

Athletic Department Value, Mission, Vision, and Strategic Goals

The University of Montana Department of Intercollegiate Athletics recognizes a commitment to serve both its student-athletes and the University. Its primary commitment is to provide an opportunity for student-athletes to fully develop their academic and athletic potential. Through practice, training and competition, the department strives to instill in each student-athlete:

- Good sportsmanship and personal integrity.
- Loyalty to the group and the ability to function with others as a team.
- Appreciation for the benefits of hard work, motivation and perseverance in both winning and losing situations.
- Pride in accomplishments gained through fair and honest means.

A strong athletic program does much to generate pride and enthusiasm in students, alumni, the University as a whole, and the community which the University serves. The public relations, goodwill and service provided by a strong athletic program benefit The University of Montana in ways which cannot be measured in strictly economic terms. Through its athletic program, the University's accomplishments and academic goals are made known to the public.

Based upon this philosophy and with ongoing support from the President and the University Athletic Committee, the following values, mission statement, vision statement and strategic goals have been established.

VALUES

Integrity:

Grizzly Athletics will exhibit integrity everywhere we go and in everything we do.

Excellence:

Grizzly Athletics will demonstrate excellence in everything we do.

Loyalty:

Grizzly Athletics will demonstrate loyalty to our University, our state, our teams, and fans.

In order to understand where we are and where we want to be, it is vital to define those qualities that we hold sacrosanct. In understanding those values, the goals and path to achieve those goals will be clearly set out before us. Every decision of the department will reflect these defined values.

What qualities make a national championship team? What traits does a successful graduate possess? What makes Montana "**Montana**"? In answering these questions, we have defined who we are.

MISSION STATEMENT

In supporting and promoting The University of Montana mission, Grizzly Athletics retains the trust and respect of alumni, fans and the State of Montana by graduating student-athletes, striving for excellence and competing with integrity.

The University of Montana is a member of the Big Sky Conference and affiliated with Division I of the National Collegiate Athletic Association (NCAA). Our purpose is to provide a sound, competitive intercollegiate athletics program that represents the University in an impeccable manner, and provides student-athletes the opportunity to develop physically, mentally, ethically, and socially. In doing so, the athletic program will provide: (1) coaching of the finest quality, (2) facilities that provide excellent venues for safe and high-caliber competition, (3) academic assistance to enhance academic success, (4) customer service that is consistently excellent, and (5) incentives and initiatives to retain quality coaches, employees and student-athletes. Our main objective is to assist young men and women in their educational pursuits to the fullest through support, guidance and motivational programs. This assistance is intended to provide maximum opportunity for student-athletes to reach their full potential. The University is committed to a philosophy of excellence and our Athletic Department mirrors this sentiment.

It is the goal of the Athletic Department to serve and direct student-athletes along a path that combines their educational pursuits along with athletic participation. The function of the Athletic Department is to work closely with the UM campus community, alumni, friends of the University, and the greater surrounding community to achieve our mission. A healthy working relationship with the NCAA and the Big Sky Conference is also part of the responsibility Intercollegiate Athletics must effectively and continuously pursue.

VISION STATEMENT

To be a model program excelling in academics and athletics

Our expectation as a department is to reach the highest level of success in all NCAA measures in each sport program. Striving to win the Big Sky All-Sports President's Trophy recognizing the overall positive production of our total program reflects upon the quality of athletes, coaching and resources provided.

As stated previously in the mission statement, success for our Athletic Department means excellence both on the athletic field and in the classroom. Therefore, UM's vision is to be among the top institutions in athletic achievement as well as in NCAA academic measures such as student-athlete graduation rate, the Academic Progress Rate (APR) and the Graduation Success Rate (GSR).

STRATEGIC GOALS

Academics

Assist and encourage Grizzly student-athletes to reach their full academic potential.

Financial

Achieve fiscal success and accountability.

Student-Athlete Welfare

Provide each student-athlete with the opportunity to grow personally and enjoy a positive experience at The University of Montana and within the community.

Sportsmanship

On and off the field of competition our staff, athletes and fans will respect the sport, themselves and others.

Winning

Provide the facilities, coaches and resources necessary to continue the Grizzly winning tradition.

Diversity

Provide opportunities for individuals on the basis of merit in a non-discriminatory manner.

Equity

Provide appropriate facilities and resources equitably without regard to gender.

Advocacy

Engage the University and Montana communities, Grizzly fans, former athletes and University alumni in the mission and accomplishments of Grizzly Athletics.

University Relations

Engage the University community as a full partner in furthering the Mission of the University of Montana for the benefit of all Students, Faculty, and Staff.

The Department's Strategic Goals reflect the idealism of those involved directly and indirectly with program results. They also represent the key elements of a successful program as viewed from high and theoretical levels – they are “strategic” not “operational”. They are not likely to change much year to year and if properly targeted operationally (one bi-annium at a time and one task or project at a time), they will produce superior outcomes and result in a highly successful athletic department that is in harmony with its environment (The University of Montana, the City of Missoula, and the State of Montana). The significant challenge in linking the Department's Strategic Goals to successful Operational Outcomes is recognizing that the desired operational outcomes are tied primarily to ever-changing uncontrollable factors such as availability of resources and adequate personnel to assist in achieving goals.

DIVISION I PHILOSOPHY STATEMENT

In addition to the purposes and fundamental policy of the National Collegiate Athletic Association, as set forth in Constitution 1, members of Division I support the following principles in the belief that these statements assist in defining the nature and purposes of the division. These statements are not binding on member institutions but serve as a guide for the preparation of legislation by the division and for planning and implementation of programs by institution of programs by institutions and conferences. A member of Division I:

(a) Subscribes to high standards of academic quality, as well as breadth of academic opportunity;

(b) Strives in its athletics program for regional and national excellence and prominence. Accordingly, its recruitment of student-athletes and its emphasis on and support of its athletics program are - in most cases - regional and national in scope;

(c) Recognizes the dual objective in its athletics program of serving both the university or college community (participants, student body, faculty-staff, alumni) and the general public (community, area, state, nation);

(d) Believes in offering extensive opportunities for participation in varsity intercollegiate athletics for both men and women;

(e) Sponsors at the highest feasible level of intercollegiate competition one or both of the traditional spectator-oriented, income-producing sports of football and basketball. In doing so, members of Division I recognize the differences in institutional objectives in support of football; therefore, the division provides competition in that sport in Division I-A and Division I-AA;

(f) Believes in scheduling its athletics contests primarily with other members of Division I, especially in the emphasized, spectator-oriented sports, as a reflection of its goal of maintaining an appropriate competitive level in its sports program.

(g) Strives to finance its athletics program insofar as possible from revenues generated by the program itself. All funds supporting athletics should be controlled by the institution, and

(h) Understands, respects and supports the programs and philosophies of other divisions. Occasionally, institutions from other divisions or athletics associations will seek membership in Division I. In such cases, the applicants should be required to meet, over a period of time, prescribed criteria for Division I membership in order to assure that such institutions agree and comply with the principles and program objectives embodied in this statement.