

**Meeting Minutes**  
**University Athletics Council**  
**Monday, October 17, 2016**  
**2:30pm**

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**PRESENT:** Austin Anderson, Linda Bennett, Brody Broshears, John Campbell, Olivia Clark-Kittleson, Kimberly Jo Delaney, Alex Eaton, Katie Ehlman, Brian Fischer, Andrea Gentry, Jon Mark Hall, Brian McGuire, Sean Riley, Jeff Sickman, Jessica Wood, Lucas Woodford, Beth Young

**CALL TO ORDER:** Katie Ehlman calls the meeting to order at 2:30pm and introduces Brian Fischer as the newest student-athlete representative. Brian is an academic senior, with athletic junior status, double majoring in Marketing and Finance.

**MINUTES:** Katie Ehlman asks for consideration of the meeting minutes from April 25, 2016. Motion to approve April minutes is made by Brian McGuire, and seconded by Brody Broshears. Minutes are approved.

**PRESIDENTS REPORT**

President Bennett presents and provides hard copy of her report. That report along with the *Presidential Pledge* which is discussed in her report, is attached.

Discussion: Brian McGuire shares a question asked to him from a parent during one of the academic sessions this weekend; "With 10,000 plus students, why is an institution as large as USI not Division I?" President Bennett responds that the mission of Division II athletics is very consistent with USI's mission. She adds that USI will continue to work very hard to be competitive within our own Division, proud that for the past two years USI was listed in the top 25 Division II campuses in the Learfield Championship Cup recognition. She also recommends the most recent edition of *the Chronicle of Higher Education* to see what's happened to a number of institutions who added football and jumped into Division I who are now experiencing financial difficulties. Jon Mark Hall agrees with President Bennett and adds that USI Athletics goal, at present, is to be competitive at the Division II level.

Katie Ehlman asks Jon Mark Hall and/or Alex Eaton if there have been any discussions with coaches and players about expression during the National Anthem? Jon Mark says that it was discussed at Athletics staff meeting last Wednesday. He explains that Athletics Administration is trying to get out on the front end should someone decide that is the way they want to express themselves. Should that happen, it was discussed how it could be handled together and how to assist the student athlete in dealing with the media, etc. Also, the Athletics Dept. has prepared a statement for the media.

**ATHLETIC DIRECTORS REPORT**

Jon Mark Hall reports that the Volleyball team is down at present, but still trying to battle into a conference tournament position. Women's Soccer, has improved and at present, is ½ game back of conference tournament. He informs this Council of a break in that occurred on the Women's Soccer bus while they eating lunch at a restaurant at Southport, after playing a match at University of Indianapolis. He explains that many of the athletes lost book bags, laptops, school work in addition to car, apartment keys, identification. He explains that the University is unable to help them financially from an insurance standpoint, but Athletics has tried to help by reaching out on the academic level for help in recreating notes, and perhaps granting a little extra time, if they are behind on some work because of it. Jon Mark Hall is asked about any measures being taken to better secure belongings on the bus trips and responds that measures have been discussed and taken, bus driver staying on the bus, carrying a police scanner. Athletes not taking as many critical items, such as keys, trying to be proactive.

Men's Soccer is doing very well, 10-2-2 overall at present, in the top 25 for the first time in 13-14 years. They are battling for an NCAA spot and competing in GLVC Championships this weekend. Both Cross country programs are both in the top 10 in the country. They are also competing in the GLVC conference championships this weekend. PAC renovation process moves forward at a good pace, working to finish up some planning details, with anticipated start in the spring.

Upcoming events: USI hosting NCAA Cross Country Regional at Angel Mounds in November, 2016 and the National Championship Meet in 2017. Also, the small College Basketball Hall of Fame Classic on Nov. 17- 19 at the Ford Center. Three of the sixteen teams in the field are ranked in the top ten in the country in the pre-season rankings. Also, hope to host some post season soccer.

