

Conference Self-Study Guide DIII III 2012-13

Section A - Conference Purpose, Philosophy and Attributes

Conference Philosophy:

Does the conference have a conference-wide philosophy?

Yes No

Provide documentation of your conference's conference-wide philosophy; or provide an Action Plan for a No answer:

The Liberty League has a conference-wide philosophy. The League recently completed a review of its conference philosophy, mission and guiding principles which was approved by the Directors of Athletics and supported by the Presidents. The Liberty League's guiding principles, mission, vision and core values are as follows: Liberty League Guiding Principles: Liberty League member institutions place their highest priority on the quality of the educational experience, both academic and athletic. Consistent with the NCAA Division III philosophy, Liberty League members seek to provide 1.) an environment where intercollegiate athletic activities are an integral part of a student-athlete's educational experience and 2.) opportunities to achieve at the highest levels academically and athletically. The League and its members seek to provide an environment that promotes and adheres to the principles of cultural diversity and gender equity, within teams, athletic departments, and institutions while maximizing the number and variety of athletic opportunities available to student-athletes that are consistent with their resources. Mission Statement: The Liberty League is comprised of a group of highly selective colleges and universities committed to academic and athletic excellence. The mission of the Liberty League is to promote the highest level of competition in a fair, safe, equitable and sportsmanlike manner. Consistent with the mission of each member institution, the Liberty League supports premier intercollegiate athletics as a vital part of the student-athlete's educational experience. Vision Statement: The Liberty League will be a premier Division III athletic conference recognized nationally for academic and athletic excellence as well as a strong commitment to the values of sportsmanship and integrity. Core Values: The League, through its member institutions' Presidents, Administrators, Faculty Athletic Representatives, Coaches and Staff, is unified in its commitment to the following core values: **Integrity - Create an environment of respect and the highest ethical standards **Excellence - Promote the academic missions of our institutions while offering the highest quality intercollegiate athletics programs **Equity - Ensure equitable participation, leadership, career and professional development opportunities for student-athletes and staff **Inclusiveness - Cultivate and celebrate a diverse and inclusive culture and the differences that strengthen our League and institutions

Does the conference philosophy incorporate elements of the Division III identity and strategic platform?

Yes No

Explain how your conferences incorporates these elements, or provide an Action Plan for a No answer:

The Division III identity and strategic platform is interwoven throughout the conference philosophy. Consistent with the Division III strategic platform and central to the Liberty League's philosophy is the commitment to ensuring that intercollegiate athletics programs are administered in a way that enhances a student-athlete's overall educational experience. This is currently reflected in conference scheduling practices, which seek to minimize the impact on students' academic

programs while affording opportunities for other educational or career pursuits. Liberty League student-athletes annually engage in community service and fundraising efforts that are directed to non-profit organizations. In addition, many student-athletes travel abroad each year and hundreds are involved in internships. Committed to diversity and gender equity, the Liberty League is a broad-based athletic conference that seeks to maximize athletic offerings, providing championship opportunities in 26 sports - 13 each for men and women.

Institutional Missions:

What are the academic missions of the conference's member institutions?

Originally founded as the Upstate Collegiate Athletic Association in 1995, the conference was renamed the Liberty League during the summer of 2004. The League includes founding members Clarkson University, Hobart and William Smith Colleges, University of Rochester, Rensselaer Polytechnic Institute, St. Lawrence University, Skidmore College and Union College. Vassar College became a full member of the League during the 2000-01 academic year and Bard College and Rochester Institute of Technology joined for the 2011-12 academic year. The University of Rochester also competes as a member of the University Athletic Association. The U.S. Merchant Marine Academy, Worcester Polytechnic Institute and Springfield College are associate members in football only. At the beginning of the 2012-13 season, New York University became an associate member in both men's and women's golf, while Wellesley College and Mount Holyoke became associate members in women's golf. Although the specific academic missions of the member institutions within the League are diverse, there are some prevailing themes common to all. Foremost among the common elements is the emphasis placed by member institutions on a well-rounded, highly interactive educational experience, both within the classroom and beyond. Curricular education at member institutions includes extensive laboratory, research, and studio experience and also often includes time away from campus in international or occupational settings. Community service is also a central theme of Liberty League institutional missions as civic engagement, locally and globally, is strongly encouraged.

