

**Meeting Minutes**  
**University Athletics Council**  
**Wednesday, May 7, 2014**  
**1:00pm**

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**PRESENT:** Austin Anderson, Christy Baker, Linda Bennett, Karen Bonnell, Brody Broshears, John Campbell, Alex Eaton, Katie Ehlman, Jon Mark Hall, Mary Jo Harper, Kim Reddington, Laci Rogers, Sean Riley, Mary Scheller, Jeff Seyler, Linda Tribble, Joe Wingo

**CALL TO ORDER:** Dr. Karen Bonnell calls the meeting to order at 1:00pm. Discussion begins regarding some replacement members. Dr. Laci Rogers announces that she is leaving USI. Dr. Bonnell thanks Dr. Rogers for her service and says she knows of a volunteer from the College of Business who could be recommended. Dr. Bonnell asks for Mr. Jon Mark Hall and Ms. Alex Eaton's help with selecting a replacement for male student athlete representative, Brad Wannemuehler, who has graduated this spring. She asks that Jon Mark and Alex consider the by-laws in their choice and contact her and President Bennett with their recommendation. Dr. Bonnell thanks President Bennett for her attendance at today's meeting. President Bennett comments that she has seen Dr. Bonnell's email containing Council replacement recommendations and states that they are good recommendations. The President informs Council that when these appointments are complete, they will be sent out in formal memoranda to those individuals.

President Bennett reminds this Council that the GLVC and Council of Presidents meetings are next week in St. Louis and she states that there are times when it would be good to bring some of these discussions back to the table. As example, President Bennett gives mention of a topic that may make it to the Council of Presidents Agenda: conduct on court/field by coaches. She says that she hopes that this item does make the agenda because of some recent incidents. Dr. Bonnell says that this Council has previously talked about coordinating some meeting times with some upcoming events and she and Mr. Jon Mark Hall both agree that they can work together to schedule UAC meetings to better correlate with other involved organizations, events, time lines.

**MINUTES:** Dr. Bonnell distributes unofficial minutes from March 28, 2014 meeting. Dr. Bonnell asks for any changes, recommendations to March minutes. Motion to approve March minutes is made by Laci Rogers, and seconded by John Campbell. Minutes are approved.

**2014 DASHBOARD TASKFORCE REPORT**

Dr. Katie Ehlman introduces the other Taskforce members: Steve Bridges, Alex Eaton, Laci Rogers and Joe Wingo. Dr. Ehlman explains that their work has been to gather data and put it in a format that tells the story of USI athletics. She says how this project was really a team effort and mentions vital help from Kat Draughon and Mary Scheller. Dr. Ehlman explains that this Taskforce spent a lot of time considering: looking over the information contained in the Data Dashboard from the past two years, considering whether the same data should be collected, and pulling information from what other Universities were collecting. The conclusion was to keep all of the same data that was previously collected, and to add several new items. The Taskforce felt that some new items tells more of the story and also incorporates this Council's approval of their request to include some trend data. New items include comparison of all USI students to USI student athletes in the areas of GPA and in six-year graduation rate. Dr. Ehlman comments that the Taskforce wants to showcase how the USI athletes do great things on and off the field. She points out concerns that the Facility Planning and Fiscal Integrity section on Page 4 may not totally show the whole story about facility needs for student athletes based on the gender equity work done last year and the knowledge that space (practice times in gym, etc.) is a big issue in the PAC. Dr. Ehlman states that she doesn't feel like that need is conveyed in this document. Mr. Hall points out that USI Athletics really does not have capacity problems as in attendance issues. President Bennett agrees and points out that this encompasses a whole host of other areas such marketing and driving more interest in supporting our student

athletes on court and field. Mr. Hall agrees and elaborates that the issues include all athletic teams trying to squeeze in practice times, credit class times, intramural times and that perhaps trying to capture this quandary would be helpful. Dr. Bonnell agrees that the data in this graph is helpful but it doesn't necessary speak to some of the issues in terms of the scheduling. She suggests that perhaps another way to collect and report this data, i.e., hours aggregate, or possibly to acknowledge the issue itself in the Dashboard in some sort of narrative, would be helpful.

Ms. Alex Eaton says she felt it important to convey some of the data in the three year format because it would become more useful to our Coaches than just a snapshot. Ms. Eaton points out that some of the athletic equivalencies numbers do jump in the graph and she explains that her examination of all scholarships is different than when previous Associate Athletic Director was here. Equivalencies are looked at individually and only NCAA countable athletics aid is reported in Compliance Assistant, instead of reporting entire scholarship amounts.

University President Linda Bennett asks if the Head Coaches Salaries graph on Page 4 is reported for USI Coaches only and if the graph reports averages only and not mediums? Ms. Eaton answers yes to both questions. Dr. Bonnell asks if we have the GLVC averages of this information. Mr. Hall affirms, but explains that it is not prepared in this way but could be pulled from other available reports. Discussion continues regarding whether or not this GLVC salary information should be included. Dr. Bonnell resolves that it should be the DD Taskforce decision whether or not to include this broader information in this years' version of the Data Dashboard or to make it a priority for next years' report.

