommendation, etc.).

At the time of the **initial** contact with a prospective student-athlete, the recruiting coach should request a copy of all transcripts which reflect the academic performance of the student for classes through his/her junior year, as well as a listing of subjects in which the student is currently enrolled or is scheduled to complete prior to registration at the University of Oregon.

Such transcripts from all secondary and post-secondary institutions, as well as SAT, ACT or Core GPA test scores, should be reviewed by the Office of Compliance in order to properly evaluate the prospective student-athlete's chances of becoming a "qualifier" and thus of meeting the University's admission requirements.

Coaches should carefully consider the preliminary evaluation of a prospect's academic record (transcript) and the recommendations of the Office of Compliance in determining further recruiting efforts. Moreover, coaches are encouraged to have an academic evaluation completed by the Compliance staff **before** an invitation for an official visit.

The decision regarding any student applying to the University of Oregon, including student athletes is made in the Office of Admissions. For any special admit, the Director of Admissions makes those decisions in consultation with others. There are numerous internal advisory groups that help provide input and context for the Director. There is an Admissions Advisory Group specific to student-athletes. The guiding principles the advisory group for student-athletes utilizes the same criteria we use for all---HS GPA, courses taken in HS, context of curriculum within HS, HS characteristics etc. . A regression analysis is used to determine a UO predicted GPA to ensure any student admitted is predicted to be academically successful. The critical judgment for admission is based on whether the student-athlete is adequately prepared to be successful academically. The academic requirements and minimum qualifications as published by the NCAA are considered but the University of Oregon requirements are in excess of those.

The data regarding special student-athlete admits for the past two years summarized here.

2012 Cohort (includes all terms)

4,183 students, average HS GPA 3.56, SAT AVG 1112

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|----------------------------------|-------------|-----------------|--------------------|
| Special All | 90 students | AVG HS GPA 3.19 | SAT AVG 1020 |
| Student-Athlete admitted 110) | 13 students | AVG HS GPA 2.91 | SAT AVG 846 (total |

2013 Cohort (includes all terms)

4,065 students, average HS GPA 3.59, SAT AVG 1115

| | | | |
|-----------------------------------|-------------|-----------------|--------------------|
| Special All | 62 students | AVG HS GPA 3.22 | SAT AVG 1053 |
| Student-Athletes admitted 129) | 10 students | AVG HS GPA 2.83 | SAT AVG 873 (total |

STUDENT-ATHLETE - ACADEMIC POLICY

Academic standards and requirements for student-athletes at the University of Oregon are no less stringent than for the general student population. Both the University and the Department of Intercollegiate Athletics are aware that participation in varsity athletics makes exceptional demands upon a student-athlete's time and energy. The University supports the Services for Student Athletes center which is overseen by the Office of Academic Affairs.

However, student-athletes must assume ultimate responsibility for their academic endeavors while attending the University. Each student-athlete receives a copy of the *University of Oregon Student-Athlete Handbook*, which includes detailed information on academic requirements, as well as academic support services that are available to all student-athletes.

The Athletics Compliance Office and Services for Student Athletes are responsible for the overall administration of the academic support program and works closely with the Admissions Office, the Registrar and the Faculty Athletics Representative to institute program services and ensure continuing eligibility for UO's student-athletes.

Philosophy and Objectives

The University believes in the development of a well-rounded individual, sound in mind and body. To achieve this, the University and the Department strive to offer a balanced academic and athletics program that encourages student-athletes to develop characteristics that will make them better citizens and assist them in their life endeavors. Further, the University and the Department are committed to helping each student-athlete achieve a quality education and graduate.

In fulfilling its mission, the Department strives to:

- o Recruit only student-athletes with the potential to succeed academically as well as athletically;
- o Maintain the athletic eligibility of every student-athlete;

- o Graduate all student-athletes;
- o Protect the academic integrity of the University; and
- o Comply with all rules, regulations and procedures of the University, the Pacific-10 Conference and the NCAA.

Coach's Responsibility

Although it is the University's and Department's goal to create an academically supportive environment, it is the student-athlete's responsibility to work within the parameters of this environment. Coaches are asked to support the efforts of the Office of Compliance and Services for Student Athletes and to impose logical consequences for those student-athletes who are not fulfilling their academic obligations.

The Department requests that coaches not only support the program with encouragement as well as sanctions, but also be supportive of the program's requirements and allow flexibility with student-athletes who may on occasion be late to practices due to academic counseling or related responsibilities.

In an attempt to advise coaches of scheduled workshops and tutorials, regular reports are sent from the advisors addressing student-athletes' participation, performance and attitude related to student-athletes academic activities.

Student-Athlete's Responsibilities

As stated previously, the student-athlete is ultimately responsible for his/her academic progress at the University of Oregon. General academic requirements and responsibilities for each student-athlete are contained within the *UO Athletics Compliance Manual* with specific requirements available to the student-athlete in the *Department of Intercollegiate Athletics Student-Athlete Handbook*.

Services for Student-Athletes

The primary goal of the Services for Student-Athletes program is to provide student-athletes with the resources required to enhance their chances of

achieving academic success. To accomplish this goal, the unit supports the academic growth of each student-athlete by providing the services described below.

- o **Orientation and Registration Program** - This program serves to introduce first-year students to the University environment. This program allows freshmen to participate in a special orientation program, receive academic advising and register for classes during the summer prior to their first term of enrollment.
- o **Testing** - At the beginning of the school year, skills tests are administered to all incoming freshmen and junior college transfer students. These tests give the tutors and advisors important information about the student-athlete's skills level, and allow him/her to make more informed choices about classes and schedules.
- o **Academic Advising** - The program provides student-athletes with information about academic majors, assists them with program planning and helps them relate their academic interests to potential career opportunities. The staff also helps coordinate each student-athlete's class schedules with athletic-related responsibilities.
- o **Registration** - Staff are available during registration periods to assist student-athletes with any scheduling problems. (Student-athletes are strongly encouraged to use the unit's academic advising services **before** registration in order to develop a list of courses that will fulfill general education and major requirements.)
- o **The Services for Student-Athlete Center** - The Services for Student-Athlete Center is a Resource Center which is open Monday through Thursday 7:30 a.m. – 11 p.m., Friday 7:30 a.m. – 8 p.m., Saturday 12:00 p.m. - 8 p.m. and Sunday 9 a.m. – 10 p.m. Resources include a

computer lab, study facilities, tutors and reference materials.

- o **Tutoring Services** - The "general tutoring" program is made up of seniors or graduate students who help student-athletes build new skills to deal with academic and athletic pressures. Included are time management strategies, reading comprehension skills, pre-writing skills, and identifying and correcting areas of weakness.

"Specific tutoring" consists of employing students in various majors, trained by staff, to provide tutoring for students who seek assistance in specific classes.

Compliance Department

The Compliance Staff works closely with Services for Student-Athletes monitoring the progress and eligibility status of student-athletes. Both departments strive to maintain effective communication between the University and the Department of Athletics, ensuring the:

- o Continual monitoring of academic eligibility;
- o Timely reporting of all pertinent athletic and academic information to the student-athlete;
- o Collection of information regarding the in-class performance of student-athletes; and
- o Dissemination of relevant information concerning the progress of student-athletes to all appropriate University offices and to all designated external regulatory bodies (e.g., the Pacific-12, NCAA, etc.).

Course Registration, Adds and Drops

To comply with the NCAA's progress toward degree requirements, each student-athlete must designate a program of studies leading toward a specific baccalaureate degree by the beginning of the third year of enrollment (i.e., the seventh quarter). The Compliance Office and Services for Student Athlete Center confirm that each student-athlete meets this requirement, and then works

with the student-athlete to ensure that satisfactory progress toward the specified degree is being made.

The "Duck Web," an online registration service, is used to by student-athletes to register for their classes as well as to add or drop a course. **All adds and drops should be approved by the student-athlete's academic advisor.**

In order to remain academically eligible to participate in intercollegiate athletics, a student-athlete's course load must not drop below 12 hours. If dropping a class results in a student-athlete being registered for less than 12 hours, the Compliance Office informs the individual's Head Coach of the potential eligibility problem.

Class Attendance

There is a direct correlation between classroom attendance and academic success. Therefore, all coaches and Departmental administrators are expected to reinforce the necessity of regular class attendance to the student-athletes.

Student-athletes are expected to attend all sessions of each class in which they are enrolled. Specific attendance policies are established by each course instructor and are to be adhered to by the student-athlete. All instructors have the discretion to require strict adherence to their established attendance policy at all times and may give lower grades for excessive absences.

Student-athletes should present a copy of their sports' schedule and the "missed class" letter provided by the Compliance Office to their instructors at the beginning of each term when travel occurs. Arrangements for taking any examinations or completing work assignments affected by team travel or competition are the responsibility of each student-athlete. Instructors are aware of the problems involved in scheduling athletic competitions and are usually willing to help student-athletes if they request special consideration **in advance**. Services for Student-Athletes may be contacted if there is a specific problem with a particular class.

Exams

When a student-athlete learns that an exam is scheduled during the time he/she will be participating in the intercollegiate athletics program, the student-athlete is responsible for notifying the instructor and making arrangements to make up the exam. The instructor should be contacted at the earliest possible date.

Academic Monitoring and Evaluation

The Services for Student-Athletes Center and the Athletics Compliance Office compile and maintain a file on each student-athlete. The file contains all materials documenting the academic profile of the student-athlete (e.g., academic transcripts, SAT and/or ACT scores, grade point averages, plan and/or program of study), as well as various forms verifying the eligibility status of the student-athlete.

The Compliance Office and Services for Student-Athletes monitor all the grades of all the student-athletes and also class attendance for student-athletes designated as "high risk." The student-athlete and the Head Coach are contacted to review problems and possible solutions as necessary.

Summer Sessions

Student-athletes wishing to attend summer school at another institution must pay for the class themselves.

Textbook Distribution

The textbook distribution program is administered by the Compliance Office in accordance with grant-in-aid stipulations and NCAA guidelines concerning allowable limits of financial aid.

Textbooks are distributed to student-athletes at either The Duck Store (formerly the University of Oregon Bookstore) or the Jaqua Academic Center. The Athletics Compliance Office sends the class schedules of those student-athletes

who are on book scholarships to The Duck Store. The Duck Store staff pulls the required books and bags them individually for each student-athlete. Student-athletes present their student identification at the Jaqua during the first three days of each term, or at The Duck Store thereafter, to sign for receipt of their books. It should be noted that books for recurring courses (i.e., Spanish 101, 102, 103) will only be issued once.

Student-athletes are required to return the textbooks to the Compliance Office by the end of Finals week of each term. Failure to do so will result in the cost of the textbooks being charged to the Student-Athlete's student account.

Typical Recruiting Cycle of a Prospective Student Athlete Signed by Oregon Football

- A. Approximately 20 scholarship student athletes will join our team annually out of roughly 7,500 inquiries per year
1. Identification of the PSA
 - a. Generally made by a PSA's second or third year in high school. Can occur as early as middle school and as late as the summer before a PSA enrolls in college. Furthermore, transfer PSAs are generally not identified until they are enrolled in junior college or another four year institution.
 - i. Recruiting Databases
 1. Includes all NCAA approved services online and otherwise.
 - ii. Mail/Email, etc.
 1. Includes U.S. mail and all forms of electronic communication from PSAs, their families, coaches, administrators, alumni, current players, university faculty, etc.
 - iii. Word of Mouth
 1. Including coaches, families, alumni, current players, recruits, alumni, etc.
 - iv. Summer Camps
 1. Both on and off-campus.
 2. Evaluation of the PSA
 - a. Generally made by a PSA's third or fourth year in high school. Can occur as early as middle school and as late as the summer before a PSA enrolls in college. Furthermore, transfer PSAs are generally not evaluated until they are enrolled in junior college or another four year institution.
 - b. Our coaches assess which PSAs have the athletic potential necessary to earn an athletic scholarship.
 - i. Film Evaluation
 1. Generally during the off-season.
 - ii. NCAA Designated Evaluation and Contact Periods
 1. High school practices, games, and other non-football sports related activities.
 - iii. Summer Camps
 1. Both on and off-campus.
 3. Academic Analysis of the PSA
 - a. Generally made by a PSA's third or fourth year in high school. Can occur as early as middle school and as late as the summer before a PSA enrolls in college. Furthermore, transfer PSAs academics are generally not evaluated until they are enrolled in junior college or another four year institution.
 - b. Performed on those PSAs who have been identified by our coaches as having athletic scholarship potential.
 - c. Analysis includes transcript and standardized test score review.
 - d. Counselor, teacher and/or administrative feedback required for all PSAs who are deemed an academic risk.

4. Character Analysis of the PSA

- a. Generally made by a PSA's third or fourth year in high school. Can occur as early as middle school and as late as the summer before a PSA enrolls in college. Furthermore, transfer PSAs are generally not evaluated until they are enrolled in junior college or another four year institution.
- b. Performed on those PSAs who have been identified by our coaches as having athletic scholarship potential and are in satisfactory academic standing.
- c. Phone and/or in-person conversations with coaches, counselors, teachers, and/or administrators at the PSA's place(s) of learning
- d. Review of each PSA's social media content including but not limited to Instagram, Twitter, Facebook, etc.

5. Scholarship Determination of the PSA

- a. Generally made by a PSA's third or fourth year in high school. Can occur as early as middle school and as late as the summer before a PSA enrolls in college. Furthermore, transfer PSAs academics are generally not evaluated until they are enrolled in junior college or another four year institution.
- b. Any red flags that come to surface during the analysis phase must be justifiable.
- c. Only PSAs who have been proven to have high character, intelligence and athleticism are offered opportunities to join our team in the form of an athletic scholarship.
- d. We reserve the right to revoke a PSA's verbal scholarship offer if red flags arise up to the time the PSA signs his National Letter of Intent. Common reasons a verbal scholarship may be revoked from a PSA include:
 - i. Character concerns that may be brought to light by our current players and/or support staff on a PSA's official visit or during the recruitment of a PSA
 - ii. Character concerns that may arise from our coaching staff during the recruitment of a PSA
 - iii. Character concerns that may arise from the PSA's coaches, counselors, teachers, and/or administrators during the recruitment of a PSA
 - iv. Off and/or on the field disciplinary actions that may occur during the recruitment of a PSA
 - v. Academic issues that may arise during the recruitment of a PSA

6. Recruitment of the PSA

- a. Average PSA will be recruited by our coaches for over a year. Recruitment generally begins by a PSA's third or fourth year in high school, but can occur as early as middle school and as late as the summer before a PSA enrolls in college, or while they are enrolled in a junior college. Meanwhile, transfer PSA recruitment cannot occur until their current place of enrollment provides our compliance office with a release granting our coaches permission to begin recruiting the student athlete currently enrolled at their place of learning.
- b. Only performed on those PSAs who have either been offered athletic scholarships, or have been identified as potential scholarship athletes.
- c. Typical recruitment of a PSA will include:
 - i. Approximately half a dozen visits to their place of learning.