### **USI Foundation Capital Campaign/Athletics**

Andrea Gentry reports that June 30, 2016 was the close of *Campaign USI Elevating Excellence*. This Campaign had a goal of \$50,000,000 and took place over a five-year period. This successful Campaign ended with over \$57,000,000; surpassing the goal. Within this Campaign, *Elevating Athletics* was one of the five major components. Within *Elevating Athletics* were three components: scholarship support for student athletes, soccer stadium enhancements, and softball complex enhancements. Andrea reports that unfortunately the stadium and softball complex enhancements were not popular within this campaign, and did not generate much funding. She tells a story to illustrate the type of fans loyal to USI Athletics. Jim and Cindy Dipple have been Varsity Club members for many years, Dr. Dippel is also USI Alum. When approached during this campaign the Dippels expressed concern regarding what happens to those student athletes after they've exhausted their athletic eligibility. Jim and Cindy set up a very generous scholarship endowment to benefit student athletes who have exhausted their athletic eligibility to ensure that they have financial support to go on and complete their degrees. She reminds that while this Campaign has ended, the USI Foundation is aware that Athletics will always have needs, and she assures that they will continue to try to fulfill. Andrea reports that there was approximately one half of a million dollars received for athletic scholarships. She distributes a handout detailing the overall Campaign, it is attached.

### **Guest Beth Young/ USI Athletics Cookbook**

Beth Young, USI Instructor in Food and Nutrition, displays and distributes copies of Student-Athlete Guide Cookbooks. She explains that she and three dietetic interns worked together to put this guide together designed to be a simple, easy, cost effective program for a college athlete. What they can cook, purchase, etc. They then reached out to Athletics and asked for all student athletes to contribute their favorite recipes. The Nutrition students then analyzed these recipes for nutritional information and coded them nutritionally appropriate for pre-work out, post-work out. The books also include simple meal plans, travel nutrition information. She and her students wrote and received grants providing two funding sources. A USI student designed the graphics. This project was one year in the making. Eight hundred copies were printed and every student athlete was given one at the annual All-Sports Banquet in the spring. Also, every coach at all of the high schools in Vanderburgh and Warrick County received a stack of these cookbooks; so as to use this project as a recruitment tool as well.

## **COMMITTEE REPORTS**

### **Academic Progress and Integrity**

Brody Broshears reports that this Committee did not meet but has scheduled a meeting. He reports that many of the things that they are working on are continued efforts, i.e., research on absences and data specifically related to student athletes.

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

Jeff Sickman reports for the first time as Chair of this Committee. He reports that this group did meet on Sept. 27, 2016. They reviewed their strategic plan objectives; first item being the risk assessment that was previously

proposed. Jeff reports that he will contact Brad Will, Director of Internal Audits to determine what is feasible, but notes that he schedules his audit calendar one year in advance. Also discussed was a policy for input for new programs that would be allowing this group to have input when new programs are proposed. He explains that essentially what this policy would suggest is that all programs would start with Jon Mark Hall. And, then anything that he and President Bennett wish to consider would then come to the Fiscal Integrity and Facilities Planning Sub-Committee for a stronger vetting; financial, facilities issues. Then if this Sub-Committee considers it to be feasible after that study, they would bring it to this Council for their consideration. A handout of this policy is distributed for discussion and is attached. Motion to approve this proposed process is made by Brody Broshears and seconded by Brian McGuire. This process is approved.

Jeff Sickman reports that this sub-committee will meet three times per year and will review the most recently available financial information for an overview of what is going on financially within Athletics. He adds that once the annual operating budget is approved, and during the first meeting of every academic year, this Committee will discuss it as a group to understand what lies ahead for that year. Re their facilities monitoring objective, this Committee will tour all of the athletic facilities to prioritize needs and make recommendations. This review will also include ADA compliance, accessibility, in their planning. Their meeting included an update on the PAC renovations including the \$41,000,000 proposed bond issue that President Bennett presented to the Commission of Higher Education. President Bennett adds that this was the first time that she ever presented USI budget to the Commission for Higher Education and had a member of the Commission speak out in favor of it. That member was Karen Whitehouse, saying how badly needed that \$41,000,000 is for USI PAC/campus.

