



# UNIVERSITY OF NORTH ALABAMA

## ANNUAL REPORT 2017-2018

### I. Executive Summary

The members of the Athletic Committee for the 2017-18 academic year were as follows:

- Dr. Jean Ann Helm Allen (*Faculty, 2018*)
- Ms. Becca Bush (*SGA, 2018*)
- Mr. Hugo Dante (*SGA, 2018*)
- Dr. Mark Foster (*Faculty, 2018*)
- Dr. Ulrich Groetsch (*Faculty, 2018*)
- Ms. Shauna James (*by position*)
- Mr. Mark Linder (*by position*)
- Mr. Samuel Mashburn (*SGA, 2018*)
- Ms. Christa Raney (*Faculty, 2019*)
- Dr. Pat Roden (*by position*)
- Mr. David Shields (*by position*)
- Mr. Evan Thornton (*by position*)
- Ms. Kathy Underwood (*Faculty, 2020*)
- Ms. Debbie Williams (*by position*)
- Yet to be Named: Registrar (*by position*)

Ms. Christa Raney served as Committee Chair for 2017-18, and Ms. Kathy Underwood served as Vice Chair for 2017-1028. Ms. Christa Raney or Dr. Jean Ann Helm Allen is expected to serve as chair for the 2017-18 academic year. The Athletic Committee has two subcommittees. The Gender Equity Committee was chaired by Ms. Debbie Williams. The Minority Opportunity Committee was chaired by Dr. Jean Ann Helms Allen. The Minority Opportunity Sub-Committee spearheaded the Minority Student-Athlete Mentoring Program, which was chaired by Christa Raney and Daryl Brown. In addition to the work of the subcommittees, the Athletics Committee focused discussions on the welfare of student-athletes, particularly in the areas related to the transition to Division I.

## II. Committee's Charge

1. Ensure the proper role of athletics within the overall mission of the university
2. Ensure the integrity of the athletics program with regard to NCAA, Gulf South Conference, state and federal law compliance, gender equity, and support for the principles presented by the Knight Foundation's Commission on Intercollegiate Athletics
3. Review and monitor (as necessary, assist in developing) all compliance procedures and recommend institutional procedural changes based upon changes in NCAA rules
4. Assign and document responsibilities for compliance tasks
5. Work to maintain the proper perspective of athletic competition within the university life of the student-athlete
6. Monitor the academic performance and progress made by student-athletes
7. Oversee all programs designed to ensure the academic success, personal development and personal welfare of student-athletes
8. Handle all proposals affecting University policy according to section C.2 "Shared Governance Procedure for Policy Change Recommendations"
9. To submit a final written report electronically by the first contract day of the academic year to the President with a copy sent to the Chair of the Shared Governance Executive Committee

## III. The Committee met on the following dates:

September 6, 2017; October 10, 2017; November 15, 2017; January 26, 2018; February 23, 2018; March 12, 2018; and May 2, 2018.

A. A quorum was present for each of the above meeting dates.

B. The minutes for these committee meetings were recorded by Peggy Wingo who serves as the Senior Administrative Secretary for the Department of Athletics. Minutes were reviewed by the chair and forwarded to the committee via email prior to each meeting.

## IV. What were the Committee's actions and accomplishments this year relative to each of the items of the charge?

### **Athletics Committee Meeting**

**September 6, 2017**

## **I. Call to Order**

The regular meeting of the Athletics Committee was called to order at 3:30 pm on Wednesday, September 06, 2017.

## **II. Roll Call**

Present: Mrs. Christa Raney, Mrs. Shauna James, Ms. Melissa Williams (proxy for Mr. Evan Thornton), Mr. Mark Linder, Mrs. Debbie Williams, Dr. Ulrich Groetsch, Mr. Todd Vardaman, Mr. Ron Patterson, Ms. Kathy Underwood, Dr. Jean Ann Helm Allen, Dr. Pat Roden, Dr. Mark Foster, Mr. Samuel Mashburn, Ms. Rebecca Bush

Absent: Mr. David Shields, Mr. Dante Hugo

## **III. Approval of minutes from the Athletics Committee meeting on April 26, 2017**

Dr. Jean Ann Helm Allen made the motion to approve the minutes. The minutes were approved as read.

## **IV. Faculty Athletic Representative Report**

Dr. Pat Roden stated that the testing for Division II Coaches Certification was completed. Coaches must pass the certification test before they can recruit off campus. The test must be taken yearly. Next year, coaches must pass the Division I coaches certification test.

Dr. Roden stated that she has had a conversation with the Dean of Arts and Sciences regarding student-athletes' major declaration within the major of IDS. She also reported from the Regional Rules Seminar where it was discussed using two levels of major declaration, intent and formal declaration. This issue is a campus wide issue. Another concern was expressed related to the curriculum changing in the middle of an academic year. The support of proper advisement related to catalog year and declared major was also discussed.

Mrs. Christa Raney, chair of the Athletics Committee, will draft a letter regarding curriculum changing. Once the letter is drafted, Christa will email the letter to the Athletics Committee. When the letter has been reviewed and approved, the letter will be sent to the President.

## **V. Minority Opportunity Committee Report**

Christa updated the committee on the mentoring program. The mentees will be identified after the 1<sup>st</sup> grade check has been returned from the student-athletes. An email will be sent to the former mentor participants asking if they would like to volunteer in the mentoring program again. An exit survey was given to the mentees in the spring of 2017. From the survey, some of the mentees stated they didn't know what the program was about. An education component will be added to the mentoring program, and former mentees will be asked to speak to the new mentees for 2017-18.

