

**Meeting Minutes**  
**University Athletics Council**  
**Wednesday, Feb. 15, 2017**  
**2:00 pm**

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**PRESENT:** Austin Anderson, Christy Baker, Linda Bennett, Brody Broshears, John Campbell, Olivia Clark-Kittleson, Kimberly Jo Delaney, Alex Eaton, Katie Ehlman, Caleb Fendrich, Brian Fischer, Andrea Gentry, Jon Mark Hall, Mary Jo Harper, Brian McGuire, Jeff Sickman, Linda Tribble

**CALL TO ORDER:** Katie Ehlman calls the meeting to order at 2:00pm

**MINUTES:** Katie Ehlman asks for consideration of the meeting minutes from October 17, 2016. Motion to approve October minutes is made by Brian McGuire, and seconded by Brody Broshears. Minutes are approved.

**ATHLETIC DIRECTORS REPORT**

Jon Mark Hall reports that St. Joseph College who was a founding member of the GLVC, has announced that they will close their doors after this current semester, due to financial restraints. Great Lakes Valley Conference (GLVC) Scheduling Committee will meet on Feb. 27, 2017 to discuss how to revamp the contest schedules. Jon Mark also informs Council that Athletics has applied for an NCAA Diversity Division Grant that would be used to hire a full-time Assistant Cross-Country/Track & Field Coach. He thanks Associate Athletic Director, Alex Eaton for grant writing work. On Tuesday, Feb. 21<sup>st</sup>, Athletics is having an etiquette dinner for all senior student athletes at Victoria National. Transportation will be donated by New Image, which is the main bus company used by USI Athletics. Student athletes will have dinner and go through some etiquette practices with some community members. Jon Mark reports a good fall for USI athletics; currently ranked 10th in the country in the Lear Field Sports standings; points received for men and women's cross country and soccer with their post season runs. Men's and women's basketball teams are both having good seasons right now. Softball just swept the reigning national champs. Baseball is ranked in the top 25 and plays Tampa who is ranked 2<sup>nd</sup> in the country, beginning Friday.

**STRATEGIC PLAN**

Katie Ehlman reminds that about 3 years ago, a strategic plan was developed for this Council. The end of 2016 marked the end of this Strategic Plan. She distributes related handout. It is time again for the Council to rethink where to go. President Bennett reminds the Council of the three core elements of the University's Strategic Plan. The first being **excellence in learning for the entire community**. She remarks that this Council has a wonderful opportunity to bring together diverse conversations on different, important issues not related just to athletics but to the University as a whole in terms of our overall mission as a public institution.

**Access for opportunity by design** is the second element. President Bennett says that this relates to how we are conducting outreach in terms of recruitment for diversity, whether we are talking about students, faculty, or staff. She reminds that this outreach is not only extended to the students, it is an effort to reach and understand the kind of environment that helps people to feel at home as they walk onto our campus. She asked for intentional, deliberate outreach in terms of what can we get back. What kinds of experience can we get access to, what are the learning opportunities not just for students but also faculty and staff? She mentions an example where some students will receive certification for job readiness upon graduation.

**Purposeful and sustainable growth** is the third element. President Bennett talks of the present competition for student enrollment, academic programs as well as athletics, and sites St. Joseph College current situation as an example. She tells the Council that the Ways and Means Committee of the House of Representatives is going to recommend the \$41,000,000 ask for the renovation of Physical Activity Center (PAC), as did the Commission of

Higher Education earlier. However, the Senate must endorse it. Therefore, President Bennett adds that while this is good news, it is not a done deal. After four years of enrollment decline, President Bennett sites several academic initiatives and programs, such as the online MBA, the Nursing and Health Professions BSN, Kinesiology's Sport Management, that are growing and will influence this third goal. She adds that support to these type programs and others is purposeful. She reminds that physical beings and physical space also still matter on this campus and she adds that running several of these tracks at once can be hard work and stressful too.

President Bennett remarks that this Council has come a long way and thanks this membership and the very effective Chairs that have led it. She relays how this group can, and has, helped guide other parts of the campus in terms of serious issues. She advises Athletics to choose to focus on three initiatives rather than six as this gives more simple paths as to where you want to plug into.

Jon Mark Hall responds to goals. Jon Mark tells that the Athletics staff has met, and are focusing on **access for opportunity by design** and broke it down into three areas. One, was driven by the UAC, and the work that Austin Anderson has done in regards to inclusion and diversity. Also, as a staff it is felt that we can contribute to diversity because of the opportunities that we can have to go into different countries, and regions. Also, building partnerships with our staff and our student athletes becoming more engaged in the community. He adds that there are now some NCAA rules in place where as we are required to track this involvement, which will help.

Katie Ehlman asks that the sub-committees meet before the next meeting of this Council and revisit the goals reflection back to one of these three areas. She advises committees to try pick one of these areas and to focus on that one as your guide. She also recommends that Committees try to use the Data Dashboard as a valuable resource as you think about the next step for your sub-committees. It illustrates a great job of gathering this data annually over the last 4 years. President Bennett agrees and does urge the sub-committees to choose just one of these three core elements. She also reiterates that there could be something that sub-committees are already working on that fits into one of these elements, and can be partnered with/expanded on. Katie Ehlman assigns sub-committee homework over the next couple of months to submit draft of bullet points of initiatives. She will send an email with a due date, but it will probably be a week or so before the next scheduled meeting.