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

Austin Anderson reports that this Committee met on Oct. 4, 2016. Topics discussed included Gender Equity monitoring plan. He reminds that last year they did some repeat work from year one, gathering information from the coaches regarding athletic scholarships, tutors, scheduling for practice and games. This year they intend to gather this information from the perspective of the student athletes. Data gathered will include equipment, supplies, housing, dining and others.

LGBT Campus Climate: Austin reminds Council of an email he sent in May, 2016 asking for feedback of their proposed plan. He reports that he did receive some feedback and this Sub-Committee intends to move forward with the Campus Climate Survey of the student athletes. Some recommendations included looping in some other areas of campus. He explains that this Committee decided it would be better to wait until some initial data is gathered before involving these other campus areas. They hope to be able to present this tool to Council at the next full Council meeting for any input, with the hope of surveying the student athletes sometime around mid-spring semester 2017.

Katie Ehlman shares that she and Jon Mark Hall presented to the Faculty Senate to share some of the work that is done by the University Athletic Council. They also distributed the Data Dashboard to this group. Brian McGuire suggests also presenting to the Council of Chairs and Program Directors. President Bennett agrees that those groups would be a very good audience in terms of helping them to know how you're keeping your eye on the performance of the student-athletes and in urging cooperation and collaboration.

President Bennett gives a commendation to Katie Ehlman for the effective way she brings the subject matter together and leads discussion. Jon Mark Hall comments that Alex Eaton has done a great job organizing, rejuvenating the SAAC (Student Athlete Advisory Committee).

Meeting adjourned 3:33pm.

October 17, 2016

### University Athletic Council

- GLVC Council of Presidents met September 27<sup>th</sup> in St. Louis (I attended meeting via phone).
  - Congratulate Brody for being the FAR Representative for the COP.
  - Oliver Luck, NCAA Executive Vice President of Regulatory Affairs (and former Houston Oilers quarterback in the early 1980s) presented on key issues.
    - NCAA pulled 7 championships for 2016-17 year from North Carolina in response to the state's HB 2. This legislation being sharply criticized for limiting protection from discrimination.
      - Some AD's asking how far the NCAA will go in taking such action in realm of social issues.
      - NCAA action could expand but currently waiting for impact of elections.
    - What does amateurism mean? With gold medal Olympic athletes going home with six (and even seven) figure rewards for their medals...the definition of what constitutes an amateur is being challenged. Then there is the case of whether college athletes should be paid for use of their images Also impact of O'Bannon v. NCAA .: U.S. Supreme Court's refusal earlier this month to hear the case patches current understanding of college athletes amateur status, but leaves standing a lower court's ruling that the current model violates antitrust laws. More antitrust lawsuits that the current model limits compensation to athletes bound to happen.]
    - Building greater awareness and listening to student athletes about discontent expressed during playing of national anthem. Encouraging coaches to talk with student athletes...comes in wake of national news of actions and lack of awareness by coaching staffs.
- Other discussion about "red cards" at soccer games and the concerns about civility on the field.



# PRESIDENTIAL PLEDGE

## The Pledge and Commitment to Promoting Diversity and Gender Equity in Intercollegiate Athletics

Consistent with our mission and values, our institution, a member of the National Collegiate Athletic Association, pledges to specifically commit to establishing initiatives for achieving ethnic and racial diversity, gender equity and inclusion, with a focus and emphasis on hiring practices in intercollegiate athletics, to reflect the diversity of our membership and our nation.

We recognize and value the experiences individuals from diverse backgrounds bring to intercollegiate athletics. To that end, we will strive to identify, recruit and interview individuals from diverse backgrounds in an effort to increase their representation and retention as commissioners, athletics directors, coaches and other leaders in athletics. As part of this commitment, we will also engage in a regular diversity, inclusion and equity review to inform campus policy and diversity initiatives.

We understand this to be a collective responsibility we owe to student-athletes, staff, our athletics programs and the entire campus community.

### About the Pledge

Presidents and chancellors at NCAA member colleges and universities have been encouraged to sign a pledge that commits their schools to achieving ethnic and racial diversity and gender equity in college sports hiring practices.