- ii. Several in-home and/or off-campus visits made by multiple members of our staff including the head coach with the PSA and their family or legal guardian(s).
- iii. An official visit and/or unofficial visit(s) the PSA makes to our campus usually while accompanied with those people who will help them make their decision where they want to go to college.
- iv. Dozens and sometimes hundreds of phone conversations and electronic messages made by our coaches to PSA's and their families during the recruitment process.
- v. Dozens of additional phone conversations and electronic messages made by our staff to a PSA's place of learning coaches, teachers, and/or administrators during the recruitment and analysis process.

Oregon Basketball Recruiting Summary

Recruiting student-athletes to the University of Oregon is an extensive and exhaustive process that examines many different components to determine how the recruited student athlete will succeed in the culture of the university and the basketball program. While every recruiting process varies in details, this document provides an analysis of what a typical recruitment entails.

This document will cover the following aspects of recruiting and how each step contributes to understanding the student-athlete and their potential fit within the program:

- Prospect identification
- Telephone and other forms of direct communications
- In Person Contacts / Evaluations
- Unofficial visits
- Official Visits

Prospect identification

There are many ways to initially identify prospects that are eligible for recruitment. The most common way to make early identification is through recruiting services that provide information on potential student athletes. This information primarily covers physical attributes and skill levels. Per NCAA guidelines, this information is fairly standard in content and is readily available to any schools that subscribe to the recruiting service.

Another fairly common method of prospect identification is referral from scholastic or non-scholastic coaches. In this situation, our coaches are contacted and informed of the PSA's ability and/or interest in the Oregon Basketball program. Due to the many relationships that our staff has made through the years, there are referrals made by many trusted sources.

Another source of information regarding prospect identification would be referrals from alumni and other relationships. Also, prospects themselves will often submit written or video interest to be reviewed.

Prospect identification can come at any stage of a prospect's development, with recruiting services identifying prospects at a young age. There are also situations where a prospect continues to improve and only truly becomes a prospect for the University of Oregon late in their high school career.

Observation

Once a prospect is identified, the next step is to observe the prospect playing with either his scholastic or non-scholastic team (this can also be a method of prospect identification). This can be done in many ways including viewing at large tournaments with many teams, or attending the prospect's scholastic events.

When observing the prospect, care is being given to evaluating not only his physical abilities, but also to how he interacts on the court with his teammates, coaches, and even the fans. We consider this important as it can serve as a precursor to how he will interact in a team setting.

Direct communication

Once a prospect is identified, direct communication is the next step. This involves reaching out to the prospect. There are specific NCAA rules in regards to the timing and type of direct communication that is allowable. Once a prospect reaches June 15th following his sophomore year, there is now an unlimited opportunity to correspond by telephone and messaging (with a few exceptions during NCAA dead periods). Direct communication is one of the most valuable ways of gathering a “feel” for the personality and fit of the prospect. Once in direct communication, we ask a wealth of questions that help us to understand the prospect and his likelihood of success within the Oregon program. Questions examine, but are certainly not limited to the following areas:

- Personal life and history
- Family life and interactions
- Areas of academic interest and future study
- Athletic accomplishments and goals
- Social media habits

In addition to these subjects, as the process continues the subject matter typically gets more personal. We strive to learn as much as possible about all the various aspects of the prospects lives, experiences and aspirations. The more we know, the better we feel we are able to understand if they would be a valuable and productive member of our organization.

In addition to direct communication with the prospect, it is also important that we reach out and have contact with other individuals who see the prospect and his behavior on a daily basis. This includes, but is not limited to, coaches, teachers, guidance counselors, campus monitors.

In Person Contact

Once a strong line of communication is established and desire remains with both parties, we will make a “home visit”. This typically takes place at the residence of the prospect and provides an opportunity to speak with the prospect’s family and friends. This is beneficial to both our staff, the prospect and prospect’s family in that it gives a chance for both to get an intuitive feel and ask face-to-face questions. Home visits are a tremendous opportunity to evaluate the “fit” of a prospect in our program.

Another aspect of in person contact is visits to the school (high school, prep school, or junior college). This gives another layer of evaluation of character and comfort level.

Campus visits

There are two types of campus visits that a prospect can make. The first is an *unofficial visit* that can essentially be taken at any time. At any age, a prospect can visit campus and see what it has to offer. This visit is done at the expense of the prospect.

The other type of visit is an *official visit*, which refers to a visit that is financed by institution and can be hosted by the players. The parents typically attend the visit with their son, allowing us an opportunity to get to know them as well. This is perhaps one of the best opportunities to judge the personalities and behaviors of the prospect because he is in a college setting with the associated freedoms.

Time is split on official visits, with the prospect interacting with the staff and the current players. We also have the prospect spend time with support staff to get their feedback on their impressions of the prospect. The time spent with the current players is also important, as the current players understand our culture and how the prospect will fit in. On several occasions, current players will determine that there might be questions about the “fit”. Once the visit is over, we will try to find the overall impression that the prospect left and if there are any areas of concern.

Offer

If there is a feeling that the prospect fits positively within the culture of the program, then an offer of aid will be extended. At this point, the prospect will determine if they would like to sign a letter of intent (once the recruiting calendar allows).

Summary

The importance of determining the “fit” of a prospect within our culture cannot be overstated. All aspects of the recruiting process are designed to determine this fit. From the initial prospect identification to the extending of an offer, there is an eye to the details of the prospect. We must feel comfortable with all aspects of the prospects personality and how that will impact the culture. For us to be successful, we need a synergy between players and an ability to fit within our culture.

Prospect Identification
500+ prospects per year

Direct communication
Telephone/Mail/E-Mail
200-300 prospects

In Person contacts
NCAA limits to 7 per year, per prospect
100-150 prospects

Official Visits
NCAA Allows 12 per year
12 prospects

Offer of Aid
varies on need

OREGON BASKETBALL RECRUITING PROCESS

UO Women's Soccer program - Recruiting

The recruitment of a student-athlete is a time consuming process that is essentially the lifeline of the future to our success of our Women's Soccer program. We take this process very seriously as we want to insure our program will have success on and off the field. It is an "all hands on deck" approach as all three coaches take part in the recruitment of the student-athlete. We break up the process into two different phases: identification of talent and personality assessment.

Top-level soccer programs are currently identifying talent at the under age 14 level. Coaches watch the top level players at the ages of 15, 14 and 13 and begin to form a ranking system for the players. Our Duck staff must watch a player at minimum of three different events. While watching and evaluating the players' technical, tactical, and physical abilities, we also pay close attention to their mentality. We watch closely to their reaction during an error they created, or when they are substituted, how they interact with their coaches, as well as how they communicate with their teammates and to the officials. We can determine a good portion of a player's character by her interactions with coaches and teammates. We will not recruit a player who has a history of reacting poorly with her teammates, coaches and/or the officials.

We watch at minimum three different events to see the players' stress levels in different situations. Some games they win with no problem. However, the games where they struggle to win or they lose are the games we can see the players' true character.

Once we determine the players' talent level and have decided they are a PAC-12 level athlete, we will begin a further investigation into the players' personality and character level. Our foundation of success is built on hard work; therefore we place a high value on the athlete's work ethic on and off the field. We like players who are committed to their sport, but more importantly committed to their studies. Our Duck staff firmly believes if the student is disciplined in her personal life, she will discipline on the soccer field.

In order to determine prospective student-athlete's commitment level in the class room, we acquire a copy of her high school transcripts. We also stress to the prospect, that first she is a student, and secondly an athlete. We place a high value on players with strong GPAs.

The player's club coach also becomes an important resource to our coaching staff in aiding in our assessment of the student-athlete. I personally have been in college coaching for more than 15 years and have close relationships with club coaches. There are coaches that we trust and we value their opinion on the athlete. We talk at length with the club coach about the

athlete and her family background and work ethic at training and ask for any other information on the student-athlete.

If we come across an athlete who has a club coach we do not know all too well, we will also call the athlete's high school coach to acquire more information. It is important for our Duck staff to determine the athlete's work ethic and to determine if she is a positive role model with in her community.

Another way we gather information on the athlete is by using the internet. We google the athlete, check her Twitter account and any other social media outlets she may use. We have ended our recruiting process with a prospect solely based of a poor Twitter account.

Once we have decided the athlete is someone we would like to have on our team, we invite the recruit to campus. Here we are able to spend time with the recruit and her family. We can determine a lot on 24-48 hour visit. We pay close attention to details such as how respectful she is, how much she communicates in the conversation, and how much she is on her own phone. We can tell a lot as well by the questions prospective student-athletes ask if they are on campus for the correct reasons. We want players who will be proud to be a Duck and be a part of the University of Oregon.

Our current players also spend time with the recruit. Here they can gain more information on the prospect without us coaches in the room. After each visit we ask our current student athletes their impression of the prospects.

We encourage the recruits to come on campus more than once. Having the recruit visit multiple times allows us to gain even more insight to the player's personality. We are very protective of our Duck family and want to bring in players that understand our goals and vision for our program.

Once we have all the facts and details of player's talent level and on their character on and off the field we then determine if we will offer them a spot on our roster. It is a long process that we take seriously as we know the future of Duck Soccer is based on our recruits.

Kat Mertz

Head Coach, Women's Soccer

Oregon Lacrosse Recruiting

Basic Time Frame

During Sophomore Year:

- PSAs send an email & resume stating their interest in the University of Oregon
Resumes include their contact information, high school & club team information, coach contact information, upcoming tournaments, statistics, academics, interests, etc.
- All emails are kept in our Front Rush recruiting database to track & organize
- Evaluations - UO coaches attend tournaments, evaluating interested PSA's & top club programs
- Evaluations – UO coaches watch highlight videos and game footage provided by tournaments
- UO coaches communicate our interest to club coaches & ask questions about PSA's
- Example Questions:
 - Academics – GPA, strength of student, academic interests
 - Coach/Player relationship – coachability, learning style, attitude, personality
 - Family Dynamics – supportive family, Div I mentality & expectations, finances
- PSAs call UO coaches
- PSAs send transcripts for academic evaluation by UO admission & NCAA liaison
- PSAs pay their own transportation to visit UO, one or both parents also visit
- UO visit includes interactions with coaches, current players, academic staff, professors
- UO coaches communicate financial assistance with family on unofficial visit
 - Most PSAs qualify for either the Summit or Apex academic scholarships
 - Average offered financial scholarship package is 35% of full scholarship
 - Full explanation of percentage of full being tuition, room, board, books & fees
 - Explanation that increases can be awarded throughout collegiate career
- PSAs verbally commit to UO

During Junior Year:

- Continue recruitment, evaluation, communication, visiting unofficially (similar to above)
- Some attend camp or clinic
- Email communication, some phone conversations from PSAs

During Senior Year:

- Email communication mostly, some phone conversations
- Official Visit weekend in fall term
 - Usually 50% of parents attend visit as well
 - Meeting with players, coaches, academic staff, professors again
 - One full day is touring and meeting with coaches
 - Second day (football game) PSAs with current student-athletes, coaches with parents
- National Letter of Intent sent – November
- Summer training packet mailed

High School Graduates:

- Complete NCAA & admissions requirements
- Attend summer camp

Recruiting Class Overview

Number of Contacts with PSA

- Unofficial visit to UO
Only families that can afford traveling to Oregon are able to come
PSAs from New England, MD, NY, PA, NJ, CO, CA, OR, WA, Canada
All PSAs visit unofficially and don't wait for their senior year to visit
- Official visit to UO
At this point in the recruiting timeline, this is their second or third time on campus
- Summer Camp
- Very rarely are there off campus recruiting contacts during their senior year because they have already verbally committed, most contact is on UO campus
- Number of Contacts with PSA are as few as one and at most 5 throughout the recruiting process

Number of PSA's considered

- We are usually looking for a class of 8 PSAs
- Incoming classes have been as small as 4 and as large as 16

Number of contacts with others

- Club Coaches – majority of our communication, club coaches are becoming more “recruiting coordinators” for their players
- High School Coaches – will communicate with high school coach if UO coaches haven't communicated with club coach or already have a relationship with them
- Counselors – rarely unless requesting transcripts or test scores that have not already been provided by the PSA
- Parents – extensive communication with parents on unofficial and official visits to campus, rarely by phone
- Friends – rarely unless one of our current student athletes is friends with the PSA

