

**Meeting Minutes**  
**University Athletics Council**  
**Thursday, March 15, 2012**  
**12:00pm University Suite**

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**PRESENT:** Karen Bonnell, Steve Bridges, Brody Broshears, Kevin Celuch, Randa Dallas, Katie Ehlman, Jon Mark Hall, Mary Jo Harper, Sandy Hatfield, Marco Lara Gracia, Jay Newton, Paula Nurrenbern, Eric Otto, Kim Reddington, Jeff Seyler, Linda Tribble

**CALL TO ORDER:** Dr. Karen Bonnell calls the meeting to order at 12:00pm and invites Council members to partake in lunch and extends thanks to President Bennett for providing.

Dr. Bonnell welcomes new member Ms. Paula Nurrenbern. Paula Nurrenbern introduces herself. She is in the Foundation office where she has worked as a major gifts officer for about 2 ½ years. She does a lot of fundraising for the Varsity Club, Athletics and works with corporate donors.

**FEBRUARY 2, 2012 MINUTES**

Dr. Karen Bonnell asks for any changes/additions to minutes and receives none. Motion to approve minutes is made by Mr. Brody Broshears, Ms. Linda Tribble seconds the motion. Minutes are approved.

Dr. Karen Bonnell explains that data dashboard is a brochure type document, printed in color, can be 2-4 pages long. She continues that one of the charges in the bylaws of the University Athletics Council was that every year each of the sub-committees must provide a dashboard recommendation which will go out to the University community and public at large. Dr. Bonnell explains that the Council was established in 2010, but did not complete a data dashboard in 2011. Dr. Bonnell recommends that Council complete a dashboard now, meeting April 15, 2012 deadline. Dr. Bonnell acknowledges that since final GPA's and graduation rates are not available yet, it might an awkward time of year so Council's dashboard will be a year behind. However, this initial Dashboard could encompass 2010, 2011. Consequently, next year and years after, updating and even possibly comparing data will be easier.

Dr. Bonnell presents Power Point presentation of initial University Athletics Council data dashboard project - work in progress . Please note: data dashboard project Power Point presentation is available under University Athletics Council Blackboard site under General Documents, titled ***Data Dashboard Project March 2012.pptx***.

The following discussion items refer to this Power Point document and includes presentations by each sub-committee charged with preparing respective dashboard items:

Dr. Bonnell speculates that Council will work with USI Publishing to establish a theme and comments that the Athletics website has nice graphics and suggests possibly pulling similar to reflect Athletics theme.

Dr. Bonnell initiates discussion regarding the name of this project. Should it be called Data Dashboard, or something else? Steve Bridges remarks that it is referred to as the Data Dashboard by the Board; most agree that Data Dashboard will be fine. Dr. Bonnell reminds that we still have time to consider another name if Council would like to change it.

Dr. Bonnell remarks that she thought it would be good to include section about our student athletes to let everyone know all the sports we have to offer, etc. Dr. Bonnell requested and received from Mr. Jon Mark Hall, 2010-2011 and 2011-2012 hi-lights sections to include. Discussion continues as to how detailed hi-light sections should be, could be more outlined version, snapshot, uniform. Does it overlap? Keep in mind the target audience, how comprehensive does it need to be to tell the story? Most Board members are familiar with sports offered at USI. Website can contain more detailed information. How will Dashboard melt in with annual report presented to Board of Trustees annually? Talk with President Bennett to see if she would like Dashboard to be the Athletics annual presentation to the Board of Trustees? This tool could be used to present to outside organizations, i.e, Rotary, Kiwanis, etc. This could be a comprehensive annual report. Committee agrees on desire to combine some comprehensive athletic information in this dashboard project.

Dashboard Data for **Academic Progress and Integrity** slides reveal impressive academic statistics, student athletes by major, classification levels of student athletes, and graduation data. Thirty-three percent of USI student athletes have cumulative GPA of 3.5 or above, "awesome." Dashboard shows kinds of effort student athletes are putting forth in the classroom. Some items for inclusion in future annual report will be aid processes, GPA and transfer student population comparisons. There is a suggestion to include 4-6 year graduation rates. USI student athlete graduation rates top general student population and GLVC Conference student population.

**Governance and Compliance** slides discuss full scholarship equivalencies per sport. Equivalencies are not maxed to limit due to budget restraints. Discussion regarding whether equivalencies need to be factored out to two decimal points? Sub-committee will consider these discussion items and determine final recommendation on this point. This particular Committee's work cannot always be reflected in data, charts, and graphs. Some Council members feel policies and procedures would not necessarily need to be displayed on dashboard. This recommendation will go to sub-committee; they can include these items in end of year written report.