## **VI. Gender Equity Report**

In the spring of 2017, coaches had concerns regarding the salaries of assistant coaches. Salary comparison data was reviewed by the Gender Equity Committee and brought forth to the Athletics Committee. The Athletics Committee voted unanimously to support an in-depth study by UNA Human Resources to compare assistant coaches' salaries to peer institutions.

On July 1, 2017, coaches were able to receive an increase in pay based on years of experience in coaching. The plan is to get coaches to mid-point based on their years of experience. 1 to 5 years would receive 85%; 5 to 10 years would receive 95% and over 10 years, 100%.

Mrs. Debbie Williams stated that the Gender Equity Committee is scheduled to meet on September 26, 2017.

## **VII. Athletic Director's Report**

The Athletics Committee reports to the President of the University. The NCAA rules state the President must oversee the Athletics Committee. There are two sub-committees of the Athletics Committee, the Gender Equity Committee (GEC) and the Minority Opportunity Committee (MOC). The purpose of the GEC is to achieve gender equity in its intercollegiate athletics programs and to make sure that the institution continues to comply with NCAA operating principles regarding the participation of women in intercollegiate athletics and with Title IX regulations. The purpose of the MOC is to guide the University of North Alabama in its continuing efforts to achieve minority opportunity and equity in its intercollegiate athletics programs and to ensure that the institution continues to comply with NCAA operating principles regarding the participation of minorities in intercollegiate athletics. The Minority Student-Athlete Mentoring Program is an initiative of the Minority Opportunity Committee. The mentor program provides UNA student-athletes with valuable assets they can use in everyday life, including time management, social skills, and organizational skills. These talents, paired with their degree, can help improve their quality of life once they leave the University of North Alabama.

Strategic planning guides are used for both committees. The Athletics Committee will review the strategic planning guides for both sub-committees at the next scheduled Athletics Committee meeting.

The Division I application, strategic plan, and a \$1.6M check was sent to the ASUN. In 2018-19, thirteen of UNA's sports will be inserted into the ASUN schedule. In 2019-20, UNA Football will be inserted into the Big South Conference schedule. In 2018, UNA Football will be an independent and will be playing against FCS opponents. UNA Athletics will submit a waiver requesting from the NCAA to allow UNA to count in the rating system for Division I opponents. With the waiver, UNA would be more valuable to opponents.

In July 2017, UNA Athletics signed an Adidas contract with the Athletic Shop. In the fall of 2018, UNA Athletics will buy Adidas gear, clothing, and supplies directly from Adidas. The exact date for the transition has yet to be determined.

A Division I transition committee will be developed. The committee will begin in July 2018, and it will be a 4-year transition committee. The committee will be appointed by the President. If Athletics Committee members would like to serve on the Division I transition committee, they are to contact Mark Linder.

Student-athletes for the spring 2017 averaged a 3.0 for the term. APR (Academic Progress Rate) is critical at the Division I level. Scholarships and post-season opportunities could be lost if performance in the classroom does not meet the minimum standard for APR.

The ASUN conference is looking at membership expansion, which would result in more games for UNA Athletics in 2018-19.

In the summer of 2018, Flowers Hall will be renovated. The floor will be replaced as well as the bleachers. The hospitality area will be used as an academic center during the daytime. UNA Athletics will also purchase a mobile ESPN production studio.

ASUN visited the campus on July 26-27, 2017. The ASUN visit went well and reported only one concern. They recommended creating a position in the registrar's office be a dedicated staff member for compliance for the Athletics Department. Mr. Ron Patterson fully supports the recommendation. The staff member would require previous experience from another Division I school.

Data was received from a 3<sup>rd</sup> party license retailer regarding local retailers in the area. Retail for UNA gear was up from last year by 22%.

In July 2017, an assistant athletic trainer resigned before UNA could terminate him. The trainer was suspended in March 2017 for allegations of inappropriate sexual contact with a student during medical treatment. He was removed from campus in March and was banned from contact with students. UNA investigated and concluded that the trainer violated UNA policy.

## **VIII. New Business**

The committee discussed the vice-chair position for the committee. Ms. Kathy Underwood will serve as vice-chair for 2017-18, and Mrs. Christa Raney will serve as the chair for the Athletics Committee for 2017-18 and 2018-19 terms.

## **IX. Adjourn**

The next Athletics Committee will meet on Tuesday, October 10, 2017. The meeting was adjourned.

## **Athletics Committee Meeting**

**October 10, 2017**

### **X. Call to Order**

The regular meeting of the Athletics Committee was called to order at 3:30 pm on Tuesday, October 10, 2017.

### **XI. Roll Call**

Present: Mrs. Christa Raney, Mrs. Shauna James, Mr. Evan Thornton, Mr. Mark Linder, Mrs. Debbie Williams, Dr. Ulrich Groetsch, Mr. Todd Vardaman, Mr. Ron Patterson, Ms. Kathy Underwood, Dr. Pat Roden, Ms. Rebecca Bush, Mr. Hugo Dante

Absent: Dr. Jean Ann Helm Allen, Mr. Samuel Mashburn

### **XII. Approval of minutes from the Athletics Committee meeting on September 6, 2017**

Mr. David Shields made the motion to approve the minutes and Dr. Pat Roden seconded the motion. The minutes were approved as read.