The pledge was developed out of a membership concern for the low representation of racial and ethnic minorities and women in coaching and athletics administration at all levels. It has received widespread support among the top governing bodies in each division as well as [the NCAA Board of Governors](#), whose 16 presidents and chancellors are among the first signatories. The National Association of Collegiate

Women Athletics Administrators (NACWAA) has also endorsed the pledge.

The schools and conferences whose leaders have pledged their commitment to promoting diversity and gender equity are listed on the pages below. These lists will be updated as names are submitted. In the coming months, the participating schools and conferences will



receive a toolkit containing best practices and other resources to assist in their diversity and inclusion efforts.

## **NCAA Members Signing the Pledge**

[Division I](#), [Division II](#), [Division III](#)

- [Privacy/Legal Statement](#)
- [Terms of Use](#)
- [Contact Us](#)
- [NCAA Employment](#)
- [FAQs](#)





# \$57,152,181.76 in gift commitments for Campaign USI: Elevating Excellence as of 6/30/16

## CAMPAIGN OVERVIEW

BOARDS	\$22,908,649.60
USI FAMILY (EMPLOYEES/RETIRES)	\$4,251,987.94
ALUMNI & STUDENTS	\$2,520,640.38
FRIENDS OF USI	\$10,335,075.27
CORPORATIONS ORGANIZATIONS FOUNDATIONS	\$17,135,828.57
<b>TOTAL</b>	<b>\$57,152,181.76</b>

### Campaign USI Elevating Excellence

**Goal: \$50 million  
by December 2015**

4/4/2013

Campaign announced publicly

7/24/2015

Campaign exceeds goal with \$50,128,088 in commitments

6/30/2016

Campaign officially ends

7/22/2016

Campaign Celebration

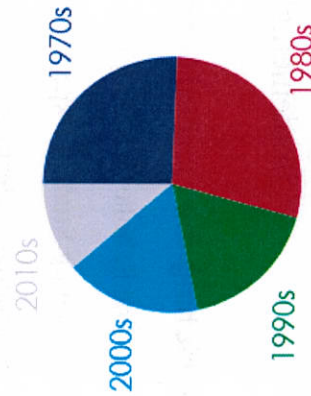
7,418 Commitments ranging from \$1 to \$5.6 million

35% of donors are alumni

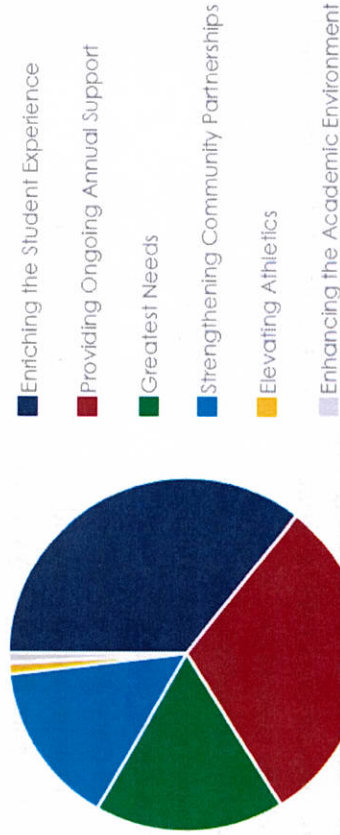
65 Deferred Gifts totaling \$14,740,975, including 22 from alumni

Commitments of \$1-\$999 from 5,892 donors totaled \$933,034

Alumni Participation by Decade



Campaign Giving by Component



## ALUMNI GIVING BY DIVISION

DIVISION	COUNT	AMOUNT
BOARDS	27	\$8,697,054.38
USI FAMILY	144	\$1,277,930.59
ALUMNI	2,437	\$2,520,640.38
<b>TOTAL</b>	<b>2,608</b>	<b>\$12,495,625.35</b>

## GIFT COMMITMENTS BY GIVING SOURCE

FRIENDS 3,068	ALUMNI 2,608	ORGANIZATIONS 1,053	USI FAMILY 576	BOARDS 113
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The planning of *Campaign USI: Elevating Excellence* incorporated the University's 2010 - 2015 strategic goals. The following summarizes how the campaign assisted in the implementation of the strategic plan.