Athletics - Recruiting Services

| FISCAL_YEAR | ORGANIZATION_DESC | Compliance | TRANSACTION DESCRIPTION | AMOUNT |
|-------------|------------------------|---------------------|-------------------------------------|-----------|
| 2013 | Ath Men's Football | Agent Tracking | Walter Neil Stratton/dba Inside the | 325.00 |
| 2013 | Ath Men's Football | Agent Tracking | Walter Neil Stratton/dba Inside the | -325.00 |
| 2013 | Ath Men's Football | Agent Tracking | Walter Neil Stratton/dba Inside the | 325.00 |
| 2013 | Ath Men's Football | Data Management | Bluechip Athletic Solutions LLC | 11,000.00 |
| 2013 | Ath Men's Football | Data Management | Coaching News Network LLC/dba Footb | 1,800.00 |
| 2013 | Ath Men's Football | Data Management | Logistical Athletic Solutions LLC | 15,250.00 |
| 2013 | Ath Men's Football | Data Management | Overtime Software LLC | 10,000.00 |
| 2013 | Ath Men's Football | Data Management | Prep Tracker sub.<PP Exp A5030 | 4,495.00 |
| 2013 | Ath Men's Football | Data Management | PrepTracker LLC | 1,995.00 |
| 2013 | Ath Men's Football | Recruiting Services | Agile Sports Technologies/dba Hudl | 25,000.00 |
| 2013 | Ath Men's Football | Recruiting Services | Lawrence M Butler/dba Illinois Spot | 550.00 |
| 2013 | Ath Men's Basketball | Data Management | Dees Communications/dba Athletic Pu | 343.66 |
| 2013 | Ath Men's Basketball | Data Management | Adam St. College- Branch transcript | 40.55 |
| 2013 | Ath Men's Basketball | Recruiting Services | Burlison, Frank L. | 525.00 |
| 2013 | Ath Men's Basketball | Recruiting Services | David M Telep/dba Dave Telep Scouti | 600.00 |
| 2013 | Ath Men's Basketball | Recruiting Services | David N Nahabedian/dba Networx Bask | 500.00 |
| 2013 | Ath Men's Basketball | Recruiting Services | Double Pump Inc/dba California Cage | 700.00 |
| 2013 | Ath Men's Basketball | Recruiting Services | Erven Davis/dba Dallas Showtyme Bas | 350.00 |
| 2013 | Ath Men's Basketball | Recruiting Services | Evan Daniels/dba Evan Daniels Scout | 500.00 |
| 2013 | Ath Men's Basketball | Recruiting Services | Franklin B Mitchell/Midwest Scoutin | 525.00 |
| 2013 | Ath Men's Basketball | Recruiting Services | Gerald William Freitas/dba Gerry Fr | 625.00 |
| 2013 | Ath Men's Basketball | Recruiting Services | Hoop Scoop Inc | 499.00 |
| 2013 | Ath Men's Basketball | Recruiting Services | Jim Hicks/dba RCS Sports | 500.00 |
| 2013 | Ath Men's Basketball | Recruiting Services | Kimberley R Smith/dba Texas Boys Ba | 550.00 |
| 2013 | Ath Men's Basketball | Recruiting Services | Mike McKenzie/dba Canadian Prospect | 700.00 |
| 2013 | Ath Men's Basketball | Recruiting Services | Prep Spotlight | 600.00 |
| 2013 | Ath Men's Basketball | Recruiting Services | The Spot Lite subscription | 550.00 |
| 2013 | Ath Men's Golf | Data Management | Scoutware LLC | 1,050.00 |
| 2013 | Ath Men's Baseball | Data Management | Scoutware LLC | 1,050.00 |
| 2013 | Ath Women's Basketball | Data Management | Fast Model Technologies LLC | 2,500.00 |
| 2013 | Ath Women's Basketball | Data Management | PrepTracker LLC | 1,995.00 |
| 2013 | Ath Women's Basketball | Data Management | Scoutware LLC | 1,500.00 |
| 2013 | Ath Women's Basketball | Data Management | Sportstec Inc | 100.00 |
| 2013 | Ath Women's Basketball | Recruiting Services | NetScouts Basketball LLC | 795.00 |
| 2013 | Ath Women's Golf | Data Management | Front Rush LLC/dba Front Rush | 616.00 |
| 2013 | Ath Women's Softball | Data Management | Scoutware LLC | 1,050.00 |
| 2013 | Ath Women's Tennis | Recruiting Services | Sirius Software Inc | 225.00 |
| 2013 | Ath Women's Volleyball | Data Management | Front Rush LLC/dba Front Rush | 467.00 |
| 2013 | Ath Women's Volleyball | Data Management | Scoutware LLC | 1,050.00 |
| 2013 | Ath Women's Volleyball | Recruiting Services | University Athlete Inc | 194.75 |
| 2013 | Ath Women's Volleyball | Recruiting Services | University Athlete Inc | 142.50 |
| 2013 | Ath Women's Volleyball | Recruiting Services | University Athlete Inc | 190.00 |
| 2013 | Ath Women's Volleyball | Recruiting Services | University Athlete Inc | 161.50 |
| 2013 | Ath Women's Volleyball | Recruiting Services | University Athlete Inc | 251.75 |
| 2013 | Ath Women's Volleyball | Recruiting Services | University Athlete Inc | 488.75 |
| 2013 | Ath Women's Volleyball | Recruiting Services | University Athlete Inc | 118.75 |
| 2013 | Ath Women's Volleyball | Recruiting Services | William J Feldman/dba American Voll | 495.00 |

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|------|------------------------------|---------------------|-------------------------------------|-----------|
| 2013 | Ath Women's Volleyball | Recruiting Services | William J Feldman/dba American Voll | 495.00 |
| 2013 | Ath Women's Soccer | Data Management | Front Rush LLC/dba Front Rush | 306.00 |
| 2013 | Ath Women's Soccer | Data Management | Scoutware LLC | 262.00 |
| 2013 | Ath Women's Lacrosse | Data Management | Front Rush LLC/dba Front Rush | 725.00 |
| 2013 | Ath Women's Lacrosse | Data Management | West Shore Technologies Inc | 870.00 |
| 2013 | Ath Women's Acrobatics & Tum | Data Management | Front Rush LLC/dba Front Rush | 616.00 |
| 2014 | Ath Men's Football | Data Management | Overtime Software LLC | 10,000.00 |
| 2014 | Ath Men's Football | Recruiting Database | Bluechip Athletic Solutions LLC | 11,000.00 |
| 2014 | Ath Men's Basketball | Data Management | Dees Communications/dba Athletic Pu | 281.66 |
| 2014 | Ath Men's Basketball | Data Management | Fast Model Technologies LLC | 6,900.00 |
| 2014 | Ath Men's Basketball | Recruiting Services | Ball, Rick | 525.00 |
| 2014 | Ath Men's Basketball | Recruiting Services | Burlison, Frank L. | 525.00 |
| 2014 | Ath Men's Basketball | Recruiting Services | Double Pump Inc/dba California Cage | 700.00 |
| 2014 | Ath Men's Basketball | Recruiting Services | Evan Daniels/dba Evan Daniels Scout | 600.00 |
| 2014 | Ath Men's Basketball | Recruiting Services | Franklin B Mitchell/Midwest Scoutin | 525.00 |
| 2014 | Ath Men's Basketball | Recruiting Services | Gerald William Freitas/dba Gerry Fr | 625.00 |
| 2014 | Ath Men's Basketball | Recruiting Services | Joshua Gershon/dba Josh Gershon's W | 500.00 |
| 2014 | Ath Men's Basketball | Recruiting Services | Kimberley R Smith/dba Texas Boys Ba | 550.00 |
| 2014 | Ath Men's Basketball | Recruiting Services | Mullen's Sports Enterprises Inc/Mul | 575.00 |
| 2014 | Ath Men's Basketball | Recruiting Services | Pangos/dba West Coast Elite Scoutin | -595.00 |
| 2014 | Ath Men's Basketball | Recruiting Services | Pangos/dba West Coast Elite Scoutin | 595.00 |
| 2014 | Ath Men's Basketball | Recruiting Services | Pangos/dba West Coast Elite Scoutin | 595.00 |
| 2014 | Ath Men's Basketball | Recruiting Services | Primetime Scouting | 600.00 |
| 2014 | Ath Men's Basketball | Recruiting Services | West Coast Elite Scouing Service | 595.00 |
| 2014 | Ath Men's Golf | Data Management | Scoutware LLC | 1,050.00 |
| 2014 | Ath Men's Tennis | Recruiting Services | Sirius Software Inc | 250.00 |
| 2014 | Ath Men's Baseball | Data Management | Scoutware LLC | 1,050.00 |
| 2014 | Ath Women's Basketball | Data Management | PrepTracker LLC | 1,995.00 |
| 2014 | Ath Women's Basketball | Data Management | Scoutware-correct pymt index | 1,500.00 |
| 2014 | Ath Women's Basketball | Recruiting Services | Fast Model Technologies LLC | 2,500.00 |
| 2014 | Ath Women's Basketball | Recruiting Services | NetScouts Basketball LLC | 795.00 |
| 2014 | Ath Women's Tennis | Recruiting Services | Sirius Software Inc | 225.00 |
| 2014 | Ath Women's Volleyball | Data Management | Front Rush LLC/dba Front Rush | 725.00 |
| 2014 | Ath Women's Volleyball | Data Management | University Athlete Inc | 168.75 |
| 2014 | Ath Women's Volleyball | Data Management | University Athlete Inc | 242.50 |
| 2014 | Ath Women's Volleyball | Data Management | University Athlete Inc | 337.50 |
| 2014 | Ath Women's Volleyball | Data Management | University Athlete Inc | 114.00 |
| 2014 | Ath Women's Volleyball | Data Management | University Athlete Inc | 270.75 |
| 2014 | Ath Women's Volleyball | Data Management | University Athlete Inc | 23.75 |
| 2014 | Ath Women's Volleyball | Data Management | University Athlete Inc | 203.50 |
| 2014 | Ath Women's Soccer | Data Management | Front Rush LLC/dba Front Rush | 616.00 |
| 2014 | Ath Women's Lacrosse | Data Management | Front Rush LLC/dba Front Rush | 616.00 |

University of Oregon Department of Intercollegiate Athletics
Review Panel on Sexual Misconduct Prevention and Response

CONTRACT LANGUAGE – Employees and Coaches

1. Coaches contract language related to recruiting, student-athlete development, compliance, NCAA regulations
2. Position description for Professional Development Coordinator

Compliance with NCAA, PAC-12, UO, and UO AD rules and policies is important to the successful operation of and meeting the mission of the Athletic Department. Every employee signs a contract agreeing to know, understand and abide by all applicable rules and regulations. Coaches' employment agreements explicitly identify the responsibility to work with student-athletes for essential academic progress along with the personal and athletic development. The expectations regarding the overall safety and well-being of the SA's is highlighted in contract language and is included in the performance evaluations for each coach.

Long Form Employment Agreement

Employment Agreement

This Employment Agreement (Agreement) is entered into by the University of Oregon (University) and [REDACTED] (Coach).

1. Purpose

University and Coach have entered into this Agreement because the University desires to hire Coach, and Coach desires to work as an employee for the University. For these reasons, University has agreed to employ Coach in a salaried position, and Coach has agreed to be employed by the University upon the terms and conditions set forth herein.

2. Position

2.1 Description of Coach's Responsibilities

- a. Title. Coach is employed as head coach of the University's intercollegiate women's tennis team subject to the terms and conditions of this Agreement.
- b. Effort; Compliance. Coach agrees: (i) to devote her best efforts full time to the prompt and efficient performance of all duties and responsibilities of a head women's tennis coach and such other reasonably related duties and responsibilities (so long as they do not interfere with her duties and responsibilities as head coach) as may be assigned to her from time to time; (ii) to give proper time and attention to furthering her responsibilities to the University; (iii) to comply with all rules, regulations, policies, and decisions established or issued by the University, the University Department of Intercollegiate Athletics (Department), the Pacific-12 Conference (PAC-12), and the National Collegiate Athletic Association (NCAA). Coach also agrees that notwithstanding the provisions of Section 4.4, during the Term of this Agreement she will not engage, directly or indirectly, in any business or other activity which would significantly detract from her ability to apply her best efforts to the performance of her duties and responsibilities. Coach also agrees not to usurp any corporate opportunities of University. Coach and University agree to implement the actions described in Exhibit A to this Agreement.
- c. General Administration as Head Coach. During the period in which University employs Coach as head women's tennis coach, Coach agrees to perform properly, efficiently, to the best of her ability and consistent with University standards, all duties and responsibilities of a head women's tennis coach in this position. Coach is responsible for the management and administration of all phases of the intercollegiate women's tennis program fully in keeping with the philosophies and objectives of the Department and the University, including compliance with NCAA, PAC-12, Board of Higher Education and University rules, policies, and regulations.

d. Day to Day Responsibilities as Head Coach. As head women's tennis coach, Coach's specific and essential responsibilities include, but are not limited to: (i) Working with student-athletes involving recruitment and selection, leadership and instruction in personal and athletic development, determining eligibility and promoting academic progress; (ii) Developing, submitting and monitoring the women's tennis program's annual budget; (iii) Overseeing the selection, acquisition and maintenance of uniforms and equipment pursuant to University contracts; (iv) Arranging and conducting practices and, in conjunction with the Athletic Director (or his designee), arranging a competitive schedule, including travel plans and itineraries; (v) Supervising a full-time assistant coach, and such others as are identified in writing by the Athletic Director, providing orientation and training as appropriate, conducting performance evaluations, and recommending salaries; (vi) Overseeing the conditioning, training, safety and discipline of student-athletes including, with the approval of the Athletic Director or designee, developing, and communicating team rules and effectively implementing them; (vii) Directing the team and the coaching staff at all women's tennis matches and events; (viii) Participating in clinics, exhibitions, and camp activities as reasonably requested by the Athletic Director; (ix) Participating in public relations events as reasonably requested by the Athletic Director; (x) Cooperating with other Department and University personnel, including other coaches; and (xi) Performing other duties as reasonably requested by the Athletic Director.

e. Ethical Responsibilities: The University has established a tradition of ethical conduct at all levels of University life. In accordance with this tradition, Coach, as a member of the Department, agrees to represent the University in an honorable and ethical manner at all times. Standards for the ethical conduct of Department staff are established and enforced by the Director of Athletics, the University, the State Board of Higher Education, the PAC-12 Conference and the NCAA. In addition, State Board Internal Management Directive 8.036 reflects and specifies certain requirements regarding ethical conduct, as does University's Conflict of Interest and Conflict of Commitment policies, each of which, as amended from time to time, shall be deemed a part of this Agreement. Coach further agrees to comply with, and use her best efforts to cause her Assistant Coaches to comply with, all applicable constitutions, bylaws, interpretations, laws, policies, rules or regulations relating to the conduct and administration of the women's tennis program. If Coach becomes aware, or has reasonable cause to believe, that violations of applicable constitutions, bylaws, interpretations, laws, policies, rules or regulations have taken place, she shall report them promptly (and in all cases within seven days) to the Director of Athletics. Coach also agrees to adhere to, to respect and to follow the academic standards, requirements and policies of the University at all times, including with respect to the recruitment of prospective student-athletes and the eligibility of current student-athletes and to use her best efforts to ensure that members of her staff also do so.

2.2 Reassignment.

The University's intent is for Coach to serve as the head coach of the intercollegiate women's tennis

team throughout the Term of this Agreement. However, Coach understands that the University retains the right to assign Coach to other positions with different duties during the Term of this Agreement (Reassignment). Should such Reassignment be under consideration, University shall consult with Coach and seek Coach's Input at least thirty (30) calendar days before a Reassignment is made. In no event, however, will Coach be assigned to a position that is not, in University's sole good faith judgment, consistent with her education, expertise or experience, nor will Coach's Guaranteed Salary be reduced during the Term of this Agreement. If University reassigns Coach and Coach refuses to accept such reassignment, University must terminate this Agreement pursuant to the terms and conditions for termination by University set forth in Section 6.2 below.

2.3 Reporting Relationship.

As head coach of the intercollegiate women's tennis team, Coach shall report to the Executive Senior Associate Athletic Director or another member of the senior athletic administration as designated by the Athletic Director.

3. Term of Agreement

a. The term (Term) of this Agreement shall begin on June 9, 2014, and end at 11:59 pm Pacific Time on June 30, 2018, at which time this Agreement shall expire without penalty to either party.

4. Compensation

Coach is entitled to compensation as identified in this Agreement. Coach may earn supplemental income related to her employment as and to the extent approved by the University and consistent with NCAA and PAC-12 regulations. All payments from University are subject to applicable deductions and withholdings for tax purposes and employee benefit programs in which Coach participates. All payments are also subject to the terms and conditions in Sections 6 and 7 regarding termination of this Agreement.