### **XIII. Faculty Athletic Representative Report**

Mrs. Christa Raney drafted letters to be sent to President Kitts regarding curriculum concerns and the recommendation for a full-time position in the Registrar's office. The position in the Registrar's office would be certifying officer with the designated responsibility of overseeing student-athlete compliance.

The Athletics Committee reviewed the curriculum concerns and the recommendation for a full-time position letters. The timeline was discussed for the full-time position in the Registrar's office. Christa will add the timeline to the letter to fill the position in the Registrar's office by spring 2018. Dr. Pat Roden made to motion to approve the letters with the changes of adding the timeline to the full-time position in the Registrar's letter. Mr. Hugo Dante seconded the motion. The motion was unanimously approved.

### **XIV. Minority Opportunity Committee Report**

The Minority Opportunity Committee will meet on Wednesday, October 25, 2017 at 2:00 pm. The committee will review the Minority Opportunity Committee strategic plan.

Mrs. Christa Raney will step down as the chair of the Minority Opportunity Committee (MOC) since she is the chair of the Athletics Committee. Christa asked for nominations for the chair of the Minority Opportunity Committee. Dr. Jean Ann Helm Allen volunteered to serve as the

chair for the MOC. The Athletics Committee voted unanimously for Dr. Jean Ann Helm Allen to serve as the MOC chair.

Mr. Daryl Brown will send a letter to faculty and staff requesting volunteers for the Minority Student-Athlete Mentoring program.

#### **XV. Gender Equity Report**

The Gender Equity Committee is scheduled to meet on December 6, 2017 at 2:00 pm. The committee will review the Gender Equity Committee strategic plan at the meeting.

#### **XVI. Athletic Director's Report**

Mr. Mark Linder discussed the APR and Division I accountability with the Athletics Committee. Division I programs are held to higher academic standards.

- Initial Eligibility
- Continuing Eligibility
- Transfer Eligibility

UNA Athletics will add two professional staff member with Division I experience

- Compliance
- Academic Advisor

APR is a team-based matrix that acts for the eligibility and retention of each student-athlete for each academic team.

- Point system per student-athlete per semester
- Minimum average .930 on 4-year average

The consequences of not meeting standards for APR are:

- A coach's APR follows coach through career

Academic performance is important. Student-athletes may need to take summer classes to remain on track, to remain eligible to play, and to graduate on time.

#### **XVII. New Business**

A Division I committee will be formulated. Members who will be selected for the committee will be notified by the President's office.

#### **XVIII. Adjourn**



The next Athletics Committee will meet on Wednesday, November 15, 2017. The meeting was adjourned.

### **Athletics Committee Meeting**

**November 15, 2017**

#### **XIX. Call to Order**

The regular meeting of the Athletics Committee was called to order at 3:30 pm on Wednesday, November 15, 2017.

#### **XX. Roll Call**

Present: Ms. Christa Raney, Ms. Shauna James, Mr. Mike Nelson (proxy for Mr. Evan Thornton), Mr. Mark Linder, Ms. Debbie Williams, Mr. Todd Vardaman, Ms. Sherri Hester, Ms. Kathy Underwood, Dr. Jean Ann Helm Allen, Mr. Samuel Mashburn, Mr. David Shields

Absent: Dr. Ulrich Groetsch, Mr. Hugo Dante, Ms. Rebecca Bush, Dr. Pat Roden

#### **XXI. Approval of minutes from the Athletics Committee meeting on October 10, 2017**

The following changes will be made to the minutes for the Athletics Committee meeting on October 10, 2017. Under the Minority Opportunity Committee report, Dr. Jean Ann Helm Allen volunteered to serve as the chair of the Minority Opportunity Committee prior to the Athletics Committee meeting on October 10, 2017. Mr. David Shields made the motion to approve the minutes with the amended changes and Dr. Jean Ann Helm Allen seconded the motion. The minutes were approved.

#### **XXII. Faculty Athletic Representative Report**

Dr. Ross Alexander, Vice President for Academic Affairs and Provost, contacted Ms. Christa Raney regarding the letter requesting a full-time certifying officer position in the Registrar's office with the designated responsibility of overseeing student-athlete compliance. Dr. Alexander stated that the request for the position was approved and will be filled by the end of spring 2018.

The committee discussed the honors cords for the student-athletes at graduation. Dr. Pat Roden will be asked to give an update on the honors cords at the next scheduled Athletics Committee meeting.

#### **XXIII. Minority Opportunity Committee Report**

The Minority Opportunity Committee (MOC) met on Wednesday, October 25, 2017. The committee reviewed the Minority Opportunity Committee strategic plan. The committee will add completion dates to the strategic plan to show progress for action items for the MOC.

Christa updated the committee on the mentoring program progress. There is a total of 10 mentees and mentors for the Minority Student-Athlete Mentoring Program. A kick-off for the mentoring program will take place before the fall semester ends.

#### **XXIV. Gender Equity Report**

The Gender Equity Committee is scheduled to meet on December 6, 2017 at 2:00 pm. The committee will review the Gender Equity Committee strategic plan at the meeting.