How do the missions affect the implementation of the conference philosophy, conference policies and the administration of the conference?

Within these philosophies, intercollegiate athletics is a valued and integral part of the educational experience. In keeping with these academic missions, conference policies and administration aim to emphasize the educational element of intercollegiate athletics while ensuring that student-athletes are able to be as engaged in other campus activities as are other students. Specifically, conference policies are designed to minimize the time spent away from campus while engaged in athletic competition so that time may be devoted to other aspects of the academic missions.

Academic Profile of Member Institutions:

What are the academic profiles of the conference's member institutions?

All Liberty League member institutions have highly selective admission criteria and are able to attract and admit students who have exhibited qualities consistent with the stated academic missions. During the conference's most recent expansion, the academic profile of prospective member institutions was an important consideration for membership.

How do the profiles affect the implementation of the conference philosophy, conference policies and the administration of the conference?

The selective nature of the admissions processes produces student-athletes who have demonstrated the ability to balance academics, athletics, and other commitments and are thus well equipped to engage in the broad educational experience. Student-athletes consistently record higher grade-point averages than the student body as a whole on many member campuses. This allows intercollegiate athletics and competition within the Liberty League to be valued by campus constituents as an integral part of the academic mission.

Geographic Proximity:

What role does geographic proximity play related to conference membership and policy?
Geographic proximity is important to conference membership and aids in developing policy to minimize travel time for competition. All full members of the Liberty League are located within New York State and the longest travel distances are approximately 300 miles. Associate members in the sports of football and women's golf are located in Massachusetts and the metropolitan New York area. Geographic proximity is utilized whenever possible in scheduling of contests to minimize travel time.

How does the conference account for geographic proximity in scheduling events (e.g., contests, conference meetings)?

The League uses a 'travel-partner' system when scheduling team sports in which two contests are played in a weekend. Conference meetings are held in central locations to facilitate attendance and minimize travel time for constituents.

Athletics Profile of Member Institutions (e.g., Sports Programs, Resource Allocations):

How similar or different are the athletics programs of member institutions and how does this affect conference policy and administration?

Liberty League members sponsor broad-based athletics programs, consistent with the guiding principles and mission as indicated above. Sport sponsorship at most member institutions is significantly higher (23) than the Division III average (16). The League recognizes 26 sport champions each academic year, which is equal to or greater than most Division III conferences. This broad-based philosophy of athletic programming applies to conference policies as the League strives to provide a consistent level of resources, experiences and opportunities for each sport and all student-athletes within the League.

Institutional Profile of Member Institutions (e.g., Private, Religious):

How similar or different are the institutional profiles of member institutions and how does this affect conference policy and administration?

Liberty League members are required to be privately funded institutions per conference policy. The similar nature of the institutional profiles leads to conference policies that can be evaluated by their desirability and feasibility as determined by the membership, and are not subject to additional regulation as may be the case with a membership consisting of or including public institutions. While all members are privately funded institutions, the conference recognizes that differences exist. We believe the differences strengthen our League and institutions. Academic programs at member institutions range from technology and engineering to liberal arts and sciences. Six Liberty League members are multi-divisional members in the NCAA.

In what ways does the conference philosophy incorporate those elements?

At the core of the Liberty League are values that celebrate a diverse and inclusive culture, a focus on academics for our student-athletes, a commitment to providing life lessons through participation in athletics, and integrated student-athletes on our campuses.

Section B - Institutional Personnel Involvement

How are the following constituents involved in conference governance and administration? Do these constituents play an active role in conference governance? Are these constituents involved in determining conference policies?

