

Meeting Minutes
University Athletics Council
Tuesday, April 28, 2015
1:30pm

PRESENT: Austin Anderson, Karen Bonnell, Steve Bridges, Brody Broshears, John Campbell, Alex Eaton, Katie Ehلمان, Andrea Gentry, Jon Mark Hall, Mary Jo Harper, Jeff Seyler, Linda Tribble, Lucas Woodford

CALL TO ORDER AND MINUTES: Karen Bonnell calls the meeting to order at 1:30pm. She distributes unofficial minutes from Feb. 13, 2015 meeting and asks for any changes, recommendations to these minutes. Motion to approve February minutes is made by Brody Broshears and seconded by Steve Bridges. Minutes are approved.

UPDATED USI ATHLETICS POLICY AND PROCEDURE MANUAL

Alex Eaton explains that the Inclusion Statement that was voted on and approved at the last meeting has been included in this manual. She adds that this policy will also be included in the Student Athlete's Handbook and the Compliance Manual that will be updated over the summer. Dr. Bonnell asks for motion to approve the Manual with this addition made, Linda Tribble makes that motion and Mary Jo Harper seconds the motion. The Manual is approved.

DASHBOARD TASK FORCE REPORT

Alex Eaton reports that they have worked closely with OPRA, mainly with Jeanine McCallister. Alex Eaton points out that the main change is on the GPA Tables on the first and second pages in that there is now a separate code for Track and Field. She explains that in the past the Track and Field data was not separated from the Cross-Country data. She elaborates that the Financial Revenues and Expenses data for the last page was not available yet so it will still be added as will the pictures and season highlights. Linda Tribble expresses slight concern about disclosing the Track and Field GPA data, specifically the Women's Track because it shows only three students. Linda expresses concern that this might come dangerously close to becoming personally identifying data. Council members discuss and suggest combining Women's Track and Field with Women's Cross-Country for this year's Dashboard to err on the side of caution. Karen Bonnell states that she feels this project has been successful in projecting its intent. She asks the Council if they are ready to approve Dashboard with the 4-5 minor changes/additions discussed - heading change, combining Women's Track and Field with Women's Cross-Country in the GPA table, adding the athletic hi-lights/pictures and the financial revenue and expense data. Mary Jo Harper makes the motion to approve the Dashboard with these changes, Jeff Seyler seconds that motion. Karen Bonnell asks Alex Eaton to send a pdf version of this document to Council members before it actually goes live/to print, Alex Eaton agrees. Karen Bonnell thanks Alex Eaton and Linda Tribble for their work on this project. This Dashboard is approved with discussed changes.

ATHLETIC DIRECTOR'S REPORT

Jon Mark Hall announces that the architect has been hired for the renovation of the PAC. The architect is Cannon Design out of St. Louis working with an Evansville firm. The process will be beginning with meetings on May 14 and 15, 2015. Jon Mark asks Alex Eaton to give a short overview of the Apple Conference that she and several student athletes attended in Myrtle Beach earlier this month. Alex explained that this Conference is from the University of Virginia and has been in effect for twenty plus years. The Conference focuses on alcohol, tobacco and other drugs breaking this focus down into seven different slices. Before attending the Conference, she and Jon Mark Hall completed a survey. The results of this survey indicated that our lowest score (2 out of 100) was in the area of

education. Consequently, the education slice was the focus of the action plan formatted by the USI attendees which were Alex Eaton, one Men's Basketball and two Women's Basketball USI student athletes, Dr. Frank and a graduate assistant from the Dean of Students office. The action plan devised by this group centers around the formation of a student athlete led committee that would bring in speakers to talk about alcohol, tobacco, other drugs as well as sex, and consent. Their goal is to start the committee in the fall and to try to bring in speakers next spring. They hope to have two speakers per semester possibly incorporating speakers already arranged to come on campus, or even utilizing resources already on campus as speakers/presenters. They hope to make these sessions mandatory for student athletes in hopes of improving that score of 2/100 and also lead into the next slice which is about expectations and attitudes.

COMMITTEE REPORTS

Academic Progress and Integrity

Brody Broshears states that this committee has not met but he explains that he, Sean Riley, Alex Eaton, and Linda Tribble did attend a compliance workshop that was put on by the Great Lakes Valley Conference and funded by a grant. He explains that discussions dealt with practices regarding advising, Registrar, Financial Aid and other processes related to student athletes. Brody adds both Linda Tribble and Alex Eaton have attended meetings in correlation with University Division's full implementation of the four advising centers and he feels that this has been very productive. He points out that his biggest issue this spring has been regarding the absence policies, and making sure that faculty and staff are aware of when students are going to be away. He and Alex Eaton have been monitoring that and gathering data highlighting the number of absences that are occurring in each sport and he states that they may be able to share that data in later meetings in terms of trending. He elaborates there is a lot of discussion between him, Jon Mark Hall, Alex Eaton, sometimes Mandi Fulton regarding the issue of athletic related absences. Karen Bonnell states that this issue often comes up this time of year and acknowledges that gathering of this data is a positive move in the right direction. She asks Austin Anderson if he might be willing to head up committee looking into this issue a little further? Austin Anderson agrees and elaborates that he has had recent discussions with both Jon Mark Hall and Brody Broshears regarding the absences incurred by USI student athletes. Jon Mark Hall tells of some guidelines that have been passed by the GLVC regarding softball and baseball changes but also recognizes that gathering this data will be helpful. He explains that he expects a great deal of discussion about this at the upcoming Conference meetings. Linda Tribble points out that the travel piece of these situations should be considered in the data compilation. Brody Broshears reminds of the advising piece that links to this issue. Jon Mark Hall adds that there are several schools in our Conference that do not have classes at all on Fridays. Karen Bonnell agrees that the University should be open to ideas regarding how the University could be more efficient in terms of our scheduling, but acknowledges that this is a very broad issue.

