



UNIVERSITY SYSTEM OF MARYLAND

V - 2.20 Policy on Academic Achievement in Intercollegiate Athletics (approved by the Board of Regents on October 24, 2014)

Introduction

Successful academic achievement is an expectation of every student at each University System of Maryland institution. Athletic departments serve the educational mission of each institution. Student-athletes are expected to progress and achieve academically at least at the levels established by the National Collegiate Athletics Association in terms of the Academic Progress Rate (APR), and while there should be higher expectations of student-athlete academic performance and achievement, for the purposes of this policy, the minimum standards established by the NCAA are to be considered threshold levels of minimally acceptable academic achievement and performance standards.

Athletic directors and coaches balance a wide range of goals and objectives. Some institutions incentivize performance for athletic directors and coaches through the possibility of additional (or incentive-based) compensation that is awarded when certain goals or objectives are met.

This policy is intended to ensure that each institution's documents reflect the importance of the educational aspects of athletic programs. Further, this policy requires that incentive-based compensation arrangements with athletic directors and coaches are conditioned on minimum academic progress and achievement for student-athletes.

Scope and Requirements

- I. Each institution in the University System of Maryland with an intercollegiate athletics program will reflect in appropriate documents the responsibility of the athletics department to support the educational mission of the institution. Job descriptions, employment contracts, and performance evaluations of coaches and athletic directors shall include the institution's expectation that the coach or athletic director must support the academic performance of student-athletes. Additional appropriate documents might include mission statements, marketing brochures, and employment documents for other personnel.
- II. For each institution participating in Division 1 intercollegiate athletics programs, all employment contracts with athletic directors or coaches of Division 1 sports that include incentive-based compensation, must also include a provision that precludes payout of incentive-based compensation if the sport does not satisfy minimum annual APR* levels at the time at which the incentive-based compensation would have otherwise been earned. For athletic directors, academic progress and success standards for APR must be met as an average for all sports. Institutions are to ensure that employment contracts and compensation arrangements are

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explicit that incentive-based compensation amounts are neither earned or payable unless satisfactory academic progress has been achieved, as indicated by applicable APR level(s) .

Reporting

As part of the annual reporting items detailed in Board of Regents Policy V-2.10, Policy on Reports on Intercollegiate Athletics, the president of each institution will certify compliance with this policy. Further, in addition to such annual reporting, each institution participating in Division 1 intercollegiate athletics programs will provide a listing of those individuals with incentive-based compensation provisions in employment contracts (including both academic and athletic), the expiration date of the current contract, and whether the contract includes a provision precluding payout of incentive-based compensation in circumstances where the sport (or sports) fall below minimum APR standards.

*Minimum APR standards refer to benchmark academic performance for the year as set by the NCAA appropriate for the institution.