## **COMMITTEE REPORTS**

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

Austin Anderson reports that this committee did some wrap up work on Gender Equity Plan and will report on that more at the April meeting. Katie Ehlman sent out information to Council regarding the survey tool that they would like to administer. This tool is focused towards the athletic environment but there is some bleeding over into campus wide questions because the student athletes are part of that campus wide environment. Also, at a later date, most probable plan is to reach out to Student Affairs and Dean of Students office to talk about what bigger picture this might mean outside of athletics. Austin Anderson explains there will scheduled times for groups of the student athletes to gather in the PAC computer lab to take the survey, they will be allowed to opt out if they so choose. He states that the IRB application is ready to go to the IRB committee, just waiting to hear thoughts from this Council. If approved, it is estimated that it could be administered soon after spring break. The next step in this project would be based on the data outcome. Katie Ehlman asks for motion, Brody Broshears motions to endorse this project, Brian McGuire seconds, none opposed, motion is approved.

### ***Governance and Compliance***

Mary Jo Harper reports that this committee met on Dec. 6, 2016 focusing on campus wide compliance and communication. As a result, it was decided that the University advisors need some kind of snap shot to be sent to them one month before Priority Registration. She distributes a copy of the planned snap-shot and explains that Linda Tribble and Alex Eaton were instrumental in putting this guide together. She explains that they are petitioning the UAC for thoughts/approval. If approved, this guide would be sent to all faculty and Advising Centers, not just

advisors assigned to student athletes, and would be sent out this Spring if approved. A more detailed version of this information exists on the Athletics website under Eligibility Snapshot. Council members discuss pros and cons of this snapshot. Christy Baker makes the motion that the Council accept this document for distribution to all advisors and student athletes. Brian McGuire seconds this motion. There is no opposition; motion is approved.

Mary Jo Harper gives three updates regarding new NCAA legislation that will be begin August, 2018:

- 1 only athletic aid will count towards team equivalencies
- 2 eliminate term by term aid awards
- 3 allow athletic aid to increase at any time for any reason

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

Brody Broshears reports that this committee met, focus of their discussion was continued work on the current USI Absence Policy and where athletics fit into it. This sub-committee has done a lot of work with changing the way that faculty is informed about absences including letters for most sports that are given to the student athletes to share with faculty about when they are going to be gone along with a listing of the current policy. One of the things the current policy does not include is reference to what University sponsored activities might look like and what happens if there is a disagreement. This sub-committee has looked at many, many other absence policies and have, after a lot of discussion, decided that there probably didn't need to be a lot changed in USI policy, other than helping faculty and students across campus to know what might be University sponsored activities and what role that plays. He distributes a DRAFT of Proposed Absence Policy Update. This language reflects those elements and, there is also a statement regarding what might happen if there is a dispute about the policy between the student and the faculty member related to absences. It would direct involved parties to reference the Academic Affairs Student Grievance and Complaints Procedures for guidance to resolution. Brody Broshears states that this sub-committee realizes this is a University policy so they would only be looking to see if this Council would endorse. And, if so, then the goal would be to share this new proposed policy, including the endorsement of the UAC ,to the Provost Council, Program Directors and Department Chairs, Faculty Senate for consideration. He adds that it is also the goal of this sub-committee to have as many people as possible review this in hopes of preparing for any questions, concerns in a positive light. There is discussion regarding current policy, and the process of updating it. Brian McGuire makes a motion to endorse this update, Austin Anderson seconds motion but with language change reflecting "obligations to instructors" be changed to reflect obligations to coursework or classes. Katie Ehlman will send to UAC members who had to leave meeting earlier but asks for any opposition, discussion; motion is approved.

Alex Eaton tells Council about a freshman student athlete survey to try to find out what athletic administrators could tell them better? What could help to prepare them better, whether it be re missed class time, utilizing academic advisors, utilizing campus resources. This survey begins tomorrow, and students will be brought together as teams as all freshmen and ask them these questions in person, not online. One of the goals with addressing them in person would be to endorse that they know they could come to the athletic administrators for help should they have issues.

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

Jeff Sickman reports that this committee met on Monday. They have invited Brad Will, the Director of Internal Audits to attend their sub-committee meeting in April to discuss one of their strategic objectives which was risk assessment. From last UAC meeting, the Council approved the process for the intercollegiate sports program approval procedure. Per President Bennett's request, Jeff Sickman submitted this procedure to Human Resources for inclusion in the University Handbook. Sub-committee reviewed several financial reports, with the purpose of making the sub-committee aware of what kind of financial reports are filed, who it is being filed with, and

submission guidelines. They discussed the 2017-18 budget process. In April, sub-committee will take facilities tour focusing on baseball, softball, soccer and tennis facilities to discuss long term needs and plans. Jon Mark Hall will come up with some priorities. For example, the addition of a track. This committee will try to assist with long term, planning, financials. The committee discussed some other grant writing opportunities, revenue generation.

#### NEW BUSINESS

Katie Ehlman addresses recommendation to adjust by-laws to add a USI coach to the UAC membership. Brian McGuire makes a motion to add two coaches, one from each gender of the sports, Linda Triple seconds this motion. There is no opposition; motion is passed.

Alex Eaton will coordinate Data Dashboard project again for this year with the hope that someone will have some design background that would be willing or interested to help. Katie Ehlman asks for volunteers to also be on this sub-committee. Jeff Sickman volunteers to help. Olivia Clark-Kittleson and Brian Fischer volunteer to help with design work.

Regarding St. Joseph College closing its doors, Brody Broshears reports that there is a Membership Taskforce, and he is a member. They will meet for the first time in late March. Brody remarks that the GLVC is one of the second largest conferences in the country. There are currently 24 conferences in Division II. Brody mentions several of the issues that will be asked/discussed. He will report back to this Council after this Taskforce meets.

Meeting is adjourned at 2:15pm