

Athletics Committee Meeting

Wednesday, April 26, 2017

I. Call to Order

The regular meeting of the Athletics Committee was called to order at 1:30 pm on Wednesday, April 26, 2017

II. Roll Call

Present: Mrs. Christa Raney, Mr. David Shields, Mrs. Shauna James, Mr. Evan Thornton, Mr. Mark Linder, Mrs. Debbie Williams, Dr. Ulrich Groetsch, Mr. Todd Vardaman, Ms. Brittany Cagle, Mr. Nicholas Smith, Mrs. Lillian Akins (proxy for Mrs. Cassie Morgan)

Absent: Dr. Pat Roden, Dr. Lisa Clayton, Dr. Jean Ann Helm Allen and Ms. Whitney Pacil

III. Approval of minutes from the meeting on January 23, 2017

Mrs. Shauna James made the motion to approve the minutes on March 15, 2017 and Mr. Evan Thornton seconded the motion. The minutes were approved as read.

IV. Faculty Athletic Representative Report

Dr. Pat Roden, Faculty Athletic Representative, was unable to attend the Athletics Committee meeting due to giving a test to students.

V. Minority Opportunity Committee Report

Mrs. Christy Raney, Chair of the Minority Opportunity Committee (MOC), reported on the mentoring program. The MOC met on April 10, 2017. The committee reviewed the MOC Strategic Plan and ensured that action items were completed. Mr. Daryl Brown and Mrs. Christa Raney will create a survey for mentees in the mentoring program. The survey will be used to improve the mentoring program. Christa will send an email to faculty and staff requesting mentors for the 2017-18 school year.

VI. Gender Equity Committee Report

Debbie Williams, Chair of the Gender Equity Committee (GEC), stated that the committee met on April 17, 2017. The GEC was asked to compare the salaries of assistant female coaches in the GSC and other Division II schools. Debbie

Williams researched salaries for assistant coaches in the East South Atlantic region, South Atlantic region, and the West South Atlantic region. The analysis revealed that assistant women's basketball coaches and assistant baseball coaches were below the average. The assistant women's basketball coaches salary at UNA is \$30,900, the average in the East South Atlantic is \$35,561. UNA assistant baseball coaches salary is \$31,827, the average in the East South Atlantic is \$33,831. The committee discussed the experience of the assistant coaches when hired into the program. Coaches could receive a higher salary if coach has experience. The UNA assistant volleyball coach's salary is \$31,827 and the average in the East South Atlantic is \$27,638. Missy Tiber, Head Women's Basketball Coach, Stephanie Radecki, Head Volleyball Coach and Mike Keehn, Head Baseball Coach, were asked to write a letter requesting an increase in salary and information regarding years of experience in coaching. The GEC voted unanimously to recommend to the Athletics Committee to review the salary survey and base the salaries of assistant coaches by years of experience.

The Athletics Committee reviewed the Assistant Coach Salary Comparison analysis and the letters from Coach Mike Keehn, Coach Stephanie Radecki, and Coach Missy Tiber, requesting an increase in the salary for the assistant baseball coach, assistant volleyball coach, and assistant women's basketball coach. The letters also included the years of experience and level of experience for their current assistant coaches.

After reviewing the salary comparison, letters from the coaches and upon the recommendation of the GEC sub-committee, Mr. Evan Thornton brought forth a motion to make a request that Human Resources do an in-depth study of our assistant coach salaries compared to peer institutions. The Athletic Committee will support the recommendation of Human Resources. The Athletics Department will proceed throughout the summer months. Mrs. Shauna James seconded the motion. The Athletics Committee voted unanimously to support the motion.

VII. Athletic Director Report

Mark Linder, Athletic Director, updated the committee on the following:

- Softball is number three in the conference and number three in the region. Softball will play in the Gulf South Conference tournament the weekend of May 5-7, 2017.

- Baseball is number two in the conference and number five in the region. Baseball will play in the Gulf South Conference tournament the May 6-9, 2017.
- Volleyball was the Gulf South Conference champions for two consecutive years.
- Football was the Gulf South Conference champions for four consecutive years.
- Golf qualified for the NCAA Regionals for 2017
- Men's Tennis qualified for the NCAA Regionals for 2017
- For two consecutive semesters (Spring 2017 and Fall 2017) the GPA for student-athletes has been over a 3.0

VIII. Adjourn

The committee will meet in September of 2017.