**Student Welfare and Equity** will try to add year (date range) information to *Undergraduate Gender to Student Athlete Gender* slide. Council members note we need more of USI female students to become USI female student athletes. Mr. Hall explains that Athletics Administration has never mandated roster management control, i.e., capping number of athletes on a team. This can influence these variances. Also influential; national statistics show that more male students walk on than female students. Some Council members express their desire to recruit more USI students to attempt a sport as opposed to capping team numbers. Mr. Hall also mentions possibility of surveying USI female students to make sure there are no missed opportunities. Dr. Katie Ehlman states that this sub-committee also discussed possibility that

regional/cultural/geographical differences could play a part in middle school/high school participation leading to lower number of female participation. Dr. Ehlman asks for and receives opportunity to recall and continue sub-committee work on the slide *Assistant Coach Average Salary*. Mr. Hall offers to explain why this slide does not give the whole picture behind the numbers. Different programs may have the same budgeted dollar amount for their assistant coach salary but may divide quite differently, i.e., one sport may have one assistant coach compared to a sport that might have three assistant coaches. Ms. Mary Harper suggests presenting the information in a more substantiated method, perhaps adding a caveat to further explain. As requested, slide will be re-evaluated by sub-committee.

Mr. Steve Bridges invites Dr. Kevin Celuch to explain the **Facility Planning and Fiscal Integrity** dashboard items. This committee's dashboard presentation contains four slides that illustrate the following: Total Athletics Expenses, Total Athletics Revenues, GLVC Scholarship Equivalencies and Facilities Utilization. This committee presents two different sets of four slides that tell the same story but illustrate in different ways. One set of four slides uses more actual numbers as well as graphs to demonstrate compared to second set (of four) which uses more graphs/drawings (less actual numbers). Most Committee members seem to prefer the first set, which contains the more detail and actual numbers.

Dr. Bonnell is pleased with all the work on the Data Dashboard Project and feels the Council will be able to meet the April 15, 2012 deadline for this project.

### **USI Student Athlete Pregnancy Policy**

Dr. Katie Ehlman asks Council to review and provide feedback on the Pregnancy Policy. Because he has to leave, Dr. Kevin Celuch interjects that he thinks Dr. Ehlman and this committee did an excellent job on the development of this policy. Dr. Ehlman explains that the draft of this policy was given to them by the University of Nevada and Dr. Ehlman credits most of the writing to them. Dr. Ehlman asks that Council members who have not yet read the policy read it and send her their comments. She explains that the first part is the actual policy and the second part is what would actually go into the student handbook being developed by Athletics Director Jon Mark Hall. Mr. Brody Broshears comments that it's great. Dr. Karen Bonnell asks if we should be putting outside agencies phone numbers, etc. in this written policy? She feels that this policy is supposed to be written so that it will be there for a long time and that some of these agencies could change our contracts with them; phone numbers, etc. could change. Dr. Ehlman explains that the second half of the document which contains the reference page is the piece that is technically not policy but would be inserted into the handbook, for distribution to just the student athletes. Mr. Jon Mark Hall agrees with Dr. Ehlman and states that the first two pages could go into the policy manual and the rest could be included as reference /resource in the student handbook which is updated every fall. Dr. Bonnell asks if this is also something that could also be included on the website? Mr. Hall agrees.

Dr. Bonnell asks about pregnancy policy confidentiality issue. And, asks about what if a student athlete did not want to tell the coach, etc? Ms. Mary Jo Harper reminds of HIPPA and FERPA confidentiality issues. Dr. Ehlman reminds that policy does not state a student athlete has to communicate that she is pregnant, only that the policy is in place and there should it become needed.

Dr. Jeff Seyler questions if there should be some kind of signature form that female student athletes sign off that they understood that the policy advises them to tell their coach if they were to become pregnant? Dr. Seyler states concern regarding injury . Dr. Bonnell states that could be a problem because we are trying to treat pregnancy as any other medical condition. Mr. Hall states that in their pre-season meetings, student athletes are required to sign off on many other forms i.e., Assumption of Risk form, HIPPA form; and adds that we could check the exact wording to see if it would/could cover this policy. Dr. Ehlman asks if there is a form saying they received their handbook, and suggests that perhaps that would cover it. Dr. Seyler agrees that would cover his concern. Mr. Jay Newton says they receive their Student Athlete Handbook after they sign all of their required paperwork but at present there is not a signature form for receiving the handbook.

Dr. Bonnell asks that all Council members take a very close look at Pregnancy Policy, provide feedback to Committee Chair Dr. Katie Ehlman and also be prepared to take a vote on it as the first agenda item at next meeting.

Ms. Mary Jo Harper requests the Council see and review the disclosure forms that the student athletes presently sign pre-season. Mr. Steve Bridges suggests that documents be scanned so they can be reviewed before next meeting. Dr. Bonnell agrees and suggests that they can go onto UAC Blackboard site. Mr. Jay Newton agrees to do this and explains that these packets also contain NCAA forms and one GLVC form.

Dr. Bonnell refers to Mr. Jon Mark Hall's Athletic Director Report distributed online earlier in the week to Council members and asks for any questions from Council members. Dr. Bonnell asks for any other business/discussion from other committees.

Dr. Bonnell leads discussion regarding the next meeting date. Next meeting date is scheduled for April 12, 2012 at 12:00pm. Plans for next meeting are to finalize dashboard, vote on pregnancy policy, and invite Ray Simmons.

Dr. Bonnell thanks Council members for a very productive meeting and adjourns at 1:35pm.