#### **XXV. Athletic Director's Report**

Mr. Mark Linder updated the committee on the following:

- UNA Athletics received notice that USC Upstate is leaving the ASUN Conference.
- According to a study done by UNA, retention rates increase when students live on campus. UNA Athletics is discussing whether to require all student-athletes to live on campus. If student-athletes were required to live on campus that would need to meet a minimum GPA to live off campus.
- Mark Linder, Matt Daniels, Manager of UNA Athletics Facilities and Operations, and Michael Gautney, Assistant Vice President for Administration and Planning meet weekly to discuss the renovation in Flowers Hall. The entire renovation for Flowers Hall is scheduled to be completed by November 2018.
- Student-athletes in fall sports (football, men's basketball, women's basketball, soccer, and volleyball) will take 3 hours of summer school classes to help keep them on track to graduate.
- UNA Athletics could possibly drop Indoor/Outdoor Track. The sports Beach Volleyball and Women's Golf were discussed as possible sports to be added.
- The retail growth for UNA gear has increased by 30%.
- At the beginning of January 2018, the Athletics Department will add the position, assistant strength coach.
- The Athletics Training department was discussed. With new regulations graduate assistants in the training department must have their master's degree before they can be certified. The Athletics Department is discussing using a 3<sup>rd</sup> party to take over the training department.
- A request regarding increasing the stipend for the graduate assistants in the Athletics Department to the Strategic Budget and Planning Committee was submitted. The request is to make the position universal in nature of funding.
- A position for an assistant in compliance for Athletics Department will be posted. The person would oversee APR.

#### **XXVI. Adjourn**

The next Athletics Committee will meet in January 2018. The meeting was adjourned.

## **Athletics Committee Meeting**

**January 26, 2018**

### **XXVII. Call to Order**

The regular meeting of the Athletics Committee was called to order at 1:00 pm on Friday, January 26, 2018.

### **XXVIII. Roll Call**

Present: Ms. Christa Raney, Ms. Shauna James, Mr. Evan Thornton, Mr. Mark Linder, Ms. Debbie Williams, Mr. Todd Vardaman, Ms. Lillian Akin (proxy for Ms. Sherri Hester), Ms. Kathy Underwood, Dr. Jean Ann Helm Allen, Ms. Rebecca Bush, Dr. Pat Roden, Tate Gooch (proxy for Mr. Hugo Dante), Dr. Mark Foster

Absent: Dr. Ulrich Groetsch, Mr. Samuel Mashburn, Mr. David Shields

### **XXIX. Approval of minutes from the Athletics Committee meeting on November 15, 2017**

The minutes to the meeting on November 15, 2017 will be amended. Dr. Mark Foster's name will be added to the present list for the Athletics Committee meeting on November 15, 2017. Dr. Pat Roden made the motion to approve the minutes with the amended changes, and Dr. Jean Ann Helm Allen seconded the motion. The minutes were approved.

### **XXX. Faculty Athletic Representative Report**

Dr. Pat Roden updated the committee on the Chi Alpha Sigma Honor Society for student-athletes. Any NCAA or NAIA school must complete a member application and enrollment fee of \$125.00. The initial application fee for universities is \$125.00. To maintain membership, institutions must pay an annual fee of \$75.00. Two hundred eighty four institutions are members of the Chi Alpha Sigma Honor Society. Since UNA will transition to Division I on July 1, 2018, Dr. Roden will complete the application fee after July 1, 2018. Dr. Roden recommended that the FAR to advise the Chi Alpha Sigma Honor Society.

The Chi Alpha Sigma recognizes students who receive a varsity letter in their sport while maintaining a 3.4 or higher cumulative GPA throughout their junior and/or senior years. There are certain criteria that a student-athlete must meet:

- Must attend a four-year accredited college or university that is a member of the NCAA or NAIA

- Must have earned a letter in a varsity intercollegiate sport sponsored by the NCAA or the NAIA
- Must have achieved at least junior academic standing by the fifth semester or seventh quarter as determined by the certifying institution
- Must have achieved a minimum cumulative 3.4 or equivalent grade point average by the time of the selection process. Local chapters may require a higher minimum cumulative grade point average, if they choose
- Must have endorsement from the head coach of his/her sport
- Must have official documentation from the registrar's office as to class standing and grade point average
- Must be recommended by the college or university Chapter Advisor
- Must be of good moral character

Dr. Pat Roden stated that academic night for student-athletes is scheduled for Thursday, February 22, 2018 and will be held during halftime of the men's basketball game in Flowers Hall. Dr. Roden proposed that members of the Athletics Committee be recognized at the game. UNA Faculty, staff, and members of the Athletics Committee will get in free to the basketball games on February 22, 2018. The committee was in agreement with Dr. Roden's proposal.

Dr. Pat Roden is going to recommend to coaches to create a letter with absentee dates. The letter with absentee dates for student-athletes will be given to the student-athlete. When student-athletes are absent from classes, they should bring the letter to their teacher with a list of potential dates they will miss class for game travel.

### **XXXI. Minority Opportunity Committee Report**

The kick-off for the Minority Student-Athlete Mentoring program was December 5, 2017. Mentors and mentees met at the Outdoor Adventure Center. All mentees attended, and eight of the mentors attended. Ms. Christa Raney and Dr. Daryl Brown will email monthly updates to mentors. The committee discussed events for mentors and mentees. Ms. Rebecca Bush stated that Light the Fountain is scheduled for March 14, 2018 and would be a good event for mentors and mentees to attend.

