

**Meeting Minutes**  
**University Athletics Council**  
**Monday, November 25, 2013**  
**1:00pm**

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**PRESENT:** Austin Anderson, Christy Baker, Linda Bennett, Karen Bonnell, Steve Bridges, John Campbell, Alex Eaton, Katie Ehlman, Jon Mark Hall, Mary Harper, Sandy Hatfield, John Key, Paula Nurrenbern, Kim Reddington, Sean Riley, Linda Tribble

**CALL TO ORDER:** Dr. Karen Bonnell calls the meeting to order at 1:00pm. Dr. Bonnell asks that all present introduce themselves for sake of new members in attendance.

Dr. Bonnell distributes unofficial minutes from April 29, 2013 meeting. Dr. Bonnell asks for any changes, recommendations to April minutes. Motion to approve April minutes is made by Ms. Linda Tribble, and seconded by Mr. Steve Bridges. Minutes are approved.

UAC Strategic Plan draft is distributed by Dr. Bonnell. Dr. Bonnell has worked on the Mission Statement and the Vision portions of the Plan and draws Council's attention to those areas for review/discussion. Dr. Bonnell explains the Mission portion essentially takes the language from the charge areas of the UAC By-Laws. The Vision section tries to encapsulate the strategic goals of the different UAC Committees. Dr. Bonnell asks for comments, changes, and additions? Dr. Austin Anderson, newest Council member, is asked for his opinion as someone looking at this material for the first time; does it convey a clear explanation? Dr. Anderson states that he does feel that the Mission Statement gives a good, broad impression of the goals of the Council. Some minor wording changes are discussed by various Council members.

Dr. Bonnell explains that the Vision portion was harder to write. She notes three key areas of the strategic goals written by Committees and explains how she tried to include those in this area. She asks if there is something that the Council wants to add? University President Linda Bennett comments about some of the most recent topics discussed at the latest GLVC Presidents meeting and topics that will be discussed at NCAA Meeting in San Diego and that is the *Pathways to Graduation*. President Bennett points out some direct correlations between those topics and the points listed in the Vision Statement. She states that in many ways what we want is success of our students and to be a model within our Conference. She says that a large, driving part of her effort in the Capitol Campaign is the ability to give scholarships and to provide support for our student athletes. President Bennett would like our Athletic Department to be out in front in terms of understanding the contribution that Athletics gives a campus like ours and to establish leadership in how we support our student athletes. Mr. Jon Mark Hall suggests adding something to the Vision Statement to express these leadership/model goals. Wording is changed to include the leadership intent to the opening statement of the Vision Statement. Other changes and additions are discussed and included into the Vision statement. Among them are these suggestions: remove bullet points and leave the over-arching statement only for the Vision Statement; also, incorporate the message of the bullet points into the Goals Statement. The Goals Statement as written are reviewed, discussed and some changes in wording incorporated. Some work will done to incorporate more inclusive language in relation to equity (gender and otherwise) among students and student athletes into the Goals Statement.

Strategies Statement is broken down and discussed. President Bennett suggests that Jon Mark Hall and Brody Broshears' reporting back to the UAC after NCAA and GLVC meetings helps the Committees to prioritize and better align with the NCAA and Conference. She adds that some deliberate discussion by this Council on some of these specific NCAA/Conference issues could also be helpful to her in preparation for her Presidents' meetings. Jon Mark Hall suggests that he could possibly work with Dr. Karen Bonnell to try to structure Council meeting times in correlation to NCAA/Conference meetings to enable a more timely reporting system. Also, Mr. Hall states, that he, Ms. Alex Eaton, or Mr. Brody Broshears could write up reports soon after their return from these type meetings to distribute to and better inform Council members. President Bennett reiterates that she feels that it is very important to connect to National and Conference level dialog as often as possible.

Dr. Bonnell suggests making the discussed changes to the Strategic Plan 2013-2016, compiling a second draft and sending out for electronic vote for approval.

#### Athletic Director's Report

Volleyball team had a strong year and should receive their NCAA bid this evening. A plan was in place to host GLVC Volleyball Tournament but loss this past weekend caused that to not be possible. Mr. Hall points out that scheduling can be difficult with a lot of factors for consideration, i.e., classes, practices, other sports competitions. The shuffling plan was in place but unfortunately not needed. Head Volleyball Coach Leah Mercer was named GLVC Coach of the Year.

Men and Women's Soccer both came up a little short from making the Conference Tourney but Mr. Hall feels good about where both of these teams are right now. Men and Women's Cross-Country both won their GLVC Tournaments once again. The Men's team competed this weekend in Spokane, WA. The Men's Team was on their way to their best finish in a long time when Tyler Pence, 400 meters from the finish line, passed out. Injuries are very unfortunate aspect of competition. The team finished 11<sup>th</sup>.

Regarding the All Sports Trophy, Mr. Hall points out that a lot of smaller and private institutions are talking of adding sports. He remarks that football, swimming and diving are now in the League. Mr. Hall adds that our Track and Field team is not really funded. This leaves USI at a three team disadvantage going in, hard to compete. President Bennett reminds that this is the difference between private and public institutions and that many of these private schools use these sports as recruiting base and she recognizes that this can lend to struggle.

Mr. Hall announces that Ms. Alex Eaton has been conducting monthly compliance staff meetings, going very well. This has helped to formalize the Athletics Staff meeting process with agendas, etc. as requested in the Blueprint. Mr. Hall tells the Council of an unfortunate issue involving strength and conditioning coach used by our Softball team. The strength coach position is out-sourced, not a USI employee. Team members dressed up in costumes for early morning workouts on Halloween. The strength coach dressed as Adolf Hitler. Some photographs were taken and put on Facebook and someone anonymously sent them to Channel 14 News and they were the lead story. President Bennett remarks that she had read in the morning edition of Chronicle of Higher Education where questionable Halloween costumes were a real problem on several campuses. Mr. Hall explains that it was a tough experience but that they tried to use it as a learning/teaching opportunity. Mr. Hall adds that Dr. Rochon and Dr. Batista met with the Softball team and were a great help. Mr. Hall used this opportunity to reiterate to staff that we need to be as transparent as possible, and that if you see/hear something inappropriate you need to stop it. He feels that it opened up some very good dialogue.

Mr. Hall tells Council that Chad Hymus came to speak to the student athletes last month, very inspirational. He adds that there are plans to bring in another speaker to speak about social media to student athletes in February.

Meeting is adjourned at 2:00pm