Dr. Ehlman asks for any feedback, recommendations, for this Dashboard. Ms. Christy Baker notes that there are two students named in the 2013-2014 Season Highlights section and points out concern that when you name one or two students it also leaves out a number of other students. Discussion continues on this point.

Dr. Laci Rogers questions the GPA Trend Data and the methodology behind it. In depth explanation is provided by Dr. Ehlman, Ms. Linda Tribble, Mr. Joe Wingo, Ms. Alex Eaton.

Dr. Bonnell asks about the plans for the photo spots. Jon Mark Hall acknowledges that he has been asked for photos. Dr. Bonnell reminds that earlier Council discussion reflects that the photos should be diverse representation, and also not only for individual characteristics, but also for sports. President Bennett asks Mr. Hall in the spirit that data should actually be a focus of conversation and in terms of looking ahead, and looking at the pattern of scholarship equivalencies and the decline of that over the last three years; she feels this could be something of concern and something the Council may need to talk about. Mr. Hall explains that before Alex Eaton was here, if you knew you weren't going to come close to the NCAA limit, some of the other aid that the individual may have received, was not picked out of what was actually countable to the NCAA. Jay Newton, the former Associate Athletic Director felt it best to leave it in, so as not to have to go back and check to see if should count or not count, because we didn't come close to the limit. In addition, Mr. Hall points out that normally, our Grant In Aid dollars go up kind of in line with tuition. That is to say when tuition goes up, the University has been very good about trying to move that number up. But, also you have Housing and Books and those numbers go up at a more rapid pace. Consequently, if we don't get the dollars to cover that, the equivalencies drop because the total number of the scholarship is rising at a faster pace.

Ms. Christy Baker points out a curious trending pattern in data covered under Gender section on Page 3. Council discussion regarding this trend of more male student athletes than female student athletes continues. Mr. Hall points out several factors that attribute to this. He explains that many more male students are likely to walk on and participate, compared to female students. So, the question becomes do you just continue to let that happen? Do you consider capping rosters? Mr. Hall believes that the correct answer is to do a better job in recruiting the females. Dr. Ehlman adds that we could be losing the females before they are 18, long before they are college age. Mr. Joe Wingo asks if team rosters are not capped and more men continue to walk on, will we ever run into any issues with Title 9? Mr. Hall answers that it could present, that trends and measures are important to watch and

possibly counteract. Mr. Hall suggests some such counteractions could be adding an additional Women's sport. Dr. Bonnell comments that she sees that this Dashboard document is doing exactly what it needs to do and that is to prompt discussion and encourage a further look. She commends this Taskforce for their excellent work on this document.

#### Resulting Changes:

#1 - Dr. Jeff Seyler asks about the word "grade" used on page 2 title Classification by College and Grade. Discussion suggests changing to "College and Classification".

#2 - Dr. Ehlman suggests adding a small sentence that begins to address the need of space in the PAC to the Facility Planning and Fiscal Integrity. - She will draft a sentence for the approval of her Taskforce.

#3 – Add photos that represent diversity (individual and sport) including one that will replace Johnnie Guy and Anastasia Carter

#4 – Dr. Rogers suggests reorganize Page 2 - GPA Trend Data should be top left because it carries through from some information on Page 1. Below that the pie charts, and the right hand column would be the Academics and Graduation Rates.

#5- add the word "of" to third to bottom line of paragraph under Average Scholarship Equivalencies –Page 3 sports at USI for an average scholarship equivalency of 4.39. And, shorten the subtitle to Average Scholarship Equivalencies

#6 Remove individual names from Season Highlights section on Page 1

Motion is by made by Dr. Jeff Seyler to approve this document with changes; seconded by Ms. Linda Tribble. Motion is approved. Dr. Ehlman thanks the members of this Taskforce for their hard work. Dr. Bonnell agrees that the entire Taskforce was exceptional.

#### **ATHLETIC DIRECTORS REPORT**

Baseball team is the #1 seed in the Conference Tournament which will be held at Bosse and USI Fields beginning tomorrow. They've had a great season so far, winning the regular season. All other sports are complete other than Men and Women's Track and Field, who will have some individuals who will complete at the national level. He adds that they have had a great spring again. After some high expectations, Softball struggled this year. Mr. Hall expresses hopes of getting that back on track. He reminds that Men's Basketball won the Conference Tournament and the Women's Basketball team made the Conference Tournament for the first time in a few years. President Bennett asks who is winning the All-Sports Trophy, Mr. Hall informs that the University of Indianapolis is currently winning and adds that they have many more sports than USI. Mr. Hall explains that there are two different trophy honors, the All-Sports Trophy and the Commissioners Cup. The Commissioners Cup counts only the seven core sports that all schools in the GLVC must have to be a member. Mr. Hall elaborates that USI has won it before but adds that the Athletic Department has not really geared to it a lot because it doesn't count a few sports that we are typically successful in, such as Cross-Country, Tennis, Women's Golf.

President Bennett asks Mr. Hall if there have been any discussions about the renovations of the PAC? Mr. Hall responds that they were supposed to talk this summer but there have not been any meetings yet, to date.