### **XXXII. Gender Equity Report**

The Gender Equity Committee met on December 6, 2017 at 2:00 pm. The committee reviewed the Gender Equity Committee strategic plan at the meeting. The updated Gender Equity Strategic Plan will be emailed to the Athletics Committee. The Gender Equity Committee will meet three or four times a year. Before each meeting, an email will be sent to members of the Gender Equity Committee asking for agenda items for the meeting.

### **XXXIII. Athletic Director's Report**

Mr. Mark Linder updated the committee on the following:

- Coach Stephanie Radecki has taken the position as the head volleyball coach at the University of Southern Mississippi. UNA has posted the head volleyball coach position.
- Matt Daniels, Facilities and Game Operations manager for UNA Athletics, will resign as of March 1, 2018. He will be the new FCA representative. A position for a Facilities and Game Operations manager will be posted.
- UNA Athletics will host the NCAA Division II Men's Golf Championship in May 2018.
- Mr. Mark Linder, Mr. Evan Thornton, and Mr. David Shields meet every two weeks to discuss UNA housing.
- UNA Athletics has committed two NCAA violations. Two student-athletes on the indoor track program were not eligible to travel with the team, which is a violation.
- Coach Heath White resigned as the Interim Head Cross Country/Track coach.
- A position for the head coach for cross country will be posted.
- A Division I transition team will be created. The transition team is required by the ASUN.
- Ms. Sherry Kennemer was hired as the coordinator for compliance in Athletics.
- Renovations on the main court in Flowers Hall will begin on March 19, 2018. The main court in Flowers Hall should be done by graduation in May 2018. The seating will begin after UNA graduate in May and should be completed by fall 2018.
- Beach volleyball and women's golf have been added as new sports for UNA Athletics. Mark Linder has been working with the city of Florence trying to secure a site for beach volleyball.
- The complex for UNA Tennis is in need of repair.

#### **XXXIV. Old Business**

The Athletics Committee sent a letter in October 2017 to Dr. Ken Kitts regarding curriculum concerns about major declaration, mid-year changes, and academic advisement. Dr. Kitts recommended that the Athletics Committee invite Dr. Ross Alexander and Mr. Ron Patterson to an Athletics Committee to discuss the curriculum concerns. Dr. Pat Roden stated the curriculum issues affected all students, not just student-athletes.

At the next Athletics Committee meeting in February, the committee will formalize curriculum concerns. Dr. Ross Alexander and Mr. Ron Patterson will be invited to the Athletics Committee meeting in March 2018.

Ms. Christa Raney discussed the rotation of faculty on the Athletics Committee. The Athletics Committee consists of five faculty members, seven staff members who serve by position, and three SGA members. Faculty members serve a three-year term. Only faculty members of the

Athletics Committee can serve as Chair or Vice-Chair. In 2018, three faculty members will roll off the committee, which creates problems with chairing the Committee. The Committee prefers a rotation in which either one or two faculty members roll off each year. With the support of the Athletics Committee, Ms. Christa Raney is going to recommend to the Shared Governance committee that the rotation scheduled be revised. Furthermore, she will suggest that one faculty member term year that was to end in 2018 be extended to 2019. Ms. Kathy Underwood proposed that Ms. Christa Raney formally recommend to the Shared Governance Committee to extend the year to 2019 for a faculty member whose term will end in 2018. Dr. Pat Roden seconded the motion. The motion was approved.

#### **XXXV. New Business**

A reception will be held for Coach Stephanie Radecki at 2:00 pm on Friday, January 26, 2018, in the Flowers Hall Hospitality Room.

#### **XXXVI. Adjourn**

The next Athletics Committee will be in February 2018. Dr. Pat Roden made the motion to adjourn the meeting, and Dr. Jean Ann Helm Allen seconded the motion. The meeting was adjourned.

### **Athletics Committee Meeting**

**February 23, 2018**

#### **XXXVII. Call to Order**

The regular meeting of the Athletics Committee was called to order at 1:30 pm on Friday, February 23, 2018.

#### **XXXVIII. Roll Call**

Present: Ms. Christa Raney, Ms. Corrie Dalrymple (proxy for Ms. Sherri Hester), Mr. Evan Thornton, Mr. Mark Linder, Ms. Debbie Williams, Mr. Todd Vardaman, Dr. Jean Ann Helm Allen, Ms. Rebecca Bush, Dr. Pat Roden, Mr. Hugo Dante

Absent: Dr. Ulrich Groetsch, Mr. Samuel Mashburn, Mr. David Shields, Ms. Shauna James, Ms. Kathy Underwood, Dr. Mark Foster

#### **XXXIX. Approval of minutes from the Athletics Committee meeting on February 23, 2018**

Ms. Christa Raney asked the Athletics Committee members to review the minutes from the meeting on January 26, 2018. The minutes were approved as read.

## **XL. Faculty Athletic Representative Report**

Dr. Pat Roden stated that she had asked fellow FAR's about soliciting grade checks to faculty. The Athletics Committee discussed using electronically grade checks instead of hard copy grade checks.

## **XLI. Minority Opportunity Committee Report**

The Minority Opportunity Committee will meet on Wednesday, March 14, 2018.