### **Enriching the Student Experience**

Building Scholarship Endowments—Goals #1, #2, #3  
Broadening Student Experiential Learning—Goals #1, #4, #5  
Constructing a Performance Center—Goals #1, #4  
Expanding Support for Students—Goals #2, #3, #6

### **Enhancing the Academic Environment**

Creating Faculty Engagement Fellowships—Goals #2, #4  
Endowing Faculty Professorships—Goals #2, #4  
Establishing the Innovative Thinkers Speaker Series—Goals #3, #4, #6

### **Elevating Athletics**

Scholarship Support for Student Athletes—Goals #2, #3  
Soccer Stadium Enhancements—Goals #2, #3, #6  
Softball Complex Enhancements—Goals #2, #3, #6

### **Strengthening Community Partnerships**

Endowing Operations for the Applied Engineering Center—Goals #1, #4  
Sustaining Historic New Harmony's Living Classroom—Goals #1, #4  
Developing a Center to Welcome Campus Visitors—Goals #3, #6  
Building a Conference Center—Goals #3, #4, #6

### **Providing Ongoing Annual Support**

Providing Ongoing Annual Support—Goals #1, #2, #3, #4, #5, #6

## **University's Strategic Plan 2010-2015**

### **Goals and Key Strategies**

#### **#1 Enhance experiential learning opportunities**

- Promote and more fully integrate community and global experience in the academic curriculum
- Increase internships, co-op, study abroad, and community engagement
- Accurately track and measure the experiences of students

#### **#2 Increase the graduation rate**

- Provide consistent, effective advising across campus to increase accountability and ensure students are on track to graduate
- Provide more flexible ways to gain a degree
- Develop an effective framework for student recruitment and retention
- Increase on-campus job opportunities for students who need financial assistance

#### **#3 Preserve and nurture our campus community**

- Support the health, well being, and quality of life of our campus community
- Build connections across campus, the buildings, and disciplines
- Provide ongoing development for faculty, staff, and students

#### **#4 Provide leadership to Indiana and the region**

- Supply collaborative expertise and applied research for issues impacting the region
- Make it easier for people to engage with our resources and/or capabilities
- Elevate our visibility to a level more appropriate to the University's accomplishments and impact in higher education and on the economy

#### **#5 Increase the diversity of faculty, staff, and student body**

- Develop activities and experiences that promote diversity as a value
- Enhance support networks for faculty, staff, and students of diverse backgrounds, including first-generation status
- Provide international programming for faculty and students

#### **#6 Become a 24/7 campus**

- Engage students in the process of developing a "full-time" campus
- Identify and facilitate activities, spaces, programs, and services to offer during nontraditional hours
- Encourage students to be deliberate in their co-curricular activities

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University Athletics Council  
Facility Planning and Fiscal Integrity Subcommittee  
Proposed Process for the Consideration of New Intercollegiate Sports Programs

The University of Southern Indiana (USI) recognizes that students, faculty, staff, alumni and friends may desire the addition of new intercollegiate sports programs on campus. As a result, Athletics has established a process to facilitate the consideration of these requests.

All requests for the addition of a new intercollegiate sports program at USI must begin in the office of the athletic director. The director will decide whether to consider a program in consultation with the University president. A sport must be sanctioned by the National Collegiate Athletic Association (NCAA) to qualify for consideration, and sports with a recognized champion by the Great Lakes Valley Conference will receive preference.

The Facility Planning and Fiscal Integrity Subcommittee of the University Athletic Council (UAC) will review program proposals submitted by the athletic director. The subcommittee will evaluate the prevalence of competition in the region, the number of student athletes interested in participating, the availability of practice and competition facilities and costs among other factors.

When the Facility Planning and Fiscal Integrity subcommittee endorses the addition of a sport program, the subcommittee will work with the athletic director to compose a formal recommendation to the UAC. The recommendation must include total annual operating and scholarship costs for the program in addition to one-time expenses needed to start the program. The UAC will vote on the recommendation and, if approved, advance the proposal to the University president and the USI Board of Trustees for final approval.