4.1 Salary

University shall pay Coach an annual guaranteed salary (Guaranteed Salary) of [REDACTED] dollars [REDACTED] for her performance of her duties and responsibilities under this Agreement. The Guaranteed Salary will increase to [REDACTED] thousand five hundred dollars [REDACTED] on July 1, 2015. The Guaranteed Salary will increase to [REDACTED] thousand dollars [REDACTED] on July 1, 2016. The Guaranteed Salary will increase to [REDACTED] thousand five hundred dollars [REDACTED] on July 1, 2017. Coach's Guaranteed Salary shall be paid in equal installments on the University's regular pay days.

4.2 Fringe Benefits

- a. Coach shall be entitled to participate in the University fringe benefits offered to other employees that share her status as an Officer of Administration. These include (but are not limited to) group life insurance, medical, dental, and vision insurance; paid vacation and sick leave; disability insurance; participation in the Optional Retirement Plan; and opportunities to invest in tax deferred annuities and deferred compensation plans.
- b. Coach is eligible for paid vacation as currently set forth in Oregon Administrative Rule 580-021-0040, except as set forth in this agreement. Coach understands and agrees that Coach must notify and obtain the approval of her supervisor in advance of using vacation. Coach understands that a maximum of 260 hours of vacation time may be accrued. Coach further understands and agrees that Coach will not receive payment for any unused vacation at the end of her employment with the University. Coach acknowledges that the University will record as vacation regular work days on which Coach is absent during off-season periods in the event that Coach fails to properly record such time as vacation or sick leave.
- c. Coach will receive reimbursement for all business-related travel and out-of-pocket expenses, including travel expenses for her spouse (whenever deemed appropriate by the Athletic Director), consistent with University policy.
- d. University shall provide to Coach at all times during the Term of this Agreement while Coach is head women's tennis coach one (1) courtesy car. The Athletic Department will insure the car for official business, but Coach must provide automobile liability (no less than \$1 million limit) and collision insurance for personal use of the car. Should University be unsuccessful in obtaining the courtesy car for Coach, Coach shall receive a stipend of [REDACTED] per month in lieu of the courtesy car.
- e. During the Term of this Agreement while Coach is head women's tennis coach, Coach will be provided with membership at Eugene Swim and Tennis Club at the sole discretion of Eugene Swim & Tennis Club. Coach will be responsible for any personal charges including, but not limited to, electric carts, lockers, restaurant charges, and lessons. This membership is provided to assist in fund-raising efforts. Should Coach be reassigned, Coach's continued membership will depend on the wishes of the Eugene Swim & Tennis Club, needs of the new position and its relative (to certain head coach positions) utility to promotional and fundraising functions.
- f. During the Term of this Agreement while Coach is head women's tennis coach, Coach will receive, as part of the standard Athletic Department fringe benefit package and to help her fulfill her duties as head women's tennis coach: two (2) tickets to each home game of each of the University's other varsity intercollegiate athletic teams. In the event the women's tennis team participates in NCAA Tournament post-season play, University agrees to pay the costs for Coach's spouse and any dependent

children living at home to travel to away NCAA Tournament post-season games. University will also provide reasonable parking accommodations at team facilities. Coach understands that these benefits may be subject to taxation.

g. During the Term of this Agreement while Coach is head women's tennis coach, Coach will be eligible to receive a reasonable amount of apparel, equipment, and shoes from University's contracted provider.

h. Coach is eligible to receive a Nike Elite allowance at the discretion of the athletic director.

4.3 Annual Performance Incentives

Each Contract Year during the Term of this Agreement Coach will be eligible to receive performance incentive payments as follows:

| | |
|---|------------|
| NCAA Team Participant | [REDACTED] |
| Advance to Round of 32 | [REDACTED] |
| Advance to Round of 16 | [REDACTED] |
| Advance to Round of 8 | [REDACTED] |
| Advance to Final Four | [REDACTED] |
| Advance to National Championship | [REDACTED] |
| Win National Championship | [REDACTED] |
| Cumulative Maximum for Winning NCAA Team Tournament | [REDACTED] |
| | |
| NCAA Singles or Doubles Champion | [REDACTED] |
| | |
| Pac-12 Regular Season Finish (Not Cumulative) | |
| First Place | [REDACTED] |
| Second Place | [REDACTED] |
| Third Place | [REDACTED] |

If earned by Coach, the incentive payments shall be made within forty-five (45) days following the season in which such incentive payments are earned.

4.4 Opportunities to Earn Outside Income.

While Coach is Head Women's Tennis Coach, Coach shall have the opportunity to earn income from outside the University as a result of her position on the terms and conditions set forth herein.

a. The following general terms and conditions shall apply whenever Coach wishes to earn outside income related to her expertise, experience, or occupation as a women's tennis coach: (i) Any outside

activities shall not interfere with the full, complete, and satisfactory performance of Coach's duties and obligations as a University employee, recognizing always that her primary obligations lie with the University; (ii) In no event shall Coach knowingly accept or receive directly or indirectly any monies, benefit, or any other gratuity whatsoever from any person, corporation, University booster club or alumni association or other benefactor if such action would violate NCAA or PAC-12 Conference legislation or the constitution, bylaws, rules and regulations, or their interpretations in effect at the time, and changes of such legislation, constitution, bylaws, rules and regulations or interpretations automatically apply to this Agreement without the necessity of written modification; (iii) Coach shall disclose to, and obtain the advance written approval of the Athletic Director before entering into agreements for outside income or in-kind or financial benefits. Subject to other terms of this Agreement, such approval shall not be unreasonably withheld as to arrangements not directly related to head coaching responsibilities, information and activities. Except as required by the Athletic Department, Coach shall not endorse or be a spokesperson or celebrity personality for goods or services manufactured, sold or provided by persons or entities other than those with which University has contracted, without prior written approval of University. Such approval shall not be unreasonably withheld.

b. Coach may earn additional compensation as a result of her responsibilities operating University's women's tennis youth summer camps. Camp operation is subject to all the rules and procedures outlined in the Athletic Department's Procedural Manual and University policy. The opportunity to operate a camp on or using University facilities is exclusively available to Coach only while she is serving as head women's tennis coach. University shall have no responsibility or liability for loss of camp income resulting from termination of this Agreement. University does not guarantee any minimal camp-related income. Income shall be determined consistent with Department procedures and practices.

c. Any income produced by outside activities is independent of this Agreement, and University shall have no responsibility or liability for any loss of such outside income resulting from termination of this Agreement or from the reassignment of Coach, regardless of Coach's expectations based on past history or representations and regardless of whether either party could have foreseen or contemplated such a loss upon termination or reassignment or whether such a loss resulted directly or indirectly from the termination or reassignment.

d. Coach shall not earn outside income from pre-game, post-game or coach's show, "highlights" and other television and radio show broadcasts. Except for spontaneous, live sideline interviews consistent with any restrictions arising out of any University media rights holder agreement, Coach shall not provide any such services, commentary or performance relating to University of Oregon women's tennis except as consistent with any University media rights holder agreement unless approved by the Athletic Department.

e. The Athletic Department reserves the right to deal directly with manufacturers, importers, or distributors of athletic shoes, apparel or equipment, and to negotiate and contract for usage and endorsement of their products. Coach shall not enter into any such contracts.

f. Coach shall provide, as and when directed by the University, a detailed accounting in writing of all income and benefits from all sources outside the University.

5. Performance Evaluations

5.1 The Athletic Director (or his designee) will evaluate Coach's performance of her job duties and responsibilities annually on the same basis as performance evaluations are done for other employees of Coach's classification. These evaluations may take into account prior evaluations and the expectations and goals set for Coach in such prior evaluations.

5.2 As part of the evaluation process, win-loss record, post-season appearance performance (if any), recruiting success, compliance with University and NCAA rules and regulations, student-athlete academic progress, student-athlete development, and fund-raising success shall be taken into account and evaluated against comparably situated and funded Division 1 intercollegiate athletics programs.

6. Termination without Cause

6.1 Termination due to Death or Disability.

a. This Agreement shall terminate upon Coach's death. This Agreement shall also terminate upon Coach's total disability (within the meaning of University's disability insurance for employees of Coach's classification or within the meaning of Oregon Public Employees Retirement System (PERS) regulations or federal Social Security Administration Regulations).

b. If this Agreement is terminated pursuant to this section because of Coach's death, Coach's compensation and all other benefits shall terminate as of the calendar month in which death occurs, except that her estate or other designated beneficiary shall be paid all such death benefits, if any, as may be contained in any benefit plan now in force or hereafter adopted by University and due to Coach pursuant to that plan. Coach's dependents' continued eligibility for benefits shall be in accordance with the standard eligibility of dependents of Officers of Administration at the University. In addition, University shall pay to Coach's estate any compensation already fully earned but not yet payable under this Agreement.

c. If this Agreement is terminated because Coach becomes totally disabled, Coach shall continue to receive the Guaranteed Salary and any other standard University fringe benefits provided for under this Agreement until such time as Coach becomes eligible for (even if subsequently paid retroactively) total

disability benefits from PERS, Social Security, or a private or group insurer, whichever first occurs. At the end of such transition period, if any, all compensation and other University fringe benefits shall terminate.

6.2 Termination by University (not for cause)

a. The University shall have the right to terminate this Agreement at any time for any or no reason. Such termination shall be effectuated by delivering to Coach written notice of University's intent to terminate this Agreement without cause, and shall be effective upon the later of a date stated or thirty (30) days after University's mailing of such notice. University shall not be obligated to state a reason for termination of Coach without cause. If University exercises its right under this Section 6.2, Coach shall be entitled to damages only as provided for in Section 6.2.b below.

b. If University terminates this Agreement under this Section 6.2, University shall pay to Coach, as liquidated damages, the following:

Coach's Guaranteed Salary at the time of termination multiplied by the number of years remaining in this agreement. Partial years shall be prorated by multiplying Guaranteed Salary at the time of termination by $X/365$, where X is the number of days remaining in the current fiscal year at the time of termination.

c. University's obligation under Section 6.2.b shall not accrue interest (so long as not in arrears) and shall be paid on a monthly basis over the balance of the scheduled Term of this Agreement. University's obligations shall be subject to Coach's duty to mitigate, as set forth in Section 6.2.e. Failure to pay timely such liquidated damages shall constitute a breach of this Agreement and such sum shall be recoverable, together with reasonable attorney fees (subject to the limitations and conditions of ORS 30.260 to 30.300) in any state court of competent jurisdiction in the State of Oregon. Coach will not be entitled to any other employee benefits except as otherwise provided herein or required by applicable law. In no case shall University be liable for the loss of any collateral business opportunities or any other benefits (including unemployment compensation), or perquisites, or income resulting from activities such as but not limited to, camps, clinics, media appearances, broadcast talent fees, apparel, equipment or shoe contracts, consulting relationships, or from any other (inside-the-University or outside-the-University) sources that may ensue as a result of University's termination of this Agreement under this Section 6.2.

d. Coach and University have bargained for and agreed to the foregoing liquidated damages provisions, giving consideration to the fact that termination of this Agreement by University under this Section 6.2 may precipitate or lead to Coach's loss of certain salary, benefits, supplemental compensation or other economic advantages or income related to her employment at the University, which damages are extremely difficult to determine fairly, adequately, or with certainty. The parties further agree that the payment of such liquidated damages by University shall constitute sufficient,

adequate and reasonable compensation to Coach for any loss, damages or injury Coach suffers because of such termination by University. The foregoing shall not be, nor be construed to be, a penalty. The provisions of this Section 6.2 shall be without prejudice to any other right (excluding unemployment compensation) Coach may have under applicable law. Coach acknowledges that state and federal taxes must be withheld and paid on liquidated damages as required by law.

e. If University terminates this Agreement under this Section 6.2, Coach agrees to mitigate University's obligations to pay liquidated damages under Section 6.2.b by making reasonable, good faith, and diligent efforts to obtain comparable employment, such as a coaching or athletic administrative position (not necessarily as a head coach) at a university that competes on the NCAA Division 1 level or with a professional team or with a Division 1 level or professional (major) league office, or with the NCAA as soon as reasonably possible after termination of this Agreement. Should Coach obtain such comparable employment, University's financial obligations under this Agreement including Section 6.2.b, shall cease so long as Coach's monthly compensation, excluding reasonable and usual non-monetary fringe benefits such as health and life insurance, club memberships and use of vehicles, is equal to or greater than University's obligation to pay liquidated damages under Section 6.2.b, prorated on a monthly basis. If Coach's monthly compensation, excluding reasonable and usual non-monetary fringe benefits, from such new employment is less than University's monthly obligation to pay liquidated damages under Section 6.2.b, the amount of University's obligation to pay liquidated damages shall be reduced by the amount of Coach's compensation, excluding reasonable and usual non-monetary fringe benefits, from such new employment. Coach shall promptly inform University of changes in her employment status (including monthly salary and type and value of fringe benefits that are included in the calculation of Coach's compensation) for purposes of the implementation of this Section 6.2.e.

7. Termination for Cause and Discipline

7.1 Coach may be disciplined as determined by the Athletic Director for: (a) any reason for which an Officer of Administration may be disciplined; (b) for a material violation of any constitution, bylaw, interpretation, rule, regulation, or policy of the NCAA, PAC-12, Oregon Board of Higher Education or University; or (c) any material violation of local, state or federal law or a material breach of this Agreement. Discipline under this provision may be in addition to discipline imposed by the NCAA or the PAC-12 conference. Depending on the violation, the Athletic Director may provide an opportunity for Coach to remediate or may impose a reprimand, assess a fine (of a day's pay or more), suspend (with or without pay) or, consistent with Section 7.2, terminate Coach. Coach shall cooperate fully with any University personnel in the course of any investigation of illegal or prohibited behavior on the part of students, boosters, employees, administrators, volunteers, or agents of the University.

7.2 University shall have the right to terminate this Agreement for cause prior to its expiration. Coach waives any procedural rights she may have except those contained in this Agreement. If

University is considering termination for cause, Coach shall be notified of the grounds and shall have the opportunity to present a statement of denial, explanation or excuse before such termination is finalized.

a. "Cause" shall include in addition to its normally understood meaning in employment agreements and in OAR 580-21-325(2), any of the following: (i) A deliberate and serious violation of the duties outlined in this Agreement or refusal or unwillingness to perform such duties in good faith and to the best of Coach's abilities; (ii) Conduct resulting in a conviction for violation of any criminal statute involving moral turpitude or a state or federal felony crime; (iii) A serious and knowing violation of any material law, rule, regulation, constitutional provision, bylaw, or interpretation of the University, PAC-12 Conference or the NCAA, which may, in the sole good faith judgment of University, reflect or impact materially and adversely upon University or its athletic program or which may result in University being placed on probation by the PAC-12 Conference or the NCAA, including any violation which may have occurred during prior employment at University or another NCAA member institution, either by Coach or, if known to Coach, by a member of the coaching staff or any other person Coach supervises or directs; (iv) Absence from duty of 60 continuous days (except due to illness documented by a licensed physician) or 60 business days in any twelve (12) month period (except due to illness documented by a licensed physician) without the Athletic Director's consent (which shall not be unreasonably withheld); or (v) Any cause adequate to sustain the termination of any other Officer of Administration.

b. If this Agreement is terminated for cause, all obligations of University to make further payments or to provide any other consideration (notwithstanding OAR 580-021-0365) shall cease as of the end of the month in which such termination occurs. In no case shall University be liable to Coach for the loss of any collateral business opportunities or any other benefits, perquisites or income whether from University or other sources.