#### **COMMITTEE REPORTS**

##### **Academic Progress and Integrity**

Mr. Brody Broshears states that this Committee continues to look at ways to better deliver advising across the four colleges with our general student population and trying to also figure out how that impacts our student athlete

population. They continue to try to make certain that they have identified personnel in the Colleges who are focused on specifically understanding the needs of the student athletes and formalizing these roles. Over summer they will try to tackle the idea of creating Bulletin language that specifically gets at student athletes and absences based on competition, as part of the Bulletin language related to attendance policies. Their starting point will be to try to gather data from other Conference members regarding language in their catalogs and bulletins to see if there is a way to formalize a student athlete attendance policy, rights and responsibilities. Mr. Broshears adds that this Committee might also look at the Career Readiness Initiative that is part of the Lilly Grant and how student athletes might fit into that piece.

### **Governance and Compliance**

Ms. Mary Jo Harper has “very good news” that there are only five responses yet to complete on the Blueprint . This includes the Policies and Procedures Manual, targeting mid-July for completion. Ms. Harper suggests sending this Manual electronically to this Council and asks if Athletic Council sub-committees might take a look at it and offer any suggestions to better, or tweak, the manual. Dr. Bonnell states that after talking with President Bennett and Ms. Harper, what they would like to do is to finalize some sort of document that says each of one of these points has been addressed/reviewed and asks President Bennett if this should then be reported to her in form of formal memo? Dr. Bennett agrees and states that it would be very helpful, and she that she would probably then put it before Presidents Council.

### **Fiscal Integrity and Facilities Planning**

Mr. Steve Bridges was unable to attend today. Jon Mark Hall reports continued work to gather data for Dashboard. And after initial meetings on PAC renovations are held; continue planning work.

### **Student-athlete Welfare and Equity**

Dr. Katie Ehlman reports that this Committee is focusing on two of their four bullet points in their plan. One is to stay up with the gender equity policy, and the other is to provide leadership and advocacy, raising awareness of and providing resources to address issues related to equitable opportunities, fair treatment and respect for LGBTQ student-athletes, coaches, administrators, and all others associated with the University’s athletics programs. Dr. Austin Anderson distributes handout for discussion. Dr. Anderson explains that they would like to garner some electronic feedback towards looking at non-discrimination policies beginning with a University policy and in conjunction with what the NCAA provides as guidelines for non-discrimination, and beginning to try to come up with a proposed draft for a USI Athletics Non-Discrimination Policy. He explains that they are looking for feedback on this proposal in general, and on the language of the proposal. Dr. Ehlman adds that moving into the latter part of 2014 into 2015; hopes of looking at policy related to this, looking at student athletes from the LGBT communities, looking at some coaches and administrator training, and maybe some safe zones combined with coaches and student athletes. And, also team captains and the broader student population. They discovered that there is a national initiative. Dr. Anderson introduces an initiative called *You Can Play* that athletic departments within schools have been contributing to, that is basically just an outward, public statement that no matter your sexual identity or gender identity.... “You can play.” Dr. Ehlman and Dr. Anderson show example video clips from George Washington University and Grand Valley State and adds that they have seen approximately 40 other such videos. Mr. Jon Mark Hall states that he has had two phone calls asking for our trans-gender policy. He adds that there have been a few situations that he feels were handled okay by our Coaches but feels like development of a policy and also development of this culture would be helpful to the Coaches. Dr. Bonnell adds that she likes the idea presented by this Committee about not only coming up with the language for a policy but also coming up with the supportive, information items that will help train, ways to have dialog, etc, so that it is not just on paper; it is an educational process. Drs. Rogers and Anderson state that they are looking at addressing any issues as well as gauging support of the Council as in developing a time line, gathering cost information for a 3-tier program to be developed over the next 18 months or so. Dr. Anderson likes the idea of having an inclusive statement for everybody that addresses everyone around the meeting table for Athletics. President Bennett comments that she loves the last sentence on the handout distributed today which reads “We support equitable practices aimed at

increasing opportunities for **all** members of our community, and we actively invite all persons to cheer, train, compete, and teach within USI Athletics.” Dr. Bonnell states that her preference would be to get moving on this, being more proactive than reactive and that she would like to have some language in place very quickly. She asks all Council to provide feedback to the members of this Committee so that they can come back at the beginning of the fall term, in hopes that the Council can formally adopt a policy; possibly at that first meeting. She asks this Committee to take feedback electronically from Council members and President Bennett adds that she would be willing to take this policy to the President’s Council for direction, discussion and perhaps it could be ready by fall. Some discussion takes place as to whether this should be a statement or policy. President Bennett explains that it would be a statement that is related to University policy. Mr. Hall thanks Drs. Rogers and Anderson for their work on this and adds that there doesn’t seem to be a lot of policies out there. Ms. Christy Baker suggests that this be submitted to Mr. Doug Geppner, University ADA Coordinator for his review/feedback. Dr. Bonnell asks the Council to send electronic feedback on this statement directly to Dr. Anderson, with hopes of having this finalized by the first fall meeting. Dr. Bonnell also thanks Drs. Anderson and Rogers for their work on this.

Meeting is adjourned at 2:10pm.