Mentors and mentees will be invited to the Wendell W. Gunn University Commons Naming Ceremony and the Light the Fountain event on March 14, 2018. The committee discussed eating a meal with the mentors in the Commons Building or the GUC on March 14, 2018.

## **XLII. Gender Equity Report**

The Gender Equity Committee will meet on March 1, 2018. A request was sent to the Gender Equity Committee members asking for itinerary items before the meeting.

## **XLIII. Athletic Director's Report**

Mr. Mark Linder updated the committee on the following:

- Mr. Todd Vardaman was the chair of the search committee for head volleyball coach position. Four candidates for the position were brought on-campus.
- For the UNA Track team to compete there must be 14 members on the team. There is 13 members on the team. For the rest of the spring 2018 season, the UNA Track team will not compete as a team. The track members may run unattached if they choose.
- Matt Daniels, Facilities and Game Operations manager for UNA Athletics, will resign as of March 1, 2018. He will be the new FCA representative. Kyle Conkle has been hired as the Facilities and Game Operations manager. His begin date will be March 1, 2018.
- Renovations on the main court in Flowers Hall will begin on March 19, 2018. The main court in Flowers Hall should be done by graduation in May 2018. The seating will begin after UNA graduation in May and should be completed by fall 2018.
- The 2018-19 UNA Football schedule is complete.
- UNA Athletics received compliant regarding the handicap parking at Braly Stadium from the Office of Civil Rights. The law requires six parking spots for handicap accessibility. Beside Braly Stadium (by the ticket booth), there are seven handicap parking spaces; beside the gas station, which is adjacent to Braly Stadium, there are 25 additional handicap spaces. The letter also included complaints regarding the seating at Braly Stadium. Florence City Schools was notified of the complaint.
- Academic night was February 22, 2018. Over 200 student-athletes were recognized for their academic achievement.

#### **XLIV. Old Business**

Ms. Christa Raney drafted and sent a letter to Dr. Lee Renfroe regarding the rotation of faculty on the Athletics Committee. The faculty members on the Athletics Committee will roll off as a “2-2-1” term expiration. Dr. Jean Ann Allen’s term to serve on the committee has been extended for one-year.

The committee discussed the rules as to who will chair the committee. The faculty members of the Athletics Committee will continue to serve as chair and vice-chair.

Dr. Ross Alexander and Mr. Ron Patterson will attend the next Athletics Committee meeting, which is scheduled for March 12, 2018. The Athletics Committee discussed the agenda items that will be discussed with Dr. Alexander and Mr. Patterson:

- The FYE class is not part of the graduation requirement but it is mandatory
- The change of major and the change in catalog is not automatic
- The changing of the curriculum within the academic year
- Return to the policy that curriculum changes become effective with the beginning of the fall semester and halt the changes that go into effect at midyear or the summer term
- Create a clearly delineated process along with timelines for how transfer transcripts are processed and routed through admissions

#### **XLV. New Business**

Ms. Sherry Kennemer will be invited to the next Athletics Committee meeting.

#### **XLVI. Adjourn**

The next Athletics Committee will be on Monday, March 12, 2018 at 1:30pm.

**Athletics Committee Meeting**

**Self Field House**

**March 12, 2018**

#### **XLVII. Call to Order**

The regular meeting of the Athletics Committee was called to order at 1:30 pm on Monday, March 12, 2018.



## **XLVIII. Roll Call**

Present: Ms. Christa Raney, Mr. Evan Thornton, Mr. Mark Linder, Ms. Debbie Williams, Mr. Todd Vardaman, Dr. Jean Ann Helm Allen, Mr. Jose Figueroa (proxy for Ms. Rebecca Bush), Dr. Pat Roden, Mr. David Shields, Ms. Shauna James, Ms. Kathy Underwood, Dr. Mark Foster, Ms. Sherri Hester, Ms. Sherry Kennemer, Mr. Ron Patterson, Dr. Ross Alexander

Absent: Dr. Ulrich Groetsch, Mr. Samuel Mashburn, Mr. Hugo Dante

## **XLIX. Approval of minutes from the Athletics Committee meeting on February 23, 2018**

Ms. Christa Raney asked the Athletics Committee members to review the minutes from the meeting on February 23, 2018. The minutes were approved as read.

### **L. Guests – Mr. Ron Patterson, Chief Enrollment Officer, and Dr. Ross Alexander, Vice President for Academic Affairs and Provost**

Mr. Ron Patterson and Dr. Ross Alexander were invited to the Athletics Committee meeting on March 12, 2018, to discuss the issues regarding curriculum concerns, change of major, FYE, and timelines for how transfer transcripts are processed.

- The FYE class is not part of the graduation requirement but is mandatory requirement.
  - While evaluating the requirements for graduation, the FYE doesn't factor into the percentage toward degree.
  - The FYE course is not on the check sheet nor the degree requirement check sheet.
  - Dr. Alexander will review the concern and look at a proposal for the FYE class.
- The change of major and the change in catalog is not automatic.
  - Students must fill out a Change of Major form when changing major. The form requires department chair approval if catalog year change is requested.
  - Dr. Alexander and Mr. Patterson will revisit the policy and will provide an update.
- The changing of the curriculum within the academic year: return to the policy that curriculum changes become effective with the beginning of the fall semester and halt the changes that go into effect a midyear or the summer term.
  - The advising check sheet is at times updated from fall to spring, which causes concerns. Addendums in the catalog are approved after semester has begun.
  - Dr. Alexander and Mr. Patterson will review and will provide an update.