8. Miscellaneous

8.1 This Agreement will be governed and construed in accordance with the laws of the State of Oregon without regard to principles of conflicts of law. In no event shall any part of this Agreement be construed as a waiver by the State of Oregon of its sovereign and governmental immunities or limits of liability enforceable in the courts of the State of Oregon.

8.2 The captions or headings in this Agreement are for convenience only and in no way define, limit, or describe the scope or intent of any provisions of this Agreement.

8.3 The parties agree that if any term or provision of this Agreement is declared by a court of competent jurisdiction to be illegal or in conflict with any law, the validity of the remaining terms and provisions will not be affected, and the parties agree to attempt to substitute for any illegal, invalid, or

unenforceable provision a valid or enforceable one, which achieves the economic, legal and commercial objectives of the invalid or unenforceable provision to the greatest extent possible.

8.4 No waiver, consent, modification, or change of any term of this Agreement shall bind either party unless the same is in writing and signed by both parties and all necessary approvals have been obtained. Such express waiver, consent, modification, or change, if made, shall be effective only in the specific instance and for the specific purpose set forth in such signed writing. Failure of either party to enforce any provision of this Agreement shall not constitute a waiver of the right to future enforcement of that or any other provision.

8.5 This Agreement may be executed in counterparts, and via facsimile or electronically transmitted signature (i.e. emailed scanned true and correct copy of the signed Agreement), each of which will be considered an original and all of which together will constitute one and the same agreement. At the request of a party, the other party will confirm facsimile or electronically transmitted signature page by delivering an original signature page to the requesting party.

8.6 This Agreement may be publicly disclosed in its entirety.

8.7 Coach's position as head women's tennis coach is not tenure-related and has no academic rank.

8.8 This Agreement, together with all incorporated documents and exhibits attached hereto and referenced herein, constitutes the entire agreement between the parties with respect to the subject matter hereof and merges all prior and contemporaneous communications with respect to such subject matter. This Agreement shall not be modified except by a signed writing dated subsequent to the date of this Agreement and signed by Coach and on behalf of University by its duly authorized representative. The parties hereby acknowledge and agree that this Agreement has been negotiated by the parties and their respective counsel and shall be interpreted fairly in accordance with its terms and without any strict construction in favor of or against either party.

8.9 All notices, claims, requests, demands and other communications hereunder shall be made in writing and shall be deemed given if delivered or mailed (registered or certified mail, postage prepaid, return receipt requested) as follows:

To Coach: Alison Silverio
 Last known address on file with Human Resources

With a copy to:

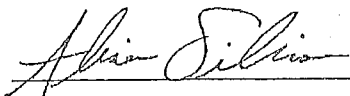
To the University: Director of Athletics
University of Oregon
2727 Leo Harris Parkway
Eugene, OR 97401

8.10 All compensation payable to Coach under this Agreement or sums payable to Coach for breach of this Agreement are payable only from revenues of the Department of Athletics or funds made available to the Department of Athletics by University's affiliated foundation. University is not obligated to use state general fund money to pay compensation payable to Coach or to pay sums payable to Coach for breach of this Agreement. Nothing in this section 8.10 shall be construed to affect University's obligation to pay compensation to Coach under this Agreement from the sources of funds identified in this Section 8.10.

The parties indicate their acceptance of and agreement to the terms and conditions of this Agreement by their signatures below.

Coach

University of Oregon


Alison Silverio

5/27/2014
Date


Rob Mullens

5/20/2014
Date

Exhibit A

Communication

The president of the University will meet with the Coach annually to discuss the president's expectations for NCAA rules compliance.

The athletics director will meet with the Coach annually to discuss the athletics director's expectations for NCAA rules compliance. The meeting will address the following:

- Athletics director's philosophy and expectations on rules compliance.
- Compliance resources for the women's tennis program.
- The women's tennis program's shared responsibility with compliance staff.
- Continued dialogue with athletics director to discuss the institution and women's tennis program's compliance environment and expectations.

The compliance director will meet with the Coach at least annually to discuss his/her expectations for NCAA rules compliance. The meeting will address the following:

- Compliance director's philosophy and expectations on rules compliance.
- Compliance resources for the women's tennis program.
- A discussion of the compliance staff's and women's tennis program's expectations for submitting rules interpretations and waiver requests and how to best resolve any disagreements over the submission of such requests.
- Women's tennis program's shared responsibility with compliance staff.
- Expectations for reporting actual and suspected NCAA rules issues (e.g., immediate action; reporting lines).
- Establishment of a plan for continued dialogue with compliance director to discuss the institution and program's compliance environment and expectations.
- Establishment of a plan for ongoing dialogue between coaching staff and compliance staff to discuss key issues facing the sport and program (e.g., agents; initial eligibility; pre-enrollment amateurism, etc.).

The president, athletics director, compliance director and Coach will meet annually to discuss the institution and program's compliance environment and expectations.

Monitoring

The Coach will actively look for red flags of potential violations.

In consultation with the compliance director, the Coach will create written procedures to ensure that the women's tennis staff, including assistant coaches, is monitoring the women's tennis program's rules compliance.

In consultation with the compliance director, the Coach will:

- Assign a women's tennis staff liaison to the University's compliance staff.
- Assign women's tennis staff members to monitor specific areas of compliance (e.g., recruiting contacts, initial eligibility, amateurism, telephone contacts).
- Regularly evaluate women's tennis staff members to ensure their areas of compliance are monitored and that all responsibilities are executed in a timely manner.
- Ensure that the women's tennis program has adequate and ongoing compliance training and that there is a plan in place for discussion of important information.
- Determine reporting lines for resolving actual and potential NCAA rules issues.
- Determine reporting lines to alert compliance staff of issues involving prospective student-athletes and current student-athletes (e.g., agents, initial eligibility, pre-enrollment amateurism, etc.).
- Regularly solicit feedback from the women's tennis staff concerning their areas of compliance and the program's overall compliance environment in order to ensure that the monitoring systems are functioning properly.
- Ensure that women's tennis staff immediately notifies the compliance staff when concerns or red flags occur related to potential NCAA rules violations.



FCH
Renewal

Notice of APPOINTMENT and CONTRACT #60324

Appointment Type: OFFICER OF ADMINISTRATION, Athl Coaches, Notice of Non-reappoint not Required
To: Ms. Jennifer L Beck
Mailing Address: Casanova Center University of Oregon

The appointment is for the period beginning 01-JUL-12 and ending 30-JUN-15

Rank: No Rank
Title: Head Women's Lacrosse Coach
Department: Athletics
College / Unit: Athletics
Base Rate: [REDACTED]
Annual Basis: 12 Months
Overtime Eligibility: No

COPY

Effective 01-JUL-12 your appointment will be for 100% with a monthly salary of [REDACTED]

Addendum to Notice of Appointment and Contract-Coach attached hereto and by this reference made a part hereof.

Jen Beck will receive a monthly [REDACTED] car stipend as part of her employment.

Jen Beck will receive a Eugene Downtown Athletic Club membership for fundraising and promotional purposes as part of her employment.

This agreement includes attached incentive structure plan.

Jen Beck is eligible to earn additional youth sports camp pay based on participation levels.

Special Conditions: You will adhere to all bylaws, rules, and regulations of the Pacific-12 Conference (Pac-12) and the National Collegiate Athletic Association (NCAA), as well as the Athletic Department's Code of Ethics and State Board of Higher Education Internal Management Directive Section 8. Any violation of NCAA or Pac-12 bylaws, rules, or regulations may subject you to disciplinary or corrective action. You must obtain the prior written permission of the Director of Athletics before you may enter into an agreement for outside income or in-kind or financial benefits. Additional terms of your appointment are described in the attached Addendum to Notice of Appointment and Contract ("the Addendum").

*For partial months there may be small differences in actual amount paid since the calculation is prorated by dividing that month's number of working days as specified in the contract period by the total number of working days in that month.

Except as provided in the Addendum, the position indicated above is subject to the administrative rules and policies of the State Board of Higher Education and to the administrative rules and policies of the University of Oregon, as now existing or hereafter amended. Note particularly that provisions on advance notice of non-reappointment in University Policy Statement 03.05.06 (Officers of Administration, Appointment of) apply. You are obligated to disclose to the Office of Technology Transfer inventions conceived and materials developed with institutional resources or related to your University work. You hereby assign to the University all right, title, and interest in such inventions and materials.

This appointment will expire on the last day of the appointment period, and no notice is required.

Page 1 of 2

RECEIVED

JUL - 6 2012

Len Casanova Athletic Center • 2727 Leo Harris Parkway • Eugene, Oregon 97401-8833 • 541-346-4484

An equal opportunity, affirmative action institution committed to cultural diversity and compliance with Americans with Disabilities Act

Unclassified Personnel
Services

BECK, JENNIFER L.



FCH
Revision

Notice of APPOINTMENT and CONTRACT #78646

This appointment will expire on the last day of the appointment period, and no notice is required.

You may accept the terms and conditions of this appointment by signing and returning this notice of appointment and contract within 21 days.


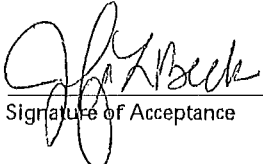
| | | | |
|---|-----------|--|--------|
|  | 03-APR-14 |  | 4/9/14 |
| Director, Intercollegiate Athletics | Date | Signature of Acceptance | Date |

Exhibit A

Communication

The president of the University will meet with Beck annually to discuss the president's expectations for NCAA rules compliance.

The athletics director will meet with Beck annually to discuss the athletics director's expectations for NCAA rules compliance. The meeting will address the following:

- Athletics director's philosophy and expectations on rules compliance.
- Compliance resources for the lacrosse program.
- The lacrosse program's shared responsibility with compliance staff.
- Continued dialogue with athletics director to discuss the institution and lacrosse program's compliance environment and expectations.

The compliance director will meet with Beck at least annually to discuss his/her expectations for NCAA rules compliance. The meeting will address the following:

- Compliance director's philosophy and expectations on rules compliance.
- Compliance resources for the lacrosse program.
- A discussion of the compliance staff's and lacrosse program's expectations for submitting rules interpretations and waiver requests and how to best resolve any disagreements over the submission of such requests.
- Lacrosse program's shared responsibility with compliance staff.
- Expectations for reporting actual and suspected NCAA rules issues (e.g., immediate action; reporting lines).
- Establishment of a plan for continued dialogue with compliance director to discuss the institution and program's compliance environment and expectations.
- Establishment of a plan for ongoing dialogue between coaching staff and compliance staff to discuss key issues facing the sport and program (e.g., agents; initial eligibility; pre-enrollment amateurism, etc.).

The president, athletics director, compliance director and Beck will meet annually to discuss the institution and program's compliance environment and expectations.

Monitoring

Beck will actively look for red flags of potential violations.

In consultation with the compliance director, Beck will create written procedures to ensure that the lacrosse staff, including assistant coaches, is monitoring the lacrosse program's rules compliance.

In consultation with the compliance director, Beck will:

- Assign a lacrosse staff liaison to the University's compliance staff.
- Assign lacrosse staff members to monitor specific areas of compliance (e.g., recruiting contacts, initial eligibility, amateurism, telephone contacts).
- Regularly evaluate lacrosse staff members to ensure their areas of compliance are monitored and that all responsibilities are executed in a timely manner.
- Ensure that the lacrosse program has adequate and ongoing compliance training and that there is a plan in place for discussion of important information.
- Determine reporting lines for resolving actual and potential NCAA rules issues.
- Determine reporting lines to alert compliance staff of issues involving prospective student-athletes and current student-athletes (e.g., agents, initial eligibility, pre-enrollment amateurism, etc.).
- Regularly solicit feedback from the lacrosse staff concerning their areas of compliance and the program's overall compliance environment in order to ensure that the monitoring systems are functioning properly.

Ensure that lacrosse staff immediately notifies the compliance staff when concerns or red flags occur related to potential NCAA rules violations.

Addendum to Notice of Appointment and Contract - Coaches

This Addendum will clarify and memorialize the agreed-upon terms of your performing the required duties of your position.

Regular Season Competition: You will be entitled, at no direct charge to you, to take your spouse/significant other to one regular season away trip in your sport per year, and that person's travel and accommodation costs will be arranged and provided or paid for by the Athletic Department.

Post-Season NCAA Competition (First Rounds & Regionals): You also have the fringe benefit, at no cost to you, of taking your spouse/significant other and, when approved by the Athletic Director, your dependent child(ren) who are still living at home to an NCAA post-season team competition in your sport.

Expenses included are travel (on team charter), double occupancy of hotel/motel room, one additional hotel/motel room for dependent children, event ticket(s), team awards, and when authorized, per diem for spouse/significant other. Dependent children will not receive per diem.

Additional Post-Season Competition (Beyond First Rounds or Regionals): Travel for spouse/significant other and dependent children will be at the discretion of the Athletic Director for additional post-season competition, including events involving individual student-athletes from your team.

Miscellaneous: Additionally, at the discretion of the Athletic Director, you may on occasion be allowed to take your spouse/significant other to other events, meetings, gatherings, or athletic competitions when it is determined by the Athletic Director to be in the best interest of the department. Prior approval of the Athletic Director is required for all events. You may also be authorized to receive athletic-related merchandise as a part of the Athletic Department's endorsement contracts.

Discipline: Employees of the Athletic Department must follow NCAA and Pac-10 rules and regulations as well as State Board of Higher Education and University of Oregon laws, rules, policies and directives. By accepting this appointment, you agree to abide by these requirements and understand you can be disciplined for violating them. You also agree to participate fully in any investigation of a potential violation. You understand the Athletic Department may impose discipline in addition to that imposed by the NCAA, Pac-10 or other outside entity. If the University of Oregon believes you should be disciplined, you will have the opportunity to provide the Athletic Director with information you want to be considered before the Athletic Director decides if discipline should be imposed.

By accepting this appointment, you agree to waive the opportunity to use any other procedures within the university related to any discipline.



