

**Meeting Minutes**  
**University Athletics Council**  
**Wednesday, Feb. 7, 2018**  
**1:00pm**

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**PRESENT:** Austin Anderson, Linda Bennett, Brody Broshears, Alex Eaton, Katie Ehlman, Caleb Fendrich, Andrea Gentry, Jon Mark Hall, Lauren Hambrock, Matt Hanka, Mary Harper, Mike Hillyard, Brian McGuire, Mat Santoro, Jeff Sickman, Linda Tribble, Eileen Weber, Jessica Wood

**CALL TO ORDER:** Katie Ehlman calls the meeting to order at 1:00pm

**MINUTES:** Katie Ehlman asks for consideration of the meeting minutes from October 19, 2017. Motion to approve October minutes is made by Jeff Sickman, and seconded by Matt Hanka. October minutes are approved.

**PRESIDENT'S REPORT**

President Bennett announces that the Council has been populated for the next year and adds that she asked Katie Ehlman to stay on as UAC Chair and Katie has agreed. President Bennett adds that Brian McGuire has also said yes to another term. She adds that she will be sending out letters from her office very soon and asks Katie Ehlman and others to do orientation for new members this spring. She thanks all Council members for their service.

**ATHLETIC DIRECTOR'S REPORT**

Jon Mark Hall reports that Athletics had some nice events in conjunction with the Evansville Sports Corporation last fall including the NCAA Men and Women's Cross-Country Championships at Angel Mounds; with USI Men's team and one individual from the Women's team competing in that. The Small College Basketball Hall of Fame Classic (MBB) was in November at the Ford Center which included probably 3-4 of the 15 or 20 top teams in the country on the men's basketball side. USI was tied with Bellarmine for the All Sports Trophy after the fall, reminding that going into the spring, USI does not have wrestling or swimming/diving as does Bellarmine.

Jon Mark says MBB and WBB are both having good seasons right now. Also, there are high expectations from Baseball and Softball, Men's and Women's Tennis and Golf; excited about athletics in the spring semester. He adds that academically, he feels good about where the student athletes are as well.

Jon Mark is asked and confirms that it is true that USI has a student athlete on the MBB team who currently holds the highest free-throw shooting percentage of all Div I, Div II, Div III, and NBA players; Alex Stein. (Austin Anderson reminds that there are a couple of female players who have higher percentages.)

**USI LGBT ATHLETIC CAMPUS CLIMATE – AUSTIN ANDERSON**

Austin Anderson reminds Council that over the last couple of years there has been discussion of a Campus Climate Survey as it relates to LGBT issues and the student athletes. Last spring the survey was presented to Council for approval and was implemented. Austin presents on results and distributes handout (below.) Austin explains that complete presentation of the results will be scheduled in the future. Next step recommendations include attending NCAA Inclusion Conference in Indianapolis, possible external speaker, perhaps a student with a story/more personal and aimed at student athletes. Regarding educational initiatives, sub-committee intends to rely on internal expertise to facilitate conversation to fill in knowledge gaps. People can often be afraid of saying the wrong thing, so nothing is said. Austin addresses several questions posed by Council members.

## USI LGBT ATHLETIC CAMPUS CLIMATE

### DEMOGRAPHICS

| TEAM                | Athlete n  | Coach/Staff n | Total n    | SA Response Rate |
|---------------------|------------|---------------|------------|------------------|
| BASEBALL            | 38         | 2             | 40         | 100.0%           |
| BASKETBALL          | 20         | 2             | 22         | 74.1%            |
| CHEER               | 17         | 1             | 18         | 70.8%            |
| CROSS COUNTRY/TRACK | 53         | 1             | 54         | 45.7%            |
| DANCE               | 16         | 1             | 17         | 94.1%            |
| GOLF                | 10         | 0             | 10         | 83.3%            |
| SOCCER              | 40         | 5             | 45         | 71.4%            |
| SOFTBALL            | 19         | 1             | 20         | 95.0%            |
| TENNIS              | 14         | 1             | 15         | 93.3%            |
| VOLLEYBALL          | 11         | 1             | 12         | 84.6%            |
| <b>TOTAL</b>        | <b>238</b> | <b>15</b>     | <b>253</b> | <b>74.0%</b>     |