- Create a clearly delineated process along with timelines for how transfer transcripts are processed and routed through admissions.
  - A certifying officer will be hired in the Registrar's office. The certifying officer will work closely with the athletics department.

## **LI. Faculty Athletic Representative Report**

Dr. Pat Roden stated that she is serving on the search committee for the Certifying Officer position.

## **LII. Minority Opportunity Committee Report**

The Minority Opportunity Committee will meet on Tuesday, March 13, 2018.

Mentors and mentees are invited to attend the Wendell W. Gunn University Commons Naming Ceremony at 5:00 pm and the Light the Fountain event at 7:00 pm on March 14, 2018. The mentors and mentees are also invited eat at the Mane Market as a group beginning at 5:30 pm on March 14, 2018.

## **LIII. Gender Equity Report**

Ms. Debbie Williams provided a report from the Gender Equity Committee meeting on March 1, 2018.

- The UNA Athletics Department has implemented a sport oversight administrator in the hopes of streamline the flow of information. The administrator will be the contact person for the coach within the department and will travel with the team in post-season.
- Mr. Bob White has been hired as the new head volleyball coach for UNA Athletics. His begin date is March 5, 2018.
- The UNA tennis courts have foundation issues. The courts are 30+ years old. UNA Athletics is reviewing the issues of the courts and will speak with a professional regarding the issues on March 21, 2018
- Renovations on the main court in Flowers Hall will begin on March 19, 2018. The main court in Flowers Hall should be done by graduation in May 2018. The seating will begin after UNA graduation in May and should be completed by fall 2018.
- The old racquetball court in the Self Field House is under renovation. The court will be offices for the graduate assistants. Currently, two of the assistant basketball coaches do not have an office.
- UNA Athletics and the city of Florence are currently searching for a site for beach volleyball.

- At the UNA softball field, Comcast has installed internet for the softball locker room and the press box.
- UNA Athletics has purchased the Game Plan software. The software is an educational software for student-athletes and staff. Game Plan is an e-learning educational software to educate student-athletes and staff on foundational courses such as sexual violence, hazing, life after athletics, mentoring, and more. Athletes will be required to watch a seven minute video on different topics.

#### **LIV. Athletic Director's Report**

Mr. Mark Linder updated the committee on the following:

- The UNA Softball program is doing well. As of March 12, 2018, the record for UNA Softball is 20-2.
- The UNA Women's Basketball program did well for the 2017-18 season. The record for the 2017-18 was 24-5.
- Mr. Mark Linder, Mr. David Shields, and Mr. Evan Thornton meet bi-weekly to discuss on-campus housing. Surveys show that graduation rates increase for that students live on-campus. In the fall of 2018, student-athletes receiving scholarships that include housing will be required to live on campus. There will be some exceptions to live off-campus, but must be approved by Mark Linder.
- UNA Athletics did not renew Coach Bobby Champagne's contract. The position for the head men's basketball coach will be posted immediately.
- The position for the assistant volleyball coach has been posted.
- The position for the head cross country coach has been posted.

#### **LV. New Business**

Mr. David Shields stated that UNA will reform the Omicron Delta Kappa Leadership Honor Society. At least two student-athletes, sophomores or juniors, will be inducted into the honor society in the spring of 2018. Mr. David Shields will contact Mr. Todd Vardaman for names of student-athletes that meet criteria for the honor society.

#### **LVI. Adjourn**

The Athletics Committee meeting was adjourned.

**Athletics Committee Meeting**

**Self Field House**

**May 2, 2018**

## **LVII. Call to Order**

The regular meeting of the Athletics Committee was called to order at 1:30 pm on Wednesday, May 2, 2018.

## **LVIII. Roll Call**

Present: Ms. Christa Raney, Mr. Evan Thornton, Mr. Mark Linder, Ms. Debbie Williams, Mr. Todd Vardaman, Dr. Pat Roden, Mr. David Shields, Ms. Shauna James, Ms. Corrie Dalrymple

Absent: Dr. Ulrich Groetsch, Mr. Samuel Mashburn, Mr. Hugo Dante, Dr. Jean Ann Helm Allen, Ms. Rebecca Bush, Ms. Kathy Underwood, Dr. Mark Foster

## **LIX. Approval of minutes from the Athletics Committee meeting on March 12, 2018**

Ms. Christa Raney asked the Athletics Committee members to review the minutes from the meeting on March 12, 2018. The minutes were approved as read.

## **LX. Faculty Athletic Representative Report**

Dr. Pat Roden stated that she had her first Faculty Athletic Representative Conference call with the ASUN. The ASUN Faculty Athletic Representatives have a greater voice in conference decisions.

## **LXI. Minority Opportunity Committee Report**

Mentees in the Student-Athlete Minority Mentoring program were asked to complete an end of the year questionnaire regarding the mentoring program. The questionnaire is anonymous. Three of the questionnaires were returned with feedback. One of the mentees stated that his mentor helped him with academics and helped him find tutors. Others stated they would like the mentors to get to know them more.

Christa stated that she planned to send an email to the mentors asking for feedback as well.

## **LXII. Gender Equity Report**

Ms. Debbie Williams stated that the Gender Equity Committee met on March 1, 2018 and would meet again in the fall of 2018.