Officer of Administration Position Description

| | | |
|---|--|-------------------|
| Section 1: Position Information | | Date: March, 2013 |
| Position Type | <input checked="" type="checkbox"/> New <input type="checkbox"/> Revised | |
| Position Number | | |
| Working Title | Professional Development Coordinator | |
| Department | Intercollegiate Athletics | |
| Employee Name | Tom Hart | |
| Actual FTE | 1.0 | |
| Eligible for Overtime | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | |
| Section 2: General Description of the Position Include budgetary authority, supervisory responsibilities, level of decision making, and reporting relationship. | | |
| <p>This individual will assist Administration, the Director of Life Skills and coaches as described below:</p> | | |
| Section 3: Description of Duties List the major duties. Note percentage of time duties are performed. | | |
| <p>Major Duties</p> <p>30% Monitoring athlete-agent activity and perform regular surveillance on campus, in the community and in cyberspace for the purposes of NCAA compliance and state law.</p> <p>Monitoring current local and national trends and data with respect to student-athletes conduct and issues facing and affecting SAs.</p> <p>Assisting with scheduling and coordinating community service programs and projects with outside community groups and organizations.</p> <p>30% Assisting with the planning, implementation and evaluation of life skill workshops, special breakout meetings and orientation sessions to enhance the SA's collegiate experience.</p> <p>Promoting communication among various university-wide programs and services which aid new SAs in the integration to the university by coordinating student services (i.e. office of judicial affairs, etc.).</p> <p>Acting as a liaison with all law enforcement organizations both internally and externally to develop and enhance a positive relationship between student-athletes and athletic department staff and the law enforcement community.</p> | | |



UNIVERSITY OF OREGON

15%

Monitoring and assist in writing policy and procedure manuals for student conduct within the athletic department.

Monitoring and assist in activities on all athletic department facilities, fields and grounds.

Monitoring student athlete housing within the Eugene community and providing information about local safety and crime rates.

10%

Providing educational support and counseling for all student-athletes regarding substance abuse and illegal activities, standards of behavior, and professional development.

Research background information on PSA.

Representing athletics department at campus briefings and committees.

Coordinate self-defense training for all student-athletes and staff members.

5%

Performing duties and projects as assigned by the Executive Senior Associate AD.

Section 4: Number of Employees Supervised

| | |
|--------------------------------|--|
| Classified Employees | |
| Officers of Administration | |
| Students | |
| % of Time Spent in Supervision | |

Section 5: Experience & Education

List the experience and educational requirements for this position.

Position requires a Bachelor's degree and a minimum of four years of professional research experience, and/or professional investigative experience and/or four years of law enforcement. Strong written and oral communication skills required. Leadership and management experience preferred with the ability to coordinate multiple tasks at the same time. Excellent organizational and interpersonal skills. Candidates with experience serving the needs of diverse populations are strongly desired. Knowledge of NCAA rules, federal, state and local laws and regulations preferred. Successful candidate must pass background check.

Signatures:

| | |
|--------------------------------|------|
| Employee Signature | Date |
| Supervisor Signature | Date |
| Appointing Authority Signature | Date |

University of Oregon Department of Intercollegiate Athletics
Review Panel on Sexual Misconduct Prevention and Response

STUDENT-ATHLETE DATA

Demographic data

1. Academic data
 - a. Majors
 - b. Academic performance
 - c. APR, graduation rate report

All components of a student-athlete's development are important to the University of Oregon and the Athletic Department, but the academic success is of utmost emphasis. Careful consideration of academic preparedness is a key component of recruitment. Both the high school GPAs (3.49) and Test scores of first time freshman student-athletes are comparable to the population of freshman admits at the UO. The academic support for the student-athletes is a priority for the office of Academic Affairs at the University. Highlights of the academic status of the student-athletes are presented in the data in this section.

2013-14 Academic Year

| | Number | Percentage | | Number | Percentage |
|----------------------------------|--------|------------|-------------------------|--------|------------|
| American Indian/Alaskan Native | 2 | 0.42% | Minorities | 165 | 34.88% |
| Asian | 17 | 3.59% | | | |
| Black/African American | 90 | 19.03% | | | |
| Hispanic/Latino | 12 | 2.54% | | | |
| Native Hawaiian/Pacific Islander | 11 | 2.33% | | | |
| Two or More Races | 33 | 6.98% | | | |
| White/Non-Hispanic | 238 | 50.32% | White/Non-Hispanic | 238 | 50.32% |
| No Information Provided | 70 | 14.80% | No Information Provided | 70 | 14.80% |
| Total Student-Athletes | 473 | 100.00% | Total Student-Athletes | 473 | 100.00% |

International Student-Athletes

16 Different Countries

Australia

Belgium

Bosnia

Canada

England

France

Germany

Hungary

Indonesia

Kenya

Mexico

Netherlands

New Zealand

Norway

Singapore

Sweden

2013-14 Pell Recipients

| Sport | Res | Non-Res | Total |
|---------------------------------------|-----|---------|-------|
| MBA | 2 | 1 | 3 |
| MBB | 1 | 3 | 4 |
| MFB | 8 | 41 | 49 |
| MGO | 1 | 0 | 1 |
| MTE | 0 | 0 | 0 |
| MTF | 11 | 2 | 13 |
| WAT | 3 | 5 | 8 |
| WBB | 3 | 7 | 10 |
| WGO | 0 | 1 | 1 |
| WLX | 1 | 1 | 2 |
| WSO | 4 | 0 | 4 |
| WSB | 0 | 5 | 5 |
| WTE | 0 | 2 | 2 |
| WTF | 6 | 7 | 13 |
| WVB | 0 | 2 | 2 |
| Total | 40 | 77 | 117 |
| All SAs | 124 | 386 | 510 |
| Percentage Receiving Pell Grant | 32% | 20% | 23% |

Academic Profile of First-time Freshmen Athletes

| ADMIT | | | SPECIAL | SPECIAL | SAT | | ACT | ACT |
|-------|-------|-------|---------|---------|------|----------|------|---------|
| YEAR | COUNT | HSGPA | A5 | A6 | MATH | SAT READ | MATH | ENGLISH |
| 2007 | 105 | 3.30 | 15 | 2 | 523 | 506 | 20 | 20 |
| 2008 | 127 | 3.34 | 12 | 7 | 536 | 494 | 21 | 20 |
| 2009 | 136 | 3.43 | 20 | 1 | 532 | 506 | 23 | 22 |
| 2010 | 123 | 3.37 | 19 | 1 | 508 | 500 | 23 | 22 |
| 2011 | 136 | 3.45 | 11 | 0 | 523 | 500 | 22 | 22 |
| 2012 | 109 | 3.39 | 12 | 1 | 513 | 500 | 21 | 20 |
| 2013 | 127 | 3.49 | 10 | 0 | 532 | 491 | 24 | 22 |

First-time freshmen admitted summer through spring (e.g., Summer 2007-Spring 2008 = 2007)
Includes any student on an athletic roster except "miscellaneous" (WMI, MMI)

1. Student-Athlete Breakdown

| | |
|-----------------------------|------------------|
| Full Scholarship: | 117 (24%) |
| 50% to 99% Scholarship: | 111 (23%) |
| 1% to 49% Scholarship: | 123 (25%) |
| No Scholarship/Walk-On | <u>134 (28%)</u> |
| Total # of Student-Athletes | 485 (100%) |

2. # of Students Using Jaqua Center Services

| | |
|------------------|------------------|
| Student-Athletes | 485 (76%) |
| Cheer/Dance | 48 (7%) |
| Managers/GAs | <u>108 (17%)</u> |
| Total Students | 641 (100%) |

3. Resident/Non-Resident Breakdowns

Resident Scholarships (30.71 Equivalencies) 13%
Non-Resident Scholarships (197.5 Equivalencies) 87%

Resident Student-Athletes (129) 27%
Non-Resident Student-Athletes (356) 73%

University of Oregon

FRESHMAN-COHORT GRADUATION RATES

| | All Students | Student-Athletes # |
|---|--------------|--------------------|
| 2006-07 Graduation Rate | 67% | 63% |
| Four-Class Average | 68% | 63% |
| Student-Athlete Graduation Success Rate | | 81% |

1. Graduation-Rates Data

a. All Students

| | Freshman Rate | | | | Freshman Rate | | | | Freshman Rate | | | |
|--------------|---------------|---------|------|----|---------------|---------|------|----|---------------|---------|-------|----|
| | Men | | | | Women | | | | Total | | | |
| | 2006-07 | 4-Class | | | 2006-07 | 4-Class | | | 2006-07 | 4-Class | | |
| | N | % | N | % | N | % | N | % | N | % | N | % |
| Am. Ind./AN | 19 | 58 | 57 | 58 | 28 | 46 | 91 | 57 | 47 | 51 | 148 | 57 |
| Asian | 119 | 70 | 400 | 68 | 128 | 77 | 485 | 74 | 247 | 73 | 885 | 71 |
| Black | 36 | 56 | 125 | 50 | 26 | 58 | 110 | 63 | 62 | 56 | 235 | 56 |
| Hispanic | 50 | 54 | 178 | 60 | 83 | 53 | 257 | 59 | 133 | 53 | 435 | 59 |
| Nat. Haw./PI | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| N-R Alien | 52 | 48 | 172 | 58 | 72 | 53 | 220 | 60 | 124 | 51 | 392 | 59 |
| Two or More | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Unknown | 80 | 66 | 331 | 64 | 101 | 67 | 389 | 68 | 181 | 67 | 720 | 66 |
| White | 1172 | 67 | 4317 | 68 | 1383 | 70 | 5319 | 69 | 2555 | 69 | 9636 | 69 |
| Total | 1528 | 66 | 5580 | 67 | 1821 | 68 | 6871 | 69 | 3349 | 67 | 12451 | 68 |

b. Student-Athletes

| | Freshman Rate | | | | | | Freshman Rate | | | | | | Freshman Rate | | | | | |
|--------------|---------------|---------|-----|-----|-----|-----|---------------|---------|-----|-----|-----|-----|---------------|---------|-----|-----|-----|-----|
| | Men | | | | | | Women | | | | | | Total | | | | | |
| | 2006-07 | 4-Class | GSR | | | | 2006-07 | 4-Class | GSR | | | | 2006-07 | 4-Class | GSR | | | |
| | N | % | N | % | N | % | N | % | N | % | N | % | N | % | N | % | N | % |
| Am. Ind./AN | *** | *** | 3 | 0 | 0 | - | *** | *** | 0 | - | 0 | - | *** | *** | 3 | 0 | 0 | - |
| Asian | *** | *** | *** | *** | *** | *** | *** | *** | *** | *** | *** | *** | *** | *** | *** | *** | *** | *** |
| Black | *** | *** | 35 | 60 | 44 | 64 | *** | *** | 4 | 75 | 6 | 100 | *** | *** | 39 | 62 | 50 | 68 |
| Hispanic | 4 | 75 | *** | *** | *** | *** | 0 | - | *** | *** | *** | *** | 4 | 75 | *** | *** | *** | *** |
| Nat. Haw./PI | 0 | - | *** | *** | *** | *** | 0 | - | *** | *** | *** | *** | 0 | - | *** | *** | *** | *** |
| N-R Alien | *** | *** | 5 | 80 | 8 | 75 | *** | *** | 21 | 57 | 21 | 86 | *** | *** | 26 | 62 | 29 | 83 |
| Two or More | 0 | - | *** | *** | *** | *** | 0 | - | *** | *** | *** | *** | 0 | - | *** | *** | *** | *** |
| Unknown | *** | *** | 3 | 33 | 6 | 50 | *** | *** | 7 | 57 | 4 | 100 | *** | *** | 10 | 50 | 10 | 70 |
| White | 25 | 52 | 78 | 54 | 64 | 73 | 28 | 79 | 98 | 76 | 87 | 93 | 53 | 66 | 176 | 66 | 151 | 85 |
| Total | 44 | 55 | 138 | 56 | 140 | 71 | 38 | 74 | 135 | 71 | 122 | 92 | 82 | 63 | 273 | 63 | 262 | 81 |

c. Student-Athletes by Sport Category

| Baseball | | | | Men's Basketball | | | | Men's CC/Track | | | |
|---------------|---------|-----|-------|------------------|---------|-------|-------|----------------|---------|-------|-------|
| Freshman Rate | | | | Freshman Rate | | | | Freshman Rate | | | |
| 2006-07 | 4-Class | GSR | | 2006-07 | 4-Class | GSR | | 2006-07 | 4-Class | GSR | |
| Am. Ind./AN | - | - | - | Am. Ind./AN | - | - | - | Am. Ind./AN | - | - | - |
| Asian | - | - | - | Asian | - | - | - | Asian | - | - | - |
| Black | - | - | - | Black | 67-a | 71-b | 71-b | Black | 100-a | 100-a | 80-a |
| Hispanic | - | - | 100-a | Hispanic | - | - | - | Hispanic | 75-a | 75-a | 75-a |
| Nat. Haw./PI | - | - | - | Nat. Haw./PI | - | - | - | Nat. Haw./PI | - | - | - |
| N-R Alien | - | - | - | N-R Alien | - | - | 0-a | N-R Alien | - | 100-a | 67-a |
| Two or More | - | - | - | Two or More | - | - | - | Two or More | - | - | - |
| Unknown | - | - | 0-a | Unknown | - | - | 100-a | Unknown | 0-a | 50-a | 100-a |
| White | - | - | 71-b | White | - | 100-a | 100-a | White | 64-c | 50-e | 68-e |
| Total | - | - | 67-b | Total | 67-a | 80-b | 77-c | Total | 65-d | 58-e | 71-e |

| Football | | | | Men's Other | | | |
|---------------|---------|-------|-------|---------------|---------|------|-------|
| Freshman Rate | | | | Freshman Rate | | | |
| 2006-07 | 4-Class | GSR | | 2006-07 | 4-Class | GSR | |
| Am. Ind./AN | - | 0-a | - | Am. Ind./AN | 0-a | 0-a | - |
| Asian | - | 50-a | 100-a | Asian | - | 0-a | 0-a |
| Black | 80-a | 54-e | 59-e | Black | - | - | - |
| Hispanic | - | 100-a | 100-a | Hispanic | - | - | 100-a |
| Nat. Haw./PI | - | 67-a | 100-a | Nat. Haw./PI | - | - | 100-a |
| N-R Alien | - | - | - | N-R Alien | 50-a | 75-a | 100-a |
| Two or More | - | 100-a | 100-a | Two or More | - | - | - |
| Unknown | - | - | 0-a | Unknown | 0-a | 0-a | 50-a |
| White | 67-b | 56-e | 81-e | White | 25-b | 50-e | 60-b |
| Total | 73-c | 57-e | 72-e | Total | 23-c | 46-e | 68-d |

| Women's Basketball | | | | Women's CC/Track | | | | Women's Other | | | |
|--------------------|---------|-------|-------|------------------|---------|-------|-------|---------------|---------|-------|-------|
| Freshman Rate | | | | Freshman Rate | | | | Freshman Rate | | | |
| 2006-07 | 4-Class | GSR | | 2006-07 | 4-Class | GSR | | 2006-07 | 4-Class | GSR | |
| Am. Ind./AN | - | - | - | Am. Ind./AN | - | - | - | Am. Ind./AN | - | - | - |
| Asian | - | - | - | Asian | - | - | - | Asian | 100-a | 100-a | 100-a |
| Black | - | 50-a | 100-a | Black | 100-a | 100-a | 100-a | Black | - | 100-a | 100-a |
| Hispanic | - | - | - | Hispanic | - | - | - | Hispanic | - | 50-a | 100-a |
| Nat. Haw./PI | - | - | - | Nat. Haw./PI | - | - | - | Nat. Haw./PI | - | 0-a | 0-a |
| N-R Alien | 100-a | 60-a | 100-a | N-R Alien | 0-a | 0-a | 67-a | N-R Alien | 67-a | 64-c | 85-c |
| Two or More | - | - | - | Two or More | - | - | - | Two or More | - | - | - |
| Unknown | - | - | - | Unknown | - | - | - | Unknown | 50-a | 57-b | 100-a |
| White | 100-a | 100-a | 100-a | White | 86-b | 80-d | 100-d | White | 75-d | 73-e | 91-e |
| Total | 100-a | 70-b | 100-b | Total | 70-b | 74-e | 95-c | Total | 73-c | 71-e | 90-e |