Fiscal Integrity and Facilities Planning

Regarding the renovations to the Physical Activity Center, Steve Bridges informs that the process is just beginning and he reminds this Council that he does intend to open it up to this group after the process gets started. Steve Bridges states that a draft of a policy for adding a new sport is almost finished. He elaborates that the process would be that the plan would begin with the Athletic Director, Jon Mark Hall. This would be whether the initial idea was Jon Mark's idea or someone else. Next it would go to the President in terms of deciding whether or not to go forward. This would involve should we research it, any reason not to, is it a recognized sport in the GLVC, sanctioned by the NCAA, etc? Next it would be brought to the Fiscal Integrity and Facilities Planning Committee for research. Research factors would include what is available in the region for competing, practice facilities, the cost, and others. If this Committee decided to endorse it, it would then go to this University Athletics Council for

approval. At that time, and if this Council decided to also endorse, it would then go back to the President for her consideration. Upon her approval, the motion would then go to the Board of Trustees for their consideration.

Governance and Compliance

Mary Jo Harper reports that this Committee met on April 24, 2015. She reports that the focus of this meeting was the Blueprint recommendations. She states that there are only two remaining bullet points from the Blueprint. One is to develop a comprehensive institutional strategic plan for Athletics. This was discussed at length at their Committee meeting. Alex Eaton reports that there is a plan in place to begin in August, 2015 to begin this Strategic Planning process. Mary Jo Harper confirms with Karen Bonnell the intent of Athletics to involve Outreach and Engagement to help facilitate the start of this planning session(s). Mary Jo reports that the second bullet point still remaining deals with monitoring the expenditures for off-campus accounts related to coaches camps and clinics. Mary Jo reports that Alex Eaton had discussions with the University's internal auditor Brad Will regarding some different processes that could be developed. Alex devised an income statement spreadsheet for coaches that could be used from May thru August, 2015. In addition, Mary Jo Harper states that possibly a Schedule C (tax form) be used as backup for Coaches who use this method to report this income. She adds that Social Security numbers, could be blacked out and used only as backup documentation. She asks for recommendations from Steve Bridges or other Council members. Steve Bridges explains to Council that historically the coaches have run their own camps; they are not run by the University. They have their own bank accounts, etc. The only expense the University really tracks is for the facilities that they rent from us, or if they purchase food services from the University. Coaches then write a check from their camp account to pay the University. Steve suggests that perhaps if it were put to the Coaches that if they fill out the sheet that Alex Eaton developed and are also told they will be responsible for substantiating that information if asked by IRS, etc. Steve comments that we could discuss options further. Mary Jo Harper comments that she would like to begin this process soon as camps and clinics do begin this summer. She states that she would like for this process to be as easy and seamless for the coaches as possible; that it is not her desire for this to be a stumbling block or overwhelming. She adds that she also wants it to be transparent and to minimize any type of University risk for compliance. Karen Bonnell suggests that Steve Bridges look over the spreadsheet that Alex developed and possibly provide some consultation. Mary Jo Harper asks that her committee add just a few final touches to this spreadsheet and then she will forward to Steve Bridges and then the rest of the Council. She does state that she doesn't feel that this spreadsheet will suffice to cover this bullet point, that there will need to be supporting documentation as well. Mary Jo would like to get a process in place this summer's camps and clinics. Alex Eaton states that providing specific/ particular documentation as backup already this summer, could be a problem for some; depending on what is decided is needed and what has been the practice of the Coach thus far. However Alex feels certain that our coaches are aware of their expenses and revenue for their camps. Jon Mark Hall explains that the reason that this particular blueprint bullet point has not been met was because there is no NCAA rule that says you have to do this for Division II, so he didn't push to complete this one. He explains that many of the blueprint points are geared for Division I. He gives laud to Auditor, Brad Will and states that if he and the Council feel it important to complete this one he is fine with going ahead with it. Mary Jo Harper suggests that for this first year, we ask coaches to submit a Schedule C if they have one. But, if they do not file a Schedule C, at least for this first year, that we ask coaches to turn in some kind of supporting documentation or sign a statement to have something on file. Karen Bonnell reminds of the Council's mission and that it should be its practice to encourage best practices and recommends the spreadsheet be used along with a statement stating that supporting document must be maintained to be available upon request, whether or not it is turned in. Karen Bonnell asks for a motion that the Governance and Compliance Committee has thoroughly reviewed the Blueprint, and reported back to this Council. This Council accepts their report as it is

complete with the exception of those two bullet points. Mary Jo Harper makes this motion, and John Campbell seconds this motion. This motion is approved.

Student-athlete Welfare and Equity

Katie Ehlman reports that this committee has met and is working on two items. The committee is working on a gender equity policy just providing ongoing oversight. For the gender equity policy they are doing some ongoing monitoring which includes adding one or two questions to the fall assessment day around a combination of interest and ability among our student body and then looking at some budget items to look at equity of travel and per diem. The second item is related to the education related to inclusion of LGBTQ student athletes, faculty, staff and fans related to the athletic department. For the education inclusion of LGBTQ student athletes, they have reviewed a manual produced by the NCAA that was very helpful and are looking to develop a climate survey to be sent out to coaches and students, and then follow up with some kind of discussion with student athletes and coaches.

Meeting is adjourned at 2:38pm.