Chancellor or President

The Presidents of Liberty League member institutions are all actively involved in oversight of athletics on their respective campuses. Involvement in conference governance is achieved by communication with Senior Administrators with Athletics Oversight and/or Athletic Directors who are directly responsible for governance administration of conference policies. Beginning in September 2011, the Liberty League presidents have taken a greater role in conference governance as they have conducted annual in-person meetings and conference calls.

Senior Administrator with Athletics Oversight

In several cases within the Liberty League, the Director of Athletics reports directly to the President. At member institutions where a senior administrator maintains oversight of athletics, the communication between the athletic director and the senior administrator provides guidance to the athletic director on governance and administration of conference policies. At this time, the senior administrators with athletics oversight are not formally part of the conference governance structure.

Director of Athletics

The Directors of Athletics are the primary governing body within the Liberty League. The Directors meet regularly (at least three times annually) to conduct League business and develop League policies and procedures. Communication among Directors and between Directors and the Liberty League Commissioner occurs frequently via phone and e-mail. Additionally, three Directors of Athletics serve two-year terms as the Officers and Executive Committee. The Executive Committee consists of the Liberty League President, the immediate past president and the president-elect. The Executive Committee is responsible for the conduct of the day-to-day operations of the League consistent with existing League Policies and Procedures and Team Guidelines, addresses all issues and keeps member institutions appropriately informed, develops agendas for League meetings, provides oversight on League matters and assists the Commissioner in conducting regular League business. The position of Treasurer is a non-voting member of the Executive Committee and serves a three-year renewable term. The position of Treasurer has been filled by a member institution's Director of Athletics since the inception of the Liberty League.

Senior Women Administrator

While not a formal committee within the Liberty League governance structure, the Senior Woman Administrators play an important role at both the institutional and conference levels. Senior Woman Administrators regularly attend League meetings with the Directors and are actively involved in development and administration of League policies. Additionally, many Senior Woman Administrators serve as sport liaisons with coaching groups and assist in communicating sport-specific concerns between the coaches and directors. The League's Senior Woman Administrators meet annually to discuss institutional and conference issues related to women's athletics.

Faculty Athletics Representative

The Faculty Athletics Representatives at member institutions communicate regularly with the Director of Athletics, Senior Administrator with Athletics Oversight, and the President on issues concerning athletics and its impact on academics. These discussions impact decision-making when the Directors of Athletics meet to discuss League policies. While the Faculty Athletics Representatives do not presently have a formal role in the conference's governance structure, the Liberty League plans to bring this group together as a formal committee to discuss League policies and procedures.

Coaches, Sports Medicine and Sports Information Staff

Coaches meet at least annually (more frequently as needed) to discuss sport-specific concerns and propose action items to the Athletic Directors for consideration. Each group is assigned an administrator that serves as a sport liaison to facilitate communication of sport concerns between the Coaches and Directors. Sports Medicine and Sports Information staff also meet, at least annually, to discuss concerns and confirm expectations and procedures for League competition.

Section C - Conference Organization and Operation

Conference Office Structure

How is the conference office structured?

The Liberty League office structure has evolved considerably since the conference moved to a full-time commissioner approximately five years ago. The commissioner is also supported by a full-time internship position.

What type of organizational structure is in place?

The Liberty League Executive Committee has direct oversight of the commissioner.

What resources are provided for the conference office operation?

In March 2012, the conference office transitioned from a home office setup to a centralized conference office housed on a campus of a member institution. While the conference office is housed on a member campus, it is separate from the institution's athletic department.

What are the core responsibilities of the conference office?

The responsibilities of the conference office include scheduling, administration of all League championships and programs (awards, media relations, marketing), and communication with the NCAA. The Commissioner serves as a non-voting member of the Executive Committee.

Governance Structure

What groups are formally represented in the conference governance structure?

