

Meeting Minutes
University Athletics Council
Tuesday, April 25, 2017
3:00 pm

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

CALL TO ORDER: Katie Ehlman calls the meeting to order at 3:00pm

MINUTES: Katie Ehlman asks for consideration of the meeting minutes from February 15, 2017. Motion to approve February minutes is made by Brody Broshears, and seconded by Linda Tribble. February minutes are approved.

PRESIDENT LINDA BENNETT

President Bennett reports that the GLVC Council of Presidents will be meeting soon and reminds UAC that she expects that adding new sports will be at the top of their discussions. She adds that she will be going to NCAA meeting in Indianapolis in August, 2017 to prepare for taking on the position of Chair of the GLVC Council of Presidents. The President announces that the State of Indiana's Budget has been finished and that the \$41,000,000.00 for the PAC Arena has been finalized and approved. President Bennett commends the USI Board of Trustees for the second phase of this project/process.

ATHLETIC DIRECTORS REPORT

Jon Mark Hall reports that with St. Joseph College leaving the Conference, their immediate departure has been a scheduling challenge. He reports that Athletics has battled through but the biggest challenge has been Men and Women's Basketball schedules and trying to balance the competitive equity with travel concerns. Jon Mark reports that the current proposal for the GLVC Council of Presidents vote will include splitting the Conference into three divisions. USI's division would include Bellarmine, Lewis, Indianapolis, and Wisconsin Parkside. Jon Mark adds that these teams have been very competitive over the last few years especially on the Men's Basketball side. He explains that consequently USI would now be in the most competitive division and with the most travel. He adds that he will encourage USI President Linda Bennett to vote against this proposal but speculates that it will still pass. In May, when the GLVC Faculty Athletics Reps, the Senior Women's Administrators and Athletic Directors meet, Benedictine College will come and make a presentation about their merits to possibly become a GLVC member. At present, they are a Division III member looking to reclassify as Division II.

Jon Mark reports that Alex Eaton worked with Kat Draughan and Institutional Research and applied for an NCAA Grant for an Assistant Cross-Country/ Track and Field Coach. He reports that Athletics was able to get that grant for female or minority coach to join staff in the fall. Athletics year-end banquet was last night, a lot of awards were presented; and a strong academic/athletic year was wrapped up with this nice event. Regarding spring sports, Softball is ranked #5 in the country, having an outstanding season with a record of 40-10 at present. Baseball team is currently tied for 1st place in the GLVC East, Women's Golf's Championship comes up this weekend and they are having a pretty solid season. The Men's Tennis team should be advancing into their NCAA tournament and Track and Field will wind down in a few weeks.

CONSIDERATION OF UAC BY-LAW CHANGES (IN RESPECT TO ADDING 2 USI COACHES TO COUNCIL)

Discussion: Katie Ehlman reminds Council of discussion at last meeting regarding adding two new members to the Council – two coaches; one coach of a men's team and one coach of a women's team. She points out the recommendations for modifications to present Bylaws indicated in her handout. Recommendations include that

one coach would sit on Academic Progress and Integrity Sub-Committee and one coach to sit on Facility Planning and Fiscal Integrity Sub-Committee. Discussion continues re possibility of removing the "Past Faculty Athletics Representative (FAR) as a member of the Governance and Compliance Committee since at present there is no past FAR available to serve. Possibility of placing one of the coaches in that available spot is mentioned. It is decided that the Past FAR will be removed from the Governance and Compliance Committee but will remain a member of the University Athletics Council for future. Regarding sub-committee placement of the two coaches who will join the Council, a sentence will be added to bylaws that states "Each coach will be appointed to serve on one of the sub-committees. Alex Eaton proposes discussion about possibly removing bylaw designation that reads "One of the appointed student athletes will be selected to represent fall sports and one student athlete will be selected to represent the spring sports." Council decide to remove this sentence from bylaws and President Bennett agrees that her student appointments to this Council will be two student athletes, one male and one female. Katie Ehlman apologizes to Council for scheduling of three meetings per year when the bylaws state that there would be a minimum of four meetings each year. It is proposed to change the number of meetings to three instead of four.

The following is summary of proposed bylaw changes:

Correct all FAR references to read Faculty Athletics Representative (instead of Faculty Athletic Representative)

Addition of statements as listed in attachment under Bylaw II

Under Bylaw III: remove full sentence: "One of the appointed student athletes will be selected to represent fall sports and one student athlete will be selected to represent the spring sports."

Add sentence: "Each coach will be appointed to serve on one of the sub-committees."

Under Bylaw V: remove Coach (1) from Academic Progress and Integrity Committee

Remove Past Faculty Athletic Representative from Governance and Compliance

Remove Coach (1) from Facility Planning and Fiscal Integrity

Change wording from Business Affairs to "Finance and Administration" under Facility Planning and Fiscal Integrity

Under Bylaw VI: There will be minimum of three meetings instead four meetings each year.