## **LXIII. Athletic Director's Report**

Mr. Mark Linder updated the committee on the following:

- The UNA Softball program is doing well and will host the GSC Softball Tournament on May 3-6, 2018.

- The UNA Baseball team will compete in the GSC Baseball Tournament. They will travel to Delta State University in Cleveland, MS.
- The official date that UNA will transition to Division I is July 1, 2018. UNA Athletics will launch the Rise and Roar campaign.

The Division I Work Group draft was distributed to the Athletics Committee to review and discuss. The NCAA and the ASUN require the work group. The work group would be established from July 2018 to June 2022. The chair of the work group would be someone outside of Athletics. The work group will need approval from the Shared Governance Committee. To be reviewed by the Shared Governance Executive Committee the Athletics Committee or the President's office must submit a formal request by Friday, May 4, 2018.

The committee discussed calling the work group a transition team instead of a work group. Since the work group or transition team will be a four-year group, the committee discussed—with the approval of the Shared Governance Executive Committee—that the group function outside of Shared Governance. The transition team or work group would make sure that bench marks are completed by due dates.

#### **LXIV. Old Business**

Christa Raney and Todd Vardaman received an email regarding the FYE class for students. The FYE class is not part of the graduate requirement and is currently being reviewed by the Academic Affairs office.

#### **LXV. Adjourn**

The Athletics Committee meeting was adjourned.

#### **V. What were the Committee's formal recommendations this year?**

The Committee made several formal recommendations. First, on October 25, 2017, the Committee recommended that the University develop the position of a full-time Certifying Officer in the Registrar's Office with the designated responsibility of overseeing student-athlete compliance. Furthermore, the committee requested that the position be filled during Spring 2018 and that the staff member's qualifications should include previous experience with Division I Athletics. The Committee received notice from Dr. Ross Alexander that the position of a full-time Certifying Officer in the Registrar's Office with the designated responsibility of overseeing student-athlete compliance would be funded. The job ad was placed in Spring 2018 and is currently being filled.

Second, the Committee discussed curriculum issues affecting student-athletes and made the following formal recommendations to President Kitts (also on October 25, 2017):

1. Create a distinction between a student indicating an interest in a major (such as when they fill out an application for admission) and formally declaring a major.
2. Encourage all departments to maintain correct checklists on the webpage for all viable catalog years.
3. Encourage all departments to provide proper academic advisement, taking into consideration the proper catalog year.
4. Return to the policy that curriculum changes become effective with the beginning of the fall semester and halt the changes that go into effect at midyear or the summer term.
5. Create a clearly delineated process along with timelines for how transfer transcripts are processed and routed.

On October 27, 2017, President Kitts forwarded the recommendations to Dr. Ross Alexander and Mr. Ron Patterson. Moreover, On December 15, 2017, President Kitts suggested that the committee invite Dr. Alexander and Mr. Patterson to a committee meeting. On March 12, 2018, Dr. Alexander and Mr. Patterson attended the Athletics Committee meeting to discuss these issues, along with credit-hour concerns involving the FYE class. The discussions were productive, and Dr. Alexander and Mr. Patterson will continue to investigate the issues and report back to the committee.

Next, on February 7, 2018, the committee made a formal recommendation to Dr. Lee Renfro, Chair of the Shared Governance Executive Board, to revise the rotation schedule of faculty members on the Athletics Committee by extending the service term of Dr. Jean Ann Helms Allen, moving from “3-1-1” rotation to “2-2-1” rotation. On February 16, 2018, the committee received email notification of approval of the 1-year extension for Dr. Allen to be a 2019 term expiration to address this particular issue with this particular committee.

Last, on May 3, 2018, President Kenneth Kitts proposed to the Shared Governance Executive Committee (SGEC) the establishment of a Division I Transition team to meet the National Collegiate Athletics Association (NCAA) and the Atlantic Sun Conference (ASUN) requirements. He asked for a representative from the Student Government Association, the Faculty Senate, and the Staff Senate to serve on the transition team. The team will need a time frame of four years to navigate the University through a success transition. Although this recommendation was not from the Athletic Committee, the Athletic Committee will work with the Division I Transition team to ensure compliance and completion of all requirements.

## VI. What does the Committee plan to accomplish?

### A. In the coming year?

- a) The Committee will work with the NCAA/ASUN Division-I Transition Team to ensure the University of North Alabama meets all DI requirements.
- b) The Committee will work with the Gender Equity Subcommittee to oversee future athletic facilities additions and renovations.
- c) The Athletics Committee and the Minority Opportunity Subcommittee will continue to monitor the progress of the Minority Student-Athlete Mentoring Program.
- d) The Athletics Committee will continue to work with the Athletics Department in addressing budget concerns.

B. In future years?

- a) The Committee will continue to assist the Athletic Department in working toward Gender and Minority equity in order to ensure continued progress in these areas as required by the NCAA.
- b) The Committee will work with the Division I Transition team to assist in the four-year transition period to Division I Athletics at the University of North Alabama

VII. What are the Committee's weaknesses?

The committee currently functions quite strongly with active and engaged faculty, staff, and student members. The committee addresses important issues relating to student-athletes' academics and wellbeing; the Athletics faculty, staff, and facilities; and Division I transition requirements. Moreover, the committee takes appropriate action, when possible, on these issues often in the form of formal recommendations. Thus, the Committee does not have any perceived weaknesses.