The Liberty League is primarily governed by the Directors of Athletics, who meet at three regularly scheduled meetings per year with additional meetings called as needed. Consistent with the Division III philosophy, "The member institutions' chief executive officers have the ultimate responsibility for the conduct of the conference and the actions of the athletic directors" as indicated in the League's policies and procedures.

How are issues discussed?

Sport-related issues are discussed at the sport committee level with proposals forwarded to athletics administrators for review and action. Membership issues are discussed at the presidential level. Athletics directors solicit input from their respective presidents on key conference issues.

Does a conference operation or organizational chart exist?

Yes No

Provide an Action Plan for a No answer:

The conference will evaluate and discuss the formation of an organizational chart.

How often does the governance structure meet (e.g., chancellors and presidents)?

Beginning in the fall of 2011, the Liberty League presidents began meeting as a group to discuss League governance issues. The presidents meet one to two times annually with conference calls as needed.

How does the conference ensure chancellors or presidents have ultimate and final authority for the conference?

Consistent with the Division III philosophy, "The member institutions' chief executive officers have the ultimate responsibility for the conduct of the conference and the actions of the athletic

directors" as indicated in the League's policies and procedures.

Membership Process

What is the conference policy and process when an institution joins the conference and the policy and process when leaving the conference?

Institutions seeking membership in the Liberty League must make application to the conference President/Executive Committee. In all cases the potential new member is evaluated by existing members via institutional discussions among Athletic Directors, Presidents, Senior Administrators, Faculty Athletic Representatives, and Senior Woman Administrators. The President/Executive Committee will bring application before the League for consideration at an annual or special meeting. Approval of a new member will be determined by the unanimous vote of the membership, less one. Voluntary termination of membership requires one year's notice. The Presidents or their designees may also grant, on a three-academic-year basis, associate membership status to a college or university for the purpose of permitting such institutions to participate in sports conducted under the auspices of the League.

Professional Development

Do conference office personnel attend professional development opportunities sponsored by national associations [e.g., NCAA, National Association of Collegiate Women Athletics Administrators (NACWAA), National Association of Collegiate Directors of Athletics (NACDA), College Sports Information Directors of America (CoSIDA)]?

Yes No

Please list individuals and any events that were attended.

The conference commissioner regularly attends professional development opportunities such as NCAA Rules Seminars, the ECAC Convention, ECAC-SIDA, and Division III Commissioners Association (D3CA) meetings. Attendance is supported by conference funds as well as NCAA Strategic Initiatives Grant funding. In 2012, the assistant to the commissioner attended NACWAA. Since joining the Liberty League in August 2011, Tracy King (commissioner) has attended the ECAC Convention (2011), the NCAA Regional Rules Seminar (2012, Atlanta), Division III Commissioners Association meetings (January 2012, May 2012, January 2013, May 2013). Beth Spadaccini (assistant to the commissioner) has attended NACWAA (2012) and will participate in other professional development opportunities as provided through the NCAA Ethnic Minority and Women's Internship Grant.

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Do conference office personnel attend the NCAA Regional Rules Seminar?

Yes No

How is professional development funded?

Yes. As a requirement of NCAA Division III membership, conference office personnel typically attend an NCAA Regional Rules Seminar every other year. Professional development opportunities for conference office staff members are provided through a number of sources. The conference provides a travel budget for such opportunities. The NCAA Division III Strategic Initiatives Grant also supports professional development for conference office personnel. The League has also received an NCAA Ethnic Minority and Women's Internship Grant, which funds professional development for the intern in the amount of \$3,000 per year for two years.

Technology:

How does the conference address technology?

The Liberty League attempts to use technology whenever possible to promote efficiencies in League procedures as well as to reduce the impact on the environment. Nearly all League communications occur electronically, including nominations, voting, and selections for weekly and post-season awards as well as other communications among athletic administrators and from the commissioner. The League has also implemented electronic film exchange procedures in a number of sports, including football, men's and women's basketball and lacrosse in an effort to further provide enhanced services to the membership. The League continues to explore technology advancements to enhance communication and improve services. Technology initiatives include webcasting opportunities to provide an enhanced student-athlete experience.