### DEMOGRAPHICS, CONT.

| CLASSIFICATION   | n  | SEXUAL IDENTITY | n   | RACE                   | n   |
|------------------|----|-----------------|-----|------------------------|-----|
| FRESHMAN         | 66 | HETEROSEXUAL    | 242 | AFRICAN AMERICAN/BLACK | 21  |
| SOPHOMORE        | 56 | GAY             | 7   | AMERICAN INDIAN        | 1   |
| JUNIOR           | 61 | LESBIAN         | 8   | ASIAN AMERICAN/ASIAN   | 4   |
| SENIOR           | 52 | BISEXUAL        | 5   | CAUCASIAN/WHITE        | 229 |
| GRADUATE STUDENT | 4  | QUESTIONING     | 4   | HISPANIC/LATINO(A)     | 6   |
| COACH/STAFF      | 24 |                 |     | MULTI RACIAL           | 6   |
|                  |    |                 |     | OTHER                  | 3   |
|                  |    | GENDER          | n   |                        |     |
|                  |    | MALE            | 119 |                        |     |
|                  |    | FEMALE          | 145 |                        |     |

- ### RESULTS
- **ATHLETIC ENVIRONMENT STATEMENTS**
    - HEALTHY LEARNING ENVIRONMENT FOR LGBT PEOPLE: 68% AGREE/STRONGLY AGREE
    - LIKELY TO BE HARASSED: 85.7% DISAGREE/STRONGLY DISAGREE
    - REFER TO LGBT PEOPLE IN DEROGATORY WAY: 82.3% DISAGREE/STRONGLY DISAGREE
    - PROHIBITED FROM WORKING WITH CHILDREN: 87.2% DISAGREE/STRONGLY DISAGREE
    - DECLINE MEMBERSHIP IN ORGANIZATION IF LGBT MEMBERS: 85.2% DISAGREE/STRONGLY DISAGREE

- ### RESULTS, CONT.
- **ATHLETIC ENVIRONMENT STATEMENTS**
    - HEARD DEROGATORY REMARKS: 12.4% AGREE/STRONGLY AGREE
    - HOMOSEXUALITY IS IMMORAL: 13.9% AGREE/STRONGLY AGREE
    - GAY COUPLES SHOULD HAVE SAME RIGHTS: 11.3% DISAGREE/STRONGLY DISAGREE
    - SICK AND TIRED OF HEARING ABOUT LGBT PEOPLE: 21.4% AGREE/STRONGLY AGREE
    - TRANSGENDERED INDIVIDUALS ARE CONFUSED: 15.0% AGREE/STRONGLY AGREE
    - LGBT MOVEMENT IS IMPORTANT: 19.2% DISAGREE/STRONGLY DISAGREE

- ### RESULTS, CONT.
- **GENERAL TAKEAWAYS**
    - 14.2% SAY LGBT TOPICS HAVE BEEN ADDRESSED BY COACHES
    - 53.0% SAY LGBT TOPICS HAVE BEEN ADDRESSED IN CLASSES
    - 30.0% SAY HAVE HEARD A TEAMMATE MAKE NEGATIVE COMMENTS ABOUT LGBT PERSONS (CONFLICT WITH PREVIOUS INFORMATION)
    - 17.3% HAVE HEARD AN OPPOSING PLAYER MAKE NEGATIVE COMMENTS ABOUT LGBT PERSONS
    - 86.7% SAY UNLIKELY LGBT ATHLETE WOULD EXPERIENCE DISCRIMINATION FROM OTHER ATHLETES; 98.0% SAY UNLIKELY FROM COACHES/ADJNS
    - 68.9% BELONG TO A RELIGION THAT FINDS HOMOSEXUALITY IMMORAL, 64.1% OF INDIVIDUALS WITHIN THAT RELIGION CONSIDER HOMOSEXUALITY IMMORAL

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| <b>COMMENTS</b>  |  |
| <ul style="list-style-type: none"> <li>I think it is very important and awesome that people care about this issue and are doing things to fix it and help make it better.</li> <li>There should be a presentation created for (LGBT) student-athletes in order for them to understand the perspective of LGBT athletes and people in general; this could create acceptance and a drop in this "Year" that people have of LGBT, and especially trans-gendered people.</li> <li>I have nothing against those who are LGBT, but I also don't necessarily support it. I have plenty of friends and family members who are either gay or lesbian, and I support them as people just not their decisions.</li> </ul> |  |

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| <ul style="list-style-type: none"> <li>Its a bit of a hidden issue, its common to hear about LGBT athletes and staff but it is rarely addressed in terms of a formal hearing or event and I feel the climate may adapt and change if this were the case</li> <li>I don't care about them in anyway and I do not want to see their physical actions take place in front of me because I feel very strongly against any gay rights and my religion is strongly against it. If I see two guys making out anywhere and I see it I would more than likely ask them to do that somewhere else because I do not want to see that. Just do not do it in front of me is my motto.</li> <li>I feel its not a problem here and bringing it up just causes more problems. Everything seems good here at Uo. We respect all</li> </ul> |  |