Brody Broshears makes motion to approve these Bylaw changes, Linda Tribble seconds. None opposed. Bylaw changes are passed.

DATA DASHBOARD

Alex Eaton distributes draft of updated Data Dashboard (attached) minus season highlights because spring seasons are not finished yet. She asks that Council members review this current document and when final draft with season highlights is complete; she will send out for Council vote. She adds that if anyone would like to recommend changes before then feel free to let her know. It is suggested to change the word "Grade" to "Classification at the top of Page 2, Column 2. Alex thanks Olivia Clark-Kittleon, Brian Fischer and Jeff Sickman for their help. Alex also explains that this sub-committee would like to propose that this ad-hoc committee begin work in the fall and not wait until the spring because the NCAA has had the IPP Data out sooner. Consequently, all of this information plus a lot more info is now available. They feel like they would be able to have more time to look at this information and even consider expanding on the information provided in this project. Katie Ehlman asks if anyone would be interested in serving on this ad-hoc committee in the fall? Jeff Sickman and Brian Fischer agree to continue to help with this project.

UAC STRATEGIC PLAN 2016-2020

Katie Ehlman distributes 2 handouts: 1) UAC Strategic Plan 2013-2016 and 2) DRAFT Strategic Plan 2017-2020 for comparison. She thanks all of the sub-committees who met and discussed the future and chose one of the three strategic planning priority areas, with objectives stemming from those.

These are the sub-committee's chosen priority areas. Much more detail is contained in attached handout, University Athletics Council DRAFT Strategic Plan 2017-2020.

Academic Progress and Integrity Committee – Access for Opportunity by Design

Fiscal Integrity and Facilities Planning Committee – Purposeful and sustainable growth

Governance and Compliance Committee – Access and Opportunity by Design

Student-Athlete Welfare and Equity Committee – Access and Opportunity by Design

President Bennett extends deepest gratification to all committees for the evolution, the progress and the work completed. Katie Ehlman asks if Council feels ready to make motion to approve or would rather hold for more consider. Brody Broshears makes motion to approve UAC Strategic Plan 2017-2020, motion is seconded by Mary Jo Harper. None opposed; Strategic Plan 2017-2010 is approved.

COMMITTEE REPORTS

Academic Progress and Integrity

Brody Broshears distributes DRAFT Proposed Absence Policy Update. He explains that this statement was endorsed by UAC at February 2017 meeting but several people were not able to stay later to discuss. He explains the two changes; identifying some University sponsored activities (not exclusive list) and also highlighting what happens when there are disagreements about the actual policy. Katie Ehlman asks as a body, would UAC be ready to make a recommendation to Faculty Senate regarding this clarification of attendance policy? Mary Jo Harper makes motion to recommend to Faculty Senate, Linda Triple seconds this motion, none opposed.

Fiscal Integrity and Facilities Planning

Jeff Sickman says this sub-committee's meeting discussions have included facilities tour review of internal controls, and included Brad Will, Director of Internal Audit. Among the topics discussed were 1) fundraising/sports camps, 2) purchasing/team equipment, 3) merchandise sales by teams and 4) travel. He reports that Brad Will will look at camps and clinics first and then they will evaluate, and decide how to approach the other topics based on lessons learned. He explains that Brad Will will devise a plan for this review and will discuss with Jon Mark Hall and other offices involved. Jeff adds that this should be more of a capture of things that are not documented to give better control of procedures, which when not governed; can cause the University problems.

Student-athlete Welfare and Equity

Austin Anderson reports that the LGBTQ survey was administered in March/April of 2017. They sent to 292 student athletes and received 247 responses (84%); sent to 52 coaches and staff, received 27 responses (52%). No data available yet.

This subcommittee has reviewed results from **Student—Athlete Treatment Equity Survey** and looked through what the student athletes were saying about gender equity at the aggregate level and looked closer at any areas that stood out. He points out one area identified in their committee was Question #15 about coaching at USI. In this category, specifically Question #3 asks about equity of "Number of part-time coaches per sport." This question received a slight uptick for response "Unfair." In breakdown of these responses, 88% were female so that raises a question immediately. Looking further in the breakdown; it is indicated the entire sample of the Women's Tennis team answered this question in this way. Jon Mark Hall is asked if there is a difference between the number of coaches for the Men and the Women's Tennis Teams? Jon Mark Hall responds no, adds that he is a little confused by this response because both Men and Women's Tennis Teams have 1 each volunteer coach. Austin Anderson says that sub-committee discussions also pointed out that some of this outcome could be perception, and uses Women's Cross Country athletes possible perception that because their assistant coaches are both male, perhaps they indicate that they are less accessible? Austin reports that overall responses were

positive, 70-80% of the respondents saying fair or extremely fair. He tells Council to delve into survey further and let them know if there is something they see that they want discussed further, etc.

Governance and Compliance

Mary Jo Harper reports that the Eligibility Snapshot is now housed on the Athletics website, gousieagles.com.

Meeting is adjourned at 4:05pm.