Does it implement technology advancements to enhance communication and improve services with its conference member institutions and the NCAA?

Yes No

Section D - Conference Accountability and Control

Rules Compliance

What role does the conference play related to rules compliance?

The conference facilitates rules compliance by utilizing the commissioner as a resource for rules interpretations and as a means of communicating with the NCAA. Conference rules are reviewed annually with communication regarding specific rules applications issued as needed. Member institutions report directly to the NCAA enforcement staff for issues related to NCAA rules and regulations. The conference has also encouraged the participation of its members in a compliance seminar conducted by a member institution.

Does the conference review its systems and services for rules education and monitoring/enforcement to assist its member institutions to comply with all applicable conference and NCAA rules and regulations?

Yes No

Insurance

Does the conference have liability insurance?

Yes No

What other types of insurance does the conference have?

The Liberty League carries a general liability insurance policy as well as directors and officers insurance. The conference treasurer works with the League's insurance provider to determine the appropriate levels of insurance coverage.

Financial Aid Reporting Process

Does the conference share information from institutional financial aid reports?

Yes No

Other Reporting

Does the conference share other reports and/or data [e.g., Equity in Athletics Disclosure Act (EADA)] among member institutions?

Yes No

Fiscal Policies and Stability

Is the conference administered with prudent management and fiscal policies to ensure financial stability?

Yes No

How often are conference fiscal policies and procedures reviewed to ensure future financial stability for the conference?

The conference budget and financial reports are reviewed at each meeting of the League, with additional monitoring conducted by the executive committee as needed. The frequent monitoring and evaluation of fiscal policies and procedures includes projections several years into the future in order to ensure continued financial stability.

Budget and Audit Process

How is the conference operational budget established?

The conference operating budget is adopted each spring for the ensuing academic year and is reviewed by the entire League at each meeting and more frequently by the executive committee as necessary. While League policies do not require an annual audit, the League treasurer works with an independent accountant to audit the League's revenues and expenditures on an annual basis.

Do conference policies require that all expenses and revenues associated with the operation of the conference be audited at least annually?

Yes No

Please explain your conference's rationale for not sharing this data among your institutions. Information from other reports and/or data has been compiled in the past when required for specific purposes, but the League does not compile and/or share this information on an annual basis. Since information from EADA reports is publicly available for all institutions to view through the OPE website, the League does not see the need to compile additional reports.

Section E - NCAA Involvement

NCAA Leadership

What role have conference members played in the NCAA governance structure?

Liberty League members are active within the NCAA governance structure, with representatives recently serving on the Presidents Council, Management Council and Nominating Committee as well as numerous sports and rules committees.

What role should they play?

The Liberty League appointed a president to represent the conference on the Presidents and Chancellors Advisory Group (PAG). League presidents have also expressed a desire to place a member on the Division III Presidents Council when presented with an opportunity.

Does the conference actively nominate chancellors or presidents, faculty and athletics administrators to fill vacancies on Association-wide and Division III committees?

Yes No

Does the conference actively nominate coaches to serve on sports and/or rule committees?

Yes No

NCAA Convention Attendance

How does the conference ensure attendance at the NCAA Convention?

The members of the Liberty League have regularly attended the NCAA Convention on an annual basis. A conference meeting is held each year at the convention to further ensure member attendance.

What is the conference philosophy regarding involvement in the governance structure, including voting at the Convention?

The Liberty League encourages participation in the NCAA governance structure. Athletics administrators meet with direct reports and presidents to establish a position for voting on legislative proposals.

How is the conference vote on legislative proposals developed?

The conference vote on legislative proposals is determined by majority vote of the members at this meeting, with the institutional votes determined through the discussions and processes in place at each campus.

Who provides input and who has final authority?