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| <b>QUESTIONS/NEXT STEPS</b>  |  |
| <ul style="list-style-type: none"> <li>"COMPLETE" PRESENTATION OF THE RESULTS WILL BE SCHEDULED FOR THE FUTURE             <ul style="list-style-type: none"> <li>ALL UAC MEMBERS ARE WELCOME AND ENCOURAGED TO ATTEND</li> <li>OTHER INTERESTED CAMPUS COMMUNITY MEMBERS ARE ALSO WELCOME (ANNOUNCING EVENTS FORTHCOMING)</li> </ul> </li> <li>Recommendations             <ul style="list-style-type: none"> <li>NCAA Inclusion Conference—April in Indianapolis</li> <li>Possible external speaker aimed at SA</li> <li>Educational initiatives—internal expertise                 <ul style="list-style-type: none"> <li>Scope of education: general knowledge, language, treatment</li> </ul> </li> </ul> </li> <li>QUESTIONS?</li> </ul> |  |

## COMMITTEE REPORTS

### *Student-athlete Welfare and Equity*

Austin Anderson reports that this sub-committee has been working on the Campus Climate Survey. He also reports that the proposed question(s) that they wanted to add on to Assessment Day will not be able to be added until the fall 2018, because the spring Assessment only surveys seniors.

### *Governance and Compliance*

Mary Jo Harper reports that this sub-committee met on January 23, 2018 and provides the following points of interest:

- › We reviewed the data dashboard equivalency tables- we believe that we should present data that reflects USI's athletic scholarship distribution more favorably in comparison to other GLVC conference members. We recommend removing the column showing the maximum scholarship allowed since this does not provide valuable/pertinent information and can be misleading. A better comparison would be to other GLVC schools
- › We also Questioned whether the 3-year trend provides useful information. We recommend collapsing the trending information into one column showing an average of the three years if the ad hoc dashboard committee agrees.
- › Financial Aid Processing-Caleb is working with the business office to explore alternative options for processing of board checks-currently board checks
- › Recommend utilizing information from the IPP (Institutional Performance Program) that better highlights USI student athletes and its athletic programs-since Alex indicated that she has access to more information

### *Academic Progress and Integrity*

Brody Broshears reports that this sub-committee met last week. He tells the Council that access to new IPP data, might influence the way they might change the Data Dashboard on the Academic Progress and Integrity side. They may look to eliminate some current data such as classification data and the three year trending data currently included in the Data Dashboard. He says their committee would like to have Dr. Darrin Sorrells come and provide update to the Council on Athletic Peer Coaching Program. He reports that they continue to work with the Career Services Initiative with Expressway Dodge. He reports that there seems to be a variety of ways that coaches are handling academic reporting and he feels that perhaps this is something that this sub-committee might need to tackle more comprehensively. He says that in April they will most likely report on some additional data gathered related to student athlete absences.

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

**Jeff Sickman reports that this sub-committee met on February 5, 2018 and provides the following points of interest:**

### Members

|  |                            |
|--|----------------------------|
| Finance and Administration                       | Jeff Sickman, Chair        |
| Faculty, College of Nursing & Health Professions | Jessica Wood <b>absent</b> |
| Faculty, Romain College of Business              | Brian McGuire              |
| Coach, USI Athletics                             | Mat Santoro                |
| Athletic Director                                | Jon Mark Hall              |
| University Development                           | Andrea Gentry              |
| Alumni   | Eileen Weber <b>absent</b> |

### Standing items

- I. PAC Renovation
  - a. Phase I update: **Jon Mark reported that the project is moving forward. It looks like the first phase will be completed in December 2018. The delay will affect ticket and sponsorship strategies.**
  - b. Phase II calendar: **Some parts could start during summer 2018. The current plans have the project \$3.8 million over budget. It will have to be adjusted to work within the budget. Discussed financing schedule for the second phase of the project.**

### Old Business

- I. Strategic plan revenue study: **Student is available. Jeff will talk to Steve about funding during meeting on 2/8. Estimate 10 hours per week. Jon Mark Hall, Brian McGuire, Jack Smothers, Jeff Sickman, and Alyssa Moore will meet subsequently to discuss the project.**
- II. Swimming and diving program proposal: **A cost study will be included within the scope of the strategic plan revenue study.**
- III. Softball bleachers update: **IMI is going to donate the material for the concrete pads. Jon Mark is meeting with Steve on 2/8 to discuss the purchase of the bleachers.**
- IV. Baseball and softball indoor practice facilities: **The teams are using the MAC in Mount Vernon. Athletics will pay \$4,000 (\$2,000 per sport) to use it during the spring.**

### New Business

- I. 2016-2017 EADA Report: **Jeff distributed the report and discussed its purpose. Questions may be emailed to Jeff or discussed during the next subcommittee meeting.**
- II. 2016-2017 NCAA Report: **Jeff distributed the report and discussed its purpose. Questions may be emailed to Jeff or discussed during the next subcommittee meeting.**

- III. 2017-2018 financial report: Jeff distributed the December 2017 financial reports, which included budgeted and actual amounts. Questions may be emailed to Jeff or discussed during the next subcommittee meeting.
- IV. 2018-2019 budget: Discussed project to overhaul the operating and grant-in-aid budgets through a joint project with Athletics, Budget Office, and Business Office Accounting.

