The SIUE campus is experiencing the increased population of traditional undergraduate students, and they bring to campus a renewed sense of vitality, energy, and enthusiasm. This phenomenon increases the importance of improved campus life activity. More than four (4) years ago, Athletics was asked to enhance its events, especially those centered on basketball and other team sports. At the same time, Athletics and campus constituents were engaged in a review of programming questions relative to football and Division I status. Following a one-and-one-half-year review, the Intercollegiate Athletics Committee (ICAC) concluded that football and Division I were not in the immediate best interests of the University and recommended that the University upgrade the existing programs. The goal is to be one of the more successful programs in Division II. This objective would position the program to address the athletics component of the campus life concerns in the more immediate future. As a long-range goal, the program could improve to the extent that it would be attractive to a Division I and/or football conference should the University ever desire to seek such affiliation. The ICAC made the following recommendations regarding the campus life initiative for Intercollegiate Athletics:

- **SIUE should provide enhanced resources for its athletics program.** These resources may be derived from institutional support and new student fees.

- **The athletics administration should initiate a tiering plan in concert with the new resources.** This plan should address resources required for scholarships, staffing, salaries, operational and recruitment dollars, and event promotions while providing equitable treatment for all sports within each level.

- **The ICAC recommends tiering at three levels:** 
  - **Tier I:** men's and women's basketball; 
  - **Tier II:** baseball, men's and women's soccer, softball, and volleyball; 
  - **Tier III:** men's and women's track, cross country, men's and women's tennis, women's golf, and wrestling.

- **The ICAC has requested the athletics administration develop the (contracts) performance expectations, funding, and staffing levels for each of these categories to provide for consistency within each level.**

- **The ICAC recommends that the financial impact upon students be minimized by phasing in the enhancement over a 4-year period and requests that the athletics administration recommend priorities for implementation.**
The Campus Life Enhancement proposal for Intercollegiate Athletics was presented and approved as a 4-year plan in FY '01 to be implemented in FY '03 through '06. Upon completion, the plan calls for enhancements totaling $392,336. These dollars would provide some benefits to every sport—$79,332 would be covered by the addition of 22 tuition waivers provided by the institution, while $313,004 (approximately $78,000 per year over a 4-year period) would be provided by student fees. The fee increase needed to generate $78,000 each year is $6.00 per year or $3.00 per term. The FY '03 increase has already been approved and implemented and has provided additional cash for athletic scholarships. The FY '04 fee has been approved and should provide $24,000 for a recruiting budget, $46,000 toward salaries for the women's golf and track coaching positions, and $5,700 toward event promotions and development. Increases proposed for FY '05 and '06 are slated to address operational ($88,700) and salary issues ($40,356).

Tiering Plan

The proposed goals, expectations, and funding for each sport category are:

Tier I: Premier conference sports, which carry the expectation of competing regionally and nationally.

- Predominant conference schedule; non-conference games shall be with regionally-ranked opponents, other opponents that will enhance spectator interest, or for financial considerations.
- Winning record, consistent over a period of years (a losing season is an exception).
- Consistently finish in the top 40 percent of the conference.
- Program stability in recruitment, retention, academics, graduation rates, and personnel.
- Consistent regional and/or national strength as evidenced by national and regional rankings.
- Consistent conference, regional, and national recognition and visibility (i.e., all-conference, all-region, all-Americans, tournament teams, special honors).
- Significant fund raising, responsibility (camps, projects, donors).
- Significant volunteer and public relations activities by both personnel and players.
- Regular campus and community involvement by players and personnel.
- Scholarships levels will be supported at 100 percent of NCAA-allowable equivalencies.
- Operation funding will be in the top 20 percent of NCAA Division II schools.
- Coaching positions will have no responsibilities outside coaching role.
- Salary and compensations packages will be in the top 20 percent of NCAA Division II schools.

Tier II: Priority Conference Sports

- Conference in-season schedule, plus regionally-ranked opponents and other locally-attractive competition.
• Winning records consistent over a period of years (losing season is an exception).
• Consistently in the top 50 percent of the conference.
• Consistent conference recognition with occasional regional and national recognition.
• Program strength and stability in recruiting, retention, academics, graduation rates, and personnel.
• Moderate responsibility for fund raising with some service, volunteer, and public relations assignments.
• Scholarships levels will be supported at a minimum 80 percent of NCAA-allowable equivalencies.
• Operation funding will be in the top 40 percent of NCAA Division II schools.
• Coaching positions may have responsibilities outside coaching role.
• Salary and compensations packages will be in the top 40 percent of NCAA Division II schools.

Tier III: Conference/Non-Conference Sports

• Schedule conference schools as applicable. Other contests should be in state or of comparable geographic distance.
• 500 season or above with consistency over a period of years.
• Consistently finish in the middle third or above in conference standings.
• Occasional regional or national recognition may be visible.
• Program stability in recruiting, academics, and personnel.
• Minimal fund raising responsibility with limited service, volunteer, and public relations assignments.
• Scholarships levels will be supported at a minimum 50 percent of NCAA allowable equivalencies.
• Operation funding will be in the middle third of NCAA Division II schools.
• Coaching positions will have responsibilities outside coaching role. Possible multi-sport positions, event management, or administrative.
• Salary and compensations packages will be competitive with like positions in NCAA Division II schools.