Campus constituents formulate a position on proposals at the campus level with voting delegates indicating their position prior to the Division III Business Session. The conference president has the final authority on the conference position, but the conference vote is determined by a majority vote of the member institutions.

Other NCAA Events

Are athletics staff members encouraged to attend NCAA sponsored events (e.g., Regional Rules Seminars, Gender Equity and Issues Forum) for professional development?

Yes No

Please list individuals who have been nominated in the past five-year cycle and to which positions they were nominated.

Individuals from the Liberty League who have been nominated/supported for NCAA Committee positions in the past five years: Kristen Hall, Bard, NCAA Working Group on Membership Issues (completed) Kristen Hall, Bard, NCAA Life and Balance Working Group (completed) Kristen Hall, Bard, Division III Management Council (completed) Kristen Hall, Bard, Division III Membership Committee (completed) Kristen Hall, Bard, Division III Academic Issues Subcommittee (completed) Kristen Hall, Bard, Division III Committee on Infractions Appeals (completed) Johan Dulfer, Clarkson, Division III Women's Volleyball Committee (nominated) Mark Gearan, Hobart & William Smith, Division III Presidents Advisory Committee (active) Brian Miller, Hobart & William Smith, Division III Men's Basketball Committee Tracy King, Liberty League, Division III Membership Committee (nominated) Tracy King, Liberty League, Division III Baseball Committee (nominated) Tracy King,

Liberty League, Division III Women's Golf Committee (nominated) Tracy King, Liberty League, Division III Men's Tennis Committee (completed, nominated) Bob McVean, RIT, Division III Men's Basketball Committee (active) Wendy Andreatta, Rochester, Division III Field Hockey Committee (active) Sue Behme, Rochester, Women's Lacrosse Rules Committee (nominated) George VanderZwaag, Rochester, Committee on Women's Athletics (completed) Kevin Beattie, RPI, Division III Men's Golf Committee (active) Cord Farmer, RPI, Division III Women's Soccer Committee (nominated) Karen Hansen, RPI, Division III Women's Soccer Committee (nominated) Jim Knowlton, RPI, Playing Rules Oversight Panel (nominated) Darren Bennett, Skidmore, Women's Basketball Rules Committee (nominated) Gail Cummings-Danson, Skidmore, NCAA Women's Lacrosse Rules Committee (completed) Hilda Arrechea, Skidmore, Division III Women's Volleyball Committee (nominated) Jack Sandler, Skidmore, Men's Lacrosse Rules Committee (nominated) Ethan Townsend, St. Lawrence, Men's and Women's Skiing Committee (nominated) Kate Curran, St. Lawrence, Division III Men's and Women's Track & Field Committee (active) Mike Howard, St. Lawrence, Div. III Men's and Women's Track & Field Committee (nominated) Mary Ellen Burt, Union, Women's Basketball Rules Committee (completed) Abigail Jackson, Union, Women's Lacrosse Rules Committee (nominated) Elizabeth Tiffany, Union, Division III Membership Committee (nominated) Elizabeth Tiffany, Union, Division III Softball Committee (nominated) Elizabeth Tiffany, Union, Division III Women's Soccer Committee (nominated) Sharon Beverly, Vassar, NCAA Woman of the Year Committee, chair (completed) Sharon Beverly, Vassar, Division III Nominating Committee, chair (completed) Sharon Beverly, Vassar, Division III Men's Basketball Committee (nominated) Sharon Beverly, Vassar, Men's Basketball Rules Committee (nominated) Dr. Catharine Hill, Vassar, NCAA Division III Presidents Council (completed) Bruce Gillman, Vassar, NCAA Men's and Women's Fencing Committee (active) Jon Martin, Vassar, Division III Baseball Committee (nominated) Jonathan Penn, Vassar, Division III Men's Volleyball Committee (nominated) Jonathan Penn, Vassar, Division III Women's Volleyball Committee (active) Lisl Prater-Lee, Vassar, Division III Men's and Women's Swimming Committee (nominated) Sandra Chu, William Smith, Division III Rowing Committee (completed) Sally Scatton, William Smith, Division III Rowing Committee (active) Deb Steward, William Smith, Committee on Women's Athletics (nominated) Deb Steward, William Smith, Division III Women's Golf Committee (nominated) Aliceann Wilber, William Smith, Division III Women's Soccer Committee (active)