Values for N (a. 1-5, b. 6-10, c. 11-15, d. 16-20, e. greater than 20)

2. Undergraduate-Enrollment Data (All full-time students enrolled Fall)

| a. All Students | Men N | Women N | Total N | b. Student-athletes | Men N | Women N | Total N |
|-----------------|----------|------------|------------|---------------------|----------|------------|------------|
| Am. Ind./AN | 56 | 60 | 116 | Am. Ind./AN | 0 | 2 | 2 |
| Asian | 468 | 529 | 997 | Asian | 2 | 6 | 8 |
| Black | 190 | 169 | 359 | Black | 48 | 20 | 68 |
| Hispanic | 594 | 748 | 1342 | Hispanic | 7 | 15 | 22 |
| Nat. Haw./PI | 48 | 61 | 109 | Nat. Haw./PI | 7 | 3 | 10 |
| N-R Alien | 1120 | 928 | 2048 | N-R Alien | 11 | 11 | 22 |
| Two or More | 422 | 540 | 962 | Two or More | 13 | 17 | 30 |
| Unknown | 117 | 171 | 288 | Unknown | 1 | 0 | 1 |
| White | 5971 | 6628 | 12599 | White | 93 | 121 | 214 |
| Total | 8986 | 9834 | 18820 | Total | 182 | 195 | 377 |

c. Student-Athletes # By Sports Category

| Men | Basketball | Baseball | CC/Track | Football | Other |
|--------------|------------|----------|----------|----------|-------|
| Am. Ind./AN | 0 | 0 | 0 | 0 | 0 |
| Asian | 0 | 0 | 0 | 0 | 2 |
| Black | 6 | 0 | 5 | 37 | 0 |
| Hispanic | 1 | 2 | 0 | 4 | 0 |
| Nat. Haw./PI | 0 | 0 | 0 | 7 | 0 |
| N-R Alien | 1 | 0 | 3 | 1 | 6 |
| Two or More | 1 | 1 | 1 | 8 | 2 |
| Unknown | 0 | 0 | 0 | 1 | 0 |
| White | 3 | 25 | 25 | 26 | 14 |
| Total | 12 | 28 | 34 | 84 | 24 |

| Women | Basketball | CC/Track | Other |
|--------------|------------|----------|-------|
| Am. Ind./AN | 0 | 0 | 2 |
| Asian | 0 | 0 | 6 |
| Black | 3 | 8 | 9 |
| Hispanic | 2 | 1 | 12 |
| Nat. Haw./PI | 2 | 0 | 1 |
| N-R Alien | 0 | 2 | 9 |
| Two or More | 1 | 4 | 12 |
| Unknown | 0 | 0 | 0 |
| White | 6 | 18 | 97 |
| Total | 14 | 33 | 148 |

#Only student-athletes receiving athletics aid are included in this report.

INFORMATION ABOUT THE GRADUATION RATES REPORT

Introduction.

This information sheet and the NCAA Graduation Rates Report have been prepared by the NCAA, based on data provided by the institution in compliance with NCAA Bylaw 18.4.2.2.1 (admissions and graduation-rate disclosure) and the federal Student Right-to-Know and Campus Security Act. The NCAA will distribute this sheet and the report to prospective student-athletes and parents.

The Graduation Rates Report provides information about two groups of students at the college or university identified at the top of the form: (1) all undergraduate students who were enrolled in a full-time program of studies for a degree and (2) student-athletes who received athletics aid from the college or university for any period of time during their entering year. [Note: Athletics aid is a grant, scholarship, tuition waiver or other assistance from a college or university that is awarded on the basis of a student's athletics ability.]

The report gives graduation information about students and student-athletes entering in 2006. This is the most recent graduating class for which the required six years of information is available. The report provides information about student-athletes who received athletics aid in one or more of eight sports categories: football, men's basketball, baseball, men's track/cross country, men's other sports and mixed sports, women's basketball, women's track/cross country and other women's sports. For each of those sports categories, it includes information in six self-reported racial or ethnic groups: American Indian or Alaska Native, Asian, Black or African-American, Hispanic or Latino, Native Hawaiian or Pacific Islander, nonresident alien, two or more races, White or non-Hispanic and unknown (not included in one of the other eight groups or not available) and the total (all nine groups combined).

A graduation rate (percent) is based on a comparison of the number (N) of students who entered a college or university and the number of those who graduated within six years. For example, if 100 students entered and 60 graduated within six years, the graduation rate is 60 percent. It is important to note that graduation rates are affected by a number of factors: some students may work part-time and need more than six years to graduate, some may leave school for a year or two to work or travel, some may transfer to another college or university or some may be dismissed for academic deficiencies.

Two different measures of graduation rates are presented in this report: (1) freshman-cohort rate and (2) Graduation Success Rate (GSR). The freshman-cohort rate indicates the percentage of freshmen who entered during a given academic year and graduated within six years. The GSR adds to the first-time freshmen, those students who entered midyear, as well as student-athletes who transferred into an institution and received athletics aid. In addition, the GSR will subtract students from the entering cohort who are considered allowable exclusions (i.e., those who either die or become permanently disabled, those who leave the school to join the armed forces, foreign services or attend a church mission), as well as those who left the institution prior to graduation, had athletics eligibility remaining and would have been academically eligible to compete had they returned to the institution.

Graduation Rates Report.

1. Graduation Rates Data. The box at the top of the Graduation Rates Report provides freshman-cohort graduation rates for all students and for student-athletes who received athletics aid at this college or university. Additionally, this box provides GSR data for the population of student-athletes. [Note: Pursuant to the Student-Right-to-Know Act, anytime a cell containing cohort numbers includes only one or two students, the data in that cell and one other will be suppressed so that no individual can be identified.]

a. All Students. This section provides the freshman-cohort graduation rates for all full-time, degree-seeking students by race or ethnic group. It shows the rate for men who entered as freshmen in 2006-07, and the four-class average, which includes those who entered as freshmen 2003-04, 2004-05, 2005-06 and 2006-07. The same rates are provided for women. The total for 2006-07 is the rate for men and women combined and the four-class average is for all students who entered in 2003-04, 2004-05, 2005-06 and 2006-07.

b. Student-Athletes. This section provides the freshman-cohort graduation rates and also the GSR for student-athletes in each race and ethnic group who received athletics aid. Information is provided for men and women separately and for all student-athletes.

c. Student-Athletes by Sports Categories. This section provides the identified graduation rates as in 1-b for each of the eight sports categories. (The small letters indicate the value of N.)

2. Undergraduate Enrollment Data.

a. All Students. This section indicates the number of full-time, undergraduate, degree-seeking students enrolled for the 2012 fall term and the number of men and women in each racial or ethnic group.

b. Student-Athletes. This section identifies how many student-athletes were enrolled and received athletics aid for the 2012 fall term and the number of men and women in each racial or ethnic group.

c. Student-Athletes by Sports Categories. This section provides the enrollment data as identified in 3-b for each of the eight sports categories.

Graduation Success Rate Report

2003 - 2006 Cohorts: University of Oregon

| Men's Sports | | | Women's Sports | | |
|--------------------------------|-----|----------|----------------------------------|-----|----------|
| Sport | GSR | Fed Rate | Sport | GSR | Fed Rate |
| Baseball | 67 | - | Basketball | 100 | 70 |
| Basketball | 77 | 80 | Bowling | - | - |
| CC/Track | 71 | 58 | CC/Track | 95 | 74 |
| Fencing | - | - | Crew/Rowing | - | - |
| Football | 72 | 57 | Fencing | - | - |
| Golf | 67 | 50 | Field Hockey | - | - |
| Gymnastics | - | - | Golf | 100 | 100 |
| Ice Hockey | - | - | Gymnastics | - | - |
| Lacrosse | - | - | W. Ice Hockey | - | - |
| Mixed Rifle | - | - | Lacrosse | 93 | 76 |
| Skiing | - | - | Skiing | - | - |
| Soccer | - | - | Soccer | 81 | 58 |
| Swimming | - | - | Softball | 86 | 71 |
| Tennis | 70 | 50 | Swimming | - | - |
| Volleyball | - | - | Tennis | 86 | 71 |
| Water Polo | - | - | Volleyball | 100 | 64 |
| Wrestling | - | 41 | Water Polo | - | - |
| Men's Non-NCAA Sponsor. Sports | - | - | Women's Non-NCAA Sponsor. Sports | 100 | - |

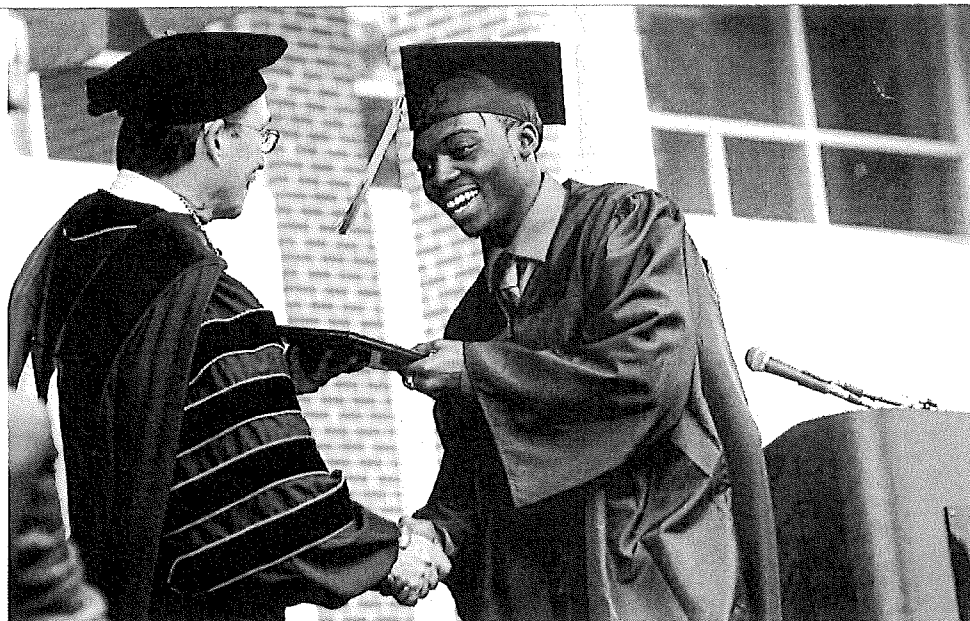
| | Baseball | M-Basketball | Football | M-Track | M-Golf | M-Tennis | Acrobatics | W-Basketball | W-Golf | Lacrosse | Softball | Soccer | W-Tennis | W-Track | Volleyball | TOTALS | PERCENT |
|------------|----------|--------------|----------|---------|--------|----------|------------|--------------|--------|----------|----------|--------|----------|---------|------------|--------|---------|
| BACHELORS | | | | | | | | | | | | | | | | | |
| UNDL | 9 | | 18 | 5 | 1 | 1 | 4 | 2 | 1 | 8 | 2 | 7 | 3 | 7 | 1 | 69 | 15% |
| PBA | 6 | 1 | 17 | 5 | 3 | 5 | | 2 | | | | 1 | | 4 | | 44 | 9% |
| GSS | 10 | 3 | 21 | 15 | 3 | 1 | 3 | | 2 | 1 | 4 | | 1 | 3 | | 67 | 15% |
| SOC | 3 | | 6 | 4 | | | 5 | 1 | | | | 1 | | 3 | 1 | 24 | 5% |
| PS | 1 | | | 2 | | | 1 | 1 | | 1 | | 1 | | 7 | | 7 | 2% |
| BADM | | | 5 | 1 | 1 | 3 | 2 | 4 | 2 | | 2 | 2 | 2 | | 1 | 25 | 6% |
| MATH | | | | 2 | | | | | | | | 1 | | 3 | | 3 | 3% |
| SPAN | 1 | | | | | | | | | 1 | | 1 | | 1 | | 3 | 1% |
| PSY | | 1 | 8 | 3 | | | 4 | 3 | 3 | | 2 | 1 | 3 | 6 | 3 | 37 | 8% |
| GS | 1 | | 5 | | | | 1 | | | | | 1 | | 1 | | 9 | 2% |
| ECON | 1 | | 2 | 2 | 1 | | | | | | | 2 | 1 | 2 | | 11 | 2% |
| ENG | | | | | | | 1 | | | | | 1 | | | 1 | 3 | 1% |
| EDUC | | | 2 | | | | 2 | | | 1 | | | | | | 5 | 1% |
| PPPM | | | | 1 | | | | | | | | | | | | 1 | >1% |
| ENV/ST/SCI | 1 | | | 1 | | | 1 | | | 1 | 1 | | | 3 | | 8 | 2% |
| HIST | 1 | | | | | | | | | | | | | | | 1 | >1% |
| HPHY | | | | 3 | | | 5 | 2 | 1 | 6 | 2 | 5 | | 5 | | 29 | 7% |
| JOUR | | | 8 | 4 | 1 | | 3 | 2 | | 7 | 2 | 2 | 1 | 4 | 5 | 39 | 9% |
| BIO | | | 3 | | | | 2 | | | 1 | 1 | | | 6 | 1 | 14 | 3% |
| FHS | | | 3 | 2 | | | 1 | 1 | | 2 | | 1 | | 3 | | 13 | 3% |
| PRO DESIGN | | | 1 | 2 | | | | | | | | 4 | | 1 | | 8 | 2% |
| ART | | | 1 | | | | | 3 | | | | | | | | 4 | 1% |
| PHIL | | | 1 | 1 | | | | | | | | | | | | 2 | >1% |
| PRE ENGIN | | | 1 | | | | | | | | | | | | | 1 | >1% |
| LA ARCH | | | | | 1 | | | | | | | | | | | 1 | >1% |
| BIO CHEM | | | | | | | | | | | | | | | | 2 | >1% |
| ARCH | | | | 2 | | | | | | | | | | | | 1 | >1% |
| MATH/CS | | | | 1 | | | | | | | | | | | | 1 | >1% |
| CIS | | | | 1 | | | | | | | | | | | | 1 | >1% |
| GEOG | 1 | | | | | | | | | | | | | | | 1 | >1% |
| CINE | | | | 1 | | | | | | | 1 | | | | | 2 | >1% |
| PHYS | | | | 1 | | | | | | | | | | | | 1 | >1% |
| JPN | | | | | | | 1 | | | | | | | | | 1 | >1% |
| ANTH | | | | | | | | | | | | | | 1 | 1 | 2 | >1% |
| ARH | | | | | | | 1 | | | 2 | 3 | | | | | 1 | >1% |
| CDS | | | | | | | | | | | | | | 1 | 1 | 7 | 2% |
| MASTERS | | | | | | | | | | | | | | | | | |
| PPPM | | 1 | | | | | | | | | | | | | | 1 | >1% |
| EDUC | | | | | | | | | | | | | | 1 | | 1 | >1% |
| EDUD | | 1 | | | | | | | | | | | 1 | | | 1 | >1% |
| MBA | | | | 1 | | | | | | | | | 1 | | | 2 | >1% |
| JOUR | | | | 1 | | | | | | | | | | | | 1 | >1% |
| GEOL | | | | 1 | | | | | | | | | | | | 1 | >1% |