Other business: The subcommittee discussed data available through the NCAA Division II Institutional Performance Program. The UAC has asked each subcommittee to recommend data for the UAC data dashboard. Our subcommittee will recommend the financial data to be displayed on the dashboard. Subcommittee members have access to the NCAA IPP; Alex Eaton emailed credentials in November. Subcommittee members should review the financial data and submit recommendations to Jeff no later than 4:30 p.m. on Monday, February 19.

Next meeting: University Athletics Council meets on Wednesday, April 11. The subcommittee will meet in late March or early April prior to the next UAC meeting on a date to be determined.

Katie Ehlman asks Council to revisit the Draft Absence Policy. She distributes handout that contains verbiage that is the present absence policy, the proposed absence policy, and the version that contains Faculty Senate modification (below.)

Katie Ehlman expresses concern that with the Faculty Senate modifier, it possibly changes the intent from clarifying the policy to changing the policy, and asks for discussion of interpretation. Dr. Bennett agrees that examination of the changes by faculty Senate take away a measure of flexibility by faculty, which is what changes the actual policy rather than the clarifier in terms of the instances in which absences can occur. It might even start to limit the ability of the faculty. Council discusses the proposed modification and decides to take the Absence Policy back to Faculty Senate to present the two versions and talk about the concerns. Katie Ehlman will reach out to Peter Whiting to try to get a spot on the Faculty Senate agenda for their scheduled meeting date of Feb. 16, 2018.

Meeting is adjourned at 2:09pm.

### **12-1-2017 – Faculty Senate Modification**

(Faculty senate endorsed the policy with one change. They endorsed the policy knowing that the fragment in purple is moved to the location as written below.)

University of Southern Indiana

*A student is expected to attend all classes. It is the responsibility of an instructor to inform the student of the consequences of absence from class. It is the responsibility of the student to keep instructors informed regarding absences from classes.*

*A student who knows of necessary class absences should consult instructors prior to the absence. **A student who misses classes is not excused from class commitments.** Instructors are expected to provide the student with an opportunity to meet class commitments when absences are for good and proper reasons (due to participation in university-sponsored activities including, but not limited to intercollegiate athletics, field trips, student government, music performances, conference attendance). Further, instructors are expected to maintain attendance records and to report excessive absences to the Registrar's Office. **When disagreements regarding this policy occur between a student and a faculty member, involved parties should reference the Academic Affairs Student Grievance and Complaints Procedures for guidance on potential paths to resolution.***

### **PROPOSED Absence Policy Update by UAC — approved endorsement by UAC in April 2017-**

As developed by the Academic Progress and Integrity Committee of the University Athletic Council – (UAC clarifications/additions are in red)

University of Southern Indiana

*A student is expected to attend all classes. It is the responsibility of an instructor to inform the student of the consequences of absence from class. It is the responsibility of the student to keep instructors informed regarding absences from classes.*

*A student who knows of necessary class absences **due to participation in university-sponsored activities (including, but not limited to intercollegiate athletics, field trips, student government, music performances, conference attendance)** should consult instructors prior to the absence. **A student who misses classes is not excused from class commitments.** Instructors are expected to provide the student with an opportunity to meet class commitments when absences are for good and proper reasons. Further, instructors are expected to maintain attendance records and to report excessive absences to the Registrar's Office. **When disagreements regarding this policy occur between a student and a faculty member, involved parties should reference the Academic Affairs Student Grievance and Complaints Procedures for guidance on potential paths to resolution.***

### **CURRENT Absence Policy**

University of Southern Indiana

*A student is expected to attend all classes. It is the responsibility of an instructor to inform the student of the consequences of absence from class. It is the responsibility of the student to keep instructors informed regarding absences from classes.*

*A student who knows of necessary class absences should consult instructors prior to the absence. A student who misses classes is not excused from the obligations to instructors. Instructors are expected to provide the student with an opportunity to meet class commitments when absences are for good and proper reasons. Further, instructors are expected to maintain attendance records and to report excessive absences to the Registrar's Office.*