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Section F - Sportsmanship, Ethical Conduct and Diversity

Citizenship/Leadership/Sportsmanship

Does the conference actively encourage all student-athletes, coaches and fans to respect each other, practice civility, encourage teamwork, appreciate differences and understand citizenship responsibilities?

Yes No

If yes, describe how.

Yes. The Liberty League encourages citizenship, leadership, and sportsmanship through League-wide initiatives as well as campus-specific programs. The Student-Athlete Advisory Committees are leaders in this area, both at the institutional and conference level. Community service projects are regularly undertaken by student-athletes as individual teams as well as the campus-wide student-athlete population. Additional education and leadership programming is supported by the conference through the NCAA Strategic Initiatives Grant.

Conference Sportsmanship Statement

Does the conference have a sportsmanship statement or policy?

Yes No

How is the sportsmanship statement or policy administered at athletics events?

The sportsmanship statement is read by the public address announcer prior to each event on a member campus, and is also frequently printed in event programs.

How are member institutions assuring sportsmanship education with their athletics staff, student-athletes and fans?

Game management personnel are in place to monitor unsportsmanlike behavior at events, with offending fans removed from the site of competition if necessary. Sportsmanship education and programming is supported at both the conference and institutional levels through the NCAA

Strategic Initiatives Grant.

Diversity

What is the conference commitment regarding gender and ethnic diversity?

Liberty League members are committed to gender and ethnic diversity through campus hiring practices which encourage such diversity in athletics as well as all other departments. In April 2010, the Liberty League also conducted a two-day 'Women in Athletics Symposium' in which 25 student-athletes and 10 staff members engaged in discussions related to careers and women's issues in athletics. Members have also participated in the NCAA Diversity Workshops. Institutions have applied and are encouraged to apply for the NCAA Ethnic Minority and Women's Internship Grant. The conference office and several member institutions are currently hosting or have recently hosted interns funded through the Ethnic Minority and Women's Internship Grant Program. All of these efforts are consistent with NCAA legislative principles and the Division III Philosophy.

Is it consistent with the NCAA legislative principles and the Division III philosophy?

Yes No

Please attach the conference sportsmanship statement or policy.

(Institution name) and all members of the Liberty League are committed to the principles of good sportsmanship. We believe all student-athletes, coaches, and spectators should strive to represent the very best spirit and tradition of intercollegiate athletics. We request your cooperation by supporting the participants and officials in a positive manner. Profanity, sexist, ethnic, racial, homophobic, or other bigoted comments, or other intimidating actions or obscene gestures directed at officials, student-athletes, coaches or team representatives will not be tolerated and are grounds for removal from the site of competition.

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Section G - Student-Athlete Inclusion and Development

Student-Athlete Advisory Committee

Does the conference student-athlete advisory committee have a philosophy and mission statement?

Yes No

If yes, what is it?

The Liberty League SAAC mission statement, as specified in the league's policies and procedures, is as follows: **To promote efficient communication between the Liberty League student-athlete population and respective athletics departments. **To encourage and provide the student-athlete with the opportunity to effectively communicate with their respective athletics departments in order to provide suggestions/questions etc., related to the development of programs designed to serve their needs. **To encourage the involvement of student-athletes in both campus and overall community service projects. **To assist in the development and implementation of programs within campuses that motivate student-athletes to strive for and be recognized for academic excellence, commitment, sportsmanship, leadership and good community relations.

Is the conference student-athlete advisory committee active?

Yes No

What are its primary areas of focus?