Academic Excellence

- Academic Progress Rate: overall 971; FB 958; MBB 945 (this is lowest score)
- 48% of student-athletes 3.0 or above
- 5% of student-athletes on Dean's List (15 credits and 3.75 or higher)
- Univ of Oregon Athletes received a total of 93 Academic All American Awards and 28 of those were awarded in the last 4 years.
- There are 58 individual winners of the Academic All American Award and 13 new winners in the last 4 years.
- On the list of 1,092 NCAA Institutions Univ. of Oregon currently ranks 41, and We have moved from rank 103 to 41 in the last 4 years.
- U of O Track and Field/CC Men's ranks 7th in the total number of Academic All Americans Awarded, Women's also ranks 7th , and Volleyball ranks 9th (again out of 1,092 NCAA institutions).
- Graduation Success Rate: 81% (2006-07 cohort)
- In last 6 years Student-Athlete Graduation Success Rate has increased 11%
- Current graduation rate for African American Student-Athletes is 10% higher than U of O general student population (60% vs 50%)
- Fall 2013 Freshman student-athlete admits avg gpa 3.49

BEHIND THE BLUE DISK

NCAA



Division I Academic Progress Rate

What is the Division I Academic Progress Rate (APR)? Every year, the NCAA releases report cards for each Division I team. If half or more of the student-athletes on a team aren't on track to graduate, the team can't participate in postseason play. That's how seriously the NCAA and its member schools take their commitment to academics.

Why was the APR established? The NCAA embraces its role in providing student-athletes the skills for what comes next in life. The NCAA's commitment – and responsibility – is to give young people opportunities to learn, play and succeed. The NCAA and its member schools accomplish this in part by setting standards to make sure incoming student-athletes are prepared for college coursework, and by tracking their progress toward a degree once they're on campus.

How are student-athletes doing? In most sports, student-athletes are improving or maintaining their classroom success. In the past 10 years, more than 13,000 student-athletes have returned to campus, earned degrees and, in the process, earned an additional APR point for their former teams.

How is the APR calculated? Each student-athlete receiving athletically related financial aid earns one point for staying in school and one point for being academically eligible. A team's total points are divided by points possible and multiplied by 1,000 to produce the team's APR. A 930 APR predicts about a 50 percent graduation rate. Teams falling below an APR of 930 face sanctions ranging from practice-time reductions to more severe penalties.

Do student-athletes who leave school early to go pro hurt the team APR? If a student-athlete is in good academic standing and leaves school early to pursue a professional career, the team does not lose APR points. But if a student-athlete in poor academic standing leaves early, his or her team loses two points, making it harder for the team's APR to recover.

What are the penalties for teams falling behind in APR?

The first level of penalties limits teams to 16 hours of practice per week over five days. This represents a reduction of four hours and one day per week of practice time. The four fewer hours are to be replaced with academic activities. The second level adds competition reductions. The third level includes a variety of potential penalties including coaching suspensions and restricted NCAA membership.

How does the NCAA assist teams with APR challenges?

When a school fails to meet APR standards, it must present an academic improvement plan to the NCAA. After reviewing the plan, the national office staff helps the school identify issues impacting the team's APR and create reasonable timelines for improvement. National office staff also encourage the school to partner academically challenged teams with other campus departments to raise their APR.

Doesn't the APR favor big schools that can afford extensive academic support programs?

The NCAA provides special consideration for teams showing improvement and meeting their school's academic mission. It also takes into account school resource levels when determining APR penalties. This model keeps the APR fair for a diverse membership and holds all schools accountable for the academic achievement of their student-athletes.

Why is the NCAA raising academic standards? Standards are increasing to ensure academic success is a priority for student-athletes. New standards are being phased in over the next few years. For 2014-15, teams must earn a 930 four-year average APR or a 940 average over the most recent two years to participate in championships. In 2015-16 and beyond, teams must earn a four-year APR of 930 to compete in championships.

AVERAGE FOUR-YEAR APRs

Includes 2009-10 through 2012-13 academic years.

| | |
|--------------------|-----|
| Men's basketball | 957 |
| Women's basketball | 973 |
| Football | 951 |
| Baseball | 967 |
| All DI sports | 976 |

Source: NCAA research



For more Behind the Blue Disks, go to www.NCAA.org/bluedisks.

2014

2012 - 2013 NCAA Division I Academic Progress Rate

Public Report

Institution: University of Oregon

Date of Report: 05/06/2014

This report is based on NCAA Division I Academic Progress Rate (APR) data submitted by the institution for the 2009-10, 2010-11, 2011-12 and 2012-13 academic years.

*[Note: All information contained in this report is for four academic years. Some squads may still have small sample sizes within certain sport groups. In accordance with the Family Educational Rights and Privacy Act's (FERPA's) interpretation of federal privacy regulations, data cells containing three or fewer student-athletes have been suppressed and are indicated by an * symbol. The information in this report does not reflect any changes to data made after this date.]*

The following chart represents by-sport APR averages for noted subgroups. National aggregates are based on all squads that have certified their academic data as final.

| Sport (N) | Multiyear APR | 2012-2013 APR | Percentile Rank within Sport | Percentile Rank within All Sports | All Division I | Public Institutions | Private Institutions | Football Subdivision | Baseball Subdivision | Football Championship Subdivision | Division I (Non-Football) |
|---------------------|---------------|---------------|------------------------------|-----------------------------------|----------------|---------------------|----------------------|----------------------|----------------------|-----------------------------------|---------------------------|
| By Sport - Men's | | | | | | | | | | | |
| Baseball (297) | 970 | 990 | 50th-60th | 30th-40th | 967 | 962 | 978 | 971 | | 967 | 964 |
| Basketball (346) | 945 | 974 | 20th-30th | 1st-10th | 957 | 952 | 968 | 961 | | 955 | 954 |
| Cross Country (312) | 950 | 952 | 10th-20th | 10th-20th | 977 | 972 | 986 | 981 | | 975 | 974 |
| Football (244) | 958 | 974 | 50th-60th | 10th-20th | 951 | 947 | 964 | 957 | | 947 | 882 |

* Denotes data representing three or fewer student-athletes. In accordance with FERPA's interpretation of federal privacy regulations, institutions should not disclose statistical data contained in this report in cells made up of three or fewer students without student consent.
N/A = No APR or not applicable.

N = Number of teams represented.

1 Denotes APR that does not subject the team to ineligibility for postseason competition based on institutional, athletics and student resources and the team's Graduation Success Rate.

2 Denotes APR that does not subject the team to ineligibility for postseason competition due to the team's demonstrated academic improvement.

3 Denotes APR that does not subject the team to ineligibility for postseason competition due to the squad-size adjustment. The "upper confidence boundary" of a team's APR must be below 930 for that team to be subject to ineligibility for postseason competition. Squad-size adjustment does not apply to teams with four years of APR data and a multiyear cohort of 30 or more student-athletes.

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6 Denotes APR based on a one year cohort, not subject to ineligibility for postseason competition and/or any penalties.

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9 Denotes that team's APR data is under review.

10

2012 - 2013 NCAA Division I Academic Progress Rate Public Report

Institution: University of Oregon

Date of Report: 05/06/2014

| Sport (N) | Multiyear APR | 2012-2013 APR | Percentile Rank within Sport | Percentile Rank within All Sports | All Division I | P u b l i c Institutions | Private Institutions | Football Subdivision | Bowl | Football Championship Subdivision | Division I (Non-Football) |
|----------------------|---------------|---------------|------------------------------|-----------------------------------|----------------|--------------------------|----------------------|----------------------|------|-----------------------------------|---------------------------|
| Fencing (18) | NA | NA | NA | NA | 980 | 970 | 985 | 979 | | 980 | 984 |
| Golf (299) | 978 | 943 | 40th-50th | 40th-50th | 975 | 971 | 983 | 983 | | 972 | 969 |
| Gymnastics (16) | NA | NA | NA | NA | 981 | 981 | 989 | 983 | | 986 | 951 |
| Ice Hockey (59) | NA | NA | NA | NA | 984 | 979 | 989 | 985 | | 992 | 981 |
| Lacrosse (63) | NA | NA | NA | NA | 975 | 969 | 978 | 980 | | 974 | 973 |
| Skiing (11) | NA | NA | NA | NA | 978 | 972 | 987 | 987 | | 985 | 957 |
| Soccer (203) | NA | NA | NA | NA | 970 | 964 | 975 | 969 | | 973 | 968 |
| Swimming (134) | NA | NA | NA | NA | 977 | 971 | 986 | 978 | | 975 | 978 |
| Tennis (261) | 988 | 1000 | 60th-70th | 60th-70th | 977 | 974 | 983 | 980 | | 974 | 978 |
| Track, Indoor (256) | 961 | 1000 | 30th-40th | 20th-30th | 967 | 961 | 981 | 969 | | 966 | 967 |
| Track, Outdoor (279) | 955 | 966 | 20th-30th | 10th-20th | 969 | 964 | 982 | 971 | | 969 | 969 |
| Volleyball (22) | NA | NA | NA | NA | 981 | 977 | 985 | 979 | | 986 | 980 |
| Water Polo (22) | NA | NA | NA | NA | 983 | 978 | 986 | 989 | | 988 | 976 |
| Wrestling (77) | NA | NA | NA | NA | 962 | 958 | 973 | 967 | | 960 | 956 |

By Sport - Women's

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2012 - 2013 NCAA Division I Academic Progress Rate

Public Report

Institution: University of Oregon

Date of Report: 05/06/2014

| Sport (N) | Multiyear APR | 2012-2013 APR | Percentile Rank within Sport | Percentile Rank within All Sports | All Division I | P u b l i c Institutions | Private Institutions | Football Subdivision | Bowl | Football Championship Subdivision | Division I (Non-Football) |
|---------------------|---------------|---------------|------------------------------|-----------------------------------|----------------|--------------------------|----------------------|----------------------|------|-----------------------------------|---------------------------|
| Basketball (344) | 979 | 1000 | 50th-60th | 40th-50th | 973 | 968 | 983 | 973 | | 974 | 973 |
| Bowling (34) | NA | NA | NA | NA | 971 | 969 | 976 | 991 | | 964 | 980 |
| Cross Country (342) | 989 | 985 | 50th-60th | 60th-70th | 985 | 982 | 991 | 985 | | 984 | 984 |
| Fencing (22) | NA | NA | NA | NA | 987 | 980 | 990 | 983 | | 992 | 986 |
| Field Hockey (79) | NA | NA | NA | NA | 988 | 985 | 990 | 986 | | 991 | 984 |
| Golf (261) | 984 | 971 | 30th-40th | 50th-60th | 985 | 983 | 991 | 989 | | 983 | 981 |
| Gymnastics (61) | NA | NA | NA | NA | 990 | 991 | 990 | 991 | | 992 | 985 |
| Ice Hockey (35) | NA | NA | NA | NA | 990 | 987 | 991 | 990 | | 992 | 989 |
| Lacrosse (100) | 982 | 1000 | 20th-30th | 50th-60th | 986 | 981 | 989 | 990 | | 987 | 982 |
| Rowing (88) | NA | NA | NA | NA | 988 | 986 | 989 | 986 | | 991 | 985 |
| Skiing (12) | NA | NA | NA | NA | 990 | 988 | 993 | 983 | | 993 | 995 |
| Soccer (322) | 993 | 1000 | 70th-80th | 70th-80th | 982 | 980 | 987 | 984 | | 981 | 982 |
| Softball (290) | 968 | 948 | 20th-30th | 20th-30th | 980 | 976 | 988 | 983 | | 977 | 979 |
| Swimming (196) | NA | NA | NA | NA | 987 | 985 | 990 | 988 | | 986 | 987 |
| Tennis (321) | 972 | 971 | 20th-30th | 30th-40th | 983 | 980 | 988 | 985 | | 980 | 984 |

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2012 - 2013 NCAA Division I Academic Progress Rate

Public Report

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|----------------------|---------------|---------------|------------------------------|-----------------------------------|----------------|--------------------------|----------------------|----------------------|------|-----------------------------------|---------------------------|
| Track, Indoor (316) | 989 | 974 | 60th-70th | 60th-70th | 978 | 974 | 988 | 979 | | 977 | 979 |
| Track, Outdoor (324) | 985 | 960 | 50th-60th | 50th-60th | 980 | 975 | 989 | 980 | | 978 | 981 |
| Volleyball (329) | 986 | 1000 | 40th-50th | 60th-70th | 982 | 978 | 991 | 984 | | 979 | 983 |
| Water Polo (33) | NA | NA | NA | NA | 983 | 976 | 991 | 987 | | 983 | 983 |
| By Sport - Co-Ed | | | | | | | | | | | |
| Rifle (22) | NA | NA | NA | NA | 976 | 977 | 964 | 982 | | 963 | NA |

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10