In October 2011, the Liberty League SAAC began holding an annual in-person meeting. The League SAAC previously conducted annual conference calls. The SAAC elected officers, ratified its constitution and conducted a two-day conference leadership summit. At the conference's annual SAAC meetings, school representatives share ideas for campus initiatives, including community service, sportsmanship and student-athlete well being. The meetings provide student-athletes with a forum to discuss concerns, both at the institution and conference levels. The conference also has the occasion to provide a representative for the Division III National SAAC, affording our students an opportunity to discuss issues at a national level. Additionally, the Liberty League has had one student-athlete serve as president of the Division III National SAAC.

Does it represent the concerns and ideas of the conference's student-athletes and is its reporting structure consistent with student-athlete well-being?

Yes No

Academic Performance of Student-Athletes

Does the conference measure the academic success of its student-athletes?

Yes No

How is success measured?

Academic performance of student-athletes is monitored primarily at the institutional level. The Liberty League collects data on the number of student-athletes who achieve 'All-Academic' status by maintaining a cumulative grade point average of 3.2 or higher. The League has begun to monitor the percentage of student-athletes from each institution who earn All-Academic status on an annual basis.

Does the conference compare the academic performance of student-athletes with students in general?

Yes No

Please Provide an Action Plan for a No answer:

While the conference does not compare the academic performance of student-athletes with students in general, data from institutions indicate that student-athletes routinely outperform the general student body, as measured by grade point average. The conference will discuss the merits of compiling comparative data for student-athletes compared with the general student body.

Championships/Awards/Recognition

Does the conference provide student-athletes with appropriate championships opportunities and recognition?

Yes No

Are these programs consistent with the division's commitment to student-athlete well-being, the philosophy that athletics is an integral part of the total educational experience and the philosophy that primary emphasis shall be on regional in-season competition and conference championships?

Yes No

NCAA Student-Athlete Leadership Conference

How does the conference ensure student-athlete participation at the NCAA Student-Athlete Leadership Conference?

Liberty League members have actively participated in NCAA Student-Athlete Leadership Conferences and will continue to do so in the future. The league encourages participation in the National Student-Athlete Leadership Development Conference by institutions who are hosting CHAMPS/Life Skills programs as well as those who are not. The league office will work in conjunction with our league SAAC and institutional SAACs to identify individuals to participate in NCAA leadership conferences.

Does the conference play a role in encouraging student-athletes to attend the leadership conference?

Yes No

Does the conference play a role in ensuring participation at the NCAA National Leadership Conference?

Yes No

Section H - Multidivisional Considerations

Multidivisional Considerations

Does the conference have Multidivisional Institutions?

Yes No

Initial and Continuing Eligibility

Does the conference possess general knowledge to direct multidivisional member institutions to the NCAA Eligibility Center's initial-eligibility certification process?

Yes No

How does the conference ensure the successful navigation of its multidivisional institutions through the Division I Academic Performance Program?

The Division I programs at the Liberty League's multidivisional institutions are all members of Division I conferences. The Division I conferences serve as the primary contacts for these institutions when navigating through the Division I Academic Performance Program. During the 2012-13 academic year, the Liberty League's multi-divisional institutions completed a comprehensive external review required every four years by the NCAA. The institutions implemented recommendations by outside agencies that will serve to strengthen their compliance programs. Assistance from the Division III conference office is not sought in the Academic Performance Program review process.

Division I Rules Compliance

What role does the conference play related to Division I rules compliance?

The Division I programs at the Liberty League's multidivisional institutions are all members of Division I conferences. These Division I conference offices provide assistance to their members in the area of rules education and compliance. While the Liberty League assists members with Division III compliance issues and interpretations, League assistance for Division I compliance matters is not sought due to current membership and affiliation with their respective Division I conference offices.

Does the conference review its systems and services for rules education and monitoring/enforcement to assist its member institutions in complying with all applicable Division I rules and regulations?

Yes No

Are athletics staff members at multidivisional institutions encouraged to attend NCAA Regional Rules Seminars for education on the Division I legislation?

Yes No